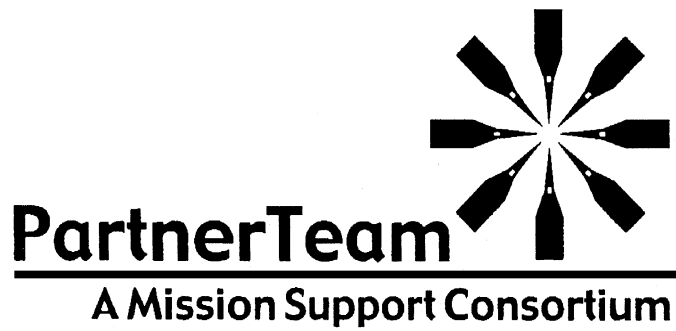


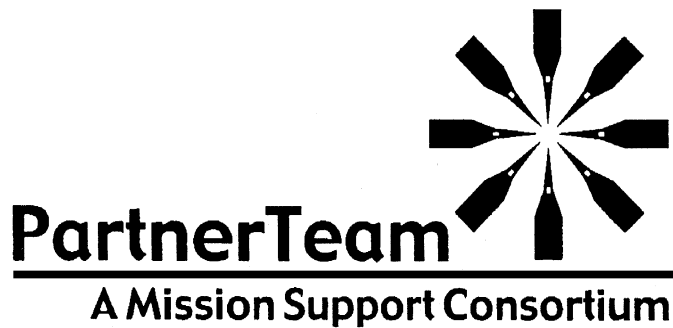
Support Policy and other Formal Documents

*And this gospel ... will be preached
throughout the whole world.*

Matthew 24:14



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Current Member Churches

(as of September 2007)

1. First Congregational Church
146 East Main Street
Hopkinton, MA 01848
Phone: 508-435-5900
Website: www.fcch.org

2. Grace Chapel
3 Militia Drive
Lexington, MA 02421
Phone: 781-862-6499
Website: www.grace.org

3. The Fellowship
604 Foundry Street
Easton, MA 02238
Phone: 508-238-1226
Website: thefellowshiponline.org

4. Trinitarian Congregational Church
52 Cochituate Road
Wayland, MA 01778
Phone: 508-358-7717
Website: www.tccwayland.org

5. Westgate Church
100 Winter Street
Weston, MA 02493
Phone: 781-237-2633
Website: www.westgate-church.org

PartnerTeam: A Mission Support Consortium

New Missionary Support Policy

(November 2, 2002- B)

I. OVERVIEW

- A. ***Our Vision:*** It is the vision and goal of the PartnerTeam churches to work in a close voluntary partnership to carry out the command of Christ's Great Commission (Matthew 28:18-20). Therefore, we view missions as an essential ministry of our churches and our individual members. We are committed to the mobilization of our resources (prayer, monetary, and human) for the primary objective of reaching the unreached peoples of the world for Christ. ("Unreached peoples are those which do not yet have a flourishing church planting movement announcing and demonstrating the gospel of the Kingdom." -- John D. Robb)
- B. ***Our Purpose:*** It is the purpose of the PartnerTeam to raise up and send out new member missionaries from our own churches. Ideally we seek to provide the major percentage of these missionaries' prayer, financial and pastoral support, so that missionaries can be cared for on the field and home assignments (furloughs) can be spent mainly in the region with Consortium churches for mutual edification, encouragement and greater effectiveness.
- C. ***Our Strategic Emphasis:*** It is the intent of the PartnerTeam that an applicant's place of service is in the area where a strong case can be made for missionary presence. The applicants intended work should support evangelism, church planting, Bible teaching, Bible translation, or other direct gospel-sharing ministries including health care, relief/development and leadership development, all designed to help create indigenous, multiplying churches amongst the unreached people groups.
- D. ***Advantages of a Consortium:***
1. The Consortium churches can stand behind their homegrown missionaries with significant overall commitment including spiritual and emotional support, field visits, furlough housing and transportation, etc. Time required in support raising is significantly reduced allowing for a pre-field experience focused on training and spiritual growth.
 2. Sharing missionaries between Consortium churches results in wonderful cross-pollination, enriched_missions programs and healthier/growing churches. Consortium churches will greatly benefit from shared ideas and experiences.
 3. Meaningful fellowship between Consortium churches will result, in part, as they support each other in times of difficulty, share speakers during missions conferences, coordinate short term missions projects for greater effect on their missionaries' unreached people groups, and plan special missions festivals and other activities to impact the home front for missions. A Consortium can work together to determine methodology most effective for New England's unique environment.
 4. The Consortium can ascertain a partnership with the missionary and mission agency that includes accountability and responsible stewardship.

5. Missionary children will be more secure and able to identify with their home church, as well as a geographic home away from the mission field, and their education experiences will be less disruptive.

II. QUALIFICATIONS

A. *Church Qualification and Numbers:*

1. Member churches must agree to and sign the PartnerTeam Doctrinal Statement (Appendix 1).
2. Member churches must agree to the PartnerTeam New Missionary Support Policy, Church Agreement and agree to and sign the Consortium Covenant (Appendix 2).
3. The PartnerTeam seeks eight shares supported by eight or more churches. Churches may join together to comprise one share. Usually a share is a 10% commitment to a missionary's stated support as approved by the Consortium (see Financial Guidelines).

B. *Missionary Candidate Qualifications:*

1. A candidate must be an active member involved in ministry in a Consortium church for at least 3 years. Young adults brought up in a Consortium church returning from schooling or ministry training will also be considered.
2. A candidate must agree to the Consortium Doctrinal Statement (see Appendix 1).
3. A candidate must be accepted for full time long-term missionary service by a non-denominational mission agency with low overhead and recognized by the ECFA (Evangelical Council for Financial Accountability). Full time long-term missionary service is defined as follows: (Approved on March 22, 2003)
 - a. Includes a two-year short-term with intent to be career missionaries.
 - b. Includes a possible two-year internment or language study with full support and a re-evaluation at the end of the two years if they are not yet on the field.
4. A missionary candidate must be accepted for missionary service outside of the USA.

III. IMPLEMENTATION

A. *Strategic Emphasis Implementation Guidelines:*

1. The Consortium will consider support for only one new candidate per calendar year, who meets the criteria of the Consortium's Strategic Emphasis (see Section I.C).
2. Priority will be given to candidates from church shares with the lowest number of missionaries supported by the Consortium.
3. If additional criteria are needed, consideration will be given to a candidate (a) who will minister in a location not already served by another Consortium missionary and (b) who might otherwise have difficulty in raising support.

B. *Financial Guidelines and Prayer:*

1. The candidate's home church should provide at least 20% of the missionary's support needs.
2. The missionary candidate should raise at least 10% of needed support from relatives, friends and, if applicable, spouse's home church (if not a Consortium church).

Candidates should seek a broader commitment to their prayer support from this group.

3. The remainder of the Consortium churches should equally divide up to 70% of the missionary's support needs with no church expected to provide more than 10%. The goal is for eight Consortium church shares to raise 90% of the missionary's support requirements. Churches sharing a share should alternate years of participation in new candidate support.
4. The commitment to a missionary's percentage of support by Consortium churches should be renewed each term for the duration of the missionary's service, unless there is reason for reconsideration such as change of assignment or agency, moral laxity, unethical practices, ineffectiveness, continuing health issues, etc.
5. A missionary's annual regular support should include base salary allowance; medical and dental insurance; education for children; retirement benefits (e.g., 403b or IRA plans); taxes paid by employer (e.g., FICA and Medicare); required travel to and from ministry destination; and mission agency administrative overhead.
6. Ministry expenses and initial outgoing expenses, including outfit, initial travel and set-up expenses can also be included in the Consortium's support for the missionary.

C. *Nomination Procedure Guidelines:*

1. The home church will interview, approve and nominate a candidate for Consortium support.
2. The home church will forward by October 1st to all members of the Consortium Committee: (a) the completed PartnerTeam Support Application (see Appendix 3), (b) a Senior Pastor/Missions Pastor's letter of recommendation testifying to candidate's spiritual maturity, character, areas of ministry involvement in the home church, ability to adapt cross-culturally and interpersonal skills, (c) a Mission Board/Committee chair's letter of recommendation testifying to candidate's personal, experiential and educational preparation for cross-cultural missions, description of previous missions experience especially related to anticipated ministry focus, and how Consortium priority requirements will be met, (d) a copy of the letter of acceptance by the mission agency, and (e) a letter showing that a CORI check has been performed.
3. A Consortium Committee consisting of one representative from each Consortium church share should do the initial review of all missionary candidates by November 1st and decide by a 6 share approval which candidate, if any, is appropriate for further consideration in a given year.
4. Each Consortium church should interview the missionary candidate within 60 days after receiving the completed Application and go-ahead from Consortium Committee. Any candidate that meets the Missionary Candidate Qualification Guidelines (see Section II.B), Implementation Guidelines (see Section III) and receives a vote of approval from at least 6 of 8 shares will be accepted for support by the PartnerTeam on a voluntary basis. While 100% approval is preferable, it is recognized that individual Consortium churches may decline support for a given candidate on the basis of their screening policies or insufficient funds.

5. The agreement, amount of support and when the support will begin will be forwarded to the missionary candidate and the home church by the Consortium Committee by February 1st of the New Year.

IV. EXPECTATIONS

A. *Ongoing Review and Expectations of a Missionary:*

1. A Consortium supported missionary is accountable to the Consortium Committee and all supporting Consortium churches. Missionaries are expected to communicate regularly with supporting churches and in greater detail to the home church.
2. A written standardized annual report (see Appendix 4 – *not yet available*) will be provided by the missionary's home church by October 1st to each Consortium church representative on the Consortium Committee, which should include personal and ministry goals, previous year's accomplishments and shortcomings, present financial status and future needs including retirement plan, home assignment (furlough) plans, educational pursuits, ministry ventures and current prayer needs. Annual reports submitted to the mission agency may be used to supplement this requirement.
3. The Consortium Committee's review will look for demonstrated effectiveness in the missionary task, continued alignment with Consortium's strategic emphasis, and needed increases in the annual support approved by the mission agency or any other special, one-time financial needs.
4. When on home assignment a missionary is expected to live primarily near Consortium churches and attend their annual missions conferences.
5. The missionary must engage the home church and Consortium Committee in advance about potential changes in work assignments or mission agency affiliation. Unapproved changes may result in immediate termination of financial support.
6. The home church and missionary shall organize the missionary's home assignment schedule with the mission agency and other supporting Consortium churches commensurate with the duration of the home assignment and percentage of support. Adequate rest and relaxation should be included.
7. A missionary's financial support will be terminated for failing to adhere to the Doctrinal Statement (Appendix 1), moral laxity or unethical practices.
8. Missionaries will be fully supported during their home assignment (furlough) as long as it does not exceed 12 months over any five-year period; but support will be re-evaluated for home assignment (furlough) extensions.
9. Consortium support will normally terminate upon a missionary's retirement. Missionaries and agencies should plan for retirement.
10. The Consortium Committee will give reasons for termination or reduction of support in writing and an opportunity will be given for the missionary to respond.

- B. *Exceptions:* This document is a guideline for the PartnerTeam done in a spirit of faith, cooperation and trust, and is in no way legally binding. Exceptions to these guidelines can be made on a case-by-case basis with a unanimous vote from all Consortium shares present. At least six shares be represented at a meeting and voting in absentia is not permitted.

**PartnerTeam: A Mission Support Consortium
Church Agreement**
(November 2, 2002)

- I. *Consortium Committee:*** In order to implement the PartnerTeam Support Policy a Consortium Committee will be formed consisting of one representative from each Consortium church. Each church decides on its own representative. If two or more churches comprise one share, they may only have one vote in voting matters. Chair and secretarial responsibilities rotate annually amongst the represented churches.
- II. *Roles and Responsibilities of the Consortium Committee:***
- A. The Consortium Committee exists to serve and be held accountable to the Consortium churches without violating church government structures.
 - B. The Consortium Committee will handle all procedures outlined in the New Missionary Support Policy except those delegated to church boards.
 - C. The Consortium Committee will view mission agencies as having been delegated the responsibility of providing an appropriate mission assignment, which includes goal setting, planning, guidance, accountability, continuing education and supportive care. Plans for any formal education and mission assignments during furlough should be discussed by the mission agency with the missionary and home church, as it affects available time for ministry in the Consortium churches.
 - D. The Consortium Committee will receive a prescribed annual report by October 1st from each Consortium missionary via the home church. The Consortium Committee shall then review and evaluate these reports and make any recommendations to the home church committees including adjustments to support levels for the next year.
 - E. The Consortium Committee will be responsible to determine if there is reason for dismissal of a missionary and make its recommendation to the Consortium churches.
 - F. The Consortium Committee should determine if a missionary's ongoing assignment no longer fits the Consortium strategy and make a recommendation to the Consortium churches including a re-education, re-assignment or exiting strategy that could take up to five years.
 - G. Consortium churches can commence support for a missionary before he leaves for his assignment if they wish the funds to accumulate for one-time outgoing/initial expenses, or desire to help the missionary better prepare for his assignment with language or specialty courses.
 - H. The Consortium will not have a treasury or handle funds.
- I. *Frequency of Meetings of the Consortium Committee:***
- A. The Consortium Committee will meet at least twice annually and more frequently as deemed necessary.
 - B. The Consortium Committee will take minutes of meetings and circulate them to member church mission boards.
 - C. The Consortium Committee will write an annual report and send it to Consortium church mission boards.

IV. *Mutual Expectations of Consortium Churches:*

- A. All Consortium churches will agree to and sign the Consortium Doctrinal Statement (see Appendix 1).
- B. All Consortium churches will subscribe to the New Missionary Support Policy and Church Agreement of the PartnerTeam and sign the Church Covenant (see Appendix 2).
- C. Commitment to the PartnerTeam is voluntary, although it is hoped that it will be long-term and only dire circumstances will cause a church to exit the Consortium. Where possible, an exiting church should give three year's notice and maintain its accepted support commitments. If there is a church split, one or both of the resulting churches should attempt to continue with the Consortium commitments. The home churches of each Consortium missionaries should be prepared to pick up any dropped support by an exited church. If needed, a one-year freeze should be placed on taking on a new Consortium missionary to allow churches time to recover from an exited church. When needed, a replacement church should be sought to keep the number of Consortium church shares at eight. This new church is not required to take on previous missionaries' support.
- D. Consortium churches should send support regularly to sponsoring mission boards, pray regularly for supported missionaries and communicate with their missionaries.
- E. Home churches should monitor missionaries for the purposes of evaluation, effectiveness, personal needs, changes in assignments and finances. Annual reports are to be submitted by missionaries to the home church, which will be forwarded to each Consortium Committee member by October 1st.

V. *Process for Amending the Support Policy or Church Agreement:*

- A. Amendments to the New Missionary Support Policy or Church Agreement should first be brought to the Consortium Committee for consideration. A potential amendment might include a change in the strategic emphasis and direction, for example.
- B. The Consortium Committee will send out recommended amendments to the Consortium churches for approval by all 8 shares.

PartnerTeam
A Mission Support Consortium
Job Description: President

1. The President will be ever mindful of the vision and purpose of the PartnerTeam and prayerfully seek to glorify God through leading PartnerTeam.
2. The President will call and preside over each PartnerTeam meeting. He/she will arrange for a substitute to lead any meeting he/she is not able to attend.
3. The President will determine the agenda and have advanced copies sent out before each PartnerTeam meeting. He/she will arrange for a devotional and prayer time.
4. The President will have a working knowledge of the New Missionary Support Policy and Church Agreement and refer the PartnerTeam to them as appropriate.
5. The President will see that the responsibilities and deadlines outlined in the Support Policy and Church Agreement are carried out each year.
6. The President will implore and coordinate PartnerTeam Council members to accomplish PartnerTeam goals, and will assign tasks to various PartnerTeam members as appropriate.
7. The President will be given authority to make appropriate decisions when coordinating PartnerTeam efforts outside of Council meetings.

PartnerTeam
A Mission Support Consortium
Job Description: Secretary

1. The Secretary will take minutes at each Partner Team (PT) meeting and circulate them to members of the Consortium Committee and church mission boards. (See Church Agreement III. B.)
2. The secretary will type the annual report for the PT and send it to members of the Consortium Committee and church mission boards. (See Church Agreement III. C.)
3. The Secretary will be responsible for keeping records for the PT including:
 - a. Contact Information for all PT churches and PT Committee Members.
 - b. Minutes of all meetings.
 - c. Applications for support of accepted candidates.
 - d. Applications for candidates being considered for the new year.
 - e. PT missionary letters and emails.
 - f. Annual reports from missionaries.
 - g. Annual reports of the PT.
 - h. Updated copies of the PT New Missionary Support Policy and Church Agreement including all amendments and appendices.
 - i. Copies of the signed Consortium Covenant and Doctrinal Statement by member churches.
 - j. As many records as possible should be backed up on CD's with a copy given to the President for safekeeping and duplication.
4. The Secretary will help the President in notifying all PT Committee Members of upcoming meetings including dates, locations and directions. If the President wishes to send out an agenda prior to any meeting the Secretary can help in doing this.
5. The Secretary can send out reminders for assignments, or as directed by the President.
6. The Secretary will perform any other duties as Prescribed by the President or PT Committee.
7. The Secretary will pass on his/her copies of the records whenever a successor is elected.

Appendix 1: Doctrinal Statement

1. We believe in the Scriptures of the Old and the New Testament as verbally inspired by God and inerrant in the original writing, and that they are of supreme and final authority in faith and life.
2. We believe in one God, eternally existing in three Persons: Father, Son and Holy Spirit.
3. We believe that Jesus Christ was begotten by the Holy Spirit, born of the Virgin Mary, and is true God and true man.
4. We believe the ministry of the Holy Spirit is to glorify the Lord Jesus Christ and to convict men of sin; regenerate the believing sinner; indwell, guide, instruct, and empower the believer for godly living and service.
5. We believe that man was created in the image of God; that he sinned and thereby incurred not only physical death, but also spiritual death which is separation from God; and that all human beings are born with a sinful nature, and, in the case of those who reach moral responsibility, become sinners in thought, word and deed.
6. We believe that the Lord Jesus Christ died for our sins, according to the Scriptures, as a representative and substitutionary sacrifice; and that all who believe in Him are justified on the ground of His shed blood.
7. We believe in the resurrection of the crucified body of our Lord, in His ascension into Heaven, and in His present life there for us, as High Priest and Advocate.
8. We believe in the personal return of our Lord and Savior, Jesus Christ.
9. We believe that all who receive by faith the Lord Jesus Christ are born again of the Holy Spirit, and thereby become children of God.
10. We believe that those who have been born again have everlasting life and shall not come into condemnation but are passed from death unto life; and that the Lord Jesus Christ gives unto them eternal life.
11. We believe in the bodily resurrection of the just and the unjust, the everlasting blessedness of the saved, and the everlasting punishment of the lost.

Name/Title/Church (please print) _____

Signature _____

Date _____

Appendix 2: PartnerTeam Covenant

The Governing Board of _____ (name and town of church) agrees to the Doctrinal Statement (Appendix 1) and to becoming a member of the PartnerTeam. We agree to abide by the New Missionary Support Policy and Church Agreement of the PartnerTeam. A copy of this Covenant will be kept with our church's vital documents and in the Consortium records.

Print name and title _____
Signature and date _____

Appendix 3: PartnerTeam Support Application

Using a computer word processor complete an application using the following heading:

Date:

Candidate:

Name:

Address (Home/Field/communication restrictions/special contacts):

Phone/Fax/E-mail:

Date of Birth:

Place of Birth:

Citizenship:

Sex:

Marital Status (wedding date)

Name of Spouse:

Names of Children & Dates of Birth/Expecting:

Church Membership (Name/Address/Date/Pastor/Phone):

Emergency Contact (Name/Address/Phone/Relationship):

Ordination Status:

Social Security Status (Exempt?):

Education (Schools/Major/Dates/Degrees):

Work Experience (Places/Dates):

Hobbies/Extra-curricular Activities (Past/Present):

Travel Abroad (Location/Dates/Purpose):

Personal Testimony/Life Sketch (Upbringing/Christian Experience & Growth):

Witnessing Experience:

Missionary Calling/Purpose:

Mission Agency:

Name:

Address:

Phone/Fax/E-mail:

Affiliation (ECFA/Other):

Date of Acceptance as Candidate:

Date of Departure to Field:

Field Assigned:

Missionary Work/Assignment/Project/Prayer Requests:

Finances:

Authorized Annual/Monthly Support:

Actual Support Pledged

Outgoing/Ministry/Other Expenses:

Signed Statement of Faith:

Appendix 4: Missionary Annual Report

P.O. Box 81389, Wellesley Hills, MA 02481-0004



Please return by October 1st each year

*If done on paper (not electronically) use additional pages if necessary to answer questions)

I. Personal Information (Provide/Change only new information for the purpose of updating)

Name(s):

Date:

Mission Agency:

Email Address:

Length you have served with this agency:

Current mailing address:

Current Phone Number:
(As dialed from the USA)

Birth dates of **you** and **your children**. If married, indicate your wedding anniversary date.

Name

Birth Date (& Anniversary if married)

- Briefly describe your personal and family life this past year.

II. Financial Information

		Percent	Dollars
1	Salary & Benefits		
	a. Twelve month support approved by your agency: \$		\$
	b. Twelve month support you already have (i.e., raised): \$		\$
	c. Your projected deficit, if any, for twelve months: \$		\$
	Does your mission agency provide for the following: (yes or no)		
	Medical Insurance _____ Dental Insurance _____ Retirement _____		
	Are these adequate for your needs _____		
2	Your Own Direct Ministry Expenses		
	a. Expenses approved by your agency (for 12 months): \$		\$
	b. Amount you already have or raised (for 12 months): \$		\$
	c. Your projected deficit (for 12 months): \$		\$
3	Expenses Related to Your Other Ministry Involvement		
	a. Amount your agency expects you to raise (for 12 months): \$		\$
	b. Amount you already have or raised (for 12 months): \$		\$
	c. Your projected deficit (for 12 months):		\$
4	Mission Agency Overhead		
	a. Overhead on "Salary & Benefits" (specify % and \$ amount):	%	\$
	b. Overhead on "Your Own Direct Ministry Expenses" (% and \$):	%	\$
	c. Overhead on "Your Other Ministry Involvement" (% and \$):	%	\$
	d. Overhead Total (add a, b and c above):	%	\$

III. Ministry Information

A. Current Ministry

1. Briefly describe your current ministry.

2. Tell us one brief story of how God is working in peoples' lives through your ministry. (Use additional sheet if necessary)

B. The Past Year

1. List the three specific goals you had for the past year and describe the degree to which they were reached. (Please tell us both your successes/encouragements as well as disappointments/frustrations)

2. Describe your character development in the past year.

C. The Next Year

1. List three specific goals that you have for the next year (e.g., Next year we hope to plant two churches in the next province)
 - a.

 - b.

 - c.

2. Tell us how we may pray for you in the next year.
 - a. List immediate/short-term prayer requests (e.g., Pray for an evangelistic crusade scheduled for January)

 - b. List ongoing/long-term prayer requests

IV. Relationship to Consortium Churches

1. If there is a “key contact” (person or small group)

<u>Church</u>	<u>Key Contact(s)</u>
First Congregational Church, Hopkinton:	
Free Evangelical Church, Easton:	
Grace Chapel, Lexington:	
Trinitarian Congregational, Wayland:	
Westgate, Weston:	

6
7
8

2. Your communication to the PartnerTeam has taken what forms in the past twelve months?

	Monthly	Quarterly	Annually
Postal			
Email			

3. PartnerTeam Church's communication with you has taken what forms in the last 12 months?

PartnerTeam Church	Personal Care Package	Personal Letters / Email	Personal Phone Calls From	Personal Visits from
First Congregational Church Hopkinton:				
Free Evangelical Church Easton:				
Grace Chapel Lexington:				
Trinitarian Congregational Wayland:				
Westgate Weston:				

4. Date of your next home assignment (furlough): From (Month/Year):
To (Month/Year):

5. Will you be available to meet with each of the PartnerTeam Churches when home?

6. Do you continue to agree with the PartnerTeam’s Doctrinal Statement?

7. The PartnerTeam Churches may send out several short-term (1 to 2 weeks) mission teams a year. (Construction, Vacation Bible School (VBS) for children, sports camps, evangelism, etc.)

If you would consider hosting a team, please list the following details:

- Type of ministry or project:
- Location:
- Length of project (1 to 2 weeks):
- Number of people that could be used effectively:
- Best month to send a team:
- Approximate “in country” cost per person: \$
(Such as food, lodging, in-country transportation, cost of proposed project, etc.)

- Include with this form, current photos of yourself and your ministry with explanations, that each PartnerTeam Church can share with their congregation. (Send them electronically by email as attachments with this form if possible)

Appendix 5: Guidelines for Termination of Missionary Support

This appendix brings together statements from the *New Missionary Support Policy* (Section IV.A.7 & 10) and *Church Agreement* (Section II.E & F) and describes a set of guidelines for termination of missionaries supported by the PartnerTeam.

- Statements from the *New Missionary Support Policy* (Section IV.A)
 7. A missionary's financial support will be terminated for failing to adhere to the Doctrinal Statement (Appendix 1), moral laxity or unethical practices.
 10. The Consortium Committee will give reasons for termination or reduction of support in writing and an opportunity will be given for the missionary to respond.
- Statements from the *Church Agreement* (Section II)
 - E. The Consortium Committee will be responsible to determine if there is reason for dismissal of a missionary and make its recommendation to the Consortium churches.
 - F. The Consortium Committee should determine if a missionary's ongoing assignment no longer fits the Consortium strategy and make a recommendation to the Consortium churches including a re-education, re-assignment or exiting strategy that could take up to five years.

The Guidelines:

- A. Any one of the following will automatically trigger a total re-evaluation of PartnerTeam's support of a missionary:
 1. The missionary changes field assignment and/or the basic nature of the work.
 2. The missionary changes Agencies.
 3. The missionary retires. [See *New Missionary Support Policy*: Section IV.A.9 for PartnerTeam's policy on retirement]
 4. The missionary is assigned to the home office, US-based support ministry, other administration, or educational pursuits.
 5. The missionary's home assignment (furlough) exceeds twelve months over any five-year period [See *New Missionary Support Policy*: Section IV.A.8 for PartnerTeam's policy on home assignment (furlough)]
 6. Moral laxity or unethical practices on the part of the missionary.
 7. The missionary fails to adhere to PartnerTeam's Doctrinal Statement (Appendix 1).
 8. The missionary fails to meet PartnerTeam's expectations as described in Section IV.A of the *New Missionary Support Policy*.
 - a. Submitting an Annual Report.
 - b. Demonstrating effectiveness in the missionary task and continued alignment with PartnerTeam's strategic emphasis.
 - c. Living near the Consortium churches and attending their annual mission conferences during home assignment (furlough).
 - d. Engaging the home church and Consortium Committee in advance about potential changes in work assignments or mission agency affiliation.

- B. If PartnerTeam's re-evaluation calls for reduction or termination of support, the Consortium Committee will follow the guidelines described below in making its recommendation to the Consortium Churches:
1. Changes that are initiated by the missionary (which are covered in the section above regarding re-evaluation) require that the missionary engage the home church and Consortium Committee early on in the process. In turn, working in concert with the home church, the Consortium Committee will advise the missionary of PartnerTeam's response to that change. If termination of support is the recommended response, the missionary will be notified at least twelve months in advance of the termination date.
 2. In those instances when the missionary's assignment is no longer a fit as a result of strategic changes made by the PartnerTeam, the Consortium Committee, working in concert with the home church, may choose to do one of the following:
 - a. Work with the missionary and mission agency to re-educate and reassign the missionary to a mission work that is in alignment with PartnerTeam's strategic emphasis. B.
 - b. In the event that re-education and reassignment are not possible, the Consortium Committee will work out a plan that gives the missionary a reasonable amount of time to respond to PartnerTeam's termination of support. The amount of time cannot exceed five years.
 3. Missionaries who are supported for a pre-specified period of time will not receive any advance notification.
 4. In certain crisis situations (such as the missionary experiences moral failure, engages in unethical practices, severs their relationship with the missions agency, etc.), the support may be stopped immediately upon notification and review of the situation.
 5. In all instances of reduction or termination of support, the missionary will be told why support is being altered and given an opportunity to respond.