

EPISCOPAL PARTNERSHIP FOR GLOBAL MISSION
**STANDARDS FOR SENDING
LONG-TERM MISSIONARIES**

VERSION 5.0
AS APPROVED BY THE 2001 EPGM ANNUAL MEETING
CAMP ALLEN, TEXAS, 19-21 MARCH 2001

For the purposes of this document, long-term mission service is understood to be normally three or more years and not less than one year.

QUALIFICATIONS OF MISSIONARY CANDIDATES

EPGM organizations give serious consideration for appointment to missionary service candidates who exhibit the following qualities:

Vital and growing Christian faith and practice,

Membership in the Episcopal Church or a church in communion with the Episcopal Church, as provided in Canon I.4.9a (except that others may sometimes be appointed through ecumenical or other relationships, as provided in Canon I.4.9b)* ,

Contagious witness that commends Christ and the Church,

Theological understanding,

Skills, education and experience appropriate for assignment,

Relationship with an Episcopal community of potential support, e.g., congregation, religious order, seminary,

Desire to serve and learn from people in the receiving community,

Personal integrity,

Family stability,

Eagerness for cross-cultural encounter,

Desire to work in companionship with others,

Ability and willingness to learn another language,

Physical, psychological and spiritual capacity to meet challenges,

Financial stability,

Willingness to work under the authority of the local Anglican bishop, and

* Canon I.4.9:

(a) Ordained Ministers and Lay Communicants of this Church, or of some Church in communion with this Church, in good standing, who qualify in accordance with the standards and procedures adopted from time to time by Executive Council, shall be eligible for appointment as Missionaries of this Church.

(b) Members in good standing of Churches not in communion with this Church, but otherwise qualified as above, may, at the request of the Ecclesiastical Authority of the jurisdiction in which the requirement exists, be employed and assigned to positions for which they are professionally prepared; and may receive the same stipends and other allowances as appointed Missionaries. The Ecclesiastical Authority of a jurisdiction may employ any qualified person for work in the jurisdiction.

Desire to participate in the worship of the local Anglican community.

SCREENING OF MISSIONARY CANDIDATES

EPGM organizations include in their screening of missionary candidates the following elements:

- Comprehensive written applications,
- References from responsible persons who know the candidate,
- Participation of the home community in the discernment of call and placement,
- Communication with the candidate's bishop,
- Interviews with the candidate and spouse (if applicable) by a team of interviewers of the sending agency,
- Background checks, and
- Evidence of psychological examination.

ORIENTATION OF MISSIONARY CANDIDATES

EPGM organizations provide mission orientations that include the following elements:

- Biblical reflection on mission,
- Cross-cultural training,
- History and theology of mission,
- Contemporary Episcopal and Anglican organizations, structures and movements,
- Resources for evangelism, discipleship, spiritual growth, and justice issues,
- Inter-faith and ecumenical reflection,
- Lifestyle reflection on family and finance;
- Language acquisition techniques,
- Country-specific orientation,
- Ethnic and racial diversity training, and
- Certified participation in sexual misconduct prevention training.

DEVELOPMENT OF MISSION ASSIGNMENTS

EPGM organizations develop mission assignments according to the following criteria:

- Invitation by the Anglican bishop or appropriate ecclesiastical authority in the proposed place of service,
- In situations where there is no Anglican ecclesiastical authority, as is the case with least evangelized peoples, collaboration wherever possible with regional Anglican entities or other Christian groups,
- Rationale for missionary rather than national to fill position,

- Potential for missionary to train national to carry on ministry,
- Potential of project to become a model for other similar projects, multiplying its benefit for maximum impact,
- Placement collaboration among candidate, home church, receiving church and sending agency
- Match between missionary and assignment in theological identity, churchmanship, mission vision, and preferences of climate and locale type, and
- Match between assignment and the missionary's gifts and talents, including ability to work in a team setting and ability to pioneer new work.
- When feasible, the missionary should visit possible placement sites to facilitate the discernment process for both the missionary and the receiving site.
- When practicable, the home church should participate in the discernment of the missionary's placement, including visits to placement opportunities.

PASTORAL CARE OF MISSIONARIES

- EPGM organizations provide pastoral care for their missionaries and will include:
 - Commissioning events for missionaries that express prayerful care and the sending role of the home congregation, diocese, other supporting congregations, and the sending agency, and the participation of the Episcopal Church as a whole.
 - Intentional prayer for missionaries by agency staff and support networks,
 - Consistent expression of honor and appreciation for missionaries,
 - Regular and frequent communication with the missionary,
 - Development of a pastoral care plan for missionary wellness, including, if possible, a designated pastoral caregiver in the region of the assignment,
 - Concern for needs of the whole family,
 - Exploration of ways to collaborate among agencies in providing on-site professional-level pastoral care for missionaries,
 - Periodic regional retreats, wherever possible, for refreshment of missionaries,
 - Encouragement of spiritual direction, weekly Sabbath rest and provision for annual vacation, and
 - Provision of continuing education events and resources.

HOME MINISTRY ASSIGNMENT FOR MISSIONARIES

- EPGM organizations offer and require home ministry assignment (HMA) for missionaries, which consists of a period of months in the home country after a period of years in the assignment and which includes:
 - Timely preparation for the HMA, in consultation with the home congregation and diocese and well in advance of travel, including attention to housing, compensation and transportation needs,
 - Debriefing and personal growth consultation with home staff,

Required rest and vacation,

Pastoral care, and personal growth and retreat resources, as needed, with attention to the pastoral relationship between the missionary and the home congregation and diocese,

Opportunity for continuing education,

Speaking to congregations and other support groups to mobilize the Church for mission, and

To the extent encouraged by the sending organization, raising funds for their work and recruiting partners for mission.

HOME RE-ENTRY OF MISSIONARIES

EPGM organizations make arrangements for a graceful transition at the conclusion of a missionary's term of service, which will include:

Timely preparation for conclusion of service, in consultation with the home congregation and diocese and well in advance of travel, including attention to housing, compensation and transportation needs,

Liturgical recognition, in consultation with the home congregation, of the missionary's past contribution and future transition to a new stage of life and ministry,

Consultation and counseling for future employment placement or retirement, as appropriate,

Exit interviews with sending organization's staff,

Transition seminar and/or retreat experiences, if indicated,

Attention to the needs of the whole family, including children, and

Continuing pastoral support for six months to a year, as appropriate, with attention to the pastoral relationship between the missionary and the home congregation and diocese.

MUTUAL ACCOUNTABILITY

EPGM organizations and their missionaries minister within a network of mutual accountabilities, which develop and maintain the integrity of all relationships in the mission assignment:

A missionary's primary accountability for ministry in the assignment is to the receiving bishop (or other comparable authority) and the supervisor designated by the bishop (or other comparable authority), and the missionary continues to serve with the blessing of the receiving bishop, according to the Partnership in Mission principle.

A supervisory structure is clearly identified and maintained.

A missionary is accountable to the sending agency for general effectiveness in ministry and for fulfilling the responsibilities determined by the agency in relationship to the agency and the home community and network of support.

The sending organization is responsible for transparent communication with the missionary and the receiving bishop.

The sending organization seeks to develop an understanding in which the receiving bishop and institution is responsible for transparent communication with the missionary and sending agency.

The sending agency staff is accountable to its governing board and to networks of sending agencies of which the agency is a member (e.g., Episcopal Partnership for Global Mission, Evangelical Fellowship of Mission Agencies, Forum on International Personnel).

A missionary is expected to maintain integrity in all personal, financial and church relationships, avoiding financial and sexual misconduct and any appearance of misconduct.

The sending agency seeks to address missionary misconduct promptly, pastorally and firmly in consultation with the receiving bishop or other receiving partner, as applicable, taking into account the welfare of the missionary family and the receiving church.

FINANCIAL SUPPORT OF MISSIONARIES

EPGM organization adhere to the following principles in assisting with the financial support of missionaries:

Financial policies are understood mutually by sending agencies and missionaries.

Organizations ensure that missionary budgets are designed to provide adequate financial support, whether the source of funding is a centralized budget, deputation by missionaries or a combination.

Missionary standard of living reflects solidarity with the ministry setting in which the missionary works.

Organizations ensure that the compensation structure includes provision for re-entry expenses upon completion of service and for pension in retirement.

Missionaries are transparent with their ministry finances, including resources, needs and expenses.

Organizations are transparent with their budgets, including resources, needs and expenses.

Budgets for missionaries include support for: food, housing, children's needs, clothing, hospitality, transportation, communications, health insurance, life insurance, disability insurance, continuing education, entertainment, vacation, pension, and re-entry.

Organizations abide by regulations of the Internal Revenue Service.

Organizations provide for an annual audit by an external auditor or, if financial resources do not permit a formal audit, provide for a credible financial review by an outside party.

Missionaries understand that funds they raise for their support are contributions to their sending agency.

Missionaries understand that funds raised for projects are contributions to the sending agency or the receiving agency.

Organizations exercise responsible stewardship of gifts designated for missionaries' support and projects.

INSURANCE OF MISSIONARIES

EPGM organizations will assess the risks associated with international mission assignments and develop appropriate insurance provision, which shall include not less than the following:

Health insurance,

Life insurance,

Disability insurance,

Medical evacuation, crisis evacuation, repatriation of remains, and

Liability insurance, including directors' and officers' liability, foreign general liability, foreign automobile liability, foreign voluntary workers' compensation and employer's liability, foreign travel accident and sickness, liability related to socio-political unrest, and umbrella liability.

IMPLEMENTATION OF EPGM STANDARDS

EPGM recognizes that the Sending Standards are numerous and that even well established sending organizations may not meet all standards immediately. Nonetheless the standards represent an ideal of mission sending to which all EPGM sending organizations aspire and which we will over time make consistent and good-faith efforts to achieve. Moreover, the standards will be reviewed regularly and may be subject to change from time to time, according to a process outlined in the next section.

Compliance with EPGM standards will be fostered by EPGM through the following guidelines:

EPGM establishes a Peer Review Group responsible for reviewing implementation of sending standards, working with organizations to establish processes of implementation, and consulting with emerging agencies regarding their development.

The Peer Review Group is constituted principally of EPGM sending groups, with some representation from non-sending EPGM groups. Peer Review Group members are nominated by the EPGM Steering Committee and ratified by the EPGM Annual Meeting.

Each EPGM organization, including missionary sending programs of the Domestic and Foreign Missionary Society, conducts an initial review of its own procedures and patterns using the EPGM Sending Evaluation Form, with relevant documentation, and outlining areas of implementation and areas of needed growth. This document is presented to the organization's own governing board and forwarded to the Peer Review Group. The Peer Review Group reviews the document and meets with the organization for mutual learning and for consultation regarding areas of needed growth.

Each organization conducts an annual supplementary review of its procedures, which is presented to its own governing board and submitted to the Peer Review Group, which communicates with the organization as needed.

Critical concerns raised by any parties about any EPGM sending organization are referred to the Peer Review Group for consideration and consultation with the relevant organization.

The EPGM Steering Committee forwards to Executive Council a list of EPGM sending organizations in good standing, following the annual review of the Peer Review Group, together with the names and assignments of missionaries to be recognized by Executive Council as missionaries of the Episcopal Church.

REVISION OF EPGM SENDING STANDARDS

The Peer Review Group may suggest to the Steering Committee revisions of the sending standards.

The Steering Committee is responsible for advising EPGM members of proposed changes in the Sending Standards and circulating them well in advance of the EPGM Annual Meeting.

Proposed changes in the Sending Standards must be approved by consensus of the EPGM Annual Meeting.

Revisions of the Sending Standards are submitted to the Executive Council for approval. They become effective upon such approval.