

EVANGELICAL CHURCH OF LIBERIA (ECOL)

LOCAL MISSIONARY PROGRAM

I. GOALS AND OBJECTIVES OF THE LOCAL MISSIONARY PROGRAM

A. Goals of the ECOL Local Missionary Program:

1. To glorify God in all things.
2. To carry out the Great Commission of Christ.
3. To edify the church

B. Objectives of the ECOL Local Missionary Program:

1. To send out trained local missionaries for church planting in rural parts of Liberia.
2. To mobilize fellow believers, churches and Christian organizations to support local missionaries and their work for the advancement of God's kingdom.
3. To organize training seminars from time to time and invite local and international facilitators to provide training in discipleship and church planting for local church leaders and missionaries.
4. To disciple and equip the saints for effective ministry.
5. To spread the gospel through print and electronic media.
6. To engage in sustainable development projects to support the local missionary program.
7. To demonstrate compassion as part of Christ's love to the needy.
8. To partner with other institutions of like-faith and vision for the purpose of effective local missionary ministry in rural Liberia.

II. STATEMENT OF FAITH

We believe :

- A. THE BIBLE, which is composed of 66 books of the Old and New Testament, is inspired by God and is free from error in its original writings. It is the only written Word from God and has final authority for what Christians should believe and how they should live. (*1 Timothy 3:16-17; Peter 1:21; Jeremiah 23:29-32*)
- B. THERE IS ONLY ONE GOD, CREATOR OF ALL. He exists in three equal persons: the FATHER, The SON and The HOLY SPIRIT. (Deuteronomy 6:4; Matthew 28:19; *1 Corinthians 13:14*). God is Spirit. He is eternal, holy, unlimited in power and knowledge, perfect in love and righteousness, and sovereign Lord over His creation. His character never changes. (*John 4:24; 1 Timothy 1:17; 1 Timothy 6:16; Psalm 90:2; Peter 1:15,16; Psalms 15:5,6; Revelation 19:6; Malachi 3:6; Psalms 147:5; Exodus 34:6; Isaiah 45:21*)
 1. God the Father, in His justice, will punish every sin without partiality; yet in His love, He desires every person to be saved; therefore, He sent His Son into the world to redeem people

from their sin (*Romans 2:2,11; Peter 3:9; John 3:16,17; Revelation 3:19; Jeremiah 30:11*).

2. Jesus Christ is eternal God. He became man, was born of a virgin, lived a sinless life, died on the cross as God's chosen sacrifice for sin, arose bodily from the dead, and was taken up into heaven where He is seated at the Father's right hand as the only mediator between God and man. He will personally and visibly return to establish His kingdom on earth. (*John 1:1, 14; Matthew 1:23; Hebrews 1:3; 7:26,27; Corinthians 15:3,5; Acts 1:11; Revelation 1:17; 11:15*).
 3. The Holy Spirit is God, equal with the Father and the Son. He has a personality with a mind, emotion and will. He convicts the unbeliever of sin and points him to Christ. The Holy Spirit comes to live within the repentant sinner from the moment he trusts Christ as Savior and joins him in the Body of Christ, which is the baptism of the Holy Spirit. He guides, sanctifies and empowers the believer for service. He gives different gifts to different Christians as he wills. (*Corinthians 3:17; Acts 5:2-5; John 16:7-11; Romans 8:9,13,14; Corinthians 6:9,19, 12:11-14*)
- C. SATAN, who was once Lucifer, is a created spirit who fell into the sin of pride. He is also called the Devil. He rules over the world of evil spirits and powers, opposes the work of God, blinds unbelievers to the truth, and speaks to deceive Christians. Evil spirits tempt people to sin, originate false teaching and religion, empower witchcraft, and encourages every form of wickedness. Satan and the spirits have already been defeated by Jesus Christ at the cross, and they will be judged and cast into eternal punishment in the lake of fire; therefore, believers should not fear them or become involved with their works, but trust the greater power of Jesus Christ, Christians ought to resist and overcome Satan and his demons. (*Isaiah 14:12-15; Timothy 3:6; Ephesians 2:2; 6:11,12; Corinthians 4:3,4; Timothy 4:1; Deuteronomy 18:10-12; Colossians 2:14,15; Revelation 20:10; James 4:7; John 4:4*)
- D. MAN: Because of the sin of ADAM AND EVE, everyone is born with sinful nature; therefore, no one is able to save himself. Everyone is personally responsible before God for his own sins. "The wages of sin is death..." (*Romans 3:23; 5:12; 6:23; Ezekiel 18:20; Mark 7:21*)
- E. SALVATION is an undeserved gift from God by His grace alone. It cannot be earned by human works. When a person turns from his sin and places his faith in Jesus Christ, his sins are forgiven through His cleansing blood, he is immediately born again as a child of God, and receives eternal life. (*Titus 3:4-7; Ephesians 2:8,9; 1 John 1:7; 5:13; John 3:16; 5:24; 10:28,29*)
- F. CHURCH UNIVERSAL AND LOCAL. The universal church is made up of all those who have placed their faith in Jesus Christ, having been at that time joined into His body by the Holy Spirit. The church is the spiritual house of God with Jesus Christ as its head; it is the Bride of Christ which He loves and is sanctifying for Himself. In every place where believers are gathered in local congregations to do His work on earth. (*Ephesians 1:22,23; 2:19-22; Hebrews 10:24,25*)
- G. GREAT COMMISSION: It is a command to all believers to bear witness of Jesus Christ to every person by a Godly life and public testimony in the power and under the direction of the Holy Spirit. (*Matthew 28:19,20; Acts 1:8; 1 Thessalonians 1:5; 2 Corinthians 5:18-20*)

- H. BELIEVERS BAPTISM AND THE LORDS SUPPER are the visible symbol of our faith given to the church by Christ. They have no power to save a person, but are testimonies to the believer's salvation.
1. Water Baptism is by immersion for believers only. It gives testimony to the fact of a believer's spiritual life and is not to be understood as a mark of spiritual maturity. (Matthew28:19; Acts8:12; Romans6:3,4)
 2. The Lord's Supper was introduced by Jesus as a reminder of His death for the forgiveness of our sins. It is not a means of forgiveness. The Lord's Supper is to be regularly observed by believers whose lives demonstrate that they are living in obedience to the Scripture. (Matthew26:26-28; 1Corinthians11:23-29)
- I. The BELIEVERS SANCTIFICATION occurs in two ways. First, it is the position of holiness given the believer the moment he trusts Jesus Christ. Second, sanctification is the life long process by which the Holy Spirit changes the believer to become like Jesus Christ by enabling him to overcome sin and by producing the fruit of the Spirit within his life. Relying on the provision of the Holy Spirit, each believer is responsible to obey the will of God, particularly as found in the Bible. (Hebrews10:10; 1Peter4:12; Philippians1:6; 2:12,13; Galatians5:22-25)
- J. CHRIST'S RETURN. At the end of this age, Jesus Christ will return to receive believers, both those who have died and those who are living, into His kingdom. They will be given immortal bodies without a sin nature. Unbelievers will be raised bodily from the dead and receive everlasting punishment for their sins. (Matthew25:46; John5:28,29; 1Thessalonians4:16,17; Philippians3:20,21; 1Corinthians15:52,53; 1John3:2)
- K. LIFE AND JUDGEMENT AFTER DEATH: When a person dies, his body returns to the dust until the day of resurrection. The soul of the unbeliever is imprisoned in Hades awaiting final judgment, whereas the soul of the believer is taken immediately to heaven into the glorious presence of the Lord. (Genesis3:19; 2Corinthians5:6-8; Revelation6:9-11; Luke16:19-31)

III. VISION STATEMENT

ECOL envisions a strong, viable and vibrant indigenous church that is true to the Scriptures, self-propagating, self-supporting, missions minded and with empowered church families.

IV. GUIDELINES FOR LOCAL MISSIONARY PROGRAM

A. QUALIFICATIONS OF THE LOCAL MISSIONARY:

1. Must be born again.
2. Must not be a recent convert.
3. Must be in good standing with his/her home church and community.
4. Must have a strong commitment to share his/her faith with others and to disciple believers.
5. Must have knowledge of God's word (2 Tim. 2:15).

6. Must be one of courage (Joshua 1:6,7).
7. Must have a minimum of a high school certificate or its equivalent.
8. Must uphold the ECOL Local Missionary Program guidelines.
9. Must uphold the ECOL Constitution and By-laws at all times.

B. RECRUITMENT AND SENDING OF THE LOCAL MISSIONARY:

1. ECOL shall inform her local churches and the public of the need for local missionary with detailed information on who is needed, qualifications, areas of service, duration, etc. for prayerful considerations.
2. Applicants shall apply to the ECOL Missions Board.
3. The ECOL Missions Board shall interview candidates and submit names of successful candidates to the ECOL national leadership. Successful candidates shall be contacted through their respective churches.
4. Successful candidates shall sign the ECOL Local Missionary Program agreement to show that they accept all terms of agreement.
5. Successful candidates shall complete the ECOL local missionary orientation classes.
6. A commissioning (sending off) ceremony shall be organized in collaboration with the successful candidate's home church before departure during which the candidate shall receive an official letter of commission to serve.
7. The local missionary sent shall submit a copy of his/her Letter of Commission and Missionary Terms of Agreement to the ECOL district leader in his/her area of assignment upon arrival (if the mission field falls within an existing ECOL district).

C. JOB DESCRIPTION:

1. Since the work of local missionaries varies based on needs and areas of service (church planting, church leadership discipleship training, etc.), ECOL Missions Board shall prepare job descriptions for local missionaries detailing specific areas and details of service.
2. Additionally, the local missionary shall submit to the ECOL Missions Board a written update covering ministry activities once every two months. A copy of this report shall also be presented to the district leader under whom he/she serves if the mission field falls within an ECOL district.
3. The local missionary shall serve under the ECOL district leadership in his/her area of assignment (if the mission field falls within an existing ECOL district).
4. Local missionaries shall at all times communicate with the district leadership (if the mission field falls within an existing ECOL district) on abrupt trips, visits, emergencies and other developments which may temporarily keep them away from missionary work and be sure that permission to stay away is granted by the district leadership.
5. Local missionaries shall attend ECOL missions conferences and annual conventions and be prepared to provide updates when called upon to do so.

D. SHORT BREAKS/VACATIONS, WEEKEND TRIPS, COMPASSIONATE LEAVES, ETC.

1. The local missionary shall at all times request and obtain permission from the ECOL Missions Board before making weekend trips or any travel from his/her assigned area for more than three days. The missionary shall inform the district leader (if the mission field falls within an existing ECOL district) about such trips.
2. In the case of short break/vacation which is normally pre-planned with the Missions Board, the local missionary shall inform the district superintendent of such break at least one week before departure.
3. In case of emergency such as serious illness, bereavement, etc. the Local Missions Program Board shall grant a compassionate leave to the local missionary and shall inform the district (if the mission field falls within an existing ECOL district) of the decision. The compassionate leave shall carry a definite time period.
4. A married female local missionary shall be entitled to four months of maternity leave.

E. PROPERTIES:

1. All items purchased by ECOL to facilitate the work of local missionaries shall remain the properties of ECOL.
2. The local missionary shall turn over all ECOL properties to the ECOL district leader leadership (if the mission field falls within an existing ECOL district) at the expiration of his/her work, or otherwise turnover said property to the ECOL church planted there (as the case may be)..
3. A turning over document shall be prepared by the local missionary and submitted to the ECOL Missions Board detailing all properties turned over and shall meet with the district (if the mission field falls within an existing ECOL district) or a representative of the Local Missions Program Board for verification of ECOL properties turned over. The turn over document shall be duly signed by the local missionary.
4. The ECOL Missions Board reserves the right to request for payment for ECOL properties unaccounted for by the local missionary. Missionaries are to ensure that all items placed in their care are properly taken care of.
5. Properties of ECOL shall also include all items donated by individuals, groups or institutions within or outside of ECOL to facilitate the work of the local missionary. Personal properties acquired by the local missionary shall not be considered as properties of ECOL.

F. SPECIAL PROJECTS:

1. Special projects for which the local missionary receive funding (whether from within or outside of ECOL) during his/her missionary service with ECOL remain shall remain under ECOL both during and after the missionary service expires. The local missionary shall have no personal claim to such projects, nor shall he/she make demands for rewards in cash or kind.
2. The missionary sensing the need for a project shall prepare a project proposal and submit same to the ECOL Missions Board for approval. No local missionary shall implement projects not approved by the ECOL Missions Board.
3. The Missions Board and the local missionary shall mobilize for funds to support such special project.

4. All donations to projects must be channeled through the ECOL Missions Board project accounts and not at any time through the local missionary. This is done to ensure proper record and accountability during the service of the local missionary.
5. The local missionary shall faithfully manage all projects under his/her care.

G. ECOL LOCAL MISSIONARY CODE OF CONDUCT:

1. As a leader, the local missionary must “set an example for the believers in speech, in life, in love, in faith and in purity” (I Timothy 4:12).
2. He/she must develop a good inter-personal relationship with the community in which he/she is assigned. This involves knowing community leaders and developing a good relationship with them, being friendly and sociable, helpful, etc.
3. Avoid all forms of falsehood (lies, gossips, deceit, etc.).
4. Avoid the use or sale of drugs and alcoholic beverages.
5. Avoid all negative relationships with the opposite sex.
6. The use, sale or promotion of pornographic materials is prohibited.
7. Avoid the use of profane languages (Col. 4:6).
8. Guard your integrity well (Prov. 10:9; Psalm 41:12).
9. Do not at any time encourage, condone or cover-up other local missionaries who are known to be in violation of the ECOL Local Missionary Code of Conduct or guidelines. Report violations to your line managers (district leader, missions board, or national office) if partner fails to heed to advice.
10. Be temperate.
11. Encourage and maintain a strong, active devotional life as much as possible.
12. Encourage and maintain a strong, growing relationship with your family and home church as much as possible.

H. ECOL RESPONSIBILITIES TO LOCAL MISSIONARY:

1. Prayer Support: ECOL shall continually pray for God’s direction and for the physical and spiritual wellbeing of its missionaries on the missions field, and encourage other believers and Christian institutions to do the same.
2. Moral Support: ECOL shall at all times provide moral support to its missionaries through visitations, constant communications (phone calls, friendly letters, newsletters, etc.) and create more awareness of their good efforts on the mission field.
3. Training: ECOL shall through its Missions Board provide opportunity for training of its local missionaries through seminars, workshops, mission conferences, etc. to enhance their effectiveness.
4. Health: ECOL shall through its Missions Board provide medical coverage for local missionaries and their immediate family members
5. Financial Support: ECOL shall through her Missions Board:
 - a) Help raise support for local missionaries by mobilizing ECOL local churches and institutions.

- b) Write prayer letters to other churches/partners and other non-ECOL institutions for support to local missionaries and missions work in general.

***** The local missionary shall also help to raise his/her own missions support from congregations, friends and other Christian organizations/institutions. However, donations for missions support are to be channeled through the ECUL Missions Board and not through the local missionary.***

I. SUPPORT TO LOCAL MISSIONARIES:

1. The ECOL Missions Board shall raise support for the up keep and work of local missionaries and their families. The Board shall raise support from:
 - a. among ECOL local churches
 - b. individuals
 - c. partner churches and Christian organizations
2. Monthly support for local missionaries shall be a **minimum** of \$150 USD or its Liberian dollar equivalent per missionary. The Missions Board shall also consider increasing the monthly support of a missionary based on availability of funds and conditions on the mission field, family size, etc.
3. The ECOL Missions Board shall not send a missionary on the mission field without having at least six months of monthly support in the missions account for such missionary.

J. EXPIRATION OF LOCAL MISSIONARY WORK:

Upon completion of a local missionary's work, he/she shall compile a summary report covering his/her entire mission activities not later than two months after the expiration of work and submit same to the ECOL Missions Board.

K. RECALLING THE LOCAL MISSIONARY:

The local missionary shall be recalled for the following reasons:

1. If the Missions Board has sufficient evidence and proven through investigation that the local missionary's conduct runs contrary to the Missions Agreement to which he/she is a signatory or the ECOL constitution and by-laws, and by doing so has rendered his/her service unattainable, having thrown ECOL's local missions program into disrepute.
2. If, based on report from the mission field that the assigned area of work has become unstable due to continual conflict or violence/insecurity, or health risks that his/her personal/family's security or health can no longer be fully guaranteed. In this case the decision to recall shall be done in agreement with the local missionary. The Missions Board, having recalled the local missionary, shall assess the situation and determine in the future whether to resend the local missionary, reassign or abort the missions work.

ECOL LOCAL MISSIONARY PROGRAM
AGREEMENT DOCUMENT

I, _____, have carefully read the information contained in the ECOL Local Missionary Program Package and, having understood its content, hereby affix my signature below as indication of my acceptance of this document and to abide by all guidelines/terms contained therein as well as the ECOL Constitution and By-Laws.

I have sensed the call of God to serve as _____ in _____ as an ECOL local missionary for the period of _____.

Starting date: _____

Ending date: _____

Duration of service may be extended ____ Duration fixed ____ (please check one)

Signed: _____

MISSIONARY

Signed: _____

ECOL MISSIONS BOARD

Approved: _____

ECOL PRESIDENT