

Guidelines for Aligning Existing Missionaries with the Strategy

After a missions strategy has been approved, many churches find difficulty in moving toward strategic alignment in their missions roster. Consider these guidelines especially for those existing missionaries who do not fit well with your new strategy.

1. Differentiate your missionary roster by those who are “home grown” or consider your church as their sending church and those whom your church has “adopted” or have another sending church.
2. Accept a certain filial responsibility for home grown missionaries and be more accommodating to their ministry focus even when different from your strategy.
3. Although all missionaries hope their financial support from a church will never end or be decreased, all missionaries realize that supporters do change. Completing involvement with a missionary after fulfilling any commitments is an acceptable. Most missionaries will understand and accept how a church has changed their strategic focus if it is communicated properly and a degree of time is allowed to replace lost support.
4. Integrate the focus of the missions strategy into every education opportunity (missions education, missions conferences, candidate preparation, short term trips) so future missionaries will be well aware of how God is leading the church.
5. Prioritize the allocation of finances to the strategy. Greater support should be given to those in line with the strategy.
6. Discuss with home grown missionaries serving in ministries/areas not within the missions strategy the possibility of change so they could fit into the strategy. This may require further training.

Source: Developing a Church Based Missions Strategy: Tom Horn