

Midwest Church Extension  
Philosophy of Personnel

Executive Director:

The Executive Director shall directly oversee the activities of this organization according to the following precepts:

- Responsible oversight

The Executive Director is the chief administrative officer of this organization. He is accountable in the fulfillment of that responsibility to the Board of Directors. He shall be governed by and must enforce all policies of this organization.

- Proactive expansion

The Executive Director must demonstrate initiative in seeking out ministry fields and opportunities for church planting. He must, at the same time, manifest an open willingness to seriously consider any unsolicited ministry fields and opportunities that present themselves.

- Diligent recruiting

The Executive Director must diligently cultivate opportunities to present himself in as many different venues as possible, in a consistent and strategic ministry designed to inform, develop, and challenge Christian servants to pursue the ministry of church planting.

- Aggressive promotion

The Executive Director must endeavor to seek and cultivate every reasonable opportunity to advance and promote the aims and purposes of this organization through every appropriate media and in every appropriate venue. Venues affiliated with I FCA I nternational must be given priority while also allowing for promotion in other venues that are consistent with the position, values, and activities of I FCA I nternational.

- Sensitive pastoral care

The Executive Director must maintain a pastoral approach in caring for the needs of all organizational personnel and projects. He must compassionately deal with concerns in a biblical manner, seeking to facilitate spiritual growth in the faith and practice of all believers under his oversight.

- Facilitative training

The Executive Director shall assure the training of organizational personnel and projects in such a way as to facilitate spiritual success in their respective ministries. He shall equip those whom he leads to fulfill the Great Commission in accord with their spiritual gifts, calling of God, and positions of ministry.

Field Director:

The Field Director must conduct his ministry according to the following precepts:

- Proactive outreach

The Field Director, within his own field of ministry oversight, shall, 1) be active in targeting new fields and opportunities for church planting; 2) research and lead in determining the viability of respective ministry endeavors; and 3) take a leadership role in the establishment of new churches.

- Aggressive promotion

The Field Director must endeavor to seek and cultivate every reasonable opportunity to advance and promote the aims and purposes of this organization through every appropriate media and in every appropriate venue within his field of ministry oversight. Venues affiliated with I FCA I nternational must be given priority by the Field Director, while also allowing for promotion in other venues that are consistent with the position, values, and activities of I FCA I nternational.

- Diligent training

The Field Director must actively work with organizational personnel within his field of ministry oversight for the purpose of facilitating spiritual success. He shall be involved in the training of all leaders in existing organizational projects within his field of ministry oversight.

- Sensitive pastoral care

The Field Director must conscientiously provide spiritual care for those churches and organizational personnel within his field of ministry oversight. He shall be attentive to and provide service for: 1) the improvement of conditions; and, 2) the meeting of needs for organizational missionaries, as well as the believers within each organizational project.

- Cooperative attitude

The Field Director must possess and display a cooperative attitude toward the Executive Director and the organization's Board of Directors. He must comply with their instructions and address any relational concerns in a biblical way. He must remember that his loyalties are to this organization and the fellowship of churches that have created and currently sponsor this organization, all of whom are to cooperatively demonstrate a supreme loyalty to the Lord Jesus Christ.

Board of Directors:

- Facilitative administration

The Board of Directors shall set the direction of this organization by providing vision and planning for the future and by developing the policies and guidelines which will best serve to facilitate the ministry of all organizational personnel and projects. Decisions and policies shall be made for the advancement and protection of this organization's purposes and goals.

- Engaged participation

The Board of Directors must endeavor to remain as informed and involved in the activities of this organization as can reasonably be accomplished. General interest and concern must be displayed through interaction with organizational personnel. Regular prayer on behalf of organizational personnel and projects is expected.

- Responsible investment

The Board of Directors must seriously apply their collective wisdom to the responsible use of this organization's resources. It must make use of such resources where it deems most advantageous to the fulfillment of the organization's purposes and goals. It must account for resource investment, equally factoring what is best for this organization, its leadership, personnel and projects.

- Ready spirit

The Board of Directors must evidence a ready spirit to generously allocate organizational resources and services to best benefit the organization's personnel and projects. It must seek to avoid a hesitant attitude that exceeds the principle and practice of responsible investment.

Missionaries:

- Faithful ministry

The organizational missionary must conduct himself in accord with the principles of faithfulness as declared in Scripture and as further defined or clarified by organizational leadership. His loyalties must be to this organization and to his appointed ministry for the duration of his term of service under this organization.

- Evangelistic passion

The organizational missionary must prioritize evangelism in his ministry. He must be diligent to seek the lost, using every appropriate means to win souls to Jesus Christ. He must work in full cooperation with and accountability to organizational leadership in establishing and enacting an active and successful evangelistic plan for his ministry.

- Personal and corporate discipleship

The organizational missionary must also prioritize discipleship in his ministry. He must be diligent in training those believers under his leadership to follow Jesus Christ. He must have a heart for building the saints; i.e., for new believers to grow in maturity, and for mature believers to assume positions of service and / or leadership. He must also demonstrate this character in his personal life and approach to ministry.

- Compassionate relationships

The organizational missionary must cultivate compassionate relationships with those believers within his appointed project, and with the community of people around him. He must endeavor to learn about and address the needs of his flock, including but not limited to: counseling, home visitation, hospital calling, weddings, funerals, crisis-oriented ministry, etc.

- Pulpit excellence

The organizational missionary must highly esteem his work of declaring the truth of God's Word. He must devote considerable time to preparation and study, utilizing his gifts and abilities to the glory of God.

- Diligent work ethic

The organizational missionary must work hard to fulfill his ministry. He must labor knowing that he is accountable to God for the use of his time, and to this organization which will seek to both instruct and exhort him in this regard. He must exhibit a serious commitment to the ongoing development of his pulpit and ministry skills and be responsive to any guidance and instruction received, from the Executive Director and the Field Director to whom he is accountable, in the area of recommended reading and other activities that will help him in that process.

- Cooperative attitude

The organizational missionary must possess and display a cooperative attitude toward the Executive Director, Field Director, and the organization's Board of Directors. He must comply with his leaders' instructions and address any relational concerns in the patterns taught by Scripture. He must remember that he is part of the organization's team, all of whom are to cooperatively serve the Lord Jesus Christ.

#### Mission Secretary and Office Staff:

- Serving spirit

The office personnel of this organization are by their roles supportive in nature and thus important to freeing up the organization's leadership for their prioritized duties. The serving spirit of these personnel will greatly contribute to the overall success of the organization's ministry.

- Attentive to detail

The office personnel of this organization will need to handle what some might deem mundane but nonetheless critically important matters of the organization, such as filing, organization, bookkeeping, etc. Because accuracy and professionalism are diminished by carelessness or disregard, attention to detail will help the organization maintain a level of excellence fitting to this organization's purposes and goals.

- Cheerful ministry

The office personnel of this organization must have a cheerful attitude toward their ministry roles. In a day when glamour and visibility often are mistaken for quality or importance, the office personnel must cheerfully accept their roles as "behind-the-scene," knowing that the Lord sees all of their labors cheerfully done for Him, and that a day will come when He will reward them openly.