



Missions Policy



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1. Purpose

- A. Missions play a leading role in Christianity, reflecting a fundamental aspect of the faith's teachings: spreading the message of salvation, love, and hope. The biblical purpose of missions is deeply rooted in Scripture and guided by the commandments and teachings of Jesus Christ.

The Great Commission (Matthew 28:19-20) is a mandate for Christians to share the gospel, make disciples, and bring others into a deeper relationship with God. It calls believers to go beyond their immediate communities and reach out to every nation, all tribes, and peoples.

While the Great Commission focuses on spreading the gospel, the biblical purpose of missions extends to embodying Christ's compassion and service. Believers are commanded to serve the least fortunate and care for those in physical need.

- B. This policy serves as a guiding framework for Every Child Ministries (ECM) missionaries and international staff as we engage in mission work. It ensures that our efforts align with our core missions principles, maintain ethical integrity, and strengthen our partnerships with missionaries and local communities.

2. Core Scripture

- A. **Matthew 28:19-20** "Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age.
- B. **Acts 13:2-3** "While they were worshiping the Lord and fasting, the Holy Spirit said, 'Set apart for me Barnabas and Saul for the work to which I have called them. So, after they had fasted and prayed, they placed their hands on them and sent them off.'"
- C. **Matthew 24:14** "And this gospel of the kingdom will be preached in the whole world as a testimony to all nations, and then the end will come."
- D. **James 1:27** "Religion that is pure and undefiled before God the Father is this: to visit orphans and widows in their affliction and to keep oneself unstained from the world."

3. Core Missions Principles

- A. **Faith-Centered Approach** – Our mission is rooted in Christian values, prioritizing evangelism and discipleship alongside humanitarian efforts.
- B. **Child Focus** – All ECM programs—including those initiated and led by missionaries—must clearly reflect strong support for children and caregivers in the spiritual, academic, and economic dimensions of their lives.
- C. **Community Collaboration** – We work alongside local churches and leaders, valuing their insight and partnership in ministry. Effective missions are built on mutual respect and shared responsibility.
- D. **Sustainability** – We equip indigenous leaders to eventually lead and sustain the ministry independently, aiming for long-term self-reliance rather than dependence on external support.
- E. **Holistic Impact** – Missions should address spiritual, educational, relational, and social needs, focusing on empowerment rather than dependency.
- F. **Accountability & Stewardship** – We commit to transparent financial management and responsible use of resources.
- G. **Respect for Culture** – While sharing the Gospel, missionaries must honor and respect local traditions, ensuring cultural sensitivity.

See [Appendix A](#) for ECM's Core Organizational Values

4. Shared Mission & Mutual Investment

- A. Every missionary is part of a greater collective calling. We recognize that our efforts are most effective when united under ECM's vision and values. Missionaries are expected to actively support the broader mission through collaboration, flexibility, and financial contribution. This includes the payment of an administrative fee on all donations, which enables vital infrastructure, oversight, and coordination across all ministries. Shared investment reflects shared purpose — advancing the Kingdom as one body, with each part honoring and supporting the whole. (See [appendix B](#) for an expanded explanation of our shared mission.)
- B. ECM Missionaries are required to agree with and sign the document entitled *ECM Covenant of Partnership*. (see [appendix C](#))
- C. We affirm that missionary service is rooted in partnership—a mutual commitment to advancing ECM's gospel-centered mission through shared vision, support, and accountability. Partnership with ECM means that missionaries are not only sent but

actively supported. ECM commits to standing with each missionary in prayer, promoting their ministry through organizational channels, and providing strategic, logistical, and relational support. In turn, missionaries commit to aligning their work with ECM's mission, values, and strategic direction—contributing meaningfully to the broader impact of ECM's initiatives. See [appendix D](#) for a detailed explanation of this partnership.

5. Missionary Selection & Training

- A. Applicants must demonstrate strong Christian faith, spiritual maturity, cultural adaptability, and a commitment to ECM's vision. (See [appendix E](#) - ECM Missionary Job Description for more information on applicant qualifications).
- B. As part of the formal application process, prospective missionaries are expected to visit ECM's international home office to engage with staff and board members. Final acceptance decisions are made by the Executive Director, in consultation with both staff and board leadership.
- C. During training, missionaries receive ECM's Missionary Manual, which outlines essential policies and procedures, expectations, and practical guidance for their role.
- D. Mandatory pre-field training includes cultural immersion, conflict resolution, support raising, and the appropriate levels of theological education (see [appendix F](#)).
- E. Missionary applicants are not required to have a fully defined role or ministry plan prior to acceptance. What is essential is a clear sense of God's calling, a desire to serve, and a willingness to work within ECM's mission and vision. Specific assignments may be discerned and refined during training and in collaboration with ECM leadership, ensuring that each missionary's gifts are used effectively to advance both the missionary's and ECM's callings in Africa.

6. Program Implementation

- A. Program proposals and reports should demonstrate alignment with ECM's holistic empowerment framework, with an emphasis on sharing the Gospel message in word and deed with children and families.
- B. Programs must actively protect children and vulnerable adults from all forms of abuse. All safeguarding policies established by the US office or national offices must be fully implemented and strictly followed.
- C. Missionaries should prioritize sustainable projects that empower communities to independently manage and sustain the programs, rather than fostering dependency.
- D. Collaboration with local churches and leaders ensures alignment with regional needs.

- E. Periodic evaluations assess the effectiveness of outreach programs, allowing for adaptation and growth.

7. Communication & Reporting

- A. Regular updates from missionaries promote transparency and accountability, while enabling ECM leadership to provide guidance and realign efforts with the ministry's vision as needed.
- B. Reports should include testimonies, challenges faced, and measurable impact on local communities, and should be submitted to relevant leadership for coordination and oversight according to the agreed-upon frequency.
- C. While ECM's International Office will periodically assist in promoting an individual missionary's ministry, the primary responsibility for ongoing communication with personal supporters and sending churches rests with each missionary.
- D. Missionaries are expected to foster relationships with their sending and supporting churches that promote partnership with ECM as a unified ministry. Churches should be encouraged to engage not only with the missionary, but with the broader mission, recognizing ECM as one ministry with many interconnected parts.
- E. Each missionary is responsible for creating and continually refining an exit plan—a strategic roadmap for sustaining impact after their departure, whether through retirement or return to their home country. They must also provide periodic updates demonstrating progress toward the goals outlined in that plan. See section 10 below for more details.

8. Conflict Resolution & Adaptability

- A. ECM's biblically based mediation process addresses disputes between missionaries and ECM leadership, between missionaries and local indigenous leaders, and between missionaries and other missionaries. (see [appendix G](#)). All ECM missionaries are expected to follow these guidelines when disputes arise.
- B. Missions strategies should remain flexible to accommodate changing political, economic, and social landscapes.

9. Financial Support & Sustainability

- A. Funding must be sourced through ethical means, with clear reporting on financial allocations.
- B. ECM encourages self-sustaining projects, reducing long-term financial dependency.

- C. Missionaries carry the primary responsibility for securing both their personal financial support and the funding required for ministry-related activities and projects.
- D. Missionary fundraising should be aligned with realistic program needs. As a general guideline, funds raised should not exceed what can reasonably be utilized within a 12-month period, except in clearly defined cases where up to 24 months of support is justified.

10. Exit Strategy, Emergency Plan, & Long-Term Impact

- A. Missionaries should plan for one of four possible outcomes in their ministry:
 - closure of the program
 - continuation of the program under the supervision of ECM
 - continuation of the program under the supervision of another mission organization
 - handover to local leadership, ensuring continued success after ECM's involvement
- B. Recognizing that unexpected situations—such as medical emergencies or security threats—may require a missionary to temporarily leave their field assignment, Every Child Ministries requires each missionary to maintain a current Emergency Plan. This plan must be submitted to both the local country office and the international office. To ensure relevance and readiness, Emergency Plans should be reviewed and updated annually, or sooner if circumstances change.
- C. The impact of the work should be reviewed annually, guiding future mission strategies.
- D. All planning should be conducted in collaboration with ECM leadership, documented in written form, and reviewed jointly on an annual basis.

11. Short Term Mission Trips

- A. Every Child Ministries arranges and facilitates Short-Term Mission Trips and service opportunities designed to advance ECM's holistic, Christ-centered mission. These trips serve multiple purposes, each contributing to the long-term impact of our ministry:
 - I. **To cultivate understanding** – Short-term missionaries are introduced to the heart of missions, gaining firsthand insight into ECM's vision, values, and the realities of cross-cultural ministry. Through this experience, participants develop a deeper appreciation for the goals and challenges of long-term missions.
 - II. **To inspire sacrificial support** – By engaging directly with the field, short-term missionaries are equipped to become more intentional and generous advocates for long-term missionaries and the broader ECM mission. Whether through prayer,

financial giving, or mobilizing others, they return home with a renewed commitment to global ministry.

- III. **To strengthen long-term missionaries** – Short-term teams bring fresh energy, practical assistance, and spiritual encouragement to those serving long-term. Their presence fosters fellowship, lightens the workload, and reminds field staff that they are not alone in their calling.
- IV. **To deepen spiritual formation** – These trips are designed to be transformational for participants. Through dependence on God, the power of prayer, and witnessing God’s work in diverse contexts, short-term missionaries grow in their passion for Christ and their desire to make Him known.

12. Mission Ministry Life Cycle

- A. The Mission Ministry Life Cycle outlines the stages of missionary service, providing clarity and guidance so that each phase—recruitment, active ministry, transition, and renewal—advances ECM’s vision while caring well for those who serve.

This cycle provides a framework for understanding the natural stages of missionary service within Every Child Ministries. Just as individuals grow through seasons of preparation, active service, transition, and renewal, so too does ministry follow a rhythm that requires intentional guidance and support. By articulating this life cycle, ECM affirms its commitment to stewarding each missionary’s journey with clarity, care, and accountability. This approach ensures that recruitment, deployment, ongoing service, and eventual transitions are aligned with our mission and vision, strengthening both the effectiveness of our work and the well-being of those who serve.

i. Called to Serve

- Individuals sense a calling to missions but have not yet identified the specific location or method of service.

ii. Ministry Identification

- Through prayer, research, and exploratory visits, individuals have determined the ministry location, approach, and established preliminary goals and timelines.

iii. Ministry Organization / Startup

- The ministry has reached a stable state and is demonstrating measurable impact and fruitfulness.

iv. Ministry Stabilization / Accomplished

- The ministry has reached a stable state and is demonstrating measurable impact and fruitfulness.

v. Ministry Revitalization

- Original objectives have been met. A strategic decision has been made to continue the ministry with revised goals to expand its impact.

vi. Ministry Transition or Conclusion

- The ministry's objectives have been fulfilled. Plans are in place for leadership transition or closure, including proper handling of remaining resources and funds.

See [appendix H](#) for diagram of the Mission Life Cycle

Appendices

Appendix A

ECM's Core Organizational Values

In pursuit of the mission God has entrusted to Every Child Ministries (ECM), all team members are expected to embody and uphold the following core values (P.U.R.P.O.S.E):

- **Passionate:** *We are deeply committed to supporting children, families, and communities holistically, using the resources God has provided with purpose and compassion.*
- **United:** *United in faith and vision, we serve with grace and collaboration across all levels of staff, believing transformation arises through shared purpose.*
- **Reaching Out:** *We courageously seek the most vulnerable, responding to needs with intentional care and Christ-like love.*
- **Partnership-Minded:** *Recognizing the strength of the Body of Christ, we actively build partnerships with other organizations and individuals to further ECM's ministry objectives.*
- **Obedient:** *Through prayer and faithful study of Scripture, we seek to understand and follow God's will in all aspects of our work.*
- **Servants:** *Modeled after Christ's perfect example, we serve families and children with humility, dignity, and love.*
- **Evangelistic:** *We share the Gospel truthfully and joyfully, inviting others to know Jesus, trust Him, and follow His teachings.*

Appendix B

Partnership Definition Expanded

Why is it important for ECM missionaries to see themselves as part of the larger ECM community?

There is tremendous beauty and strength in being part of something bigger than ourselves. ECM isn't just a platform or a sending agency—it's a living, growing community, rooted in shared vision and mutual support.

One way we live out this unity is through our commitment to the whole mission—not just our individual roles. That means being willing to lend a hand where needed, to encourage other teams, and to contribute financially through the administrative fee, which sustains the very systems and support that make ministry possible.

This isn't about policy or bureaucracy—it's about stewardship. It's about acknowledging that we each play a role in building, strengthening, and sustaining ECM's mission—not just in our host communities, but across every program and every partnership.

Appendix C

ECM Covenant of Partnership

Introduction to the Covenant of Partnership

*This Covenant of Partnership affirms our shared commitment to mutual respect, transparency, collaboration, and accountability as a global ministry family. It is grounded in our collective calling to glorify God by pursuing ECM's vision of **"transformed children transforming the world."***

As members of the ECM global ministry—whether serving in the U.S. or across Africa, whether serving as missionaries, US staff, or national staff—we function as one body, united in purpose and guided by the Spirit. While national contexts and expressions may vary, we affirm that our shared mission takes precedence over individual interests. We embrace the spirit of Kingdom citizenship described in Ephesians 2:19–20: "...fellow-citizens with God's people and members of God's household, built on the foundation laid by the apostles and prophets, with Christ Jesus himself as the foundation-stone."

This Covenant reflects the culture we seek to embody:

- We are **Christ-centered**, recognizing that only Jesus brings lasting transformation
- We **build one another up**, encouraging, trusting, and engaging in honest dialogue
- We pursue **excellence**, because God and the children we serve deserve nothing less
- We **learn and grow together**, as individuals and as a ministry

We affirm the values that guide our work:

- **Faith** – Christ's call and example shape everything we do
- **Empowerment** – We speak out, encourage, and seek justice for the vulnerable
- **Partnership** – We collaborate across cultures and contexts to grow together
- **Leadership** – We equip and elevate local leaders to flourish in their calling

Our Global Partnership Defined

"ECM Global Partnership" refers to the collective ministry of ECM in the United States and across Africa. ECM is a registered nonprofit in the U.S., governed by its Board of Directors and led by the Executive Director. The U.S. office provides strategic leadership, oversight, and coordination for the global ministry.

Country offices and programs in Africa are integral members of this partnership. ECM appoints national directors and works collaboratively to develop strategic plans, implement programs, and ensure alignment with ECM's mission and values.

The Covenant

Recognizing ECM as a global partnership of interdependent members, affirming our shared mission, vision, values, and commitments, acknowledging the growth and grace that have shaped ECM's journey, and recognizing the need for clear expectations and mutual accountability, we commit to the following:

Uphold ECM's Identity and Purpose

- 1. Affirm ECM's Vision, Mission, and Values*
- 2. Affirm ECM's Core Mission Values and ECM's Missions Policy*
- 3. Uphold ECM's Statement of Faith as the foundation of our shared beliefs*
- 4. Ensure all programs remain Christ-centered and focused on children and families*
- 5. Reflect ECM's commitment to holistic transformation in all ministry efforts*

Strengthen Partnership Life and Unity

- 1. Participate in strategic decision-making through collaborative processes*
- 2. Communicate clearly that all offices and programs are part of ECM's global ministry*
- 3. Accept the structures and leadership established by ECM's Board and Executive Director*
- 4. Operate with cultural sensitivity and contextual relevance*
- 5. Model stewardship in lifestyle, compensation, travel, and operations*
- 6. Engage in open dialogue to resolve tensions and foster reconciliation*
- 7. Share ideas, concerns, and vision freely within the partnership*
- 8. Actively participate in a local Christian fellowship and support the Church's mission*
- 9. Empower local offices to make decisions close to those affected*
- 10. Cooperate across offices to fulfill our shared mission*
- 11. Honor both national and international contributions in a spirit of mutual respect*
- 12. Hold one another accountable to uphold this Covenant*

Operate Within ECM's Accountability Structures

- 1. Embrace mutual accountability and transparency in all areas*
- 2. Implement ECM policies and decisions as established by leadership*
- 3. Fully adhere to ECM's safeguarding policies*
- 4. Honor budget commitments and communicate financial decisions collaboratively*
- 5. Protect ECM's name, brand, and symbols through appropriate agreements*
- 6. Seek prior approval before launching new ECM offices or programs*
- 7. Collaborate on challenges and share solutions openly*
- 8. Register and protect all ECM assets appropriately*

9. *Comply with all legal and nonprofit registration requirements in each country*

Follow ECM's Financial Principles and Procedures

1. *Use funds raised under ECM exclusively for approved programs*
2. *Use designated funds only for their intended purpose unless otherwise approved*
3. *Minimize administrative and fundraising costs to maximize program impact*
4. *Practice responsible financial planning, budgeting, and reporting*
5. *Accept only external funding that aligns with ECM's mission and values*
6. *Provide timely reports that demonstrate impact through stories, data, and images*
7. *Collaborate with ECM on fundraising efforts in the U.S.*
8. *Develop local funding sources to promote long-term sustainability*

Present Consistent Communications

1. *Reflect ECM's mission, vision, and values in all messaging*
2. *Ensure accuracy and integrity in all statistics, stories, and visuals*
3. *Promote empowerment and transformation, avoiding paternalism*
4. *Use respectful and dignified imagery in line with safeguarding policies*
5. *Build trust and transparency across the partnership*
6. *Strengthen ECM's unified brand and public witness*

Concluding Commitments

This Covenant of Partnership is a living expression of our shared commitment to Christ, to one another, and to the children, families, and communities we serve. It reflects the heart of Every Child Ministries—a ministry rooted in faith, built on trust, and driven by a vision of transformation through empowered families and thriving communities.

We recognize that this Covenant is not merely a set of obligations, but a sacred agreement to walk together in humility, integrity, and mutual accountability. It is a reflection of our desire to honor God in all we do, to steward His resources faithfully, and to serve with excellence and compassion.

As members of the ECM Global Partnership, we affirm:

- *That our unity is found in Christ, and our diversity is a strength to be celebrated*
- *That our shared mission calls us to collaborate, listen, and grow together*
- *That our commitment to children and families demands our best efforts and deepest love*
- *That our accountability to one another is a gift that strengthens our witness and impact*

We enter into this Covenant with joy and resolve, trusting that God will continue to guide, sustain, and bless our partnership as we seek to fulfill His calling—offering hope, practical help, and dignity in the name of Christ.

Appendix D

What Partnership Means at ECM: A Shared Mission with Missionaries

At Every Child Ministries (ECM), we believe that partnership is more than affiliation—it’s a shared calling, a mutual commitment, and a strategic alignment with the gospel-centered vision God has entrusted to us.

When missionaries partner with ECM, they become part of a movement to bring holistic, Christ-centered transformation to communities through family empowerment, spiritual development, and sustainable change. Their work is not separate from ECM’s mission—it is a vital expression of it.

What Missionary Partnership Looks Like in Practice

Here’s what missionaries can expect when they partner with ECM:

Spiritual & Relational Support

- We stand with you in prayer. You are not alone. ECM commits to praying for you regularly, both as individuals and as a ministry team.
- You are part of a spiritual family. In the field, ECM staff, church partners, and community leaders walk alongside you—sharing wisdom, offering support, and growing together in ministry.

Organizational Credibility and Legacy

- ECM’s long history of faithful ministry builds trust with churches, donors, and communities.
- Missionaries benefit from ECM’s reputation for integrity, transparency, and long-term impact in Africa.

Visibility & Promotion

- Social media amplification. ECM will promote your ministry through our social media channels, broadening your reach and connecting you with our existing network of partners.
- Newsletter features. Your work will be highlighted periodically in ECM’s quarterly newsletter, helping donors and supporters see the impact of our shared mission.
- Monthly Missionary Success Story Email. Each month, ECM features one missionary in a “Success Story” email distributed to our broader network of supporters, churches, and

partners. This initiative offers you a meaningful platform to share recent ministry impact—testimonies, breakthroughs, or moments of transformation—while ECM actively promotes your work. Through this story, we invite others to pray for you, engage with your mission, and celebrate the ways God is working through your life and calling.

- Storytelling support. We can help refine and share your stories in ways that inspire and engage others.

Strategic Alignment

- Clear expectations and guidance. ECM provides policy support, onboarding materials, and ongoing communication to help you thrive in your role.
- Connection to ECM's 100-10-1 vision. Your work contributes directly to our goal of impacting 100 communities in 10 years with the gospel.
- Opportunities for collaboration. You'll be invited to contribute to ECM initiatives and strategic planning as appropriate.
- Opportunities for training. You'll both receive and contribute to relevant trainings—offered in person and online—to strengthen your ministry and equip others.

Practical Infrastructure

- Administrative support. ECM assists with logistics (travel, visas, housing, etc.), financial matters, documentation, and troubleshooting—so you can focus on ministry.
- Donor engagement tools. We offer guidance on fundraising, storytelling, and connecting with supporters.
- Field accountability and encouragement. You'll receive regular check-ins and opportunities for reflection and growth.
- Cultural insight. ECM's national directors and field teams offer cultural insight, troubleshooting help, and relational bridges.
- Shared resources. Access to shared resources like vehicles, facilities, and ministry materials enhances effectiveness.

Partnership Is Mutual

At ECM, partnership goes both ways. Just as we commit to supporting and promoting your ministry, we ask that your work actively contributes to ECM's mission and vision. This means:

- Aligning with ECM's values and strategic direction
- Collaborating with local families, churches, communities and ECM staff
- Contributing to the broader impact of ECM's gospel-centered initiatives

Our partnership isn't just about doing good—it's about moving forward with intention, lasting impact, and spiritual alignment.

Appendix E

Job Description

Title: ECM Missionary

Reports to: National Director in country of residence

Works Closely with: ECM Field Director

Work Location: Specific location determined in consultation with ECM leadership

Status: Full time

Work Schedule: Flexible; determined in cooperation with ECM leadership

Position Summary

ECM missionaries serve as frontline ambassadors of Every Child Ministries' vision to empower children, families, and communities through holistic, faith-centered outreach. Missionaries are responsible for designing and implementing programs that reflect ECM's core values, share the Gospel in word and deed, and promote long-term sustainability through local leadership development.

Qualifications

- A committed Christian who demonstrates a personal relationship with Jesus Christ as Savior and Lord
- Exhibits strong commitment to biblical teachings on caring for children and families
- Demonstrates full support for and agreement with ECM's mission, vision, values, and Statement of Faith
- Aligns with ECM's Core Missions Principles:
 - **Faith-Centered** – Prioritizes evangelism and discipleship alongside humanitarian efforts
 - **Child-Focused** – Advocates for the spiritual, academic, and economic well-being of children and caregivers
 - **Community Collaboration** – Works respectfully with local churches and leaders
 - **Sustainability** – Equips indigenous leaders for long-term ministry ownership
 - **Holistic Impact** – Addresses spiritual, educational, relational, and social needs
 - **Accountability & Stewardship** – Practices transparent financial management
 - **Cultural Respect** – Honors local traditions while sharing the Gospel

- Demonstrates cultural adaptability, humility, and a collaborative spirit
- Dependable, self-motivated, and able to follow through on commitments
- Listens well, practices empathy, and communicates effectively
- Comfortable with current standard office computing tools
- Strong organizational and public speaking skills
- Willingness to travel and live cross-culturally
- Understanding of global ministry challenges and diversity of cultures

Essential Functions

- Share the Gospel and disciple children and families through holistic programs
- Design and implement initiatives that reflect ECM's empowerment framework
- Collaborate with local churches and leaders to ensure contextual relevance
- Submit regular reports including testimonies, challenges, and measurable impact
- Maintain communication with personal supporters and sending churches
- Develop and maintain an exit strategy for long-term ministry sustainability
- Participate in pre-field training (cultural immersion, conflict resolution, support raising, theological education)
- Raise personal and program-related financial support ethically and transparently
- Align fundraising with realistic program needs
- Engage in ECM's biblically based mediation process when needed
- Adapt strategies to changing political, economic, and social conditions
- Participate in annual planning and review with ECM leadership

Physical Requirements and Travel Expectations

- Willingness to travel internationally and live cross-culturally
- Must be able to handle the physical requirements of air and vehicle travel, though reasonable accommodations will be made to enable those with disabilities to perform essential functions

Image

As representatives of ECM, missionaries reflect the ministry's values and the love of Christ in all they do. Their actions and appearance should honor Jesus and inspire trust and respect among the communities they serve.

Salary and Benefits

Missionaries are responsible for raising their own financial support, including personal living expenses and ministry-related costs. ECM provides training, oversight, and administrative support to assist missionaries in this process. Benefits and support structures vary based on location and individual arrangements.

Appendix F

Theological Preparation

At Every Child Ministries, we affirm the value of sound theological training as foundational for effective cross-cultural ministry. While we recognize that God equips His people in diverse ways, formal education offers structured, doctrinally grounded preparation that strengthens both personal faith and ministry impact.

Missionary applicants may fulfill ECM's theological preparation expectations through one or more of the following formal options:

Traditional Academic Institutions

- **Bible Colleges and Seminaries:** Completion of a degree or certificate program (e.g., B.Th., M.Div., Diploma in Theology) from an accredited institution committed to evangelical doctrine and mission.
- **Modular or Extension Programs:** Institutions such as Moody Bible Institute, Africa Theological Seminary, or similar offer intensive, flexible modules designed for those already engaged in ministry.

Online Theological Programs

- **BiblicalTraining.org:** Offers free, structured courses taught by professors from leading seminaries, covering everything from foundational theology to leadership and discipleship.
- **BibleMesh:** Provides seminary-level curriculum tailored for missionaries, with mentorship, flexible pacing, and a Missionary Certificate Track.
- **Global University:** Delivers accredited theological education in multiple languages via print, online, and mobile formats—ideal for international learners and those in remote contexts.

Applicants are encouraged to select programs that align with ECM's Statement of Faith and reflect a commitment to spiritual maturity, biblical literacy, and missional integrity. ECM staff are available to help discern appropriate options and provide guidance throughout the preparation process.

Appendix G

ECM Missionary Conflict Resolution

1. *Biblical Foundation*

- *Rooted in Matthew 18:15–17 and 1 Corinthians 6:1–8, ECM affirms that disputes should be resolved in a spirit of humility, truth, and reconciliation.*
- *All parties are encouraged to pursue peace and restoration before seeking formal mediation.*

2. *Three-Tiered Process*

Personal Resolution

- *Parties first attempt to resolve the issue privately through direct, respectful conversation.*
- *If unresolved, they may request informal coaching from a trusted ECM leader or peer.*

Facilitated Mediation

- *A neutral mediator — trained in Christian conciliation — is appointed by ECM to guide the conversation.*
- *The mediator facilitates dialogue, ensures fairness, and helps parties reach mutual understanding.*
- *Mediation may include missionaries, ECM leadership, or local indigenous leaders depending on the nature of the dispute.*

Formal Conciliation (if needed)

- *If mediation fails, ECM may initiate a formal conciliation process, which could include arbitration or involvement of a designated conciliation board.*
- *This step is guided by the Handbook for Christian Conciliation, which outlines biblically grounded procedures and standards.*

3. *Guiding Principles*

- *Confidentiality: All discussions are held in confidence to protect relationships and reputations.*
- *Respect for Culture: Mediators are trained to honor cultural dynamics and local leadership structures.*
- *Shared Mission: All parties are reminded of their common calling and commitment to ECM's vision.*

- *Voluntary Participation: Mediation is encouraged but not coerced; parties must agree to the process.*

4. Documentation & Follow-Up

- *Outcomes are documented and shared with relevant leadership.*
- *Follow-up meetings may be scheduled to ensure resolution is sustained and relationships are restored.*

Appendix H

Missions Ministry Life Cycle Diagram

