



GENERAL QUALIFICATIONS FOR ALL MISSIONARIES



1. **Christian Experience**
The candidate and spouse must demonstrate evidence of a valid Christian experience and commitment to Christ and His church, resulting in a strong moral life and a vital Christian witness. The primary worker's belief statement must agree with the most current Baptist Faith and Message as adopted by the Southern Baptist Convention.
2. **Physical Health**
The candidate must have sufficient physical health to satisfy the demands of the job tasks. If information is needed, a physical may be required, and the cost will be paid by the NAMB.
3. **Emotional Health**
The emotional stability of the candidate and spouse is important for effective ministry. Psychological inventories and interviews will be used for evaluation purposes. Other personal interviews may be conducted. The cost of evaluations will be paid by the NAMB.
4. **Financial Responsibility**
The candidate and spouse must have a history of handling their personal finances responsibly. A report will be obtained from a credit-reporting agency. The primary worker also will be evaluated for handling business financial responsibility.
5. **Church Membership**
The candidate must be an active member, in good standing, of a cooperating Southern Baptist church for the *two years* immediately preceding application for appointment.
6. **Residency and Citizenship**
The missionary category candidate must be a U.S. citizen. Canadian citizenship may be acceptable when working in Canada.
7. **Educational Preparation**
For persons in the US/C2 missionary category, a degree from an accredited college or university is required.
8. **Work Experience**
The intent of the US/C2 strategy is to provide work experience in a specific ministry area.
9. **Personal Ethics**
Mission personnel are expected to conduct themselves in a Christian manner. Mission personnel are expected to abstain from the use of alcohol, tobacco and illegal drugs. Homosexuality disqualifies a candidate and will cause termination for existing mission personnel. Any lifestyle issue that hinders the cause of missions and embarrasses the NAMB will be deemed unacceptable.
10. **Other Issues**
There are a number of other issues that are critical to the approval process. No person who actively participates in or promotes glossolalia (tongue speaking) will be approved. The NAMB has a divorce and remarriage policy that determines under which circumstances a candidate can serve with these experiences. The attitude of the candidate toward abortion is also a subject for review. Other issues of significance may be discussed with a candidate consultant of the NAMB.



ADDITIONAL GUIDELINES SPECIFIC FOR US/C2 MISSIONARIES

EMPLOYMENT ELIGIBILITY VERIFICATION

All mission personnel are to complete the Employment Eligibility Verification form (I-9) from the U.S. Department of Justice. This document verifies the eligibility of the missionary to work in the United States. Proper documentation must accompany the completed form. Appointed mission personnel are required to have the form and appropriate documentation on file at their local place of employment. Mission personnel serving in Canada must have the appropriate documentation on file.

ABSENCES FROM THE FIELD

US/C2 missionaries are jointly appointed by NAMB and a particular state convention. However, US/C2 missionaries are considered employees of the state convention. Guidelines related to absences from the field are subject to the state convention guidelines. US/C2 missionaries should get approval from their supervisor for all field absences.

- ◆ **Vacation days:** The total number of vacation days earned shall be determined by the policies of the appropriate state convention. US/C2 missionaries must arrange vacation schedules with immediate supervisor.
- ◆ **Mission Opportunities and Events:** US/C2 missionaries are **required** to be available to NAMB for two weeks of service annually outside the state convention in which they serve. In the case where a US/C2 missionary is serving only a portion of a calendar year, NAMB will only require one week of service outside of the state. Potential engagements include On Mission Celebrations, assemblies, state, regional and associational meetings, and other convention-wide meetings.

NOTE: The Missions Opportunities/Events Unit at NAMB will make assignments for US/C2 missionaries to represent NAMB at On-Mission Celebrations. No commitments should be made by US/C2 missionaries to represent NAMB at On-Mission Celebrations except through this Unit.

- ◆ **Sick, Bereavement Leave:** Policies regarding sick and bereavement leave will be at the discretion of the state convention.

DATING AND MARRIAGE

US/C2 missionaries are permitted to date however dating behavior should reflect Christian character and morality. The supervisor has the right to limit the amount of time related to dating. Dating should not negatively impact ministry.

In the event a single appointed missionary becomes married, the spouse of the missionary must be appointed (if more than six months of service remains). The spouse must meet the appropriate guidelines for appointment in the family and church category. If the spouse cannot meet these requirements, the missionary may be terminated.

EVANGELISM TRAINING

NAMB requires all appointed missionaries to have evangelism training at appointment or within 12 months of appointment [**within 6 months for US/C2 missionaries**]. The NET, EE or FAITH (or any class/practicum training) meets the requirement for being appointed with NAMB.

DISCIPLINE AND TERMINATION

Should mission personnel violate a policy, general requirement, or personal ethic, or should there be an embarrassment to the cause of missions or NAMB, disciplinary action will be in order. Poor work

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All information subject to change at NAMB's discretion.

performance is also a cause for discipline. Probation or termination may result, depending on the offense.

In the event of a personnel violation, local, state convention, and NAMB supervisors will confer and seek agreement as to the disciplinary measure. However, it is the right of any autonomous entity to choose to exercise disciplinary measures it deems necessary.

Mission personnel are employed on an "at will" basis as that term is defined by laws of the State of Georgia. This means mission personnel may leave at will. It also means NAMB administration has the right to evaluate mission personnel's activities and performance and may terminate them with or without cause.

While NAMB is a Christian agency and seeks redemption in resolving all disputes, there are infractions which will result in immediate termination.

TERMINATION INITIATED BY US/C2 MISSIONARY

If, for any reason a US/C2 missionary decides to leave the field prior to completing the two-year commitment, two week's notice in writing to the local supervisor and appropriate state convention leader is required. The local field or state convention may require a longer period for notification. The state convention will notify the US/C2 manager at NAMB. The state will initiate a Personnel Action Form (PAF) to conclude the US/C2 missionary.

When a US/C2 missionary decides to leave the field prior to completing the two-year commitment, he or she forfeits the following US/C2 benefits:

- Scholarship
- Severance pay
- Moving expenses home from the field