

Principles and Practice



PRINCIPLES AND PRACTICE
of
GOSPEL MISSION OF SOUTH AMERICA

ARTICLE I

NAME: The name of the Mission is ***GOSPEL MISSION OF SOUTH AMERICA.***

ARTICLE II

PURPOSE STATEMENT:

Our purpose is to glorify God by serving the sending churches as we help their missionaries establish reproducing churches in Latin America through evangelism, discipleship and leadership development.

ARTICLE III

CORE VALUES:

A passion for proclaiming Biblical Truth in Latin America.

A passion for serving Bible believing churches.

A passion for reaching lost people as God has a passion for the lost.

A passion for building an international team.

A passion for upholding doctrinal purity.

A passion for submitting to the holiness of God, which motivates
Biblical Separation.

A passion for administrating all of our resources with integrity.

A passion for reflecting the excellence of God.

A passion for exhibiting love for others through hospitality.

ARTICLE IV

FUNDAMENTAL DOCTRINAL STATEMENT:

1. We believe in the verbal and plenary inspiration of the sixty-six books of the Old and New Testament Scriptures which are inerrant in the original autographs, and that they are the supreme, sufficient and final authority in faith and life. The Bible is to be interpreted in the normal, historical, grammatical, literal manner. (Mt. 5:18-19; 2 Tim. 3:16-17; 2 Pet. 1:19-21)
2. We believe in one God - eternal, omnipotent, omniscient, and omnipresent, existing as three Persons - Father, Son, and Holy Spirit, one in nature, attributes, power, and glory. (Gen. 1:1-26; Ex. 20:2-3; Mt. 28:19-20; 2 Cor. 13:14)
3. We believe that the Lord Jesus Christ is the eternal Son of God, begotten by the Holy Spirit, born of the Virgin Mary, and is true God and true Man. Jesus Christ died on the cross as a substitutionary sacrifice for sin, bodily rose from the dead, ascended into heaven, now intercedes for believers, and is coming again for His church. (Is. 9:6, 7:14; Lk. 1:35; Jn. 1:1-14,18; 2 Cor. 5:21; 1 Cor. 15:1-3; Acts 1:10-11; Heb. 7:25; 1 Jn. 2:2; 1 Thes. 4:13-18)
4. We believe the Holy Spirit is the person of the Godhead who in this present age convicts the world of sin, righteousness, and judgment, who regenerates and baptizes into the body of Christ those who believe, and who indwells and seals them unto the day of redemption. We believe the Holy Spirit is the Divine Teacher who guides believers into all truth, and it is the privilege of believers to be filled with, and their duty to walk in, the Holy Spirit. We are not in accord with the public or private use of sign gifts today. (Jn. 16:8-11; 1 Cor. 12:13; Eph. 1:13-14, 4:30, 5:18; 1 Cor. 2:13; Gal. 5:16)
5. We believe that God created the heavens and the earth including all life, each after its own species, by direct act and not by the process of evolution. (Gen. 1 & 2; Col. 1:16-17; Jn. 1:3; Ex. 20:11)
6. We believe that man was created perfect in the image of God, that he sinned and thereby incurred not only physical death, but also spiritual and eternal death, which is separation from God, and that all human beings are born with a sinful nature and are sinners in thought, word, and deed. (Gen. 1:26-27, 3:1-6; Ps. 51:5; Rom. 1:18-32, 3:10-19, 5:12-19)
7. We believe that all who exercise personal faith in the Lord Jesus Christ are by grace born again of the Holy Spirit and thereby become children of God and are now justified by the blood of Christ, and that from that moment of belief are secured unto the day of redemption. (Eph. 2:8-9; Jn. 3:16; Rom. 5:9; Tit. 3:5; 1 Jn. 5:11-13; Jn. 10:28-29)
8. We believe that the Church of Jesus Christ was begun at Pentecost, is composed solely of believers, and is the Body and Bride of our Lord. The purpose of the local church is to glorify God by building itself up in the faith, by instruction of the Word, by fellowship, by keeping the ordinances and by advancing and communicating the

Gospel to the entire world. (Acts 2:1-6, 11:15, 2:41-42; Eph. 5:25-33, 3:31, 4:13-16; 2 Tim. 2:2,15, 3:16-17; Acts 2:47; 1 Jn. 1:3; Lk. 22:19; Acts 2:38-42; Mt. 28:19; Acts 1:8)

9. We believe that the Scriptural ordinances of the local church are Baptism and the Lord's Supper; that Baptism, by immersion, should be administered to believers only, as an identifying symbol of their belief in the death, burial, and resurrection of our Lord and Savior Jesus Christ, and our death to sin and resurrection to a new walk in life, and that it is a prerequisite to local church membership; that the Lord's Supper is a commemoration of His death and should be preceded by believer's baptism and solemn self-examination. (Mt. 28:19-20; Acts 8:36-39, 18:8; Rom. 6:3-5; Col. 2:12; 1 Cor. 11:23-32)
10. We believe in the imminent "Blessed Hope," the rapture of the Church before the tribulation, and in the personal, pre-millennial coming of the Lord Jesus Christ to the earth with all His saints. (Jn. 14:1-3; Tit. 2:13; 1 Thes. 4:13-18, 1:9; Zech. 14:4-11; Rev. 3:10, 19:11-16)
11. We believe in the resurrection of the just and the unjust, the eternal conscious blessedness of the believer in heaven with the Lord and the everlasting conscious punishment of the unbeliever in the lake of fire with the devil and his angels. (Acts 24:15; Jn. 5:28-29; Mt. 25:46; Jn. 11:25-26; Rev. 20:10-15; Jude 6-7; Mt. 25:41; Rev. 22:5)
12. We believe the Scriptures teach that all angels were created by our Lord Jesus Christ. The elect angels are now the servants of God and minister to the saints. The fallen angels followed Satan in his rebellion and fell. We believe that there is a personal, created being called Satan who is "the god of this age" and "the prince of the power of the air," who is full of all subtlety, who seeks continually to frustrate the purposes of God and to ensnare the sons of men, and who was conquered by Christ on the cross and condemned to everlasting punishment. (Col. 1:16; Heb. 1:14; 2 Cor. 4:4, 11:13-15; Eph. 2:2; Heb. 2:14; Rev. 12:9)
13. We believe that the holiness of God demands that separation is a doctrine as well as a practice, and that the separation principle runs through the entire Bible. We believe that true spiritual fellowship is the result of common faith and practice. We believe there are several aspects of Biblical separation which include:
 - (a) Focused separation – separation of the believer unto Jesus Christ and His Gospel and a commitment unto fellowship with other missions, organizations, and indigenous churches whose doctrine and policy are harmonious with GMSA. (Rom. 1:1; Acts 13:2; Col. 2:10; Eph. 4:1-6; Rom. 14:13; Heb. 10:25)
 - (b) Political separation – separation of church and state. (Lk. 20:25)

- (c) Personal separation – separation of the believer from the world and sin in order to serve God. (Josh. 24:15; Rom. 12:1-2,14; 2 Cor. 6:14-7:1; Eph. 5:15-18; 1 Jn. 2:15-17; Jas. 4:4)
 - (d) Ecclesiastical separation – separation of the church from apostasy, as well as neo-orthodoxy, neo-evangelicalism or ecumenical compromise (in evangelism, in the Charismatic movement, and worldly influences in the church). (2 Cor. 6:14-18; Tit. 3:10; 2 Tim. 3:5, 4:2-4; 2 Jn. 10-11; Phil. 3:17-18; 1 Jn. 2:15-17)
 - (e) Familial separation – separation of the believer from an unrepentant, erring brother, when doctrinal or ethical and moral compromise creeps into his life or ministry. (Rom. 16:17; 1 Cor. 5:11; 2 Thes. 3:6,14-15; Mt. 18:15-17; Gal. 6:1)
14. We believe that missions is the obedience of churches and individuals to Christ's Great Commission. This divine mandate is carried out when local, reproducing churches are established in different countries, and this command is fulfilled when these churches accept their own responsibility for worldwide evangelism. (Mt. 28:18-20; Lk. 24:46-48; Acts 1:8; Jn. 20:21; Acts 13:1-4, 14:21-25; 2 Tim. 2:2)

ARTICLE V

ORGANIZATION AND GOVERNMENT: The Mission was founded in 1923 and is presently incorporated in the USA (State of Florida), in Canada (Province of Ontario), and in Great Britain. The Mission is composed of corporation officers, and a body of missionaries who are members. Corporations are formed and dissolved by the authority of the General Council and are directed by the Home/Field Boards or Councils or by a group of persons chosen for that purpose. The Corporations represent the Mission in owning property and conducting legal business before government authorities and as such exercise certain legal rights as authorized by the General Council.

A. GENERAL ADMINISTRATION: The overall work of the Mission is carried on under the direction of the General Director acting on behalf of the General Council to whom he is responsible. These Principles and Practice of the Mission serve as a general guideline for all mission activity. However, within this framework the General Council may establish mission policy. On specific issues within their jurisdiction, the Field/Home Boards or Councils may establish more detailed policies. The administration of these policies resides in the General Director and in the Home and Field Directors who are advised by their respective Boards or Councils to whom they are responsible.

The Mission has an International Headquarters in the USA. Headquarters may be established in other nations. Each Field maintains a Field Headquarters.

1. The GENERAL DIRECTOR is, under God, the recognized leader of the Mission.

- a) DUTIES - The General Director is ex-officio a member of all Boards, Councils and Committees. Such membership carries with it the privilege of both voice and vote. He shall develop a separated, vigorous, Biblical and fundamental testimony in all the work. He should be free for the exercise of a mission wide spiritual ministry and for constructive thinking. He shall coordinate the work overseas and at home. He is assisted by an Associate General Director and respective Home and Field Directors, Home Boards or Councils and Field Councils.
- b) ELECTION - He shall be nominated by the General Council approved/disapproved by the Missionary Body (excluding associate members) by a secret ballot through the Recording Secretary of the General Council. His term shall be for three years and he may be renominated. If 65 years or over the nomination shall be for one year. At age 70 retirement from the office shall be required.

2. The ASSOCIATE GENERAL DIRECTOR

- a) DUTIES - He is responsible to the General Director who will outline his job description in cooperation with the General Council. He shall, in any eventuality, act for the General Director until the General Council makes permanent arrangements for leadership.
- b) ELECTION - (Same regulations for election as General Director)

3. GENERAL COUNCIL:

- a) DUTIES - The General Council is, under God, the Supreme Council and final authority of the Mission. As such, it shall review in the light of these P's and P and may modify, if necessary, all policy decisions made since their last meeting by all Home/Field Councils. The General Council shall meet at least once a year, preferably on a Field, to establish, modify and implement policy. The General Council may also create new positions within the organization if in the future such are needed. They must also establish the method of election and responsibilities of said positions. The General Council shall appoint a Recording Secretary who shall be responsible for all minutes and general distribution of information to the General Council members.
- b) MEMBERS - It consists of the General Director, Associate General Director, all Field and Home Directors and one person appointed by the U.S. Home Board.

4. GENERAL DIRECTOR EMERITUS. He shall be invited to attend all Board/Council/Committee meetings, having a voice but no vote.

5. COUNCIL OF REFERENCE: The Council of Reference is composed of men who have the confidence of the GMSA.

- a. DUTIES

1. To recommend the GMSA.
 2. To serve in an advisory capacity.
- b. APPOINTMENT: Names may be submitted to the General Council for consideration for appointment to the Council of Reference.

B. HOME ADMINISTRATION: The Mission receives counsel from its supporting churches through the members of the Mission's Home Boards and Councils. Within the framework of the P's and P and under the guidelines and authority of the General Council, the Home Board or Council may establish additional policy as affecting the Mission's operations in their respective homeland, and carry out those duties as listed in the P's and P. The Home Director will implement all such policies.

1. The HOME DIRECTOR

- a) DUTIES - He shall oversee and promote the Mission's interest in the Homeland and through the home office serve the missionary on the Field. He shall inform and involve the Mission's supporting Churches in the activities and decisions of their missionaries. He works under and is responsible to the General Director and the Home Board or Council. He coordinates the activities of the Home Board and shall supervise the work of the home staff and the office staff. He sees that the Home Board or Councils and the General Council members are kept properly informed of the progress of candidates, incoming and outgoing appointees and missionaries on furlough. This information and all personal files on every missionary will be kept inviolate by Board or Council members as strictly confidential. He cooperates with the respective Field Councils regarding international matters concerning missionaries.
 - b) ELECTION - The Home Director shall be nominated by the General Director and approved by the respective Home Board or Council and then approved/disapproved by the missionaries of his home area. If 65 years of age or older, he shall be nominated for one year periods. At age "70" retirement from office shall be required.
 - c) PROVISION - Where there is no Home Director, the General Director with the approval of the respective Home Board or Council shall make proper provision for the overseeing of the duties of the home staff, office workers and Home Board or Councils.
2. A HOME BOARD OR COUNCIL may be formed in each country from which missionaries have been sent to the fields with initial approval of the General Council. They are composed of Godly men of proved character and standing who are in full accord with the doctrine, policies and program of the Mission.

a) DUTIES - They shall, collectively or individually, be available to the Home and General Directors for consultation regarding mission matters. They shall, in every way possible, promote missionary interest in the Homeland. The Home Board or Council shall appoint:

1) A Candidate Committee to oversee all matters dealing with candidates, and:

2) A Finance Committee to oversee all matters dealing with money.

They shall try to meet at least twice a year to accept or modify the action of these committees; to receive updated information on the overall working of the Mission; and to establish guidelines and policies in the Homeland if such are necessary. Each Home Board or Council shall consider the recommendations of their respective candidate committee and fully accept/reject their potential appointees.

b) ELECTIONS - The General Director appoints new members for a three-year term after consulting with the respective Home Board or Council and the General Council and having received their approval. Each member may be reelected by their Home Board or Council. The respective Home Board or Council shall elect from among their members a President and Corporation officers with each officer serving periods of one year but who may be reelected. If 65 years of age or older he may be reelected for one year periods. At age 70 retirement from office shall be required.

3. STANDING COMMITTEES - In addition to the Candidate Committee and Finance Committee, the Home Board or Council shall appoint other committees as needed.

4. The HOME TREASURER shall be elected by the Home Board or Council. He is the legal custodian of all funds and assets.

5. The HOME COMPTROLLER shall be appointed by the General Director in consultation with and the approval of the Home Board or Council. He shall work under the Home Treasurer, Finance Committee, and the Home Director. He shall be responsible for receiving and disbursing all funds as assigned and shall prepare a regular financial report.

C. FIELD ADMINISTRATION: Within the framework of the P's and P and under the guidelines and authority of the General Council, the Field Council will establish policy as it affects the Mission's operations in their respective Fields and carry out those duties as listed in the P's and P. The Field Director will implement all such policies.

1. FIELD DIRECTOR

a) DUTIES - The Field Director shall generally be free from all station activity to give his full time to the direction of the work and visiting of all mission stations. He shall periodically inform the Home Board or Councils of the progress and needs of

the work for information, as well as to stimulate prayer and interest. With the help of the Field Council, he shall coordinate Mission plans on the Field with the National Church. Field Directors are advised by and responsible to their Field Councils and the General Director.

- b) ELECTION - Missionaries on each Field are to suggest, in writing to the General Director, possible candidates for Field Director. The General Director will nominate one in consultation with the General Council and his name is then presented for approval/ disapproval by the missionaries on his Field. The Field Director shall serve for a period of three years and may be renominated, If 65 years or older he shall be nominated for one year periods. At age 70 retirement from office shall be required.
2. ASSISTANT FIELD DIRECTOR - The Field Council may nominate an Assistant Field Director for the purpose of leadership preparation and training or an interim replacement. His term is for one year and he may be reelected if so desired. His duties and training are supervised by the Field Director.
3. AREA-COORDINATOR - When convenient, the Field shall be divided into districts with each one under a Coordinator appointed by the Field Council. Missionaries on the Field should deal with their area Coordinator and through him with the Field Director.
4. A FIELD COUNCIL - Such may be formed on each Field of from three to six members of which the Field Director is the chairman. Proper provision will be made for a member should he be absent on furlough.

a) DUTIES

- (1) ALLOCATION OF PERSONNEL - The Field Council shall have complete authority for the opening of new work within its country and the allocation of personnel in consultation with the Directors of the National Church (Art. VII C and D).
- (2) FURLOUGH ARRANGEMENTS - The Field Council shall approve and coordinate the furlough dates of all its missionaries in cooperation with each Home Board or Council. (See Art. VII E dealing with regulations for furlough).
- (3) FINANCIAL SUPERVISION - (See also Art. VI E, Support Review)
 - (a) REAL ESTATE on the Field may be purchased by missionaries only after Field Council approval. All real estate thus purchased by missionaries shall be considered Mission property, unless prior understanding has been secured in writing between the missionary and the Field Council. Mission headquarters at home or abroad may not be sold without General Council approval.

(b) PRIVATE FUNDS - Special authorization must be given by the Field Council before using strictly private funds, such as an inheritance, in any way connected with the work. No missionary may receive remuneration for services rendered on the Field without prior approval of the Field Council.

b) FIELD COUNCIL REGULATIONS

(1) POSITIONS - The Field Council shall appoint a Field Treasurer and Field Secretary. Committees shall be appointed by the Field Council as may be necessary. When the Mission is incorporated on the Field, the Field Council shall also nominate officers for the Corporation for approval/disapproval by the Missionaries on that Field.

(2) ALL COUNCILS DECISIONS should be unanimous. Where this is not obtainable the matter should be left in abeyance for prayer and further consideration. If its nature requires a more urgent solution, the matter shall be decided by majority vote. In all such cases the General Director shall be consulted.

c) ELECTION

(1) NOMINATIONS - Election of Field Council members shall be on the occasion of the annual meeting of the missionary body on the Field. All nominations shall be in writing to the Field Director who shall consult with the General Director for final approval of the candidates.

(2) ELIGIBILITY - Normally those missionaries who have completed their first term shall be eligible to serve as members of the Field Council. Members shall serve for a period of three years and may be renominated. If 65 years of age or over, their term shall be for a period of one year. At age "70" retirement from office shall be required.

d) SPECIAL APPOINTMENT - Upon entering a new country or an established country where conditions so warrant, the General Director may appoint an acting Field Director, with the approval of the General Council, to oversee the work. In a country where there are insufficient workers to establish a Field Council by election, the General Director shall appoint a Field Council.

5. ANNUAL MISSIONARY MEETING - Missionaries on each Field should meet annually for a time of mutual encouragement, review, planning and election of the various general and field administrative positions.

a) PROXIES - All Missionaries are expected to be present at their Annual Meeting. Members not able to be present may name any eligible fellow-member as their proxy by written notice to said Annual Meeting. At any official meeting of the

missionary body on the Field, one half of the total membership on the Field shall constitute a quorum, including those represented by proxy.

- b) SPECIAL MEETINGS - The General Director or Field Director and a majority of missionaries may call for a special meeting of the missionary body on that Field at any time. Only matters mentioned in the notice of such a meeting may be discussed. Sufficient notice must be given to allow time for at least an airmail reply from all missionaries as to attendance in person or by proxy.
- c) DECISIONS BY MISSIONARY BODIES - All decisions made by missionary bodies shall be by a three-quarters majority of those attending, including proxies.

D. NATIONAL CHURCH ADMINISTRATION:

1. INCORPORATION - The National Church is presently incorporated in Argentina, Chile and Uruguay and will be in other countries in which the Mission enters. The process of incorporation will be according to these guidelines and under the supervision of the General Council, as a nonprofit benevolent corporation with the name of "UNION DE CENTROS BIBLICOS." Local churches also use this distinctive such as "Bible Center Church of Santiago".
2. LOCAL CHURCH ORGANIZATION - When opening a work a neighboring church is named to oversee a new group's development and outreach. As people are converted in a district, they are encouraged to meet regularly for worship, teaching and services. When there are sufficient believers, with at least two men, whose testimony and character fulfill Biblical qualifications for eldership, the group may be formed into a church. As a testimony grows, the organization continues in the New Testament pattern of elders and deacons. The church is governed by a constitution approved by the Union of Bible Center Churches.
3. ANNUAL MEETING -The Union of Bible Center Churches meets at least once a year to study reports, for inspiration, fellowship and overall coordination of plans. Each church may send delegates to this National meeting in the ratio of one delegate for up to fifty members and one delegate for each additional fifty members or fraction thereafter. All pastors and missionaries are members of the National Church.
4. MISSIONARY / CHURCH RELATIONSHIP - When the missionary works in an area where there is a national pastor, the missionary is considered a member of the local church. Missionaries do not attend elder's meetings unless they have been invited by the pastor. Missionaries should endeavor to influence by their spiritual tone and example rather than by their words. Every effort should be made to integrate into the program of the local church rather than working independently.

ARTICLE VI

SUPPORT AND FINANCIAL POLICY

- A. TAX-EXEMPT STATUS:** The Mission maintains tax-exempt status in each of its Homelands through its corporations. Receipts for contributions will identify those which normally may be claimed as tax-deductible.
- B. FAITH PRINCIPLE:** Every member of the Mission is expected to recognize his dependence upon God for the supply of every need through the voluntary contributions of the Lord's people.
- C. RAISING SUPPORT:** While no missionary or appointee may solicit funds, he may inform legitimate inquirers as to the Mission's financial policies and procedures as well as his personal financial status and the support levels established by the Mission. Moreover, the General Director may also authorize the publishing of project needs and missionary support levels in the mission magazine.
- D. DISTRIBUTION OF FUNDS:** All funds received by the U.S. Headquarters are required by the Internal Revenue Service to be controlled by the Mission, except those strictly personal gifts which do not qualify for tax-exemption. However, the request of donors for application of the funds will be respected as far as possible. A proportion of Mission income shall be set aside for Mission administrative expenses. The Finance Committees, named by the Field and Home Boards or Councils, shall insure that the remainder will be distributed to the appropriate individual missionary or project accounts in accordance with the donor's wishes and the Mission's financial procedures.
- E. SUPPORT REVIEW:** The Field Council of each field shall periodically revise missionary support levels depending upon the inflation and exchange rate of their respective country. Any suggested changes are to be made to the General Council for approval. All Missionaries must obtain 80% of their recommended support level before going/returning to their field of service, unless they obtain written permission from their respective Field Director. However, it is understood that the recommended support level is the minimum. Each missionary or appointee is at liberty to seek from the Lord any additional funds necessary for his or her ministry.
- F. DEBT:** The Mission will not incur debt for its operations except for routine mortgage payments. The contributions which the Lord graciously sends in are accepted as His estimate of the financial need of the Mission, its missionaries, and its ministries.
- G. PERSONAL PROPERTY AND INVESTMENTS:** Each missionary shall govern his own spare time, personal property and investments in such a way as to not be contrary to his vocation nor hurt the best interests of the Mission.
- H. EQUIPMENT:** The funds received from the sale of equipment or property purchased with non-salary funds, for which the Mission has issued tax-exempt receipts, must remain under mission control. However, if the Field Council so desires it may

depreciate the value of said property and give it to a missionary who then must report the value of that gift as personal income for tax purposes.

ARTICLE VII

REGULATIONS

A. CANDIDATES:

1. MINIMUM QUALIFICATIONS for application are:
 - a) Graduation from High School.
 - b) Graduation from an approved Bible School or its equivalent.
 - c) Satisfactory health condition.
 - d) Satisfactory doctrinal statement of belief and spiritual condition.
 - e) Some pastoral/practical experience is strongly recommended. These qualifications are generally adhered to unless there is a valid reason for making an exception.
2. APPLICATION shall be made by a prospective candidate to the Home Office of his or her respective country which will normally process the application forms, medical forms, doctrinal statement, references and other details.
3. ORIENTATION - Normally a candidate will be required to spend some time for orientation at the Headquarters of the Mission in his home country; thus, he or she can become better acquainted with Mission policies and procedures.
4. RELATION TO DOCTRINAL STATEMENT - Candidates are expected to satisfy their respective Home Board or Council as to their soundness in the Faith on all fundamental truths as stated in the foregoing Doctrinal Statement. If conscious that their views differ on any point, they are expected to candidly so state. Should their view on any doctrine subsequently change, they must inform the General Director, Field Director, Home Board or Council that originally recommended them for service. Whether on the Field or at Home, they must be prepared to resign from the Mission. This procedure shall apply to all persons connected in any way with the Mission.

B. ENGAGEMENT AND MARRIAGE:

1. MARRIED CANDIDATES will be accepted and sent out only after careful consideration of both husband and wife, as the wife is to be considered a missionary equally along with her husband. Before accepting formal application from married couples with more than two children, the respective Home Board or Council will consult with the General Director.
2. UNMARRIED CANDIDATES who are engaged must candidly state this and will be accepted only when the case of both parties has been considered.

3. **ENGAGED and RECENTLY MARRIED** - Since marriage involves many adjustments, such candidates will be sent to the field only after they have given evidence of having achieved good marital adjustment.
4. **ENGAGEMENT** - Unmarried candidates and missionaries are earnestly urged to be most thoughtful and prayerful before committing themselves to an engagement. An engagement and marriage which would be considered by their Field or Home Board or Council to be detrimental to the best interest of the work shall be sufficient ground for dismissal. Therefore, it is expected that prior to any formal commitment, the parties shall consult with their Field or Home Director.
5. **DIVORCE and REMARRIAGE** - To maintain Biblical standards and to set an example for the national church the Mission does not accept any divorced person as a candidate.

C. NEW MISSIONARIES AND ASSOCIATE MEMBERS:

1. **APPOINTEES** shall be considered “New Missionaries” for a minimum of two years from the time of their arrival on the Field. The time spent at language school will be considered part of the two year period. Once on a Field, wherever it is possible, they will be placed under a coordinator or missionary in charge of a station who will assist them insofar as they are able. At Field Conferences the New Missionary will have a voice but not a vote.
 - a) **STUDY** - He shall pursue a definite course of study with periodic examinations in language, history and customs of the people under the direction of the Field Director. At the end of two years, should the New Missionary have proved himself in language, national history, adaptability with both national and missionary, and be in satisfactory state of health, he will be considered a voting member of the Mission.
 - b) **RETIREMENT** - If he is unstable or unable to cope with the difficulties of language, climate, or harmonize with his fellow missionaries, or adapt himself to the nationals or otherwise shows himself unsuitable, the General Director, with the Field Council’s approval, will either prolong the New Missionary status or make the best arrangements to facilitate his retirement.
2. **ASSOCIATE MISSIONARIES** are members of a recognized and incorporated Christian organization who desire to work with the Mission.
 - a) **APPLICATION** - Candidates for Associate membership must apply to and be accepted by the respective Field Council and must be approved by the General Director. They must accept, without reservation, the Doctrinal Statement and be willing to work under all that is contained in these Principles and Practice.

b) REGULATIONS - As a rule Associate Missionaries shall not exceed twenty percent of the Field Council on a given Field. If accepted they will undergo the customary two year "new missionary" period. If at the end of this time they have proved themselves satisfactory, they will be accepted as Associate Missionaries with a voice in all mission affairs and a vote on all matters pertaining to their Field. Associate Members are eligible to serve as members of their respective Field Council, however they may not serve as Field Director. They may also serve on the National Church Executive Board.

D. SPHERES OF LABOR:

1. APPOINTMENT - First term missionaries coming to the Field with a specialized ministry (i.e. radio, literature, etc.) should have the approval of the Field Council for said ministry prior to leaving for the Field. The Field Council should begin correspondence with returning missionaries six months before they return from furlough so as to determine their new sphere of labor. This is to insure that missionaries are appointed to permanent spheres of labor only after united prayer and with their hearty concurrence. However, all are expected to be willing to give temporary help to their fellow missionaries when asked in cases of emergency.
2. ABSENCE - A missionary must coordinate with the Field Director concerning any emergency absences from his assigned sphere of labor and responsibility.
3. REASSIGNMENT - Should a missionary or missionaries not feel happy in their work, they must inform the Field Director, and "even though the cause be irremediable, they must still be prepared to remain for at least six months or until suitable arrangements can be made for carrying on the work without them.
4. PERSONNEL DIFFERENCES - Should there come any difference between the missionary in charge of a work and those helping him, no hint of this should come to the knowledge of the nationals or those outside the GMSA membership. Rather, if no agreement can be reached between them and thus fellowship is hindered, the General or Field Director will endeavor to arrange a readjustment.

E. FURLOUGH:

1. LENGTH- Climatic and living conditions, relationship of parents to children, and especially their education, as well as the nature of missionary work, will necessarily influence the duration of a term of service. However, the term normally will be five years. If a shorter term is approved by the Field authorities, the missionaries will be allowed two months furlough for each year on the Field. However, a furlough of twelve months is granted for a complete term of five years.
2. DEPARTURE DATE - The Field Council will report the missionary's approved departure date to the Home Director or Home Council.

3. **CONSULTATION** - The missionary on furlough is under the direction of the Home Board or Council. The General Director and/or Home Director or Home Council will make arrangements to meet with each furlougee for consultation and orientation.
4. **DEPUTATION** - The missionary on furlough is expected to give a reasonable amount of time to the Home Board or Council for deputation work in order to present the work of the Mission to its constituency as well as to personal supporting churches. Deputation schedules should be coordinated with the Home Director.
5. **EXTENDED FURLOUGH** - Application for an extended furlough must be made to the Home Director or Council. Final decision rests with the Home Board or Council, after consultation with the Field Council.
6. **SECULAR WORK** - A missionary on furlough receiving regular support may be authorized by the Home Director or Council to perform limited secular work provided that the missionary clearly needs additional funds, and the employment will not interfere with the intended purpose of the furlough.

F. RESIGNATION, DISMISSAL AND RETIREMENT:

1. **RESIGNATION** - Any member of the Mission may resign from the Mission after giving due notice, and after discussing the reasons with his Field Director or Home Director.
 - a) **FIELD MEMBERS** and **HOME STAFF** members normally should give six months notice, but in any case must give at least 30 days notice.
 - b) **HOME OFFICE** workers must give at least two weeks notice.
 - c) **DUTY RELOCATIONS** - Field members who resign are expected to leave their present locations and field from which they resigned.
 - d) **FINANCES AND PROPERTY** - Resigning members must account for and turn over to the mission all mission funds, property and records with which they are charged or responsible.
2. **DISMISSAL** - When there are reasons of sufficient gravity, the Field Director may suspend any member of the Mission under his jurisdiction subject to the matter being reviewed by the General Council who then may dismiss the worker for sufficient cause. All Christian love and consideration shall be given to the dismissed member.
 - a) A dismissed member must account for and turn in all mission funds, property, and records with which they are charged, to the mission authorities.
 - b) Dismissed workers are expected to not return to their former field of service to work.

3. RETIREMENT

- a) **SOCIAL SECURITY** - All missionaries and Home Staff are expected to participate in Social Security and other government retirement plans where such is possible. They are encouraged to seek to arrange for a retirement residence for themselves.
- b) **ADDITIONAL FUNDS** - Upon retirement they may be entitled, in addition to their Social Security or other government retirement funds, to a prescribed amount for rental as set by the Finance Committee of the Mission. Such retirement benefits shall depend upon funds provided by their support constituency.
- c) **RETIREMENT AGE** - Home Staff and Office Workers should normally retire from active work at 65 years of age.
- d) **RETIREEES AND THEIR FUTURE** - At any time after a missionary reaches age 65 the Field Council may take up with the missionary the best solution for his or her retirement and future. Personal circumstances may influence his or her desire to retire to the homeland or go from active to limited duty on the Field. The final decision shall rest with the Field Council in each particular field.
- e) **VOTING** - A retired missionary, wherever living, may have a voice but will not be eligible to vote on Mission matters.
- f) **VOICE** - It being understood that active missionaries attend all Mission conferences and National/Mission meetings on the field, missionaries sixty-five years of age or older who remain active in Mission ministry on the field but do not participate in Mission conferences and Mission/National meetings shall retain voice, but not have vote, nor be eligible for any Mission office.

G. WIDOWS AND WIDOWERS:

- 1. **SUPPORT LEVEL** - Should a missionary be left a widower with children and continue missionary service on the Field, support levels shall continue at the married worker's rate as heretofore. In the event there are no children, he shall revert to the single worker's support level after three months.
- 2. **SPHERES OF LABOR** - In the case of a widow, with or without children, the Field Council will consider whether it is advisable that she return to the Homeland. Should she desire to remain, the Field Council will help her determine her new sphere of labor. Her support level will be provided according to Section 1.

H. NATIONAL WORKERS: "MISION EVANGELICA DE SUD

AMERICA" does not have any employees. This will be the pattern for each field entered by the Mission. All national workers are under the direction and support of the national church. For domestic and other secular work performed by a national, the

missionary must be well aware of national labor laws in their respective country to avoid difficulty with the government authorities.

I. RELATION TO GOVERNMENTS:

1. **GOVERNMENTS ARE SOVEREIGN** - Great caution must be exercised by all missionaries to avoid difficulties and complications with nationals and especially with government authorities. Let us remember that a government is sovereign within its sphere. Therefore, we may find some conflict between the requirements of our own government and the local authorities. We must, insofar as is possible, endeavor to satisfy both governments.
2. **DIVINE PROTECTION** - Every member of the Mission must fully understand that he goes to the Field depending for help and protection on the Living God and not on the arm of flesh. Therefore, he should have as little contact with local authorities as possible. If their help on any occasion becomes necessary, this should be asked for as a favor and never demanded as a right. On no account should threatening language be used or the threat of appealing to one's own Consul. Great respect must be shown towards all in authority and manifested in speaking of them as is required by the Word of God.
3. **AUTHORIZATION FOR APPEAL** - Under no circumstances may any missionary on his own responsibility make any appeal to any government authority. Should such an appeal be thought necessary, it must first be submitted to the General Director or Field Director and receive his authorization. Those engaged in the Lord's work should be prepared to take joyfully the spoiling of their goods and to rejoice that they are counted worthy to suffer shame for His name. Let them be imbued with the same spirit as Ezra (Ezra 8:21-23).
4. **SPHERE OF LABOR** - When prolonged stay in a locality is likely to cause trouble with the civil authorities, it is better to journey onward. Where residence cannot be peacefully or safely effected, one had better retire or defer the attempt in accordance with the injunction of the Lord Jesus, "When they persecute you in this city, flee ye into another." God will open other doors that we can enter and occupy. In conclusion, the weapons of our warfare must be practically recognized as spiritual and not carnal.

ARTICLE VIII

AMENDMENTS: Amendments to these Principles and Practice may be initiated by the General Council in cooperation with Home Boards and all Councils with ratification by the missionary body.

ARTICLE IX

SIGNATURES: All missionaries, candidates, Councils and Board Members or other workers of whatsoever capacity, shall sign, annually, on a form supplied by and to be returned to the International Headquarters of the Mission, the following statement:

“Having read the Mission’s *Principles and Practice* within the past twelve months, I hereby declare to be in full accord with its Doctrinal Statement and I agree to work under all that is contained in these *Principles and Practice*.”