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MISSION STATEMENT

First Light Baptist Mission (FLBM) is a Baptist, local church sending agency working in full cooperation with the missionary and his sending church. We believe that the missionary is first accountable to God, then to his sending church, and finally to the mission agency.



PHILOSOPHY

Wyldeewood Baptist Church has long recognized the important role of mission agencies. After much prayer, we determined to launch our own agency in 2003, offering a broad range of support services to the missionary and to his sending church. While not in competition with any other organization, we understood the need for a sending agency that was totally based in the local church. We applaud the work that others are doing for God and we cooperate with them in every way we can. As First Light Baptist Mission took its place alongside these other agencies, we had a clear sense of where we fit in the grand scheme of things.

Every organization has its inherent strengths and weaknesses:

1. Some missionaries are served by “full service” mission boards that provide leadership, contacts, oversight, support services, field directors, retirement programs, insurance, etc. In general, these agencies are para-church organizations that are run by a board of directors. Many established mission boards were

started decades ago and have served hundreds of missionaries very well. To a varying degree, they work in cooperation with local churches. ***They are able to assist the missionary in many ways, but these services often cost a lot of money and that financial burden is usually borne by the missionary.***

2. At the other end of the spectrum, there are local church sending agencies and financial clearinghouses that serve missionaries. Many local churches do a wonderful job in this regard and we applaud their ministries. However, there are others that provide few (if any) services except to handle the missionary's financial support and perhaps help mail his newsletter. ***While they are usually tied directly to a local church, they seldom provide any real supervision or support for the missionary.*** They often allow the missionary to do whatever he pleases but they charge little (or no) money. While some missionaries find this an attractive option, there are some obvious deficits in this approach.

First Light Baptist Mission has positioned itself in between these two. We are a local church agency, but we are able to provide some of the same benefits that the full-service agencies offer. **One of our strengths is the service that we provide to the local church so they can help guide their missionary.** It is our earnest desire to be a blessing to all we serve. We believe that missionaries and evangelists need dependable support, advice, encouragement and accountability on the field. The combined resources of Wyldewood Baptist Church enable us to help supply these needs.

LEADERSHIP AND ADMINISTRATION

First Light Baptist Mission (FLBM) is a local church ministry of Wyldewood Baptist Church.

1. The pastor and deacons of Wyldewood Baptist Church make up the **missions committee**. They establish overall policy for all mission ministries of the church, including FLBM. New FLBM policies and candidates are open to their review and recommendation.
2. The day-to-day administration and operation of First Light Baptist Mission is led by an **Executive Board** made up of five people. They are appointed by (and are directly responsible to) the pastor of the church. The board is self-perpetuating and the members serve at the discretion of the pastor. A list of the current board members and their contact information is available on the ministry website www.firstlightbaptistmission.com or upon request from the church.

Executive Board

1. President – According to provisions in the church by-laws, the pastor of Wyldewood Baptist Church serves as the president of FLBM. He is ultimately responsible for the ministry. He provides direction and acts as the liaison for the ministry to the church body. He is the chairman of all business meetings held by FLBM. The **Mission Pastor of the church** serves as the liaison to the President/Pastor for this ministry.
2. Executive Director – The executive director is responsible for the daily oversight of the ministry and for coordinating its operation. He directs office staff,

helps establish policy and procedures and is directly over secretarial staff. He is responsible for handling paid personnel and for overseeing the finances. He leads the executive committee in interviews with prospective missionaries and in making decisions regarding various missionaries.

3. Assistant Director – The assistant director is responsible to the executive director and carries out assigned duties. These include, but are not limited to: regular communications with the missionaries on behalf of the mission, doing background searches on prospects, helping solve problems that missionaries encounter on the field and being responsible for daily operations in the absence of the executive director.
4. Financial Secretary – He is responsible to the executive director and is responsible for the financial dealings of the mission. He is responsible to properly receive, transfer, document and report all financial transactions of the mission. This includes setting up necessary accounts at the bank, maintaining an accurate chart of accounts, properly receipting all donors and communicating with the missionary regarding the handling of his funds. He also advises donors regarding gifts and advises the executive committee regarding legal and financial matters. He serves in an advisory capacity to the missionaries on the field. He must also generate a year-end report in a manner acceptable to the treasurer and trustees of Wyldewood Baptist Church and present it to the treasurer by January 15th of each year. He must also provide financial status reports for the annual audit in July and other information that the church deems necessary.

5. Secretary - The secretary is responsible to the executive director. Her duties include keeping minutes at the meetings of the FLBM board and distributing a copy to each member. She must also assist the director in whatever capacity deemed appropriate and necessary. This includes making certain that all mailings are completed in a timely fashion, handling correspondence, preparing a year-end summary of mission accomplishments and overseeing the production and publication of promotional materials.

Regular Business Meetings

Meetings of the executive committee for the purposes of conducting business are held at least annually. In addition, the executive director can call meetings of the board at other times (convenient to the board members) to conduct business as necessary. Matters considered include reviewing applicants, considering policy changes, answering inquiries, reviewing finances, etc. Each member of the board has one vote on matters of concern and at least three members of the board must vote in favor of a proposal for it to pass. The pastor of the church has ultimate veto power over these decisions. Implementation of new policies will be as soon as it is considered practical by the board. Guidelines for operating the mission will be in concert with the spirit and letter of the Constitution and By-Laws of Wyldewood Baptist Church.

Board of Reference

First Light Baptist Mission understands the value of obtaining counsel to help guide the mission. Many successful mission organizations were consulted (and

listened to) when FLBM was being formed. At the request of the Executive Board, various men from within the church and around the country are asked to serve on the Board of Reference. They lend expertise and credibility to the mission. Their service as counselors is invaluable and their willingness to vouch for this ministry is a tremendous help toward opening new avenues of service and support. A list of current members of the ***Board of Reference*** is available on the website www.firstlightbaptistmission.com or upon request.



ADMINISTRATIVE POLICIES

Affiliations

FLBM is an independent Baptist mission serving independent Baptist churches. All missionaries, evangelists, and ministry representatives are sent out of fundamental Baptist churches.

Financial Policies Regarding the Mission

1. Compensation for Employees, Board Members & Mission Services

In order to keep overhead to a minimum, FLBM utilizes volunteer help. Board members are not paid for their regular service. If they are commissioned with a task requiring an inordinate amount of time or expense, they can be compensated for their work and reimbursed for their expenses. (For IRS purposes, they will not be considered employees, but independent consultants.) When the volume of work involved in operating the mission is sufficient to

require paid workers, the Executive Board is authorized to contract with personnel on a fee-for-service basis to complete that work. In the event that the workload requires employing staff on a regular basis, those workers will become employees of Wyldewood Baptist Church and subject to all requirements attendant to that relationship. The pastor must approve of the employee and any salary must be approved by the executive board of FLBM and by the church. Necessary funds can be assessed to the missionaries served by FLBM.

2. Church Financial Policies

- a. Wyldewood Baptist Church Inc. (Hereafter WBC) is a duly incorporated church in the state of Wisconsin. It has been approved by the IRS as a 501c-3 tax exempt entity. First Light Baptist Mission is an outreach ministry of WBC and is therefore authorized to receive tax-deductible donations.
- b. Integrity - FLBM will be strictly honest in all financial dealings. We value our testimony before the world and we will cooperate with all donors and recipients as they deal uprightly. Wyldewood Baptist Church has a policy of cooperating with all law enforcement agencies and our books are open for inspection at any time. Names of donors are confidential. There is an independent annual review of the finances of FLBM.
- c. Protection of Assets - As a ministry of Wyldewood Baptist Church, the church may vote to give money to FLBM to assist the mission for various purposes. (Other donors

are appreciated and needed.) At no time may any of the assets given to FLBM be utilized for anything other than their designated use. Furthermore, none of the monies given to (or through) FLBM can be used for the church's general fund. A separate chart of accounts will be maintained at all times. If at any time FLBM ceases to exist, undesignated assets must be distributed to another mission organization, giving preference to those mission organizations based at Wyldewood Baptist Church.

- d. Indebtedness - It is the policy of FLBM to operate on a "cash" basis and at no time may FLBM incur debt nor encumber the church without the vote of the church at a specially-called business meeting in accordance with the church constitution.

3. Operating Expenses of the Mission

FLBM is dependent on gifts and contributions of churches and individuals for much of its operating budget. Every attempt will be made by FLBM to reduce the costs to the missionary. Missionaries served by FLBM are ultimately expected to bear the direct costs of servicing their needs. These include, but are not limited to: bank fees, letterhead, envelopes, postage, prayer cards, presentations, brochures and secretarial costs. Those costs will be deducted from the monthly support received by the missionary. The mission deducts 1% of regular support as an administration fee (percentage is subject to change). There will be no deduction taken from honorariums, designated gifts or special offerings.

4. Employee/Self-employed Status

FLBM is committed to dealing honestly with our government regarding taxes. All missionaries who are served by FLBM are required to report all ministry income on their tax returns – including honorariums and love gifts, monthly support and special offerings. They are responsible to keep an accurate account of their expenses and to report it to the mission so those expenses may be deducted from their taxable income.

- a. FLBM highly recommends that missionary church planters be **ordained to the gospel ministry**. Sending churches are advised to work with their missionary to fulfill everything necessary for that local church to ordain (or commission) their applicant to FLBM. At this current time there are still many tax advantages for ordained ministers. Those who are not ordained can still be served by FLBM, but they are not eligible for the same benefits from the IRS. At no time will FLBM be complicit in defrauding the IRS.
- b. *Missionaries who are members of Wyldewood Baptist Church* are voted on by the church and are either ordained or commissioned by the church. They are considered “EMPLOYEES” of the church for tax purposes. They are eligible for ministerial tax benefits that are voted on every year at our church’s annual meeting. They must fill out the required forms so those deductions may be reflected on the W-2 form they receive at the end of the year.

- c. ***Missionaries who are sent out of a different local church*** will be considered “SELF EMPLOYED” for tax purposes and they will be given a 1099 form from Wyldewood Baptist Church at the end of the year. Their income will be reported to the IRS and it is their responsibility to work with their local church regarding ordination, their employment status and their tax returns
- d. A representative of Wyldewood will provide a guide to the missionaries (and their sending church) detailing tax advice. We will also be available to answer questions. However, all employee tax filings are the express responsibility of the missionary.

Financial Policies Regarding the Missionary

1. For ease of administration, the missionary must establish a checking account at the same local bank used by First Light Baptist Mission in Oshkosh, Wisconsin.
2. The missionary agrees to be honest in all financial dealings, especially with the IRS. FLBM encourages missionaries to tithe to their sending church, but this must be decided between that church and their missionary. Missionaries must cooperate with the secretary and treasurer of the mission in the completion of all financial arrangements. The treasurer has a checklist of matters that must be attended. (Especially for first and second year missionaries, a representative from FLBM is available to walk you through this process.)

3. The missionary must report, in a format acceptable to the treasurer of FLBM, all income derived from his ministry, including honorariums, monthly support and special gifts for projects, etc. This must be done on a monthly basis, along with the monthly expense form listing all deductible expenses. By January 10 of every year he must submit to FLBM a complete financial report and a brief summary of his ministry.
4. The missionary agrees to pay all reasonable fees associated with his account. He will complete all forms necessary to enable the treasurer of FLBM to efficiently accomplish the authorized transfer of funds. Every effort will be made by FLBM to minimize these costs. Any questions or disputes about these fees will be resolved with the Executive Board of FLBM, his sending church and the missionary.
5. FLBM will work in conjunction with a missionary and his sending church pastor to establish an acceptable level of support for his deputation goal. Any increases in support necessitated by increased costs, inflation, additional children, etc. will be incorporated as needed. It is also expected that he will be frugal with all of his resources.
6. To minimize exposure to liability to the mission and the sending church, the missionary must agree to maintain automobile insurance and health insurance coverage while on deputation and on the field (where it is available). FLBM will work with the missionary and his sending church to help secure these policies. It is expected that the missionary will establish local contacts on the field to care for routine medical needs. If a need arises for special treatment or emergency evacuation, FLBM will do all we can to assist the missionary's local church arrange for that

care. FLBM or Wyldewood Baptist Church are not liable for evacuation services or health coverage.

7. The missionary must make arrangements for his personal mail to be handled by someone outside of FLBM. Bill paying, money transfers, etc. must be done on-line or taken care of by the missionary's authorized agent. The mission agrees to handle his financial support and provide reports, **but we do NOT provide a bill-paying or newsletter service.**
8. Prior to leaving for the field, the missionary and his wife must complete a **Last Will and Testament** and give a copy to their sending church. They must also arrange for someone to have **power of attorney** to care for their financial affairs before they leave for the foreign field (in case of emergency.)
9. FLBM **HIGHLY RECOMMENDS** that every foreign missionary be debt-free before leaving for the field. There may be rare exceptions to this policy, but churches are cautioned to carefully consider all factors.
10. It is common for missionaries seeking support to have to do some "tent-making" to supplement their income, especially during the first year or two. They must never carry that work on in the name of their church or the mission. Revenues derived from outside work can never be considered as a tax-deductible donation to the mission, the missionary or his church. The mission and the sending church can never be complicit in defrauding the government of legitimate tax revenues.
11. The mission will produce a monthly financial statement for the missionary. It will be reconciled to

the bank balances and sent to the missionary by the 15th of every month. A complete list of known donors will be available to the missionary for his review at all times.

12. As a general rule, the mission defers to the sending church to provide guidance for their missionary. We recommend that the sending church pastor or his representative visit the missionary on the field at least once each term. However, some missionary matters necessarily involve FLBM, its experience and its policies. (These issues could involve matters like length of furlough, purchasing property on the field, letters to supporters that plea for emergency funds, changing doctrine, fields or co-workers, etc.) When these issues do arise, the missionary must contact FLBM and his sending church so a meeting can be convened that includes the missionary, his sending pastor and the executive board of FLBM.
 - a. Every reasonable effort will be made by FLBM to resolve these matters in an amicable fashion. The missionary “on the ground” will have the most insight on his immediate situation. The local church will have goals and limits that they want their missionary to abide by. And FLBM lends expertise from many years of working with missionaries and churches, recommending what is expeditious and prudent. It is expected that all parties will be respectfully heard and that resolutions will be found to the satisfaction of all parties.
 - b. If at any time an amicable agreement cannot be reached with all parties involved, FLBM reserves the right to terminate our relationship

with the missionary in accordance with our termination policy.



POLICIES OF RESPONSIBILITY

Eligible Candidates

1. Missionaries who are members of Wyldewood Baptist Church - The pastor and deacons of the church guide in matters of policy and procedure, and the FLBM executive board oversee day to day decisions. Missionaries, evangelists and ministry representatives who are members of Wyldewood Baptist can only be approved by FLBM with the full recommendation of the pastor and church. If approved, they are required to adhere to the policies of FLBM as delineated in this manual.
2. Missionaries who are members in good standing of another fundamental Baptist church can be served by First Light Baptist Mission. No missionary will be approved who does not have the recommendation of his sending church and pastor. If approved, they are expected to adhere to the FLBM policy manual. FLBM is committed to serving the missionary, his pastor and his sending church in every way we can. Our goal is to SUPPORT and ADVISE– not control.
3. Types of Missionaries Served
 - a. Church Planters - First Light Baptist Mission has an emphasis on sending missionaries to the foreign field to establish fundamental Baptist churches.
 - b. Support Personnel - Candidates who feel called of God to related ministries will also be

considered by the mission. This includes home missionaries, evangelists, college professors, teachers, construction workers, pilots, printers and others who desire to be sent through our agency.

- c. Short-term Missionaries - Candidates who intend to serve on the field for at least one year can utilize the services of FLBM. This would include those who are serving as substitutes for missionaries who come home on furlough and similar situations. (Those who intend to go for less than one year are encouraged to be sent directly from their home church without the services of FLBM.)
- d. Divorced/Single Applicants – Divorced/remarried (husband or wife) or single applicants will only be considered on a very limited basis. They will not be considered if they plan to be a pastor or church planter (1 Tim 3:1-7). They may be considered for support roles like working in orphanages, building construction, technology and computer support, pilots, printers, etc. They must submit a written description of duties they expect to fulfill on the field. Divorced or female missionaries may not get to the field, change their position, and begin to fill a role of pulpit ministry and still continue with FLBM.
- e. Applicants Formerly Served by Another Agency or Recent Transfers to a New Local Church– Missionaries who have previously been sent through a different agency or who have recently changed local churches can

apply to FLBM under certain conditions. They must agree to cooperate with an investigation into the reasons for the change, and they will only be approved after an acceptable review of all of the circumstances. If a candidate has recently applied to another mission agency and has been rejected for any reason, that information must be disclosed to FLBM in advance of any consideration.

Application Process

Missionaries and churches who desire the services of FLBM are required to complete the application and approval process. Contact information to obtain an application packet is available at www.firstlightbaptistmission.com. Applicant must contact the mission for an application packet, complete the forms and mail them back to FLBM.

1. Upon receipt, the application will be reviewed by the executive board of the mission. (Usually within two weeks.)
2. When this initial screening is completed the applicant will be notified of the results. Additional information may be requested.
3. After preliminary approval, an interview is scheduled at Wyldewood Baptist Church in Oshkosh, Wisconsin to consider final approval. That meeting must include the missionary and his wife, his sending pastor and the executive board of FLBM.

Services to the Missionary and His Sending Church

1. Sending Church Support Services - Most local churches that send out a missionary are thrilled to have a man represent them, but they may not be

equipped to deal with all of the complexities of sending a family to the mission field. First Light Baptist Mission delights in partnering with these churches to serve their missionary! Our experience, our contacts and our various support ministries are valuable resources for the sending church and their missionary family as they prepare to go.

2. Experienced Counsel – FLBM recognizes that some missionaries (and their local churches) lack the experience and/or information to make wise decisions in some key areas. They are dependent on FLBM to give guidance in matters that are outside their expertise, and in those areas the counsel of the mission will have added emphasis. Missionaries are expected to maintain an attitude of humility and a spirit of cooperation, giving proper consideration to the practical experience of others.
 - a. The missionary and his local church are given a checklist from FLBM. It is given as a guideline for issues that concern every missionary – especially those going to the foreign field.
3. Cooperative Decision Making - Decisions concerning insurance, evacuation funds, support levels, purchasing property on the field, construction of church buildings, raising funds for special projects, etc. are made jointly with the sending church, the missionary and the board of FLBM. In general, FLBM defers to the local church, but still requires that each of these concerns be addressed in a responsible manner. Every effort will be made by FLBM to allow the sending church and missionary to do as they feel the Lord is leading.

4. Wyldeewood Baptist Church's Services to the Missionary - First Light Baptist Mission is a ministry of Wyldeewood Baptist Church and as such has access to the many special mission-related services offered by the church. As resources allow, Wyldeewood will assist the missionary with the following services:

1. During the Preparation Phase - Those who are just beginning their deputation are given counsel and help with prayer cards, letterhead, displays and presentations. If needed, assistance is provided for securing insurance, setting up checking accounts, emergency evacuation funds and retirement planning. Individual guidance is also given regarding support level, survey trips and field contacts.
 - a. The missionary and his sending church will thoroughly consider each item in the checklist provided by FLBM.
2. While on Deputation - Missionaries are encouraged and supported during this important time of preaching in churches and sharing their burden. They are given much guidance on how to conduct meetings at various churches.
 - a. The missionary will review the Introduction to Mission's curriculum written by Pastor King (available from the mission.)
 - b. The missionary must find time to attend some kind of mission training school (at his own expense) such as the one held by Rogen Haines in Arkansas sometime during his first year.
 - c. Missionaries are required to arrange for a representative of FLBM to attend at least two meetings where they are presenting

their field so additional guidance can be given.

- d. If a missionary does not have at least 50% of his support goal reached at the end of two years on deputation he must meet with the his sending pastor and a representative of FLBM to review his status and his presentation methods.
 - e. Every year Wyldewood Baptist Church hosts an annual mission conference. (It is usually in November). The first half of the week new missionaries present their work for consideration of support. Every missionary approved by FLBM will be scheduled to present their ministry to the church for consideration of support. The second half of the week is a mission refresher course. **FLBM missionaries who are on deputation or home on furlough are expected to attend our conference and to stay throughout the entire week for training and review.**
 - f. FLBM helps with church contacts, mission mailings, handling of financial support, and secretarial services. We also provide guidance for things like travel visas and shipping of the missionary's belongings.
3. While on the Field - First Light Baptist Mission serves the missionary by providing a “home” contact for their affairs. We also help with plans for language school, foreign housing, furloughs and visitor travel.
4. Ministry Teams - Each year, hundreds of men, women, and teens take short-term trips to help

missionaries around the world through the various ministries of Wyldewood Baptist Church. The ***Wings As Eagles*** aviation ministry transports work teams with their own ten-place airplane, doing evangelistic work, village outreaches, building projects and humanitarian aid distribution. These trips are a tremendous help to the missionary, as well as to the local churches. Our ***Master's Craftsmen*** ministry leads construction teams in the U.S. and on the foreign field.

5. Bibles, Gospel Tracts, Discipleship Materials - Through our ***Bearing Precious Seed, Couriers For Christ*** and ***Scandinavians for Christ*** ministries, Scriptures and related materials are available in all of the major trade languages and many minor languages and dialects. These are shipped to the missionary at no cost as the Lord provides.
6. Support for Trained National Pastors - FLBM helps provide materials for Bible institute programs. When the national pastor has completed his training and he is ready to start a new indigenous work, the ***Omega Ministry*** provides financial support for the first two years. Support is handled through the training missionary.

Personal Testimony

1. Salvation and Call - Missionaries served by First Light Baptist Mission must complete an application (including references) and submit a letter of recommendation from the pastor of his sending

church. He must give evidence of his salvation and calling, along with information about his education, ministry training and experience. He must then be interviewed and approved by the Executive Board.

2. Representation - Those who are sent through FLBM represent their home church, the mission and Wyldewood Baptist Church and are therefore required to uphold a pure public testimony. We place a premium on honesty and integrity. Missionaries are expected to maintain proper relationships with Wyldewood and other supporting churches.
3. Holiness - The missionary must have a personal walk with the Lord and a wholesome Christian testimony before the lost world. Wyldewood Baptist Church has a complete policy manual delineating how moral issues in the church are handled and that serves as our guideline for handling situations with missionaries. (This is available to all missionaries.)
4. Family – Those sent through FLBM are expected to maintain good family relationships. The guidelines given for a pastor in the Scriptures and in our church constitution are held as the ideals we strive for. Any alleged sexual immorality (i.e. fornication, adultery, homosexual activity, etc.) by a missionary sent through FLBM will result in an immediate investigation and status review. If deemed necessary, his relationship with the mission will be terminated.
5. Contemporary Music - First Light Baptist Mission is alerted to the dangers of much of the contemporary Christian music available today. The missionary must be conservative in his choice of music and agree to avoid contemporary Christian music in his home, his presentations and his ministry on the field.

6. Dress/Personal Appearance – Recognizing the importance of the testimony of our outward appearance, especially for those in leadership positions, First Light Baptist Mission has a complete personal appearance code (in the church checklist and available from the church upon request) detailing standards of dress and conduct.) Briefly, we expect all candidates to uphold virtuous standards of modesty. Male candidates must be conservative in dress and distinctly masculine. Earrings, body piercings, etc. are not acceptable. Female candidates must portray femininity with modest skirts and dresses. Pants, shorts, gauchos, etc. are not considered acceptable. (Culottes are allowed for recreation and those in extremely cold climates are allowed to cover themselves for protection from the elements while striving to maintain a feminine appearance.) Applicants must agree to abide by the complete personal appearance policy while on deputation, in public, as well as on the foreign field.

Practical Theology

1. The missionary must be in full agreement with the Statement of Faith, Constitution and By-Laws and policies of Wyldewood Baptist Church. If his doctrinal position ever changes, he agrees to withdraw from the mission.
2. The missionary must agree to abide by and cooperate with the policies and leadership of First Light Baptist Mission. He further agrees to keep in close touch with the mission in all matters that would concern the ministry. He will work with the mission in the setting and reviewing of goals, length of deputation,

etc. If at any time he finds he cannot honor these policies in letter or spirit, he agrees to withdraw from the mission.

3. The missionary must be a member in good standing of a fundamental Baptist church. If at any time he changes sending churches, he must re-apply to the mission for approval of that change or he agrees to withdraw from the mission.
4. While on deputation, the missionary agrees to solicit support from Baptist churches of like faith. We are a Baptist mission and we are working to support Baptist causes. We tell all prospective donors that we are Baptists and that we will **only** use their support to promote and build Baptist works. We assure them that 99% of our support comes from Baptists but that there are a few rare exceptions. It is a matter of honesty and integrity. While we do not solicit meetings from other groups, sometimes a non-Baptist church invites a missionary to come present his work. (Many times that missionary already has a previous relationship with that pastor, church, or one of its members.) He is permitted to go, ***as long as he informs them*** that any support that they might give will be used EXCLUSIVELY to help start Baptist churches.
5. FLBM is non-charismatic and opposes liberalism and the modern ecumenical movement. The missionary must agree to work in cooperation with other good fundamental Baptist churches here in the United States and on the foreign field. (We do not require that alliances be formed on the field, but the missionary is expected to cooperate with and support other good Baptist men.) His mission on the field is ultimately to help establish and serve fundamental

Baptist churches. Missionaries may choose to fellowship with or receive some support from others that have slightly differing views (i.e. some conservative Bible Church pastors, churches and missionaries), but they agree to work only with other Baptists in establishing their work. If there is any question about a certain cooperative effort with other groups on the field, the missionary must submit complete information about that group to his sending church and to FLBM for approval.

6. The missionary must agree to use only the Authorized King James Bible in his ministry in English, and Scriptures derived from the Received Text (or the closest text that is available) when ministering in other languages. He must further agree to never bring the authenticity or authority of the King James Bible into question or disrepute.

Policies on Practical Matters

1. The missionary agrees to cooperate with FLBM in all matters of correspondence, promotion, etc. FLBM strives to portray a professional and business-like image while maintaining a sweet Christian spirit. All correspondence associated with the mission must be proofread for proper content, grammar and spelling before being mailed.
2. Any use of the Wyldewood Baptist Church or the First Light Baptist Mission logos must first be approved by the Executive Board of FLBM and they reserve the right to veto anything carried on in its name.

3. In order to present a uniform and professional appearance, missionary prayer cards, letterhead and other communications are expected to include the FLBM logo. FLBM must be consulted before prayer cards and letterhead are printed. **They must include the correct way for donations to be designated and mailed.**
4. The missionary is required to include promotional information about FLBM in his display. He is further required to include mention of the mission in his slide/video presentation. The missionary agrees to work with First Light Baptist Mission in producing his slide presentation and promotional material. Music, pictures and other content will be screened for appropriateness. He agrees to submit all changes for review whenever they are updated.
5. The missionary agrees to speak favorably about FLBM when attending other churches or conferences, corresponding with supporting churches or talking with other missionaries. If he experiences any problems with the mission, he agrees to try to resolve it in-house. If he cannot conscientiously promote the mission, he agrees to withdraw from the mission. FLBM is committed to integrity and confidentiality and every attempt will be made to resolve problems directly with the missionary and his sending church.
6. The missionary agrees to maintain a complete and current list of all contributors to his ministry and to give that list to the mission. It must include the contact information including name and address so they can be contacted by the mission in the event of termination. The contact information will be kept private.

7. The missionary agrees to maintain proper church communications. This includes confirming preaching dates, returning phone calls and responding to inquiries in a timely fashion. Regular contributors and supporting churches must receive a newsletter and a giving receipt at least once every eight weeks.
8. When going to a field where learning a foreign language is deemed necessary, the missionary must pursue that at the earliest possible time for he and his family. To maximize the effectiveness of their ministry, it is expected that he/she will become proficient and achieve a level of mastery. For couples, this applies to both husband and wife.
9. Once on the field, the missionary agrees to craft a monthly (or bi-monthly) newsletter and e-mail it to the secretary who does his newsletter for proofreading and publication. It must be received no later than the 25th of each month. The missionary is also responsible to work with that secretary to maintain an accurate (and regularly reviewed) mailing list for his newsletter. It must always include FLBM. The mission agrees to keep the missionary informed on changes in pastors, addresses, etc. that the mission becomes aware of.
10. The missionary must be diligent on the field, actively promoting and building his ministry. He must also be humble enough to consider advice from his pastor and the mission.

Termination Policy

Being served by First Light Baptist Mission is a privilege, not a right. By the majority vote of the Executive Board or

at the request of the missions committee of Wyldewood Baptist Church, FLBM can sever the relationship between itself and the missionary at any time without having to show cause. The missionary will be notified of that decision in writing and his relationship will be terminated immediately. FLBM will work with the missionary to notify his supporters of the change in his status if that becomes necessary. We will continue to forward his support for ninety (90) days. We will no longer serve as his sending agency, but all monies received in his name will be forwarded to him without charge for a period of ninety (90) days. Any monies received after ninety (90) days will be returned to the donor.

Revision Policies

Wyldewood Baptist Church and First Light Baptist Mission reserve the right to revise, improve, update and change its mission policies at any time. All missionaries and their sending churches will be notified of the changes in writing. Any change in the requirements for a missionary will be phased in over a period of time in a manner that is acceptable to the mission.

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