

## **HESSTON MENNONITE CHURCH**

### **Service Investment Fund Policy**

**Goal:** The goal of this policy is to simplify congregational processes for funding and supporting mission/service experiences. It applies to HMC participants who serve beyond the local community. It changes the flow of funds to help avoid frequent special appeals. It provides a mechanism for funding when opportunities that cannot be anticipated (at the time the spending plan is being developed) emerge within the budget year. It assures equality for all who are willing to serve, and it helps make extra-local mission participation accessible for some who may not otherwise be able to fund such experiences.

#### **Long Term Mission Support Policy**

For persons considering a call to long-term mission service (over 24 months), the Outreach Commission will:

1. Discern with them as they consider opportunities for service assignments.
2. Propose appropriate funding mechanisms and help carry them out in cooperation with the mission agency through which the person intends to serve.
3. Appoint representation and leadership if the assignment is being carried out through a mission partnership.
4. Appoint an advocate to communicate between the congregation and the worker and encourage personal and prayer support.

#### **Short-term Mission Funding Policy**

The congregation will support people in short-term mission experiences (24 months and less) through its Service Investment Fund. The fund exists, in part, to encourage our youth and adults to participate in Christian mission and service opportunities across the street and around the world, with preference being given to projects sponsored by Mennonite Church USA related agencies. It is a cumulative fund whose balances carry forward from year to year.

#### **Objectives**

1. To provide spiritual, emotional and moral support to people in service prior to, during and after their assignments.
2. To make participation financially feasible regardless of participants' financial status.
3. To provide avenues for participants to process and share what they have learned through their experiences.
4. To broaden the awareness of the congregation through reporting on experiences.
5. To validate individual mission experiences as an extension of the congregation's ministry.
6. To intentionally integrate the impact of mission experiences so they are transformational both for participants and the congregation.
7. To support pastoral participation in accompanying congregational mission teams.

#### **Source of Funds**

1. The Outreach Commission can request a specified amount in the annual congregational spending plan to be paid out each year to the Service Investment Fund.
2. The congregation will receive restricted contributions to further enlarge this fund and will encourage considering this fund as a receptacle for memorial gifts and bequests.
3. Any unused budget or restricted contributions to the Service Investment Fund are carried over each year for future distribution.

## **Expenditure Guidelines**

The Outreach Commission will administer the Service Investment Fund using the following guidelines in relation to mission experiences:

1. This fund is for assignments of one week to 24 months (other than youth group trips which are generally funded by group fund-raising).
2. To support the participation of a HMC pastor accompanying a HMC mission team of at least four people, the fund will cover up to 100% of pastoral expenses.
3. For experiences of one week to six months, the fund will cover 50% of costs with a maximum expenditure of \$1,500 if serving with a Mennonite Church USA-related program or \$1,000 with a program that is not Mennonite Church USA related.
4. For experiences of six to 12 months, the fund will cover an additional cost of \$300 per month if serving with a Mennonite Church USA-related program or \$200 with a program that is not Mennonite Church USA related.
5. For experiences over 12 months, the fund will follow the preceding expenditures with an additional \$350 per month for months 13-24 if serving with a Mennonite Church USA-related program or \$225 per month with a program that is not Mennonite Church USA related.
6. Applications are requested two months in advance in order to adequately process the application, interview the applicant and develop a plan for support.

### **Eligibility (if unclear about criteria, we will choose to be inclusive rather than exclusive):**

1. Funds are available to support the service of any youth or adult who professes faith in Jesus Christ and is an active participant in Hesston Mennonite Church, including those who have been away at college.
2. Funds are available for service with an organization committed to building communities of followers of Jesus Christ or addressing human need in the name of Christ.
3. First-time fund users will be given priority.

## **Procedures**

The Outreach Commission will:

1. Inform the congregation that funds are available.
2. Propose fund amounts during annual spending plan approval process.
3. Solicit and receive applications for grants.
4. Invite a representative of pastoral staff and a representative of elders to participate in interviewing and processing applications.
5. Process applications, ascertain the amount of funds needed beyond other anticipated funding sources, interview applicants, and notify applicants of funding decisions.
6. Ask the Treasurer for payment of approved funds.
7. Arrange commissioning services for those entering service in coordination with pastoral leadership and the individual's advocate.
8. Coordinate reporting and accountability from those serving in coordination with pastoral leadership and the individual's advocate.
9. Plan and monitor participants' transition and reintegration into congregational life in coordination with pastoral leadership and the individual's advocate.

## **Who is God calling? How can we support?**