

CROSS-CULTURAL WORKER GRANT APPLICATION GUIDELINES

Notes for charges making application for funding for 2021-22

Cross-Cultural Worker Grants are a sub-category of the MDC's Second Worker Grants. To fund a second worker in a cross-cultural capacity, MDC funding will typically be drawn from the same sources as our other subsidies or second ministry worker funding; that is, general funds. The duration of funding for a cross-cultural worker may extend beyond the maximum three-year term of other Second Worker Grants. To obtain funding, churches must apply annually.

Cross-cultural ministries must seek to build their ministries and see them progressively become less reliant on grants. No ministry should operate with the strategy that they will receive a perpetual subsidy. The goal of the cross-cultural grants is to help churches to establish a permanent part- or full-time position - it is not a grant to establish a ministry position that will expire with the end of the funding, but with the goal that the position will be absorbed into the host church's budget. Our hope and intention is that congregations will not only grow under the expanded ministry, but that existing members will share the vision and give accordingly.

General Information:

- 1) Pastoral, Appointment and Home Mission Charges may apply for second worker grants. Church Plant Charges are funded by the Church Planting Committee during their first five years.
- 2) Churches must accept financial responsibility for the position; the Ministry Development Committee's funding is partial support only; even in the first year the church is expected to make a substantial contribution to supporting the worker. Applicants must demonstrate in their application how they plan to move to full local funding of the position over seven years or fewer.
- 3) The application must be supported by the Congregation, Session and Board of Management.
- 4) The role for the cross-cultural worker must have a definite evangelistic/outreach thrust, not 'maintenance mode'.
- 5) In the case of a team ministry, the cross-cultural worker position is not intended to provide a second minister just duplicating the role of the Senior Minister, but it must create a specialised ministry that the church cannot currently provide.
- 6) In the case of a team ministry, the cross-cultural worker will have adequate and competent oversight; the MDC will expect periodic assessments and reports regarding them.
- 7) Annual reports on the progress of congregations receiving this funding must be presented to the Ministry Development Committee. If significant progress cannot be identified, support for the subsequent years may be terminated.
- 8) If a cross-cultural ministry grant is approved in principle by the MDC where there is not yet a specific worker in mind, there must be an appointment by the end of the relevant financial year, or the funds will cease to be reserved.
- 9) Cross-Cultural Worker Grants are available to charges which are seeking to establish a female ministry worker position.
- 10) A PCV employment contract must be established between the local church and the worker.

Application Requirements:

To be submitted by churches to their presbyteries, which will forward approved applications to the committee;

- 1) Complete the committee's Cross-Cultural Worker Grant application form and return it to the Ministry Development Committee *through the presbytery of the bounds with its approval*. Please use the most current edition of the form, which can be found at mdcpcv.org.au/forms.
- 2) Submit a copy of the Charge's most recent completed and AGM-approved Annual Charge Report (ACR) which has been endorsed by your presbytery.
- 3) Provide your draft ACR showing the expected outcome for the 2020-21 financial year and projected budget for 2021-22 including the impact of the proposed MDC funding.
- 4) In the case of a linked charge (two or more congregations linked) only the combined federal board ACR is to be used when providing figures.
- 5) Applicants must show that the difference between the Ministry Development Committee's grant and the total cost of the worker can be funded by the congregation, with a reasonable expectation that a reduction will be made on an annual basis.
- 6) Demonstrate presbytery approval not only for the application for funding but their endorsement of your nominated cross-cultural worker.
- 7) The cross-cultural worker to be funded must sign the committee's Declaration regarding basic Christian doctrines, subscription to the Westminster Confession of Faith as read in the light of the Declaratory Statement, purity of worship, and the Presbyterian form of government.

Applications not fulfilling these requirements will be returned and not considered until all conditions and information is supplied.

Presbytery Approval:

If the presbytery of jurisdiction considers that it is unlikely that a proposed cross-cultural worker will bring the church to a level where it is able to fully fund the worker, they should not approve any application for MDC funding. The presbytery should annually assess the effectiveness and viability of this ministry. This program is not intended to fund interim or temporary second workers. If at any time during the employment of the cross-cultural worker it is determined that the position or worker will not be a part of the church's long-term team ministry, this must be reported to the MDC.

As well as approving the final grant application, the presbytery of jurisdiction must interview, assess and approve the worker to be supported. Where an application has been approved by the presbytery and then the MDC in principle without a specific worker in mind, any person subsequently nominated by the church to assume the position must be endorsed by the presbytery before MDC funding for it will commence.

Presbytery Clerks are to forward approved applications by 13 May 2021 by email to mdc@pcv.org.au, or to Ministry Development Committee, Presbyterian Church of Victoria, 156 Collins St, MELBOURNE 3000 VIC