

ABWE Canada Missionary Handbook

Training Leaders. Planting Churches.
Launching Missions Movements.



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Introduction

ABWE Canada has a vision to fulfill the Great Commission by multiplying leaders, churches and mission movements, among every people. Our mission statement is, *“Glorifying God by assisting churches to achieve their local and international mission objectives.”* This handbook is designed to provide a broad framework within which all of our missionary personnel are free to carry out their ministry and use their gifts and abilities for the glory of God.

In 1936, the ABWE board determined that a set of policies governing the administration of the mission and its personnel was needed. The current handbook supersedes all prior editions and copies of the Principles & Practices. All statements of policy in this document are intended by the president and board to be consistent with the Word of God, the Articles of Incorporation and Bylaws of ABWE Global Inc., (operating as ABWE Canada/Across Borders for World Evangelism), as well as federal, provincial, local, and international laws. This document prepared by the ABWE Canada administration has been approved by the ABWE Canada board. Every board member, administrative leader, and missionary must abide by this handbook.

Chapter 1: Identity

1. **History:** *When and how were we founded?*

The Association of Baptists for World Evangelism (ABWE) was founded in Watch Hill, Rhode Island, in 1927 as a ministry dedicated to fulfilling the command of Christ by sending out missionaries to take the good news of salvation to the ends of the earth.

Dr. Raphael Thomas, a graduate of Harvard Medical College, heard D. L. Moody challenge students to obey the command of Christ to take the gospel to every ethnic group. He committed his life to that cause and enrolled in Newton Seminary to prepare himself, not only to treat medical conditions, but also to preach and teach the Bible to address spiritual ailments in the souls of people. He became ABWE’s first missionary.

Originally Dr. Thomas had joined a large, denominational Baptist mission in Chicago and served as a medical missionary in Iloilo City, Philippines. Later, that organization began to change its focus and sought to restrict Dr. Thomas’s activities to merely running the hospital. When his appeals went unheeded, he resigned to seek a new mission under which he might fulfill his passion for evangelism. Thus, ABWE was born as an independent faith mission to send out Dr. Thomas and those who followed him to serve in the Philippines.

Through the years, ABWE has grown to over 1000 missionaries influencing and serving in more than 75 nations around the world. This large missionary family is supported by a network of over 4,000 partner churches throughout the United States and Canada. Our International Administration and Training Center is located near Harrisburg, PA.

ABWE was first introduced to Canada in the late 1940s. Missionary Don Moffat visited the London Bible Institute and was used of the Lord to touch lives for missions. A number of Canadian missionaries were recruited and appointed to South America.

In 1961 Leander Roblin assumed the position of Canadian representative. Leander Roblin worked hard and covered Ontario and the Maritime provinces. ABWE became known in Canada as a sound, active and effective mission board. Under his leadership, ABWE Canada was officially registered in 1967 to meet Canadian government requirements in order to issue tax deductible receipts to Canadian donors. A board composed of a majority of Canadian citizens was formed.

Mel Cuthbert was called to be the Canadian representative following the retirement of Leander Roblin. Mel established an office in Burlington, Ontario. After four years of representation, he returned to his former field of Brazil, when Reginald Snell took over the representation of ABWE Canada in 1979. Ivor Greenslade began leading in 1990 and led until Frank Bale was named Canadian Director in 1992.

In 2004, the Board of Directors appointed David Smith as their new executive director, and when ABWE Canada became financially and functionally independent in 2007, David Smith became the president of the new corporation known as ABWE Global Inc./ABWE Canada/Across Borders for World Evangelism. Minne Bouma was appointed president in 2016. Today, more than fifty employees serve in twelve different countries.

2. **Identity:** *Who are we today?*

ABWE Canada is a spiritual and functional alliance of New Testament churches and their missionaries bound together by a common commitment to:

- A. The foundational truths of the Christian faith explicitly taught in the Bible.*
- B. Historic baptistic distinctive.*
- C. The proclamation of the gospel to those who have not heard.*

ABWE Canada/ABWE Global Inc./Across Borders for World Evangelism is also the common name collectively used for a non-profit corporation organized for religious and charitable purposes that focuses on evangelism, discipleship, church planting, and leadership training, and also operates numerous ministries of compassion such as hospitals, schools, orphanages, and ministries to street children, youth, and homeless refugee's due to catastrophe, disease, war, and other global problems.

ABWE Canada is not owned or controlled by any outside religious denomination but operates under the sole authority and discretion of its board (see Chapter 3) who oversee the ministry on behalf of the churches and donors who support it, the missionaries who give their lives in the service of Christ, and the peoples of the world for whom this ministry exists.

3. Foundations: *What do we believe?*

Authority

The ABWE Canada statement of doctrine is based on the supreme authority and explicit teaching of the Bible which cannot be altered by men. There is no more sure or unchangeable foundation than the Word of God, our final standard for all faith and practice.

Doctrinal Statement

The word doctrine simply means “teaching” and as used historically refers to the body of teaching in the Bible regarding any given area of the Christian faith. Thus, the ABWE Canada doctrinal statement is an expression of what we believe the Bible teaches about the following important topics.

The following Statement of Faith was formulated by the ABWE Canada board and must be affirmed by every ABWE Canada administrator, missionary, and staff member. This statement serves as the standard of belief for churches and missionaries who wish to join ABWE Canada.

Chapter 2: Our Statement of Faith

This Statement of Faith may be changed at any time by two-thirds majority vote of the Board of ABWE Canada.

1. Concerning the Scriptures

We believe that the Scriptures of the Old and New Testaments as originally written were God-breathed, both verbally and in every part. We believe God communicated through Spirit-controlled men so that the Scriptures are without error, authoritative, and complete. We believe the Bible is the supreme revelation of God’s will for mankind and constitutes the only infallible guide for faith and life.

Psalm 119:128; Matthew 5:18; 2 Peter 1:19-21; John 17:17; Revelation 22:18, 19; John 10:34, 35; 2 Timothy 3:16; Hebrews 4:12

2. Concerning the True God

We believe in the one eternal God, the Creator of all things; that in the unity of the Godhead there are three Persons: Father, Son, and Holy Spirit, identical in essence and equal in power and glory.

Genesis 1:1; Isaiah 46:9; 1 Corinthians 8:6; Exodus 20:2, 3; Matthew 3:16, 17; Deuteronomy 4:35, 6:4; John 1:1-3; Hebrews 1:8

3. Concerning God the Father

We believe that God the Father is holy and loving. Unlimited in time, space, knowledge, and power, the Father has planned for His glory all that comes to pass and purposed from eternity to redeem a people for Himself. In His sovereignty, He is neither author nor approver of sin, nor does He negate the accountability of moral, intelligent creatures. Although distinct from His creation, He is imminently at work in it, intervening as He chooses.

Psalm 103:19; Ephesians 1:4; James 1:13; Habakkuk 1:12, 13; John 8:38, 47; 1 Peter 1:17; Psalm 139: 1-16; 1 Corinthians 8:6; John 5:17

4. Concerning the Lord Jesus Christ

We believe that the Lord Jesus Christ is the eternal Son of God. Conceived by the Holy Spirit and born of the virgin Mary, He became “God manifest in the flesh.” As fully God and fully man, He lived an absolutely sinless life. He voluntarily died to make a full and vicarious atonement for our sins. He arose from the dead on the third day and ascended bodily into heaven.

Isaiah 7:14; 1 Peter 2:22; 3:18; Matthew 1:18-25; 28:6; John 1:1

5. Concerning the Holy Spirit

We believe that the Holy Spirit is the promised Comforter sent by the Father and the Son, possessing full personality and deity. He convicts the world of sin, righteousness, and judgment. He is the agent of the new birth, at which time He baptizes believers into the body of Christ, and His work among believers is that He seals, indwells, fills, guides, and teaches. The sign gifts of prophecy, speaking in tongues, interpretation of tongues, miracles and healing, were powerful indicators in New Testament times whereby the authenticity of the gospel was established on Earth but these gifts are not normative for today. Needless to say, apart from these gifts, God can do the miraculous according to His sovereign purposes. That is why we pray according to His will.

John 7:39; 14:16-17, 26; 16:7-11; 1 Corinthians 12:8-13, 28-31; 13:8-12; Hebrews 2:1-4, 9:14; Acts 1:4,5; Revelation 22:18-19; Romans 12:3-8; Ephesians 1:13-14, 4:7-11

6. Concerning Mankind

We believe the Scriptures teach that men and women are created in God’s image. Adam was created by a direct act of God as described in Genesis 1 and not from any previously existing form of life. By voluntary transgression he fell from his state of innocence, in consequence of which all mankind are now sinners by nature and by choice, and therefore under just condemnation to everlasting, conscious punishment, separated from God.

Genesis 1:27; Romans 3:23, 5:12-19; Isaiah 53:6; 2 Thessalonians 1:7-9

7. Concerning Salvation

We believe the Scriptures teach that the salvation of sinners is initiated by a loving God, wholly of grace, and accomplished only through the mediating work of the Son of God. It is upon the sole condition of faith in the Lord Jesus Christ. The sinner must be born again, being regenerated by the power of the Holy Spirit thereby receiving a new nature. The believer who has exercised personal faith in the Lord Jesus Christ is justified and in possession of a salvation which is eternally secure. A result of salvation is a life of obedience to God producing good works.

John 3:3-6, 16; 10:28, 29; 2 Corinthians 7:9, 10; Ephesians 2:8-10; Titus 3:8; Acts 13:39, Ephesians 2:8-10, 1 Peter 1:18-23, Romans 5:1,9; Romans 2:4; Romans 8:16, 28-29; 1 Timothy 2:5, 6; 2 Peter 1:4

8. Concerning the Church

We believe the Scriptures teach that the Church of Jesus Christ, distinct from Israel in the Old Testament, was inaugurated at Pentecost and must be considered in two aspects: the local church and “the church which is His body.” This “body” is the entire company of believers in Christ. A local church is an organized assembly of baptized believers, associated by a commitment to the faith, fellowship, and proclamation of the gospel, and observing the ordinances of believer’s baptism by immersion and the Lord’s Supper. The Scripture identifies two offices in local churches. The terms overseer, elder, and pastor or shepherd all refer to the same office. The other is the office of deacon. The New Testament specifically assigns headship and authority in the local church to men.

Matthew 28:19, 20; 1 Corinthians 12:13; Titus 1:5-9; Philippians 1:1; Acts 1:5; 2:1-4; 10:44, 45; 11:15, 16; Ephesians 1:22, 23; Hebrews 12:23; 1 Timothy 2:11-14; 3:1-13

9. Concerning Baptism and the Lord’s Supper

We believe the Scriptures teach that baptism is the immersion of a believer in water, in the name of the Father, Son, and Holy Spirit, representing the believer’s death to sin and his resurrection to a new life. We believe that the Lord’s Supper is a commemoration of Christ’s death to be observed by believers until His return and should be preceded by honest self-examination.

Matthew 28:19, 20; Acts 2:41-47; 8:36-39; Romans 6:3-5; 1 Corinthians 11:23-28

10. Concerning Angel

We believe that God created sinless, spirit beings called angels to worship and serve Him. Satan and some of the angels became proud and rebelled and were judged by God. Satan now rules these fallen angels, also called demons. They seek continually to frustrate the purposes of God and to cause mankind to sin against Him. These were conquered by Christ on the cross and are condemned to a future everlasting punishment.

2 Corinthians 4:4; 2 Corinthians 11:13-15; Ephesians 2:2; Revelation 12:9; Hebrews 1:14; 2:14; 12:22; Ezekiel 28:11-19; 2 Kings 6:16,17; Isaiah 14:12-17; Colossians 2:15

11. Concerning Future Events

We believe in the coming of Christ in the air to take His saints to be with Him. This imminent event will be followed by the tribulation which will conclude with our Lord's second coming to the earth to establish His glorious millennial Kingdom. Satan, after leading a final rebellion, will be cast into the lake of fire, along with death, hell, and the unrighteous dead.

1 Thessalonians 4:13-18; Zechariah 14:4-11; Revelation 20:1-15; 21:1

12. Concerning the Eternal State

We believe the Scriptures teach the bodily resurrection of the just and the unjust. The just, those who have been redeemed, will spend eternity in full enjoyment of God's presence. The unjust, those who through impenitence and unbelief refuse to accept God's offer of mercy, will spend eternity in everlasting, conscious punishment.

Psalms 16:11, Daniel 12:2, 3; 1 Corinthians 15:50-56; 2 Thessalonians 1:6-10; John 5:28, 29; Revelation 20:14, 15; Matthew 25:46

13. Concerning Marriage & Sexuality

We believe the Scriptures teach that God created man and woman as unique biological persons. God's plan for the union of marriage is that a biological man and a biological woman come together and covenant to be one flesh for life in a monogamous union that is spiritual, emotional, and physical. God's plan for sexual union is for its expression to be only within the bounds of this male and female marital union. We believe that a person's true identity is found and fulfilled in Christ alone and in a relationship with him. Therefore, a Christian is not to embrace identities, desires, and behaviours that are contrary to the expressed teaching of Scripture.

Genesis 1:27-28; 2:24; Matthew 19:5-6; Mark 10:6-9; Romans 1:26-27; 1 Corinthians 6:9

Chapter 3: Positions: How do our beliefs affect our life and work?

1. The Gospel

The gospel is the good news that Jesus Christ died for our sins and was raised so that through Him we have forgiveness of sins and eternal life. The gospel comes from God, is the power of God unto salvation, is a mystery, and is the source of hope, faith, life and peace to everyone who believes, without distinction. To proclaim the gospel everywhere is the privilege and obligation of all followers of Christ.

2. Fellowship of Believers

The very essence of Christianity is fellowship with God Himself through the redeeming sacrifice of Jesus Christ. Out of that comes the added blessing of fellowship within the community of believers. It is difficult and not the norm for a follower of Christ who is isolated from other believers to grow and develop into maturity without the ongoing help of other members of the body of Christ. Jesus declared that the identifying mark of authentic disciples would be the love displayed for one another. Such love is powerfully attractive to the world of unbelievers.

3. Biblical Separation

ABWE Canada believes that Biblical separation is the Bible's teaching that true believers must not fellowship with those who oppose the gospel and biblical truth, drawing others into disobedience, sinful lifestyles, and doctrinal error. Yet, such convictions must always be practiced with Christ-like attitudes.

Chapter 4: Vision & Values

1. What is our Vision?

Our vision is to fulfill the Great Commission by multiplying leaders, churches, and mission movements among every people.

1. Great Commission

We seek to communicate the gospel in a worldview and culturally relevant way. Ministries involving medicine, sports, ESL, literature production, and compassion endeavors toward the hurting and needy of the world are viewed as effective tools for evangelism.

2. Multiplying Leaders

Because godly leaders are critically important to every part of our vision, we prioritize their growth and multiplication at all stages of service within church and sending ministries. This development includes but is not limited to addressing each individual and taking into account their gifts and God given ability. This happens along a spectrum of initial follow up, discipleship, preparation for church ministries, mentorship, and theological education.

3. National Church-Planting Movements

ABWE teams prioritize evangelism, discipleship, and leadership training for the purpose of planting local churches that reproduce themselves. A movement occurs when the Holy Spirit chooses to bless church reproduction beyond man's ability to plan or control.

4. Mission Movements

A mission movement is an extension of a national church-planting movement across cultural or geographic boundaries. Our work is building the global dimensions of making disciples into the DNA of the churches we facilitate and influence.

2. What do we value?

Organizational Values

1. **Integrity:** ABWE Canada is committed to biblical integrity. It will govern every facet of our ministry. We will encourage one another to accurate and open communication, a holy lifestyle, responsible fiscal stewardship, and the avoidance of exaggeration, misrepresentation, deception, or breach of ethics.
2. **Excellence:** ABWE Canada is committed to rise above mediocrity and pursue excellence by individually and corporately improving our skills in order to enhance mission morale, maintain the respect of our constituency, and enlist quality personnel.
3. **Compassion:** ABWE Canada is committed to ministries of compassion in evangelism and church planting, using methods which are culturally appropriate and effective. These ministries may include medicine, education, and disaster relief, but the primary goal is the spiritual welfare of the people.
4. **Accountability:** ABWE Canada is committed to requiring accountability by consistently evaluating attitudes, relationships, and the effective performance of goals.

Relational Values

We value each person as made in God's image and worth the great price of redemption. We value every believer in the family of God as a believer-priest with individual soul liberty.

1. We value marriage and the family because the family was the first institution created and blessed by God.
2. We value teamwork because the body of Christ was designed to be an interdependent body with complementary spiritual gifts.
3. We value diversity because the body of Christ is comprised of every ethnic origin, gender, and social class.
4. We value partnership with the church of Jesus Christ among the nations.

Aspirational Values

1. To promote Gospel partnerships with missionaries, churches and ministry organizations that affirm the doctrinal statement of the mission (Mission is referring to ABWE).
2. To build teams which value each member, but who also recognize the incredible wisdom and power of the whole.
3. To prioritize the reproduction of churches which will fulfill our end vision of sending.

Chapter 5: Organization

1. The Board

ABWE Canada is an incorporated non-profit organization: ABWE Global, Inc. operating as ABWE Canada. ABWE Canada is governed by a self-perpetuating board of directors, which elects the members of the board from the members of the corporation.

The board of directors shall be charged with the responsibility to ensure the continuation of the biblical position and practice outlined in ABWE Canada's official documents. The members of this governing body shall be elected from the constituency who have an expressed interest in the aggressive evangelistic thrust of ABWE Canada and are in complete agreement with its theological position, core values, and ministry vision.

2. The President

The president is designated by the Bylaws of ABWE Canada to serve as the chief executive officer of the mission. The board of ABWE Canada holds the president accountable for the accomplishment of organizational goals. The board delegates authority to the president to oversee the administration, staff, and missionaries. Executive limitations of the president are delineated in the Board Policy Manual.

3. The Administration

Presently, the administrative team consisting of donor services, finance services, mobilization services, and the president shall carry out the following major categories of functions:

1. Global Operations

This division shall administrate the global missionary family. All missionaries shall be treated in a respectful way with thoughtful attention to the placement and development of each missionary for maximum effectiveness in achieving the ABWE Canada vision and strategy.

2. Church and Donor Relations

This division shall serve the sending and supporting churches of ABWE Canada and its missionaries by informing them of how effectively ABWE Canada/International is accomplishing its stated vision and strategy. The Church and Donor Relations division shall also serve to educate and equip pastors and local church mission leadership to more effectively partner with its missionaries and ABWE Canada's international partners.

3. Training & Resources

This division shall ensure that adequate training is available to all ABWE Canada missionaries and staff to accomplish its vision and strategy in the most effective way.

4. Home Office Services

This division shall carry out the function of managing all corporate communications, information technology and human resources in a prudent, ethical, and efficient manner that brings about the accomplishment of corporate goals.

5. Finance Services

This division shall carry out the function or overseeing all corporate personnel policies, facilities, finances, and services in a prudent, ethical, and efficient manner that brings about the accomplishment of corporate goals. This division reports to the ABWE Canada Board for appropriate governance and financial reporting regarding financial integrity, accountability, and stewardship.

4. The Global Operations Team

ABWE Canada missionaries work with their ABWE International counterparts around the globe through their respective Field Teams. Each Field Team is placed under the authority of the Global Operations Team. The Global Operations Team consists of the Vice President of Global Operations and seven continental Executive Directors. This team is composed of experienced missionary leaders who are based at the ABWE International office. They exist to develop and implement global strategy, formulate the missionary policy, promote leadership development, encourage mobilization, and work closely with the ABWE International and ABWE Canada board.

Each Executive Director leads a team of Regional Directors. The Regional Directors lead a team of Field Team Leaders. The Field Team Leaders, under the leadership of the Regional Directors, are responsible to build teams, lead planning, implement strategy, ensure problem resolution, and provide care.

Chapter 6: Principles

1. Timeless Truths of Missions

1. God has chosen to use men and women to proclaim the gospel of Jesus Christ.
2. The command to make disciples of all nations is directed to all believers.
3. The power of the Holy Spirit is necessary for missionary effectiveness.
4. The church is central for accomplishing the Great Commission.
5. Love and compassion expressed through practical help for human need is a powerful picture of God's love for lost mankind.

6. Prayer expresses our utter dependence on God and is indispensable for both the missionary and his or her support team.

2. Proven Practices to Which We Aspire

Missionary Personal Life

- A. **Christ-Likeness:** A humble Christ-like attitude and an obedient Spirit-filled life honour the Lord resulting in harmony with coworkers and productivity in service.
- B. **Spiritual Disciplines:** A close relationship to the Lord through the Word of God, prayer, and fellowship.
- C. **Life Witness:** A life like that of Jesus validates the message of the gospel.
- D. **Balanced Life:** A proper balance of work, rest, and family.
- E. **Life-Long Learning:** A life of continued personal and professional growth.

Missionary Ministry

- A. **Prayer:** Individual and corporate, as well as, the communication of prayer needs, is vital to the missionary's ministry.
- B. **Language and Culture:** Acquisition of the culture and language is essential.
- C. **Evangelism and discipleship:** Making disciples is the central focus of ministry.
- D. **Leadership development:** The need to train leaders who train others is paramount to any ongoing ministry.
- E. **Teamwork:** Functional teamwork demonstrates unity of purpose while utilizing differing ministry roles and gifts.
- F. **Partnerships:** To identify and develop compatible partners where the church already exists.
- G. **Planting Churches:** Culturally authentic churches should be locally governed and reproducing.
- H. **Handling opposition and suffering:** A missionary should face difficult times with courage, faith, and meekness.

3. ABWE's Leadership commitments to Our Missionaries

1. Timely communication of important issues.
2. Regular prayer for missionaries and their work.

3. Financial integrity.
4. Openness and accessibility.
5. Investment in their personal growth and development.

4. ABWE's Core Services to Our Missionaries

1. Financial and Donor Services
2. Leadership, Strategy, and Legal Compliance
3. Insurance, Global Support, and Member Care
4. Coaching and Training
5. Mobilization, Church Relations, and Communications

Chapter 7: Policy Summaries

For a complete statement of ABWE Canada's policies, please see the "ABWE Canada Policy Manual."

1. Foundational Entrance Requirements

Every missionary with ABWE Canada must be a citizen of the Canada or USA and/or the spouse of a citizen and a member of a local church in agreement with our doctrinal statement. They must also pass a police records check from their country of origin, where applicable.

2. Missionary Lifestyle and Holiness

ABWE Canada expects its missionaries to walk in Christian love and holiness in accordance with ABWE Canada's doctrinal statement and core values. To that end, all ABWE Canada missionaries must annually sign a certification that they agree to abide by ABWE Canada's Missionary Handbook and Policy Manual.

3. Family

ABWE Canada respects the unique and valuable roles of the husband, wife, and single adult. While ABWE Canada greatly appreciates our missionary families and children, parents are responsible to raise their children with discipline, care, love, and education.

4. Field Ministry

A. **Prayer:** Our global team is committed to personal and corporate prayer.

B. **Language and Culture:** Language learning and cultural awareness and respect are fundamental for effective ministry.

- C. ***Evangelism and Discipleship***: The full intent of the Great Commission includes sowing, watering, reaping, and continuing development.
- D. ***Church Planting and Mission Movements***: The ABWE global vision shall guide all church planting-ministries and our efforts to promote mission's movements.
- E. ***Ministry Partnerships***: Our global team promotes intercultural partnerships believing they are critical for accomplishing the Great Commission.
- F. ***Leadership Development***: Biblical training takes into account both the leadership qualifications and the need for leadership on multiple levels.
- G. ***Team Dynamics***: Unity of purpose, transparency, and mutual accountability are essential for good team dynamics.
- H. ***Role of Woman***: Women, like men, may exercise their full giftedness within the guidelines of biblical leadership.
- I. ***Communication and Reporting***: Open, regular communication and reporting promotes accountability and ministry focus.

5. Administration

1. Field Governance

The governance of ABWE Canada missionaries is structured through the Global Operations Team, Regional Director, and field team leadership. ABWE field teams operate in a variety of organizational structures under the leadership of a Regional Director.

2. Field Team Leaders

Field Team Leaders provide leadership, strategic planning, consensus building, and ministry development. They are also responsible for such things as mobilizing new team members, transfers, furloughs, leave of absence, travel, and crisis events. These items are done under the guidance of their Regional Director

6. Grievance

An ABWE Canada missionary has the right to file a written grievance with the office of the Vice President of Global Operations if he or she has a complaint that cannot be resolved within the normal administration structure.

7. Missionary Finance

1. Ministry

Every missionary has the right and responsibility to raise funds in order to accomplish the Great Commission within the direction and guidelines of the mission.

2. Personal

Every missionary is expected to live a lifestyle of moderation and to exercise good judgment in financial stewardship.

8. Training

The training program of ABWE is based upon the conviction that an organization that values excellence will value training.

This manual is intended to be periodically reviewed and refined as deemed necessary by the ABWE Canada board, president, and administration. The organization of the mission is the responsibility of the president who answers to the board for his leadership and the structure of the administration. A review shall be conducted at least every five years with involvement by the administration, a representative group of missionaries, and representatives of the board. Any missionary, administrator, or board member may propose a change to the manual which shall be considered at the next review.

ABWE Canada Missionary Handbook

