**Use of money in a movement: Outsiders Subsidizing Insider MOVEMENT Catalysts**

***\*\* These are general ideas and prayed about on a case by case basis. \*\****

Funding for insider workers whose primary role (i.e. this is how they spend the majority of their time) is evangelistic and church planting ministry **requires great prayer and consideration**. Your desire is hopefully to help develop self-supported national partners so that **funding salaries is the exception rather than the rule.** We want to do what is best to promote healthy, sustained MOVEMENTs. But at times “Outside Catalysts” may feel led of the Lord to help key insider or “near-culture partners” financially with key support for “training, tools, travel”, and sometimes salary.

Remember: “Insider/National Partner” does not necessarily imply “Paid Worker.” If you are considering funding inside partners consider these things:

**1. The national partners are doing APOSTOLIC work (i.e. MOVEMENT catalysts).**  Generally they are the first ones to initiate MOVEMENT work among an unreached people group or city. In most cases the national partner will be from outside the target people group or city (e.g. national believers from another people group) and are only there temporarily. Their objective is to catalyze the first believers and churches, to equip them to continue the process to 2nd generation and beyond, and to get out of the way as quickly as possible (i.e. no longer doing the primary church planting). **All MOVEMENT catalysts must make the jump from outside-initiated church planting to helping the new believers plant churches (2nd+ gen believers and churches).** To do this, they must shift their activities along the way.

* + **Do NOT fund indigenous PASTORS of churches or indigenous EVANGELISTS** because this sets the wrong precedent for helping the indigenous believers reach and lead their own people group, and leads to potential jealousy among the target group.
  + **Do NOT fund CHURCH PLANTERS (who only plant one church) because doing so often leads to just one generation of church planting.** Our desire is to develop partners who catalyze multi-generational church planting that is initiated by their first generation church plants rather than have the original catalysts continue planting more first generation churches.

**2. The MOVEMENT catalysts must demonstrate a CLEAR CALL to apostolic work and have a proven track record as a DOER.** They should demonstrate a desire and attempt to accomplish this apostolic work regardless of where their funding comes from.

**3. The MOVEMENT catalysts should generally earn LESS MONEY doing MOVEMENT work than continuing in a secular job** because we do NOT want money to become a motivating factor to do apostolic work. Basically, we want to provide just enough financial support to help them accomplish the task. Generally this will include transportation and living costs.

* + Unless circumstances do not allow it, **we want to seek input from the sending churches (if any) regarding the appropriate level of support** – a level that avoids financial temptations for the recipient and curbs potential jealousy from those within the sending church.

**4. Consider funding to be TIME-DEFINED and have a clearly stated EXIT PLAN in place** before they depart for their target people or city and prior to releasing any funds to them. We do not suggest a phased out plan (i.e. 100%, then 75%, then 50%) of support because this often results in hard feelings when support is reduced and ultimately ends. Helping outside MOVEMENT catalysts exit soon encourages local believers to take the baton and become catalysts themselves among their own people, no longer looking to the outside “experts” to win the lost and plant churches.

* + **A simple MOU (Memorandum of Understanding) should be developed clarifying expectations all around.**

**5. When funding for national catalysts is deemed appropriate**, **it is often best to ROUTE the funds through NATIONAL CHURCHES or conventions** so that it is viewed as (1) a partnership with national churches and (2) less of a foreign enterprise. We want to develop partnerships with national churches because we want to help them gain a similar vision – a vision that includes supporting the Movement catalysts with their own funds.

* + Therefore, when possible, it is best to start with helping sending churches or denominations gain this vision and determine what THEY are able to contribute to the enterprise.
  + It is possible also to help MOVEMENT Catalysts learn to raise their own financial and prayer support, much like most M’s in the world.

**6. When possible it is best to develop NATIONAL SUPERVISORS for national Movement catalysts.** These are usually trusted leaders from the sending churches because they are able to speak to the hearts of national Movement catalysts in ways we often cannot. (But this may not be possible if nearby churches/conventions do not practice movement practices/principles.)

* + It is recognized that some Movement Catalysts are not connected to any sending church or denomination. In that case, it is essential for an outsider to provide this supervision as flawed as that can be (often not able to know many details about cultural leadership and complicated relationships within denominations /networks of churches/leaders).

**7. FREQUENT TRAINING, ENCOURAGEMENT and ACCOUNTABILITY are critical** as we develop **mutual trusting relationships**, becomes “friends” and even “family” (brothers/sisters – not parents), with Movement catalysts. **Relationship** is the key to such a venture. We MUST NOT hire them, send them and drop them.

* + **Healthy reporting must be in place** to help these colleagues stay on track (do what they came to do) and trouble-shoot issues they encounter.

**8. Be careful about** hiring a national worker to do ostensibly another job (e.g. house helper or platform worker) but whose **main** job is really EV and CP work (e.g. a platform worker who spends little time on the platform and the majority of time on CP work).

**9. For full prayerful consideration: Do not support a national / insider to work in a Movement model they do not have a deep vision for. Train them first, test them in their commitment. Don’t pay hoping they will catch the vision. Failure often happens if they still work in other roles for churches or denominations that have multiple models of church that are not movement focused. Be careful about “paying them” to have this vision. They should have “as much or more vision than you to see a movement”.**