

Philippine Frontline Ministries, Inc. POLICY

1. JOINING THE MINISTRY (Luke.14:33, 2 Tim.2:4, Luke.9:62)

- A. To join The Philippine Frontline Ministries team (or PFM) you must...
 - 1. Be a born again Christian
 - 2. Be at least 18 years old
 - 3. Complete and sign a PFM applicant questionnaire
 - 4. Submit a character evaluation and recommendation from your Pastor (or current spiritual oversight)
 - 5. Read and agree to PFM policies
 - 6. Sign a time and ethics commitment form

- B. PFM is a fulltime Christian ministry, dedicated to lifestyle simplicity for the sake of evangelizing the nations. Anyone wanting to join with us in this great task should understand that there are basically two reasons for joining a ministry such as this, which are:
 - 1. To answer a call of God in your life. This assumes you feel a divine compulsion to evangelize the lost, and that you also believe God has spoken to you to involve yourself with PFM.
 - 2. For personal discipleship training and Christian growth in your life.

- C. Acceptance to PFM is always on the basis of a stated and agreed upon commitment period. For single people a minimum commitment of one year is standard, but there are exceptions to this, particularly as it pertains to internships and short term mission-team visits. For married couples and families, a longer commitment may be asked, and possibly required.

- D. During your participation with PFM you will be discouraged from making trips home unless it is for important reasons.

- E. All business and ministry obligations outside of PFM should be completed before joining.

- F. Whenever a person seeking to join PFM has a Christian background such as church or ministry involvement, a written character evaluation from your Pastor or overseer will be required, regarding your moral and Christian character.

- G. Upon acceptance to the ministry you should come with basic items in your possession, such as:
 - 1. Enough clothes (work & dress)
 - 2. Shoes (work & dress)
 - 3. Pillow, sheets, and blanket
 - 4. Tooth brush, deodorant, etc.
 - 5. You may want to bring a small fan and mosquito net

2. DRESS CODE (Romans 14:21)

- A. Clothing of brothers and sisters is expected to be modest and appropriate to those being known as Christian ministers.

- B. Sisters are allowed to wear pants as long as they are modest, and deemed appropriate.

- C. Brothers may wear shorts as long as they are not indecent, and are asked to keep shirts on at times other than during occasions of swimming.

- D. If ministry leaders feel your clothing is inappropriate, they will tell you so. It is expected that you will respect their decision and judgment.

3. FINANCES AND GIVING (Acts 4:32, 2Cor 9:7, Col 3:17)

- A. PFM follows the biblical principles set forth in Acts 2 and 4 where believers had all things common and lived basically at an even standard. This does not mean that members can not have privacy or personal property. It means that we eat together, work together, perform like duties, and live together in a ministry camp where basically an equal standard of living prevails, and where ministry policies apply equally to all.
- B. If you DO receive financial support? You will be expected to donate a monthly amount to the ministry that will not only help defray the costs of your basic needs (food and utilities) but also to be an additional financial help and blessing to the ministry. This amount may vary, but normally will not be less than \$150 per month (per person). Beyond that we make no attempts to control or influence your personal finances. We encourage you also to tithe to this ministry, since this is where you will be receiving spiritually during your stay, but this is not compulsory.
- C. If you DO NOT receive financial support? PFM does not reject applicants who have no financial support. We believe that God can and will provide for those who have a sincere desire to addict themselves to the ministry, and who believe they are truly called to serve with us. Those who receive no financial support, and are accepted into the ministry, will not be viewed or treated any differently than those with the ability to give.
- D. We do not allow members to stipulate how and where their regular support to PFM is to be used.
- E. Members who want to buy a particular item for the ministry may do so, but we ask you to discuss it first with the ministry leadership. Anything that has been bought and given to the ministry will immediately become property of PFM.
- F. PFM will not, and does not, offer or imply that we will in any way be responsibility for any of your financial needs, or debts incurred, for any reason, while you involve yourself in this mission work.
- G. PFM is a volunteer mission work, and does not pay salaries, and will not be responsible for immigration costs of any foreigners who join.
- H. PFM is not an employer, and does not seek to be an employer, or to develop an employer/employee relationship with any person wanting to work in this mission.

4. THE BUDDY SYSTEM (Eccl. 4:9-10)

- A. PFM believes in the usefulness of a buddy system. Team members should not leave the main camp alone, or without permission from one of the leaders. Whenever leaving camp you are expected to take a buddy with you. If a buddy is not available you must ask a leader for permission to go alone. This system has nothing to do with control, but is rather for orderliness and spiritual and physical protection of all our team members.

5. LEADERSHIP / PROMOTION (Heb 13:17)

- A. PFM believes true spiritual leadership is a matter of character, of love, and of respect for authority.
- B. The ministry leaders (elders and deacons) are subject "one to another" and all major decisions are made by consensus among them.
- C. Though we do believe in using people in the areas of their strengths and spiritual gifts, promotion in leadership is based primarily on personal character concerns.
- D. Regardless of your qualifications you should expect a time of observation upon joining PFM. This could be as little as a number of weeks, to as much as a year or more. However, we generally use a three-month time frame for this.
- E. Generally speaking, you should not join PFM expecting to be immediately placed in leadership roles, or to be given opportunities in teaching and preaching.

6. SCHEDULE, ACTIVITIES, AND MEETINGS

- A. PFM maintains a schedule of activities and work duties that all team members are to respect, follow, and perform with excellence. No members are allowed to excuse themselves from any assigned duties or required meetings without a proper reason or permission from the leadership.
- B. Church attendance on Sunday morning is mandatory for all PFM members.
- C. Other regularly scheduled services at the FACE Worship Center (the church at our main training center) are also required for those people currently at the center.

7. SOCIAL RELATIONSHIPS (2 Tim. 2:22)

First a word of explanation and clarification We make no apologies for what are considered high standards as it pertains to courtship, dating, and engagement. We believe that standards in any organization, local church, Bible school, or fulltime ministry like ours, must be established and that such standards may (and probably should) vary to fit the unique situations and needs of each group. Therefore our policies on this matter are not to be seen or understood as our view of biblical doctrine on social behavior among all unmarried people everywhere, but as the standard for our particular ministry.

- A. PFM maintains that anyone coming into the ministry should focus on establishing a testimony of faithfulness and Christian character before starting any intimate relationships with the opposite sex.
- B. Generally speaking we expect brothers to fellowship with brothers and sisters to fellowship with sisters (this refers to extended fellowship, not casual and normal interaction).
- C. If you find you have feelings for someone, we require that you discuss the matter with a ministry elder first, prior to taking any steps toward a deeper relationship with the person you have feelings for. The elders will consider your situation, pray with you, and give you advice about how to proceed.
- D. Any member who persists in starting relationships other than in this manner will be expelled from the Ministry.
- E. Actions not allowed between single brothers and single sisters:
 - No giving of finances
 - No writing of letters (or utilizing text messages for the same purpose)
 - No extended and lengthy personal fellowship.
 - No giving or trading of personal property such as clothing, jewelry, bibles, cassette tapes, pictures, etc., unless you have permission from an elder to do so

8. ENGAGEMENTS & MARRIAGE (Pro. 18:22)

- A. A successful courtship, engagement, and marriage within the ministry will not prosper unless the procedures outlined in our policies are respected and followed.
- B. Under normal circumstances a brother or sister wanting to get married will be expected to prove themselves as faithful, mature, God fearing Christian disciples for not less than two years (in most cases) before courtships will be allowed.
- C. The general procedure for beginning a relationship and getting married within the ministry is this:
 - 1. Show yourself faithful, fruitful, earnest, and of good Christian character.
 - 2. If you have been with the group for two years, and find you have feelings for a person, go and discuss it with an elder.
 - 3. You will be counseled, prayed with, and asked to spend earnest time in prayer for a few weeks before acting or proceeding any further.
 - 4. If, after the specified time of seeking God, you still feel God is releasing you, then we will allow you to discuss your feelings with the other party.

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8. ENGAGEMENTS & MARRIAGE (Pro. 18:22) Continued

5. If the other party is willing to pursue a relationship then we will allow a courtship, or open communication period. During this time you will be allowed to communicate with each other as much as you like during the daytime hours from 8:00 am until 10:00 pm. You may also be allowed to go out of camp together but only when permission from an elder is sought and given. During this time you must continue to be faithful with your responsibilities, not allowing your regular scheduled duties to be ignored. Time spent together talking should be in the open and within easy view of other people, and in lighted areas (if at night). You can expect this arrangement to last for 3 to 6 months, unless for any reasons the elders believe a longer time is necessary.
 6. After the communication period, if both parties feel they want to be married, an official engagement will be allowed, with a wedding date not sooner than three months in the future.
- D. Though we recognize our inability to control all choices of behavior, we discourage engaged couples from kissing, or allowing much physical contact, or spending time alone in unguarded situations during their engagement period.

By following the above stated procedure, it is possible to be married within 2 1/2 years of joining PFM. But we emphasize that these are not laws, they are guidelines, and as such they may vary from one case to the next for various reasons.

9. EXPULSIONS FROM THE MINISTRY (Titus 2:1-15, Rom 16:17)

- A. As a member of PFM you may be immediately expelled from the ministry if at any time it is found that you lied or used misleading information on your application or throughout your application procedure.
- B. Other reasons for expulsion include:
 - Heresy
 - Continual and willful neglect of duties
 - Illegal, immoral, or profane conduct
 - Any act of outright rebellion
 - Conspiring or otherwise causing division in the team
 - Continual disregard for and breaking of ministry policies
 - Habitual disrespect for authority or team leadership
- C. The leadership of PFM reserves the right to dismiss a member from the ministry at anytime they feel there are valid reasons to do so, even though they are not described above.

10. COMMITMENTS AND LEAVING THE MINISTRY

- A. We encourage and highly emphasize the importance of team members fulfilling their commitments. If a member leaves the ministry not having fulfilled his current commitment, he will do so without the formal blessing of the ministry, and it will adversely affect any recommendations we are asked to issue for that person in the future.
- B. Ministry I.D. cards are to be surrendered to the office prior to your departure.
- C. All materials such as bedding, blankets, books, tools, tapes, CD's, etc., that belong to the ministry are to be left with the team when you leave. Due to several unfortunate cases of valuable items being stolen, ALL departing team members must have their bags inspected before leaving camp.