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Introduction: ICM’s Mission Statement and Organizational Goals

By the grace of God and the guidance of the Holy Spirit, we will strive to nurture believers and to assist the growth of the Church worldwide in accordance with Christ’s Great Commission.

ORGANIZATIONAL GOALS

✧ Building up the Body
  Constructing churches and pastoral training centers in partnership with national ministries.

✧ Making Disciples of All Nations
  Promoting the Gospel and discipleship through the use of available media.

✧ Strengthening the Church
  Providing a model for church growth without long-term dependence on outside resources.

✧ Uniting in Fellowship, Work, and Witness
  Cooperating with other evangelical ministries to maximize the spreading of the Gospel of Jesus Christ until He comes again.
Overview: ICM’s Approach to Church Building

A Strategic and Global Impact Is Achieved Through . . .

Networking
Networking assures project success through partnering with mission agencies and national ministries that have exhibited a successful track record in their field of expertise.

Targeting
Targeting allows for a focus on localized outreach ministries — implementing concise and obtainable objectives with a solid structure that assures accountability.

Project Progress
Constant monitoring of project progress occurs to facilitate the project’s completion within the agreed upon time frames and budgets.

Working Relationships
Working relationships are designed to assist the national church by giving a “jump start” without creating a long-term dependency on an outside source.

Partnerships
Partnerships related to projects are arranged through “partnership agreements” with individuals, churches and organizations that have a desire for direct involvement with national leaders who possess vision and the ability to achieve their mission, strategy and goals.

Partnerships related to national ministries are based on meaningful and evaluative criteria that confirm specific compatibilities with ICM’s mission and objectives.

Financing
Financing of projects is provided through donated monies to ICM — a ministry of the Rosser Family Foundation. 100% of all gifts through ICM go directly to the designated project.

Note: The Rosser Family Foundation covers all administrative costs of ICM.
What Are ICM’s Doctrinal Beliefs?

✧ We believe in one eternal God, Creator and Lord of the world, Father, Son, and Holy Spirit, who governs all things according to the purpose of His will.

✧ We believe in Jesus Christ, God’s Son, who is Savior and Lord, and who gave Himself as a ransom for sinners through His death on the cross. He rose from the dead and ascended to heaven, where, as truly God and truly man, Jesus is the only mediator between God and humankind.

✧ We believe that all people are lost sinners and cannot see the Kingdom of God except through new birth. Justification is by grace through faith in Christ alone.

✧ We believe in the power of the Holy Spirit, the very Spirit of God, sent to bear witness of the Son. We believe in the work of God’s Spirit for the individual’s new birth and growth, and for the Church’s constant renewal in truth, wisdom, faith, holiness, love, power, and mission.

✧ We believe the Old and New Testament Scriptures to be the only inspired, written Word of God, infallible and without error, our guide for faith and practice.

✧ We believe in one holy, universal, and apostolic Church. The Church’s calling is to worship and witness for Jesus Christ, who is the Head, preaching the Gospel among all nations and demonstrating its commitment by compassionate service to the needs of all people.

✧ We believe that Jesus Christ will return personally and visibly in power and glory to consummate His salvation and His judgment. God will fully manifest His Kingdom when He establishes a new heaven and a new earth in which He is glorified forever and ever.

Note: ICM subscribes to the Lausanne Covenant, as found on the following pages.
INTRODUCTION

We, members of the Church of Jesus Christ, from more than 150 nations, participants in the International Congress on World Evangelization at Lausanne, praise God for his great salvation and rejoice in the fellowship he has given us with himself and with each other. We are deeply stirred by what God is doing in our day, moved to penitence by our failures and challenged by the unfinished task of evangelization. We believe the Gospel is God's good news for the whole world, and we are determined by his grace to obey Christ's commission to proclaim it to all mankind and to make disciples of every nation. We desire, therefore, to affirm our faith and our resolve, and to make public our covenant.

1. THE PURPOSE OF GOD

We affirm our belief in the one-eternal God, Creator and Lord of the world, Father, Son and Holy Spirit, who governs all things according to the purpose of his will. He has been calling out from the world a people for himself, and sending his people back into the world to be his servants and his witnesses, for the extension of his kingdom, the building up of Christ's body, and the glory of his name. We confess with shame that we have often denied our calling and failed in our mission, by becoming conformed to the world or by withdrawing from it. Yet we rejoice that even when borne by warring vessels the gospel is still a precious treasure. To the task of making that treasure known in the power of the Holy Spirit we desire to dedicate ourselves anew. (Isa. 40:48; Matt. 28:19; Eph. 1:11; Acts 15:14; John 17:6, 18; Eph 4:12; 1 Cor. 5:10; Rom. 12:2; II Cor. 4:7)

2. THE AUTHORITY AND POWER OF THE BIBLE

We affirm the divine inspiration, truthfulness and authority of both Old and New Testament Scriptures in their entirety as the only written word of God, without error in all that it affirms, and the only infallible rule of faith and practice. We also affirm the power of God's word to accomplish his purpose of salvation. The message of the Bible is addressed to all men and women. For God's revelation in Christ and in Scripture is unchangeable. Through it the Holy Spirit still speaks today. He illumines the minds of God's people in every culture to perceive its truth freshly through their own eyes and thus discloses to the whole Church ever more of the many-colored wisdom of God. (II Tim. 3:16; II Pet. 1:21; John 10:35; Isa. 55:11; I Cor. 1:21; Rom. 1:16; Matt. 5:17; 18; Jude 3; Eph. 1:17,19; 5:10,18)

3. THE UNIQUENESS AND UNIVERSALITY OF CHRIST

We affirm that there is only one Saviour and only one gospel, although there is a wide diversity of evangelistic approaches. We recognise that everyone has some knowledge of God through his general revelation in nature. But we deny that this can save, for people suppress the truth by their unrighteousness. We also reject as derogatory to Christ and the gospel every kind of syncretism and dialogue which implies that Christ speaks equally through all religions and ideologies. Jesus Christ, being himself the only God-man, who gave himself as the only ransom for sinners, is the only mediator between God and people. There is no other name by which we must be saved. All men and women are perishing because of sin, but God loves everyone, not wishing that any should perish but that all should repent. Yet those who reject Christ repudiate the joy of salvation and condemn themselves to eternal separation from God. To proclaim Jesus as "the Saviour of the world" is not to affirm that all people are either automatically or ultimately saved, still less to affirm that all religions offer salvation in Christ. Rather it is to proclaim God's love for a world of sinners and to invite everyone to respond to him as Saviour and Lord in the wholehearted personal commitment of repentance and faith. Jesus Christ has been exalted above every other name; we long for the day when every knee shall bow to him and every tongue shall confess him Lord. (Gal. 1:6-9; Rom. 1:18-32; I Tim. 2:5; Acts 4:12; John 3:16-19; II Pet. 3:9; II Thess. 1:7-9; John 4:42; Matt. 11:28; Eph. 1:20,21; Phil. 2:9-11)

4. THE NATURE OF EVANGELIZATION

To evangelize is to spread the good news that Jesus Christ died for our sins and was raised from the dead according to the Scriptures, and that as the reigning Lord he now offers the forgiveness of sins and the liberating gifts of the Spirit to all who repent and believe. Our Christian presence in the world is indispensable to evangelism, and so is that kind of dialogue whose purpose is to listen sensitively in order to understand. But evangelism itself is the proclamation of the historical, biblical Christ as Saviour and Lord, with a view to persuading people to come to him personally and so be reconciled to God. In issuing the gospel invitation we have no liberty to conceal the cost of discipleship. Jesus still calls all who would follow him to deny themselves, take up their cross, and identify themselves with his new community. The results of evangelism include obedience to Christ, incorporation into his Church and responsible service in the world. (I Cor. 15:3,4; Acts 2:2; 32-39; John 20:21; I Cor. 1:23; II Cor. 4:5; 5:11,20; Luke 14:25-33; Mark 8:34; Acts 2:40,47; Mark 10:43-45)

5. CHRISTIAN SOCIAL RESPONSIBILITY

We affirm that God is both the Creator and the Judge of all men. We therefore should share his concern for justice and reconciliation throughout human society and for the liberation of men and women from every kind of oppression. Because men and women are made in the image of God, every person, regardless of race, religion, colour, culture, class, sex or age, has an intrinsic dignity because of which he or she should be respected and served, not exploited. Here too we express penitence both for our neglect and for having sometimes regarded evangelism and social concern as mutually exclusive. Although reconciliation with other people is not reconciliation with God, nor is social action evangelism, nor is political liberation salvation, nevertheless we affirm that evangelism and socio-political involvement are both part of our Christian duty. For both are necessary expressions of our faith without works is dead. Faith without works is dead. (John 17:21,23; Eph. 4:3,4; John 13:35; Phil. 1:27; John 17:11-23)

6. THE CHURCH AND EVANGELISM

We affirm that Christ sends his redeemed people into the world as the Father sent him, and that this calls for a similar deep and costly penetration of the world. We need to break out of our ecclesiastical ghettos and permeate non-Christian society. In the Church's mission of sacrificial service evangelism is primary. World evangelization requires the whole Church to take the whole gospel to the whole world. The Church is at the very centre of God's cosmic purpose and is his appointed means of spreading the gospel. But a church which preaches the cross must itself be marked by the cross. It becomes a stumbling block to evangelism when it betrays the gospel or lacks a living faith in God, a genuine love for people, or scrupulous honesty in all things including promotion and finance. The church is the community of God's people rather than an institution, and must not be identified with any particular culture, social or political system, or human ideology. (John 17:18; 20:21; Matt. 28:19,20; Acts 18; 20:27; Eph. 1:9,10; 3:9-11; Gal. 6:14,17; II Cor. 6:3,4; II Tim. 2:19-21; Phil. 1:27)

7. COOPERATION IN EVANGELISM

We affirm that the Church's visible unity in truth is God's purpose. Evangelism also summons us to unity, because our oneness strengthens our witness, just as our disunity undermines our gospel of reconciliation. We recognize, however, that organisational unity may take many forms and does not necessarily forward evangelism. Yet we who share the same biblical faith should be closely united in fellowship, work and witness. We confess that our testimony has sometimes been marred by a sinful individualism and needless duplication. We pledge ourselves to seek a deeper unity in truth, worship, holiness and mission. We urge the development of regional and functional cooperation for the furtherance of the Church's mission, for strategic planning, for mutual encouragement, and for the sharing of resources and experience. (John 17:11,23; Eph. 4:3,4; John 13:35; Phil. 1:27; John 17:11-23)

8. CHURCHES IN EVANGELISTIC PARTNERSHIP

We rejoice that a new missionary era has dawned. The dominant role of western missions is fast disappearing. God is raising up from the younger church a great new resource for world evangelization, and is thus demonstrating that the responsibility to evangelise belongs to the whole body of Christ. All churches should therefore be asking God and themselves what they should be doing both to reach their own area and to send missionaries to other parts of the world. A reevaluation of our missionary responsibility and role should be continuous. Thus a growing partnership of churches will develop and the universal character of Christ's Church will be more clearly exhibited. We also thank God for agencies which labor in Bible translation, theological education, the mass media, Christian literature, evangelism, missions, church renewal and THE LAUSANNE COVENANT
other specialist fields. They too should engage in constant self-examination to evaluate their effectiveness as part of the Church's mission. (Rom. 1:8; Phil. 1:5; 4:15; Acts 13:1-3, 1 Thess. 1:6-8)

9. THE URGENCY OF THE EVANGELISTIC TASK

More than 2,700 million people, which is more than two-thirds of all humanity, have yet to be evangelised. We are ashamed that so many have been neglected; it is a standing rebuke to us and to the whole Church. There is now, however, in many parts of the world an unprecedented receptivity to the Lord Jesus Christ. We are convinced that this is the time for churches and para-church agencies to pray earnestly for the salvation of the unreached and to launch new efforts to achieve world evangelization. A reduction of foreign missionaries and money in an evangelised country may sometimes be necessary to facilitate the national church's growth in self-reliance and to release resources for unevangelised areas. Missionaries should flow ever more freely from and to all six continents in a spirit of humble service. The goal should be, by all available means and at the earliest possible time, that every person will have the opportunity to hear, understand, and to receive the good news. We cannot hope to attain this goal without sacrifice. All of us are shocked by the poverty of millions and disturbed by the injustices which causes it. Those of us who live in affluent circumstances accept our duty to develop a simple life-style in order to contribute more generously to both relief and evangelism. (John 9:4; Matt. 9:35-38; Rom. 9:1-3; 1 Cor. 9:19-23; Mark 16:15; Isa. 58:6,7; Jas. 1:27; 2:1-9; Matt. 25:31-46; Acts 2:44,45; 4:34,35)

10. EVANGELISM AND CULTURE

The development of strategies for world evangelization calls for imaginative pioneering methods. Under God, the result will be the rise of churches deeply rooted in Christ and closely related to their culture. Culture must always be tested and judged by Scripture. Because men and women are God's creatures, some of their culture is rich in beauty and goodness. Because they are fallen, all of it is tainted with sin and some of it is demonic. The gospel does not presuppose the superiority of any culture to another, but evaluates all cultures according to its own criteria of truth and righteousness, and insists on moral absolutes in every culture. Missions have all too frequently exported with the gospel an alien culture rather than to Scripture. Christ's evangelists frequently exported with the gospel an alien culture and freedom to practise and propagate religion in those parts of the world which guarantee freedom of thought and conscience, they should be encouraging and promoting the study of Scripture, and helping to establish independent Christian institutions. Such work is a good investment for God's kingdom. We therefore call upon all Christians to pray for such a visitation of the sovereign Spirit of God that all his fruit may appear in all his people and that all his gifts may enrich the body of Christ. Only then will the whole world become a fit instrument in his hands, that the whole earth may hear his voice. (1 Cor. 2:4; John 15:25; 16:8-11; 1 Cor. 12:3; John 3:6-8; II Cor. 3:18; John 7:37-39; 1 Thess. 5:19; Acts 1:8; Psal. 85:4-7; 67:1-3; Gal. 5:22,23; 1 Cor. 12:4-31; Rom. 12:3-8)

11. EDUCATION AND LEADERSHIP

We confess that we have sometimes pursued church growth at the expense of church depth, and divorced evangelism from Christian nurture. We also acknowledge that some of our missions have been too slow to equip and encourage national leaders to assume their rightful responsibilities. Yet we are committed to indigenous principles, and long that every church will have national leaders who manifest a Christian style of leadership in terms not of domination but of service. We recognise that there is a great need to improve theological education, especially for church leaders. In every nation and culture there should be an effective training programme for pastors and laity in doctrine, discipleship, evangelism, nurture and service. Such training programmes should not rely on any stereotyped methodology but should be developed by creative local initiatives according to biblical standards. (Col. 4:27; Acts 14:23; Tit. 1:5-9; Mark 10:42-45; Eph. 4:11,12)

12. SPIRITUAL CONFLICT

We believe that we are engaged in constant spiritual warfare with the principalities and powers of evil, who are seeking to overthrow the Church and frustrate its task of world evangelization. We know our need to equip ourselves with God's armour and to fight this battle with the spiritual weapons of truth and prayer. For we detect the activity of our enemy, not only in false ideologies outside the Church, but also inside it in false gospels which twist Scripture and put people out of step in the place of God. We need both watchfulness and discernment to safeguard the biblical gospel. We acknowledge that we ourselves are not immune to worldliness of thoughts and action, that is, to a surrender to secularism. For example, although careful studies of church growth, both numerical and spiritual, are right and valuable, we have sometimes neglected them. At other times, desirous to ensure a response to the gospel, we have compromised our message, manipulated our hearers through pressure techniques, and become unduly preoccupied with statistics or even dishonest in our use of them. All this is worldly. The Church must be in the world; the world must not be in the Church. (Eph. 6:12; II Cor. 4:3-4; Eph. 6:11,13-18; II Cor. 10:3-5; 1 John 2:18-26; 4:1-3; Gal. 1:6-9; II Cor. 2:17; 4:2; John 17:15)

13. FREEDOM AND PERSECUTION

It is the God-appointed duty of every government to secure conditions of peace, justice and liberty in which the Church may obey God, serve the Lord Jesus Christ, and preach the gospel without interference. We therefore pray for the leaders of nations and call upon them to guarantee freedom of thought and conscience, and freedom to practise and propagate religion in accordance with the will of God and as set forth in the Universal Declaration of Human Rights. We also express our deep concern for all who have been unjustly imprisoned, and especially for those who are suffering for their testimony to the Lord Jesus. We promise to pray and work for their freedom. At the same time we refuse to be intimidated by their fate. God helping us, we too will seek to stand against injustice and to remain faithful to the gospel, whatever the cost. We do not forget the warnings of Jesus that persecution is inevitable. (I Tim. 1:1-4; Acts 4:19; 5:29; Col. 3:24; Heb. 13:1-3; Luke 4:18; Gal. 5:11; 6:12; Matt. 5:10-12; John 15:18-21)

14. THE POWER OF THE HOLY SPIRIT

We believe in the power of the Holy Spirit. The Father sent his Spirit to bear witness to his Son, without his witness ours is futile. Conviction of sin, faith in Christ, new birth and Christian growth are all his work. Further, the Holy Spirit is a missionary spirit; thus evangelism should arise spontaneously from a Spirit-filled church. A church that is not a missionary church is contradicting itself and quenching the Spirit. Worldwide evangelization will become a realistic possibility only when the Spirit renews the Church in truth and wisdom, faith, holiness, love and power. We therefore call upon all Christians to pray for such a visitation of the sovereign Spirit of God that all his fruit may appear in all his people and that all his gifts may enrich the body of Christ. Only then will the whole world become a fit instrument in his hands, that the whole earth may hear his voice. (1 Cor. 2:4; John 15:26-27; 16:8-11; 1 Cor. 12:3; John 3:6-8; II Cor. 3:18; John 7:37-39; 1 Thess. 5:19; Acts 1:8; Psal. 85:4-7; 67:1-3; Gal. 5:22,23; 1 Cor. 12:4-31; Rom. 12:3-8)

15. THE RETURN OF CHRIST

We believe that Jesus Christ will return personally and visibly, in power and glory, to consummate his salvation and his judgment. This promise of his coming is a further spur to our evangelism, for we remember his words that the gospel must first be preached to all nations. We believe that the interim period between Christ's ascension and return is to be filled with the mission of the people of God, who have no liberty to stop before the end. We also remember his warning that false Christs and false prophets will arise as precursors of the final Antichrist. We therefore reject as a proud, self-confident dream the notion that people can ever build a utopia on earth. Our Christian confidence is that God will perfect his kingdom, and we look forward with eager anticipation to that day, and to the new heaven and earth in which righteousness will dwell and God will reign forever. Meanwhile, we rededicate ourselves to the service of Christ and of people in joyful submission to his authority over the whole of our lives. (Mark 14:62; Heb. 9:28; Mark 13:10; Acts 1:8-11; Matt. 28:20; Mark 13:21-23; John 2:18; 4:1-3; Luke 12:32; Rev. 21:1-5; II Pet. 3:13; Matt. 28:18)

CONCLUSION

Therefore, in the light of this our faith and our resolve, we enter into a solemn covenant with God and with each other, to pray, to plan and to work together for the evangelization of the whole world. We call upon others to join us. May God help us by his grace and for his glory to be faithful to this our covenant! Amen, Alleluia!
4

Qualified Leadership:
Presenting ICM’s Leadership
Staff and Board

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<thead>
<tr>
<th>ICM Leadership Staff</th>
<th>Position</th>
<th>Residence</th>
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<tbody>
<tr>
<td>Dois I. Rosser, Jr.</td>
<td>President &amp; Chairman</td>
<td>Hampton, VA</td>
</tr>
<tr>
<td>Donald M. Douglas</td>
<td>Chief Operating Officer</td>
<td>Richmond, VA</td>
</tr>
<tr>
<td>Janice H. Mager</td>
<td>Chief Financial Officer</td>
<td>Yorktown, VA</td>
</tr>
<tr>
<td>Janice R. Allen</td>
<td>Director of Development</td>
<td>Richmond, VA</td>
</tr>
<tr>
<td>Craig Falwell</td>
<td>Aide to Mr. Rosser</td>
<td>Williamsburg, VA</td>
</tr>
<tr>
<td>Andrew I. Kerr</td>
<td>Director of Communications and MBC Materials</td>
<td>Williamsburg, VA</td>
</tr>
<tr>
<td>Burton J. Reed</td>
<td>SVP International Ministries</td>
<td>Hampton, VA</td>
</tr>
<tr>
<td>Darrel Templeton</td>
<td>Director of Broadcasting Support</td>
<td>Hampton, VA</td>
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<thead>
<tr>
<th>ICM Board Member</th>
<th>Occupation</th>
<th>Residence</th>
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<tbody>
<tr>
<td>Stephen C. Adams</td>
<td>President, Pomoco Development</td>
<td>Hampton, VA</td>
</tr>
<tr>
<td>Janice R. Allen</td>
<td>Senior Oncology Nurse (MS)</td>
<td>Richmond, VA</td>
</tr>
<tr>
<td>Robert G. Beck</td>
<td>Chairman, Beck Company</td>
<td>Newport News, VA</td>
</tr>
<tr>
<td>Catherine I. Bristol</td>
<td>Owner &amp; Operator of Christian Bookstore</td>
<td>Mankato, MN</td>
</tr>
<tr>
<td>Frank A. Brock</td>
<td>President, Covenant College</td>
<td>Lookout Mountain, TN</td>
</tr>
<tr>
<td>Louis E. Chuckney</td>
<td>Builder</td>
<td>Williamsburg, VA</td>
</tr>
<tr>
<td>Ralph J. Doudera</td>
<td>President, Spectrum Financial</td>
<td>Virginia Beach, VA</td>
</tr>
<tr>
<td>Philip R. Farthing</td>
<td>Attorney-At-Law</td>
<td>Norfolk, VA</td>
</tr>
<tr>
<td>William H. Forrest, Jr.</td>
<td>Retired, Business Owner</td>
<td>Newport News, VA</td>
</tr>
<tr>
<td>Stanley R. Gallaer, Jr.</td>
<td>President, The Pomoco Group</td>
<td>Hampton, VA</td>
</tr>
<tr>
<td>Cynthia R. Higgins</td>
<td>Associate Pastor, Westminster Presbyterian Church</td>
<td>Greensboro, NC</td>
</tr>
<tr>
<td>Kendall C. Jones</td>
<td>President, Carpenter Brothers</td>
<td>Newport News, VA</td>
</tr>
<tr>
<td>Name</td>
<td>Title and Organization</td>
<td>Location</td>
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<tr>
<td>Janice H. Mager</td>
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<tr>
<td>Ralph A. Miller</td>
<td>Educator, Regent University</td>
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<td>Pamela R. Minter</td>
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<td>Richard D. Moore</td>
<td>Retired, Presbyterian Minister</td>
<td>Hampton, VA</td>
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<tr>
<td>Toshii Moore</td>
<td>Christian Educator</td>
<td>Hampton, VA</td>
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<td>Thomas D. Morris</td>
<td>Business Consultant</td>
<td>Charlotte, NC</td>
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<td>Daniel B. Nice</td>
<td>President, Nice Brothers</td>
<td>Williamsburg, VA</td>
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<td>Leon O. Oden</td>
<td>DDS</td>
<td>Norfolk, VA</td>
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<tr>
<td>Donald N. Patten</td>
<td>Sr. Partner, Patten, Wornom and Watkins</td>
<td>Newport News, VA</td>
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<tr>
<td>Elwood H. Perry</td>
<td>Land Broker &amp; Developer, Albermarle Plantation</td>
<td>Williamsburg, VA</td>
</tr>
<tr>
<td>Shere W. Perry</td>
<td>Housewife &amp; Vocalist</td>
<td>Williamsburg, VA</td>
</tr>
<tr>
<td>Cortez Ragland</td>
<td>Owner &amp; Manager, County Golf Association, St. Petersburg</td>
<td>St. Petersburg, FL</td>
</tr>
<tr>
<td>Burton J. Reed</td>
<td>SVP, International Ministries, ICM</td>
<td>Hampton, VA</td>
</tr>
<tr>
<td>Larry R. Reed</td>
<td>Managing Director of the Opportunity International Network</td>
<td>Oak Park, IL</td>
</tr>
<tr>
<td>Dois I. Rosser, Jr.</td>
<td>President &amp; Chairman, ICM, Chairman, Pomoco Group</td>
<td>Hampton, VA</td>
</tr>
<tr>
<td>Shirley S. Rosser</td>
<td>Board Member, Peninsula Counseling Center</td>
<td>Hampton, VA</td>
</tr>
<tr>
<td>James O. Shaw</td>
<td>Medical Doctor</td>
<td>Williamsburg, VA</td>
</tr>
<tr>
<td>George Stedelbauer</td>
<td>VP &amp; General Manager, Pomoco Chrysler-Plymouth Newport News</td>
<td>Williamsburg, VA</td>
</tr>
<tr>
<td>John V. Sutton</td>
<td>Sutton, Kennerly &amp; Associates, Engineer</td>
<td>Greensboro, VA</td>
</tr>
<tr>
<td>Joseph W. Taber, Jr.</td>
<td>Neurologist</td>
<td>Lexington, SC</td>
</tr>
<tr>
<td>Rosemary Trible</td>
<td>Businesswoman/Volunteer</td>
<td>Newport News, VA</td>
</tr>
<tr>
<td>William B. Warrick</td>
<td>Senior Pastor, Williamsburg Community Chapel</td>
<td>Williamsburg, VA</td>
</tr>
<tr>
<td>Caleb D. West, Jr.</td>
<td>President, C. D. West Company</td>
<td>Newport News, VA</td>
</tr>
<tr>
<td>Richard D. Woodward</td>
<td>Pastor and Teacher, Mini Bible College, Teacher-In-Residence, Williamsburg Community Chapel</td>
<td>Williamsburg, VA</td>
</tr>
</tbody>
</table>
ICM’s History: A God-Given Time Line

<table>
<thead>
<tr>
<th>The Year</th>
<th>The Milestone</th>
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<tbody>
<tr>
<td><strong>1981-1982</strong></td>
<td>Dois Rosser, President &amp; Chairman of ICM, traveled with Pastor Dick Woodward to many retreats along the U.S. Eastern seaboard as Dick shared the Bible survey he had devoted years to developing — known as the Mini Bible College (MBC) today.</td>
</tr>
<tr>
<td><strong>1982</strong></td>
<td>Caleb West, Bobby Beck, Fred Sanford, Stan Webster and Dois Rosser each studied under Dick Woodward. These gentlemen decided to tape the Mini Bible College (in audio and video format) to assure that Dick’s message, which they believed to be inspired by God, could be shared with others.</td>
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<tr>
<td><strong>1984</strong></td>
<td>The taping of the MBC was completed.</td>
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<tr>
<td><strong>1984-1986</strong></td>
<td>The MBC was broadcasted on television for the first time through Channel 33, Norfolk, Virginia in the U.S.</td>
</tr>
<tr>
<td><strong>1986</strong></td>
<td>The international audio broadcast of the MBC originated in an English format and was broadcasted from Bonaire, Netherlands, Antilles beaming into Central and South America — later in 1987-88 it was translated into Spanish and Portuguese.</td>
</tr>
<tr>
<td><strong>1986</strong></td>
<td>Dois Rosser, when traveling throughout India, discovered a tremendous need for church buildings in more than 600,000 villages. With the assurance that God had called him to respond to many of these needs, he arranged to fund eight churches in Andhra Pradesh through Dr. M. Joshua. He also funded two churches through Asia for Christ.</td>
</tr>
<tr>
<td><strong>1986</strong></td>
<td>In Dois Rosser’s heart, God birthed a vision that would one day culminate in the ministry of International Cooperating Ministries (ICM) — uniting the work of the MBC and church construction in global locations.</td>
</tr>
<tr>
<td><strong>1987</strong></td>
<td>Dr. Joshua organized a pastor’s conference in Vijayawada, India, where 120 pastors gathered to share aspirations. Dois Rosser invited Burt Reed along with other U.S. pastors to be in attendance with him at this meeting. As a direct result of this gathering, Dois Rosser committed yet more funding for churches to be built in India.</td>
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<tr>
<td>Year</td>
<td>Event</td>
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<tr>
<td>January 1988</td>
<td>Dois Rosser, on his return to India — having sought council with Christian leaders such as Dr. Leighton Ford — searched for an Advisory Council of individuals who were recognized as outstanding Christ-like leaders in India. It was then that God united together an exceptional team consisting of: Dr. Ezra Sargunam (ECI), Dr. Emil Jebasingh (TWR), Dr. Kenneth Gnanakan (Acts Institute) and Dr. Graham Houghton (OMS). Others attending were Dr. M. Joshua (TBM), Charles Spicer (Overseas Council) and Burt Reed. A council was formed at this meeting.</td>
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<tr>
<td>1988</td>
<td>To the glory of God, International Cooperating Ministries (ICM) was officially founded and named — a ministry intent on reaching the world for the cause of Jesus Christ.</td>
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<tr>
<td>1988</td>
<td>A network of partners was established to assist the Evangelical Church of India (ECI) in church planting. The Jesus film, produced in India, was purchased through Day Springs Ministries to use for evangelistic purposes. Other partners gave generous contributions as well. OMS provided Every Creature Crusade Teams (sponsored by Stanley Tam) to be used with the Jesus film and follow up the response of viewers. They were used to teach Bible classes and assist the formation of believers into congregations. New Directions Ministry assumed responsibility for the support of pastors. The Evangelical Church of Korea joined Samaritan’s Purse and ICM to provide funding for church buildings. Overseas Council (Ron Parker) participated in training pastors. A demonstration of ICM’s networking concept was underway.</td>
</tr>
<tr>
<td>January 1990</td>
<td>ICM invited Dr. Leighton Ford to conduct a crusade and pastor’s conference in Hyderabad, India. Four hundred fifty pastors from Andhra Pradesh attended the monumental event. The crusade averaged crowds of 10,000+ every evening. Simultaneously, a women’s conference adjourned that was conducted by Dr. Cynthia Higgins, Janice Allen, Shirley Rosser and Sonja Reed.</td>
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<tr>
<td>April 1990</td>
<td>Dois Rosser and Burt Reed visited Trans World Radio (TWR) in Venezuela and Bonaire to view favorable results of MBC broadcasts in Spanish, English and Portuguese first hand. Since that moment, under the leadership of ICM, the MBC has been translated into seven additional internationally spoken languages including Mandarin (September 1990), Telegu (June 1991), Russian (September 1992), Hindi (January 1994), Oriyan (January 1995), Nepali (January 1995) and Vietnamese (March 1995). A requirement was established that Bible study notes, which are companions to the broadcast, be offered on all MBC international broadcasts at no cost to listeners.</td>
</tr>
<tr>
<td>September 1990</td>
<td>Burt Reed joined the staff of International Cooperating Ministries.</td>
</tr>
<tr>
<td>October 1990</td>
<td>International Cooperating Ministries became a corporation in the State of Virginia. Burt Reed was offered the opportunity to serve as president of the organization and accepted.</td>
</tr>
<tr>
<td>1991</td>
<td>In Ethiopia, MBC study notes were used in Home Bible Studies through the Evangelical Churches of Ethiopia.</td>
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<tr>
<td><strong>January 1992</strong></td>
<td>The IRS in the U.S. granted ICM the status of a nonprofit organization.</td>
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<tr>
<td><strong>1992</strong></td>
<td>ICM completed the construction of its 38th church in Andhra Pradesh under the Evangelical Church of India (ECI) — at this time a total of 69 churches had been constructed through ICM and its partners in Andhra Pradesh.</td>
</tr>
</tbody>
</table>
| **1993** | ICM expanded its international strategy to consistently include the utilization of MBC radio broadcasts for church planting and development.  
Follow up to the Telegu broadcasts in Andhra Pradesh resulted in an initial 205 Bible Studies which are today maturing into churches.  
To meet the need for places to worship, Indian Christian leaders developed the “web concept.” Through this mechanism a core church is constructed, and from that church sister churches are planted in surrounding communities.  
Responding to the demand for additional pastors in India due to church growth, ICM and MBC joined together to provide funding to build a Bible Training Center in Hyderabad, India. Today, this training center employs qualified Indian Bible instructors that equip pastors for service in rural church planting areas.  
Simultaneous with the above stated events, ICM began exploring opportunities to broadcast and build churches in Vietnam. |
| **1994** | The Hyderabad Bible Training Center was dedicated to the glory of God. The first thirty pastors entered its doors with a vision of reaching out to multitudes of needy people across their land with the a message of great hope — God’s eternal Word.  
The first two core churches were successfully completed, implementing the “web concept” in Andhra Pradesh, India.  
Additional translations of the MBC were initiated including Nepali and Oriya for broadcasts to Nepal and India. A Vietnamese translation marked the beginning of ICM’s outreach to Vietnam.  
ICM moved forward with a church building program in Russia, Ukraine and Zimbabwe.  
The Mini Bible College (to date a separate entity) merged to reside under the umbrella of ICM. With this merger, the MBC became an integral program of ICM. |
<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tbody>
<tr>
<td>1995</td>
<td>Graduation of the first class from the MBC Hyderabad Training Center occurred. Through God’s provision new leaders were sent out to evangelize communities and villages — and to pastor churches in need of trained clergy. The MBC was broadcasted for the first time in Nepali, Oriyan and Vietnamese. Through its partners, ICM built and dedicated its first two churches in Vietnam. At the time, there were ten other churches in Vietnam under construction. ICM recognized a heart-cry and need in its own backyard. Chris Priest joined the staff of ICM with a goal of expanding the MBC broadcast to blanket North America with the whole Word of God. ICM (including MBC) merged into the Rosser Family Foundation.</td>
</tr>
<tr>
<td>1996</td>
<td>ICM dedicated five churches in Orissa, India, with 11 other buildings approved for construction. ICM launched the building of a second Bible Training Center. In Balasore, Orissa — this center was scheduled to educate and equip 100 pastors and Bible teachers on an annual basis. ICM entered Zaire through a partnership with the Presbytery of Kinshasa. As a result, three churches were approved for construction. Yet another Mini Bible College broadcast expansion occurred. Programs were produced for North America with collateral study materials (handbooks, videos and audiotapes). The first phase of ICM’s plan to reach North America with Pastor Dick Woodward’s teaching was implemented with radio broadcasts predominately to the Tidewater Virginia area with television broadcasts sprinkled in other strategic U.S. locations. Ten more churches were built or under construction in Vietnam. ICM partnered with Send International to build churches in Eastern Russia.</td>
</tr>
<tr>
<td><strong>1997</strong></td>
<td>The construction of three churches in Zaire concluded with church dedications. ICM approved additional churches to be constructed in Zaire. Translation of the Mini Bible College into French and Shona began. ICM entered Uganda with English broadcasts (the official language of the country) over government stations, and with a church building plan. For years the MBC had been beamed into Cuba. ICM now recognized God’s timing to begin constructing churches to complement broadcasts and evangelism efforts in this needy country. As such, construction began through yet other partnerships with national ministries. The outreach of the MBC to North America continued to grow with the implementation of <em>Phase Two</em> of its strategic growth plan, reaching “coast to coast” strategic locations in the U.S. for the first time in its history. For the first time, the 30 minute English version of the MBC, was webcast through the Internet to the <em>entire world</em> six days a week. Through a natural progression, ICM began to examine the favorable implications of establishing its own official Internet site to share its ministry with the world. In order to accomplish growing responsibilities, an executive staff restructuring occurred at ICM as follows: Dois Rosser (President &amp; Chairman), and Jan Mager (CFO), Chris Priest (Senior Vice President of North American Ministries &amp; Communications) and Burt Reed (Senior Vice President of International Ministries). To expand the funding/development possibilities, Marlin Docter and Del Palmer were hired as Area Directors for the Midwest and Southeast Regions, respectively.</td>
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<tr>
<td>1998</td>
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<td>Both Rosemary Trible and Bill Forrest joined the ICM Board.</td>
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<tr>
<td>Don Douglas joined the ICM staff as Vice President and Chief Operating Officer.</td>
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<tr>
<td>Janice Allen was appointed as Vice-President of Development.</td>
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<tr>
<td>Andy Kerr joined the staff of ICM as Director of Communications and North American Broadcasting.</td>
<td></td>
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<tr>
<td>Shirley Rosser expanded the prayer support ministry of ICM.</td>
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<tr>
<td>January 17 our India partner ECI celebrated the completion of 1,000 churches.</td>
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<tr>
<td>ICM entered 2 new states in India to build churches: Tamil Nadu and Maharashtra.</td>
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<tr>
<td>ICM reached the 50 mark for churches built or under construction in Vietnam.</td>
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<tr>
<td>The effort in Cuba reached 21 churches or chapels built or under construction.</td>
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<tr>
<td>While in the midst of revolution, the ICM church building efforts expanded in Democratic Republic of Congo.</td>
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<tr>
<td>A training center was completed in Orissa, India, that will produce up to 100 pastors, teachers, and evangelists each year.</td>
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<tr>
<td>The Web Concept resulted in 7 churches planting 335 churches.</td>
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<tr>
<td>Shona was added bringing the MBC broadcast list to 10 languages.</td>
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</table>
More on ICM’s Purposeful Strategy for International Church Growth

Radio Broadcasts

Pastor and Teacher Dick Woodward, of the Mini Bible College, has served for more than forty-three years in a pastoral role. His teachings are heard in global locations today and broadcast to a potential listening audience of more than three billion people via radio and television. And, through the Internet, his English teachings are available to the entire world.

Early in his pastorate, Pastor Woodward began a Men’s Bible Study in the Tidewater Area of Virginia that grew in attendance to more than 400 men each week. Although Pastor Woodward is no longer able to continue his direct participation in this Bible Study, it continues as many businessmen gather together to fellowship weekly, to this day.

Years ago, Pastor Woodward was diagnosed with a debilitating condition. As a result, friends requested that his teachings be placed on video, audiotape, and in writing in an effort to continue his inspired ministry. Today, Dick Woodward is a quadriplegic. In spite of his disability, his ministry is multiplying around the world through the efforts of Dick himself, ICM, and its partners.

International language translations of the study notes have been prepared to accompany the broadcasts. They are an integral part of the MBC broadcast strategy and provide:

✧ Expansive study materials.

✧ Sermon preparation references for pastors.

✧ Guidance for those who desire spiritual growth.

As Bible studies are established in communities where there are no churches, ICM works through national organizations to nurture believers. When there are 100 baptized believers, ICM and its partners join together to provide a church building. These churches become an outreach vehicle to surrounding communities.

Pastors are provided a radio if they do not currently own one. Since the Mini Bible College is applicable to everyday circumstances, ICM requests that pastors listen to the broadcast on a regular basis to assist with personal and spiritual growth as well as sermon preparation.
Reports are required of pastors that include responses such as:

Are you . . .
△ faithfully listening to broadcasts?
△ receiving notes in a timely fashion?
△ getting a strong broadcast signal on your radio?

Pastors are also encouraged to share the news of broadcasts with congregation members and surrounding communities, and to use the broadcasts as a means to establish new Bible Studies in areas where churches do not exist.

**Church Building**

ICM partners with ministries for the purpose of church development in strategic areas. Through its constituents, ICM is doing what the national church cannot do for itself — namely, providing funding for the construction of churches. ICM’s assistance promotes and encourages the national church to proceed with ministries of evangelism, discipleship and church planting.

It is the policy of ICM to work with ministries, which have clearly defined church planting objectives and have an adequate infrastructure with capacity to:

△ Manage and support congregational growth.
△ Provide educational facilities for equipping pastors for the ministry.
△ Provide each church with its own pastor.

ICM expects each congregation provided with a church to reproduce themselves by:

△ Planting at least five churches in the three years following dedication.
△ Implementing goals and procedures defined by a pre-approved parent organization.

As this multiplication takes place, ICM also requires that a church assist with funding for other facility construction. To this end, a congregation is required to:

△ Establish a “pay-back” arrangement with its parent organization (not ICM).
△ Give a designated amount to a church building fund (on a weekly or monthly basis). This becomes the basis for assisting in the construction of other churches.

The overarching objective in ICM’s involvement in church construction is to eventually generate enough revenue from national churches built by ICM and it’s partners to carry on a church building program without outside assistance.
Church Growth Through Radio Broadcasting: ICM’s Strategic Process

1. MBC radio broadcasts are beamed to strategic international areas.

2. Broadcast listeners respond via mail to follow up centers of ICM.

3. ICM’s follow-up partners respond to listener correspondence by providing free study notes that allow for further Bible learning. Listeners are referred to local churches. Where no churches exist, local Bible studies are formed.

4. When Bible studies grow to include 100 baptized believers, a church is constructed through ICM and its partners. These churches reach out to surrounding areas and form additional congregations. Regional Bible Training Centers are also built in some locations to support church growth.
How Is A Church Building-Partner Evaluated?

Through a careful selection process, a new church building-partner is evaluated according to meaningful criteria including:

✧ The background and reputation of the ministry.

✧ The ministry’s association(s) and/or affiliation(s).

✧ The ministry’s accomplishments.

✧ The ability of the ministry’s leadership.

✧ The local support of the ministry.

✧ The organizational structure and personnel comprising:
  ✧ Capacity to handle church building supervision, including reporting
  ✧ Track-record and capability to achieve required results
  ✧ Established structure to assure accountability
  ✧ Vision and determination to accomplish stated objectives

Prayer for discernment of God’s Will is made a central part of the decision-making.

Note:   ICM conducts regular field inspections to evaluate church building projects.
Steps in the Partnering Process

To assure a thorough and orderly partner application process, prospective partners are to use the following procedures:

✧ Contact with ICM should be initiated by an indigenous organization.

✧ If ICM deems submitted information regarding a prospective partnership is of a meritorious nature (matches the vision, goals and current objectives of ICM), an ICM representative meets with the potential partner’s leaders.

✧ Should ICM seek to form a relationship, the prospective partner is requested to submit a written request that provides pertinent information, required for evaluative purposes.

✧ The partnership request submitted to ICM is approved or denied. If approved, the steps below are to be taken.

✧ Information is confirmed on ICM contacts for correspondence and decision-making and on how funds are to be transferred.

✧ A radio strategy is determined for broadcasts of the Mini Bible College.

✧ A church planting strategy is determined.

✧ A church application is submitted to ICM (see *ICM Church Application* in Section 9) by the partner organization, to include:
  - Information pertaining to the church and the project requested
  - Description of proposed use of Mini Bible College broadcasts
  - Photos of prospective church site and congregation.
  - Copy of Building Permit
  - Copy of building plans (unless a “standard” building has been approved).
  - Verification of land registration.

✧ Upon receipt and approval by ICM of the above, a budget and schedule of payments is established by ICM.

✧ An initial payment from ICM to the partner is released to begin church construction.
Supervisory Structure of ICM Building-Partners

ICM requires certain information from the Building-Partner, including the names and titles of those who will be overseeing construction and who will have responsibility for geographic areas.

Partner Leadership

A Partner must have solid Christian leaders who reside in the country where church building will occur and/or who are well acquainted with the needs at hand. These individuals must have a proven track record that establishes:

✧ Christian leadership that is recognized nationally.

✧ Self-initiative through encouraging and assisting others.

The Purposes and Objectives Relating to Building-Partner Leadership

✧ To provide Christian leadership and guidance.

✧ To assist in whatever area possible as it relates to the expertise of the Partner’s organization.

✧ To serve as a review authority who assures project accountability at the national church level.

Roles of the Building-Partner in Representing ICM

✧ To serve as advisors to maximize effectiveness of radio broadcasts and follow-up activities.

✧ To review new church applications and submit them to ICM on a requested and prioritized basis.

✧ To recommend ministry expansion, or opportunities for growth.

✧ To assure that reporting requirements are accurate and timely.
Developing a Specific Radio Broadcast Strategy in a Newly Targeted Broadcast Area

Upon ICM’s approval of broadcast expansion into a newly targeted area, it is necessary to outline a specific strategy for implementation.

**Purpose of Developing a Radio Broadcast Strategy**

- To provide Bible teaching in the language of the people through broadcasts, printed Bible study notes and personal follow up.
- To provide ongoing Bible training for pastors and other church leadership.
- To sustain and encourage new believers.
- To provide meaningful contact with people eager to pursue Biblical instruction.

**Procedures to Develop a Radio Broadcast Strategy**

- Determine the optimum language to reach a given target area.
- Locate an effective translator to translate MBC material into a specified target language and:
  - Assure the translator has an excellent Biblical knowledge.
  - Confirm the translator’s ability to articulate regional expressions and illustrations that are readily understood.
- Select a broadcaster who is effective in ministry and possesses:
  - An appealing voice
  - A Christ-like reputation
- Translate and print Mini Bible College notes for distribution to listeners.
- Select the most advantageous broadcasting facilities to reach the target group.
- Establish a follow-up procedure and identify individuals/teams who are equipped to make personal visits to listeners upon request of spiritual help. These individuals/teams need to exhibit organizational abilities to form Bible studies and plant churches.
Developing a Church Building Strategy
Before church building can proceed in a targeted area, ICM requires that a specific church building strategy is defined. This strategy includes:

Establishing An Area of Concentration
To establish an area of concentration, a complete survey of needs must be accomplished including:

✧ Number of villages without churches or Christian witness.
✧ Proximity of other Christian churches.
✧ Identification of other organizations (if any) and their projects underway in the area.
✧ Availability of manpower.
✧ Logistical support availability.
✧ Anticipated responsiveness of the people.

Initiating Contact with the Community
✧ Listeners will be followed-up when responding to broadcasts and evangelism efforts.
✧ Local Bible studies will be established where no church exists.
✧ New congregations will reach out to surrounding communities to establish daughter congregations.

Organizing a Local Church
To be recognized as a local congregation, who is eligible for a church building, the congregation must:

✧ Consist of at least 100 baptized Christian believers.
✧ Have a full-time pastor who has solid Bible training and leadership knowledge, skills and abilities.
✧ Express a congregational desire for a local church.
✧ Have identified specific leadership potential within the body of the congregation.
To build a church building, the local congregation must:

✧ Provide land for the church.

✧ Complete a church application that supplies pertinent information and profiles its “need.”

✧ Indicate the degree to which church participation in the project will be offered (land, labor, materials, and funds).

✧ Define adequate growth potential.

✧ Possess the financial capacity to assist with construction and maintain the facilities.

✧ Demonstrate the financial capacity to support the pastor and consistently maintain the facilities.

**A Continuing Relationship**

The local congregation of a church, built through ICM and its partners, must be accountable to an appointed church body for:

✧ Supervision and reporting (including timely attendance reports on an ongoing basis and the reporting of church activities as well as financial status.)

✧ Fellowship.

✧ Encouragement.

✧ Training.

✧ Development (which concentrates on church growth, literacy, vocational training - including medical clinics and the training of youth - and Bible studies).

The local congregation must assist in:

✧ Planting other Christian churches.

✧ Supporting pastors, missionaries and evangelists.

✧ Identifying and supporting qualified young people to obtain further Biblical education.
Funding A Church Building Project

ICM provides funds in a manner that maximizes use. Before ICM will enter into a partnership to broadcast the MBC and build churches in a given location, the national organization seeking partnership with ICM must agree to the following:

Funding of Church Buildings

Funds provided for church construction are to be:

✧ Provided as a loan.

✧ Repaid to a local bank account that is established and administered by an appointed national parent organization (pre-approved by ICM).

✧ Repaid in sums agreed upon between the local church and the national parent organization. It is the responsibility of the national parent organization to monitor repayment progress.

✧ The repaid funds are solely for the purpose of funding additional churches, which also follow the payback procedure.

ICM will carefully monitor progress to:

✧ Ensure agreed upon obligations in time and finances (budget) are met.

✧ Determine that churches are trained in the “worship act” of giving.

✧ Encourage continued growth in the church and outreach to the community, through evangelism and the use of Mini Bible College broadcasts.

Partnership and Local Church Participation

✧ In all cases ICM believes the local church should have a vested interest in its church project. This is best accomplished through short and long range planning with the involvement of the prospective church community.

✧ Funding must be composed of local church participation including:

  ✔ Land adequate for church growth: a minimum of 30 x 70 meters (exceptions must have prior ICM approval).

  ✔ Labor and materials.
Any contributions made to a project from other organizations or donors must be disclosed in the application.

Operating funds are to be obtained from three basic areas:

- Local church participation (A sense of total involvement in a given church project comes when members are a part of that project.)

- Acts of worship through “giving” (The Bible emphasizes the need to “give” in obedience to God’s Word in order to spread the Gospel)

- The parent organization and small businesses established for church funding purposes
ICM Church Building Related Fund Disbursement

When ICM approves a specific church building project, it follows a specific “plan of payment” throughout the entire church construction process. This plan assures that predetermined aspects of the project are accomplished before additional funds are disbursed.

The first disbursement of funds occurs once ICM has approved a church building project in writing and assigned a project number (Projects are approved on an individual basis). Specific fund amounts disbursed are determined by ICM according to the anticipated funds needed for each phase of a project.

Additional fund payments must be requested in writing through the designated Building-Partner contact. Photographs must be forwarded with the request, to exhibit the current status of church construction and the ICM project number must be identified on all correspondences.

Outline of a typical ICM Fund Disbursement Processes for Church Building:

Phase I: First Payment Disbursement

Provides for site preparation, the church foundation and the completion of walls to window level.

Once construction has started, the contractor should estimate within two to three weeks as to when he will reach completion of Phase I of the building. At this time, a request, accompanied by pictures of construction progress identified with the ICM project number, should be made to ICM by the Partner Organization for additional funds to proceed with Phase II of the project. This will allow the builder to continue construction without interruption.

Phase II: Second Payment Disbursement

Provides for the completion of walls to roof level (including all roof support).

Phase III: Third Payment Disbursement

Provides for the completion of roof and stucco wall surfaces (inside and outside of the building), including floors, doors and windows.

Phase IV: Final Payment Disbursement

Upon completed construction of the church and dedication, ICM is to receive a final report and photographs of the completed church. The balance of project funding is released once construction is completed, church grounds are cleaned and the building is dedicated. To substantiate the accomplishment of these items, ICM requires pictures that depict completion of stated tasks with the ICM project number identified.
Upon Church Completion, ICM Will Supply A Radio

ICM will supply a radio to the church built by ICM for the purpose of receiving MBC broadcasts, which are designed to:

✧ Encourage spiritual growth of the Pastor and congregation.

✧ Initiate Bible Studies in areas where no churches exist.

Reports (see Section 9) are required to substantiate:

✧ The number of times broadcasts are heard per month by the pastor.

✧ The study notes that were requested.

✧ The quality of a broadcast signal.
Church Properties and Maintenance Thereof

Title to the Church Property

In an effort to protect church buildings provided through ICM and its partners and to assure facilities are being used for stated purposes and objectives, the following policy must be adhered to:

✧ Prior to church construction, the parent organization (and requestor of the church building) will provide a clear title to the land that is registered in the name of the church or parent organization. This property will be solely committed to providing for a ministry outreach to the community.

Church Maintenance and Care

With recognition that church buildings are “entrusted” to us from God, sanctuaries represent a place of worship for believers in Christ and are a witness to the community, the following guidelines must be adhered to regarding the maintenance and care of buildings.

✧ Performance of regular grounds and building maintenance care will occur including:

  ✓ Sweeping the building after services.
  ✓ Washing the floors at least weekly.
  ✓ Cleaning grounds that surround the church regularly to assure a tidy appearance.
  ✓ Opening the building and readying it for church services.
  ✓ Closing the building and securing it following each church service.

The pastor will assume responsibility to assure these duties are performed.

✧ Perform annual maintenance (or more frequently as a need arises):

  ✓ Paint and clean the inside and outside of the church.
  ✓ Check the church building structure for repair needs and respond to items on a timely basis such as leaking roofs and cracked walls.
  ✓ Beautify the grounds by adding trees and shrubs.

Major repairs must be approved by the parent organization with the local congregation accepting as much responsibility as possible for expenses. Such projects are to be evaluated on an annual basis. The pastor will assume responsibility to assure these duties are performed.
Prior to the church dedication:

- Construction areas must be cleaned.
- Paint spots and other marks must be removed from the floor.
- Church grounds must be beautified through plants and adequate walkways.

Resolution of Disputes

ICM will possess full and complete authority to resolve any disputes that may arise between parties during the church building process. It will do so to the best of its ability, in a fair and just Christ-like manner, representing the interest of all parties concerned.
Pastoral Qualifications, Training and Responsibilities

To pastor a church provided by ICM and its partners, a pastor must:

❖ Exhibit adequate pastoral qualifications:
  ✓ Consistently testify of a salvation experience in Jesus Christ.
  ✓ Be personally assured that they are “called” to serve as a pastor.
  ✓ Be confirmed in his belief by fellow believers.
  ✓ Be examined by a council of Christian leaders.
  ✓ Exhibit a strong knowledge of God’s Word.

❖ Show a willingness to continue education through one or more of the following:
  ✓ Bible Correspondence School.
  ✓ Attendance at a qualified Bible School.

A leave of absence may be considered if determined to be in the best interest of the congregation or organization to allow a pastor to continue his Biblical education.

❖ Be responsible to the total ministry by:
  ✓ Operating under the authority of the parent organization.
  ✓ Seeking to support and participate in “total church planting objectives” as time permits.
  ✓ Equipping church members to participate in church growth and development.
Exhibit the ability to plan time usage

On a daily basis through —

✓ Prayer and personal Bible study.
✓ Sermon preparation.
✓ Visitation.
✓ Church organization and maintenance.

On a monthly basis through —

✓ Church activities (evangelism, fellowship activities, etc.).
✓ Correspondence.
✓ Church planting.

Reporting on church activities and growth (see form at the end of this Manual)

Use of Mini Bible College broadcasts:

✓ Listen regularly to the MBC broadcasts.
✓ Request the notes for continued Bible study.
✓ Encourage members to listen and use study notes.
✓ Encourage unchurched people locally and in surrounding communities to listen.
✓ Use listeners in surrounding communities as a base for home Bible study groups that may be nurtured by regular visits until it becomes a congregation.
Applications, Check Lists and Reports

Pastor’s Check List for Church Building Application

<table>
<thead>
<tr>
<th>Pastor’s Check List for Church Building Application</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Complete entire church application</td>
</tr>
<tr>
<td>2. Include photographs of site and congregation *</td>
</tr>
<tr>
<td>3. Include a copy of the church property deed *</td>
</tr>
<tr>
<td>4. Include a copy of the church building permit *</td>
</tr>
<tr>
<td>5. Include a copy of the church building plans</td>
</tr>
<tr>
<td>Note: Building plans are not necessary if a model plan is used</td>
</tr>
<tr>
<td>6. Forward to designated partner contact for approval and signatures</td>
</tr>
</tbody>
</table>

*If not in English, please identify

Building-Partner’s Check List

<table>
<thead>
<tr>
<th>Building-Partner’s Check List</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Review church building application</td>
</tr>
<tr>
<td>2. Confirm paperwork is in order</td>
</tr>
<tr>
<td>Check for Broadcasting Plans, Photos, Building Permit, Building Plans and Deed</td>
</tr>
<tr>
<td>*Building plans are not necessary if a model plan is used.</td>
</tr>
<tr>
<td>3. Complete Building-Partner recommendation and authorize by signing.</td>
</tr>
<tr>
<td>4. Forward completed application and paperwork to ICM headquarters,</td>
</tr>
<tr>
<td>Attention: Church Building Project Request, 606 Aberdeen Road,</td>
</tr>
<tr>
<td>Hampton, VA 23666, U.S.A.</td>
</tr>
</tbody>
</table>
# ICM CHURCH APPLICATION

## 1. RADIO BROADCASTS (See Required Attachment)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td>I currently listen to Mini Bible College radio broadcasts (check one): Yes  No</td>
</tr>
<tr>
<td>b.</td>
<td>I am submitting my plan for using MBC for church growth: Yes  No</td>
</tr>
<tr>
<td>c.</td>
<td>I am unable to listen for the following reasons:</td>
</tr>
</tbody>
</table>

## 2. COMMUNITY

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td>Name:</td>
</tr>
<tr>
<td>b.</td>
<td>Population</td>
</tr>
<tr>
<td>c.</td>
<td>District or State:</td>
</tr>
<tr>
<td>d.</td>
<td>Near what large city:</td>
</tr>
<tr>
<td>e.</td>
<td>Number of communities within a two-mile radius without a church:</td>
</tr>
</tbody>
</table>

## 3. CHURCH (See Required Attachment)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td>Name:</td>
</tr>
<tr>
<td>b.</td>
<td>Date founded:</td>
</tr>
<tr>
<td>c.</td>
<td>Current membership:</td>
</tr>
<tr>
<td>d.</td>
<td>Current attendance:</td>
</tr>
<tr>
<td>e.</td>
<td>Offering income per month:</td>
</tr>
<tr>
<td>f.</td>
<td>Nearest Evangelical church to suggested church site:</td>
</tr>
<tr>
<td>g.</td>
<td>Church land owned by:  (Provide copy of registration)</td>
</tr>
</tbody>
</table>

## 4. PASTOR

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td>Name:</td>
</tr>
<tr>
<td>b.</td>
<td>Address:</td>
</tr>
<tr>
<td>c.</td>
<td>Telephone:</td>
</tr>
<tr>
<td>d.</td>
<td>Fax:</td>
</tr>
<tr>
<td>e.</td>
<td>Bible training (number of years or degrees):</td>
</tr>
<tr>
<td>f.</td>
<td>Years in ministry:</td>
</tr>
<tr>
<td>g.</td>
<td>Years at present church:</td>
</tr>
<tr>
<td>h.</td>
<td>Married:  Single:</td>
</tr>
<tr>
<td>i.</td>
<td>If married, number of children:</td>
</tr>
</tbody>
</table>
### 5. BUDGET REQUEST (See Required Attachments below)

<table>
<thead>
<tr>
<th>a. Cost of project:</th>
<th>Local currency: ____________</th>
<th>U.S. Dollars: $ ____________</th>
</tr>
</thead>
<tbody>
<tr>
<td>b. Church’s contribution to project (exclude land):</td>
<td>Local currency: ____________</td>
<td>USD: $ ____________</td>
</tr>
<tr>
<td>Labor: Yes</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>c. List any additional funding that will be received for the project (please list all; use the back of this sheet or add a sheet if more space is need):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Name __________________________</td>
<td>Organization __________________________</td>
<td></td>
</tr>
<tr>
<td>d. Projected starting date:</td>
<td>e. Projected completion date:</td>
<td></td>
</tr>
<tr>
<td>f. Size dimensions of church:</td>
<td>g. Size dimensions of lot:</td>
<td></td>
</tr>
<tr>
<td>h. Request to ICM:</td>
<td>Local currency: ____________</td>
<td>U.S. Dollars: $ ____________</td>
</tr>
</tbody>
</table>

### 6. SIGNATURES (REQUESTING LOAN AND ACKNOWLEDGING AGREEMENT TO CONDITIONS OUTLINED IN “PASTOR’S KIT”)

| a. Pastor and Church Board (as required): |
| b. District, State or National Leader: |

### REQUIRED ATTACHMENTS (Please check to acknowledge each):

- _____a. Description of proposed use of Mini Bible College Radio Broadcasts
- _____b. Photos
  - 1. Building site, clearly showing area where church is to be built
  - 2. Congregation (at current meeting place)
- _____c. Copy of Building Permit, if required by government
- _____d. Copy of Building Plans, if other than approved model
- _____e. Copy of Land Deed for Proof of Ownership

**DATE SUBMITTED:** __________________________
ICM CHURCH APPLICATION (Cont.)

CHURCH COMMITMENT AGREEMENT

RADIO - MINI BIBLE COLLEGE

I agree to implement the use of Mini Bible College broadcasts, as described in Section 6 and to follow the steps outlined in Section 7, both of the ICM Procedural Manual For Church Building (dated 5/15/99).

_________________________________  ______________________________
Pastor       District/State Leader

CONSTRUCTION REPORTS

We will provide pictures and construction progress reports with each payment request, as outlined in Section 7 of the Procedural Manual for Church Building.

_________________________________  ______________________________
Pastor       District/State Leader

MAINTENANCE OF CHURCH BUILDING

The building and grounds will be maintained in a manner that promotes the greatness of God to the community, as outlined in Section 7 of the Procedural Manual for Church Building.

_________________________________  ______________________________
Pastor       District/State Leader

ACTIVITY REPORTS

Following construction, we will provide a report every six (6) months, due in July and January, for three (3) years on the growth and activities of the church, as provided in Section 8 of the Procedural Manual for Church Building.

_________________________________  ______________________________
Pastor       District/State Leader
ICM CHURCH APPLICATION (Cont.)

CHURCH REPAYMENT PLAN

- We will accept funds from ICM as a trust from the Lord.
- We will complete the building of this house of worship on schedule and within a stated budget. Any additional costs must be borne by our congregation.
- On a monthly basis, we will pay back the funds entrusted to us into an account maintained by our church organization. Our commitment to do this is in realization of God’s goodness to our congregation and of the many congregations still waiting for an opportunity to build. The monthly amount will be agreed upon with our church organization and will be reviewed annually, to be increased as God prospers our congregation.
- Our monthly commitment, to begin the month following the church dedication, is ____________.

_____________________________   ______________________________
Pastor       District/State Leader

OUTREACH

- We will make every effort to evangelize our faith and commit to planting at least five churches during the three years following our church dedication.

_____________________________   ______________________________
Pastor       District/State Leader
Church Activity Reporting to ICM
*(after church completion or dedication)*

<table>
<thead>
<tr>
<th>ICM Church Activity Reporting Requirements (see form on following page)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Reports are to be submitted to ICM every 6 months (due in July and January) for the 3 years following the church completion or dedication</td>
</tr>
<tr>
<td>• January through June activity is due in July</td>
</tr>
<tr>
<td>• July through December activity is due in January</td>
</tr>
<tr>
<td>• Initial report can be for less than 6 months</td>
</tr>
</tbody>
</table>
ICM Church Activity Report
(to be submitted every January & July, for 3 years after church construction completion or dedication)

<table>
<thead>
<tr>
<th>Date of Report</th>
<th>Name of Church</th>
</tr>
</thead>
<tbody>
<tr>
<td>ICM Church Number</td>
<td>Pastor’s Name</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Average Sunday Morning Church Attendance</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>First Month</td>
<td>Second Month</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Offering Income Per Month</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>First Month</td>
<td>Second Month</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Baptisms in the Last Six Months</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>First Month</td>
<td>Second Month</td>
</tr>
</tbody>
</table>

| Total Church Membership: |          |

<table>
<thead>
<tr>
<th>New Members Added in the Last Six Months</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>First Month</td>
<td>Second Month</td>
</tr>
</tbody>
</table>

| Payments from Church to National Organization on Loan Provided for Church Construction = $ |          |

List Church Outreach Activities and dates:

| How many Bible Studies were started in the last six months? |          |
| What is the total number of Bible Studies being held currently? |          |
| How many new churches were started in the last six months? |          |

Our church is being used for (place an “X” in block if answer is yes):

<table>
<thead>
<tr>
<th>Day School</th>
<th>Vocational Training</th>
<th>Clinic</th>
<th>Bible Studies</th>
<th>Men’s Meetings</th>
<th>Women Gatherings</th>
</tr>
</thead>
</table>

Our pastor listened to the Mini Bible College radio broadcast (enter number of times per month):

<table>
<thead>
<tr>
<th>First Month</th>
<th>Second Month</th>
<th>Third Month</th>
<th>Fourth Month</th>
<th>Fifth Month</th>
<th>Sixth Month</th>
</tr>
</thead>
</table>

Subjects covered in Mini Bible College broadcasts were:

Have requested and received study notes for the following books of the Bible through the broadcasts:

The Mini Bible College broadcast signal was: (circle one) Strong Clear Had Interference Weak