



“Encouraging participation in the purposes of God.”

TERMS OF REFERENCE

2026 (DRAFT FOR REVIEW)

1. NAME

The Mission Commission (MC) of the World Evangelical Alliance (WEA).

2. OUR STATEMENT OF FAITH

We believe in:

- The Holy Scriptures as originally given by God, divinely inspired, infallible, entirely trustworthy; and the supreme authority in all matters of faith and conduct.
- One God, eternally existent in three persons, Father Son, and Holy Spirit.
- Our Lord Jesus Christ, God manifest in the flesh, His virgin birth, His sinless human life, His divine miracles, His vicarious and atoning death, His bodily resurrection, His ascension, His mediatorial work, and His personal return in power and glory.
- The Salvation of lost and sinful humanity through the shed blood of the Lord Jesus Christ by faith apart from works, and regeneration by the Holy Spirit.
- The Holy Spirit, by whose indwelling the believer is enabled to live a holy life, to witness and work for the Lord Jesus Christ.
- The Unity of the Spirit of all true believers, the Church, the Body of Christ.
- The Resurrection of both the saved and the lost; they that are saved unto the resurrection of life, they that are lost unto the resurrection of damnation.

3. HISTORIC OVERVIEW

Since 1975 the WEA Mission Commission has developed a strong identity as an authoritative voice on contemporary missions issues ranging from missionary training, care, and retention, to mobilization, church engagement, spirituality, and Majority World missionary involvement and leadership in global missions. It has been a multi-national, inter-generational, community of missions leaders engaging collaboratively (and voluntarily) in conversation around critical missions issues. The most enduring fruit of this conversational engagement has been publications (books, a journal, and blog essays).

At critical points in the MC's history the leaders have paused to consider the vision, values, and purpose of the MC. The most recent being the 2019 Leadership Summit in Kuala Lumpur and the 2025 Realignment Taskforce process that has led to the creation of these Terms of Reference.

In order to align well with the aspirations of our parent body, the World Evangelical Alliance, the following “non-negotiables” were established and approved by the WEA Global Ministries Department leader to guide the Mission Commission as it serves its purpose.

4. OUR PURPOSE & VALUES

4.1 Purpose

To encourage the global Church to participate in the purposes of God:

to communicate the gospel where it is not currently known and establish replicating communities of maturing believers who are equipped to serve in the most contextually relevant ways for the blessing of every ethne and their environments.

4.2 Values

Worship	Participating in culturally diverse expressions of our love for God expressed in myriad forms of praise and honour and glorification.
Scripture	Maintaining a high view of the Bible as the sole authority for our faith and action, and promoting biblical fluency and competency among all people, whether oral or literacy reliant.
Proclamation	Using every means to communicate a biblically faithful gospel in every context.
Community	In-Christ — as gathered groups of disciples in mutual commitment as members of local churches, helping each other to grow into full maturity in Christ. On mission — as scattered disciples in collaborative action beyond the bounds of the local church, demonstrated by the Mission Commission through (online/in-person) events and broad-spectrum content creation that represents a wide range of perspectives in the global missions community.
Service	Sacrificial practical self-giving for the benefit of people, societies, the physical environment as a sign/witness to the power of the gospel and demonstration of our commitment to co-create new creation (the kingdom of God), now in part, coming in fulness.
Replication	A commitment to encourage all believers to make disciples, participate in the planting of new churches, and live out the principles of the new creation/kingdom of God wherever the Spirit of God calls them so that new life may emerge and generate new life elsewhere.
Research	To curate experienced expert opinion and data collection to provide insight into critical issues faced by followers of Jesus as they seek to make the gospel known, engage with brokenness, and glorify God in particular contexts.

5. MC PRIORITIES & MEANS

5.1 Priorities

The Mission Commission's activities are guided by a commitment to the following seven priorities:

1. **Networking and Global Connections — as a community** of reflective missions practitioners with an appeal for more connection and facilitated collaborative opportunities, emphasising increasing partnerships between Traditional and New Sending Nation's missionaries and entities.

2. **Relationships with Regional/National Evangelical Alliances — as a nexus hub** for missions leaders nominated by each Regional Evangelical Alliance, to include alliance felt-needs in setting the activity agenda for the Mission Commission.
3. **Missiological Research and Thought Leadership — as a think-tank** with encouragement to enable more and deeper missiological reflection, with robust critical analysis based on quality data and presented in formats that are readily accessible in multiple languages. So, with prophetic insight, we seek to identify missions-related issues that require fresh critical thinking, discussion and further research.
4. **Convening Conversations — as a discussion facilitator** gathering relevant experts and practitioners to explore critical issues in global missions, whether online or in-person, in working groups, small forums, or larger consultations.
5. **Creating Content — as a contributor** to the development of national and regional missions associations, alliances, networks or movements, international missions-oriented agencies, and National and Regional Evangelical Alliances, with particular focus on practical and theological aspects of God's mission.
6. **Advocacy and Influence in Global Missions — as a champion** for other well-researched and relevant development of global missions practice, drawing on diverse opinion that includes different cultures, generations, and commitments within the wider sphere of what is understood to be global missions.
7. **Serving WEA — as a fully accountable extension entity** that supports the overall aims of the WEA, reporting to the leader of the Global Ministries department, with all finances (income and expenditure) managed by and accountable to the WEA finance office.

5.2 Means and Services

The MC accomplishes its vision and purpose through:

1. **Creating conversation spaces** that facilitate and encourage mutual learning, networking and cooperation between national, regional and international missions leaders from all related missions-focused entities, as well as leaders of Regional Evangelical Alliances representing the concerns of churches within their regions.
2. **Providing consultative and evaluative services** to missions alliances, movements, networks, international agencies, missionary training centres and Regional Evangelical Alliances to encourage their contribution towards effective participation in God's global purposes.
3. **Managing an “issues driven process”** (needs assessment and research) that is intentional, leading to specified outcomes (publications, training, consultancy, recommendations, etc.) and other resources.
4. **Creating and managing systems** for the dissemination of information using appropriate technology.
5. **Providing a prophetic and proactive voice** into the worldwide Church in relation to theology, missiology, and missions practice, through strategic consultations, training seminars, publications, and other initiatives.

6. MC PARTICIPATION

Participation in the Mission Commission is by invitation. Prospective MC Associates (MCAs) apply to participate in the MC via an online form (currently here: <https://weamc.global/apply/>). Applications require the endorsement of an existing MC Associate and are subject to the approval of the MC's Exec (Executive Committee).

6.1 General Participation Benefits

The MC provides participation in a global network that represents the international, interdependent missions community connected with the broader WEA networks and alliances. There is no fee charged but MCA's are encouraged to respond generously to annual appeals for financial support. The benefits of MC Associate status include:

- A relationship with the MC that guarantees the right to participate and help shape the narrative of missions and future agenda of the MC.
- Discounted rates for relevant MC events.
- Open invitation to contribute missions-related essays for publishing on the MC website or other publications as opportunities allow, for distribution throughout the MC network (implicitly enhancing the Associate's influence in missions).
- Special discount rates for hardcopy MC publications (usually available at gatherings).
- Preferential access by mutual agreement to MC leaders (Exec, Steering Committee, and Synergists) as consultants, speakers, writers or other commentators for MCA ministries.
- Recognition as a collaborative participant in a global network of missions leaders at the leading edge of applied missions thinking.
- Access to a supportive international network of peer missions leaders outside of the MCA's primary organisation or group.
- Authority to nominate and endorse potential new MCAs (subject to approval of the Exec).

6.2 MC Associates (MCAs)

Participation in the MC is primarily by missions leaders (experienced or emerging) who are known as Mission Commission Associates (MCAs).

6.2.1 MCA Requirements

MC Associates share the vision, faith and values of the MC and recognise the value of MC activities and outcomes for the strengthening of participation in the mission of God.

Application to become an MC Associate is online here: <https://weamc.global/apply/>.

Approved participation as an MCA requires that the individual:

1. Is recognised as an experienced mission leader within the global missions community, is nominated as an emerging global missions leader, or is a missions representative of a Regional Evangelical Alliance that represents national evangelical alliances and churches within their region.
2. Is endorsed as an MCA by one or more of the following:
 - An existing Mission Commission Associate
 - A leader of a National or Regional Evangelical Alliance

- A national missions alliance or association
 - A leader from within the WEA
3. Agrees to abide by the MC Code of Good Practice (<https://weamc.global/goodpractice/>)
 4. Intends to participate in MC gatherings when an invitation is extended.
 5. Agrees to contribute generously to our annual fundraising appeal.

6.2.2 Approval

Individuals applying to participate will be approved by the MC's Exec (Executive Committee).

6.2.3 Termination

Should it be necessary, the MC's Exec will determine the termination of a participant's subscription. The following points are primarily, but not exclusively, reasons that an MC Associate's approval and related privileges may be withdrawn.

- Persistent failure to observe any aspect of the MC's Code of Good Practice (<https://weamc.global/goodpractice/>).
- Has not served as an active participant of the MC for more than a three-year period (for example, does not respond to MC correspondence when personally addressed, or consistently does not attend MC gatherings when invited).
- Other special cases that emerge and require action that leads to a termination by the Exec.

7. LEADERSHIP AND ORGANISATIONAL STRUCTURE

7.1 The MC Steering Committee

The MCSC (MC Steering Committee) functions as a guiding group for the Mission Commission, something like a working board. It is ideally comprised of the executive leaders, representatives from nine Regional Evangelical Alliances (as recognised by WEA), and leaders of key stakeholder organisations, or as otherwise identified as valuable to the MC.

The minimum size of the MCSC should be 10, the maximum 18. Decisions are made by the Exec (see below) after thorough consultation with the MCSC. Only MC Associates who are fully identified with the Mission Commission will be appointed to the MCSC. The committee will seek a balance of age, ministry and gender representation and will show an appropriate ratio of global representatives.

The MCSC has a primary leader (or co-leaders), an executive decision-making committee (Exec), and ordinarily meets at least four times per year, as well as extra-ordinarily when needed.

The MCSC informs and guides the internal policies and priorities of the MC, provides decision making support for the Exec, actively participates in the execution of MC activities, and guards the MC's operational health.

The MC is accountable to the leader of the WEA's Global Ministry Department via the MC Leader (or MC co-Leaders if applicable).

MCSC members are expected to play a proactive role in the life of the MC.

7.1.1 MCSC Membership:

1. Nine MCSC appointments are reserved for mission leaders delegated by WEA Regional Evangelical Alliances to represent missions in/from their region. These might be leaders of Regional Evangelical Alliance Mission Commissions, regional missionary alliances, or a missions leader otherwise nominated by the leader of a WEA Regional Evangelical Alliance. These appointments are role dependent (i.e. if a person shifts roles, the new person coming into their role will pick up the MCSC appointment)
2. Remaining appointments (up to another 9) will be allocated to globally-engaged missions agency, network, alliance, or training institution leaders who have a history of active involvement with the Mission Commission. These appointments are not role dependent (i.e. if the person shifts roles, their MCSC service may not necessarily conclude).
3. The period of service to the MCSC will be four years, with the possibility of an extension of another four years.
4. Former MCSC members may be invited to rejoin the MCSC for a new period of service after an interval of at least 2 years.

7.1.2 Functions of the MCSC:

1. Recommend to the WEA leadership their nomination of new MCSC leaders.
2. Participate with MC Executive Committee to establish MC priorities and activities in the fulfilment of the MC's purpose according to the MC's values.
3. Serve within their sphere of influence as an advocate for the MC in vision, funding, and representation.
4. Evaluate the wellbeing of the MC and progress of stated objectives.
5. Receive regular financial reports and provide internal financial accountability.
6. Serve when requested by the MC Leader(s) as an official representative of the MC.

7.2 The Executive (Exec)

7.2.1 Members of the Executive:

1. The Executive (Exec) is appointed at the discretion of the MC Leader.
2. At least one other MCSC member must be appointed, up to a maximum of five people.
3. The Exec aims to meet physically at least once every two years.
4. Since it is appointed by the MC Leader, the composition of the Exec may change when the WEA appoints a new MC Leader.
5. Exec members serve for four years, which can be extended for a maximum of another four years.

7.2.2 The functions of the Exec include: (still in development)

1. Consult with the MC Leader regarding the appointment of MCSC members.
2. Consult with the MC Leader regarding the appointment of MC Synergist leaders.
3. In cooperation with the MC Leader, shape the agenda for the MCSC meetings.
4. Provide oversight of the MC as well as pastoral care for the MC Leader.
5. Serve as a sounding board and source of wisdom for the MC Leader.
6. Approve MCA appointments and conclusion.
7. Consult with the MC Leader on the approval of new MC projects after thorough

consultation with the MCSC.

8. Guard the good reputation of the MC, act against anything that damages it, and find appropriate ways of enhancing it.
9. Provide, together with the MC Leader, financial oversight.
10. Appoint committees or working groups as recommended by the MCSC.

7.3 The MC Leader

1. MC leadership can be shared by no more than two people (MC Co-Leaders).
2. The MC Leader is nominated for appointment by the Exec to the WEA Secretary General via the Director of the Global Ministries department after a robust selection process in thorough consultation with the MCSC.
3. Due diligence regarding a new appointment should include seeking the advice of key stakeholders who know the nominees well, as well as Regional and National Evangelical Alliance leaders within whose jurisdiction the nominees normally serve.
4. The MC Leader is accountable to the WEA Secretary General via the Director of the Global Ministries department and works in close consultation with the Exec of the MCSC.
5. The MC Leader shall serve for a term of four years, renewable if mutually agreed with the MCSC and the WEA Secretary General via the Director of the Global Ministries department.
6. The MC Leader shall manage the affairs of the MC in carrying out its purposes.
7. The MC Leader is authorised to form an Executive Committee (Exec) to assist with decision making and executing the activities of MC.
8. The MC Leader is authorised to name Synergist leaders as well as to remove them from their position after consultation with the Exec.

7.4 Synergists

The name Synergist is derived from the biblical word translated as “co-labourers” or “fellow workers” (e.g. Timothy & Titus). MC Synergists are appointed and authorised to represent the MC on particular missions issues and participate in conversations, gatherings, networks, etc. relevant to the missions issue for which they are responsible. A MCSC member may simultaneously serve as a Synergist. MC Synergists need not be identified as experts or leaders within their missions issue, but they should be recognized as engaged participants regarding the issues and not solely outside observers.

7.4.1 Appointment

Synergists are identified, invited and appointed by the MC Leader as part of his/her wider operational leadership, after consultation with the Exec.

7.4.2 Role

1. Included as part of the Core Leadership of the MC alongside the MCSC.
2. Recognised by the MC Leader and Exec as the MC’s primary informant as regards their assigned issue(s).
3. Invited by default to Core Leadership gatherings, roundtable meetings, etc.
4. Included in operational strategic development discussions.

5. The point-person for discussions related to their issue(s), ensuring it is given adequate exposure at MC events.
6. Authority to develop and oversee an MC project that adds value to their mission issue(s) conversation within the global missions community.
7. Able to create an MC cluster focused on their missions issue(s) to collaboratively add value to the conversation. This may develop into a network in its own right that maintains connection with the MC via MC Associate involvement.
8. A Synergist appointment may be withdrawn by the ED in consultation with the Exec should the Synergist
 - Persistently fail to observe any aspect of the MC's Code of Good Practice (<https://weamc.global/goodpractice/>).
 - Not be able to actively fulfil their responsibilities in the MC for more than a consecutive 12 month period.
 - Other special cases that emerge and require action that leads to a withdrawal of appointment by the ED in consultation with the Exec.

7.4.3 Responsibilities

1. Personally involved in and tracking conversations related to their mission issue(s).
2. Participate in online forums for MC Core Leaders and other MC events.
3. Attend a once every two years gathering of MC Core Leadership.
4. Provide collaborative support to other WEA groups focusing on similar issues as appropriate.

8. FUNCTIONAL ACTIVITIES

8.1 Projects

Projects are functional activities authorised and conducted by the MC as part of its purpose to encourage participation in God's mission. Projects are outcome-defined activities led by an appointed MC leader to add value or otherwise contribute to a specific missions issue.

8.1.1 Project Criteria

1. Projects will be formally proposed to the MC Leader for consideration, clearly articulating how it fulfils the purpose of the MC and benefits a specific missions issue. It will state expected outcomes, deadlines, budget, and other resources required to achieve the objective.
 - The specified outcome will be a tangible contribution to missions (e.g. a research report, book, training manual, curriculum, formalised network, or other resource).
 - A gathering may contribute towards this outcome, but it will not be considered an outcome in its own right.
2. The MC Leader will authorise MC projects, in consultation with the Exec.
3. The MC does not guarantee resources for any proposed project.
4. The MC Leader and MCSC leaders may assist project leaders (usually Synergists) to source funds and mobilize resources for the project.

9. FINANCES

The Mission Commission is a low-budget, high-impact global missions body that depends on various sources for its financial existence.

9.1 MC budgets

The MC's default annual expenses are minimal and usually covered via annual fundraising appeals. However, special projects may require budgets to be created on an as-needed basis. The Exec, in consultation with the MCSC, will create/approve budgets annually as required.

9.2 MC Income

Income for the MC is generated from:

- Donations solicited from the MC database in an annual appeal
- Income generated from publications, products, and events
- Gifts and project income from churches, individuals, foundations, and trusts
- All funds raised by the MC are channelled through WEA's central office finance system and held in an internal account reserved for MC use.

In addition to raising financial income to help achieve MC goals, significant value is added from the "contributed services" of volunteers.

9.3 MC Expenditure

The MC uses its financial resources to:

- Execute operational commitments and activities
- Maintain the MC Leader's home office
- Meet communications overheads (including website, mail service, Zoom, etc)
- Cover event management expenses
- Supply publication costs
- Assist MC leaders with travel, accommodation and meal costs as required
- Provide conference fee subsidies for Core Leadership as required (and if available).

By default, participation in all MC activities, including leadership service and supervising projects, is voluntary.

The MC accesses its financial resources:

- On an expense recovery basis, via the WEA's standard process for making expense claims. This requires someone in the MC (or a related organisation) to be willing and able to first float (pay out) the funds in anticipation of reimbursement via the expense recovery system.
- For regular operational expenditure, the MC Leader is expected to pay expenses on a personal credit card and seek reimbursement from WEA prior to the card's payment date.

9.4 MC financial accountability

MC funds are included in the WEA's annual audit, which is accredited by the Evangelical Council for Financial Accountability (ECFA).

10. APPROVAL AND AMENDMENTS

These Terms of Reference and future amendments are approved by the WEA's Global Ministries Department Leader on the recommendation of the MC Leader after consultation with the Exec.