

Resourcing Grant (RG)

Guidance Notes for churches

Resourcing Grants are given to support mission and ministry in growing Baptist churches in membership of the East Midland Baptist Association (EMBA).

EMBA Resourcing Grants will typically be available to support churches/ministries which are growing faster than their current staffing structures are able to cope with.

Consideration will be given to growing churches seeking to bridge the short term financial pressures arising from a growth in membership. The intention of a Resourcing Grant will be to support the employment of an additional key mission-focused worker (not necessarily a minister), to facilitate continued growth and fruitfulness and assist the church in moving forward in its strategic vision.

The EMBA, as part of its ongoing strategic review, is committed to financially investing in growing mission opportunities that seek to further the Kingdom of God. The development of Association Resourcing Grants could enable investment in our larger EMBA 'Resource churches' in the short-term with the realistic long-term hope of their ongoing support for Home Mission.

Expectations of grant supported churches

Whilst we do not want to be legalistic, we would ask that as part of our partnering together, every EMBA church receiving a mission grant would be actively involved in Baptist family life.....

- All churches requesting a grant should already be meaningfully supporting Home Mission. Churches are encouraged to give 5% of their general income to Home Mission with a minimum requirement of 4% for grant eligibility.
- Grant funded churches are expected to send representatives to EMBA Gatherings and the minister to attend the annual EMBA Ministers' Conference (*if funding is an issue, please speak to your Regional Minister*).
- The EMBA Grants Group strongly recommend that churches in receipt of a grant look to give no more than 15% of their income to other causes (5% HM, 5% BMS, 5% other); any surplus income going towards a church reducing their reliance on a grant and becoming self-funding at the end of the grant term. (*The logic of this guidance is to avoid a situation where the wider Baptist family is effectively supporting the mission causes chosen by a local church, when these finances could be used to support its own ministry and mission.*)

Eligibility Criteria

A church applying for a grant:

- must normally be in membership of the Association and of the Baptist Union of Great Britain.
- must demonstrate a proven track record of giving realistically to Home Mission

- must demonstrate a realistic possibility of becoming financially self-sustaining at the end of the three year grant period.
- will normally need to contribute a minimum of 25% of the initial salary in order for a grant to be considered.
- would not normally apply for a Resourcing Grant more than once in any five-year period. Please note that priority would normally be given to those churches requesting a grant for the first time.
- (or a member of the church) that has previously been in receipt of one of the three EMBA Partnership Grants available, would not normally be able to apply for a further Partnership Grant for a period of three years from the end of the previous grant.

Who makes the decisions on the awarding of grants?

Decisions on Resourcing Grant applications are made by the EMBA Grants Group. Becky Nicholls (EMBA Admin Lead) currently manages the administration of all Association Grants.

General Principles and Guidance

The grant process is underpinned by a commitment between the church and the Association to listen to one another, to support each other and to be mutually open to challenge as the need for grant support is explored.

A Resourcing Grant will normally be provided to support the employment of a key worker (not necessarily a minister); the grant will usually be for a maximum of £7,500 per year (depending on employment circumstances) for a fixed grant term of up to three years, with the clear expectation that the church will be financially sustainable at the end of the three years.

Application Process

- A church wishing to apply for a Resourcing Grant must first make contact with their Regional Minister (RM) for an initial discussion. The RM will then arrange for Becky Nicholls (EMBA Admin Lead) to email an application form to the church.
- Applications will be considered at any point in the year. Completed applications together with the necessary supporting documents should be sent by email to Becky who will then seek an RM and EMBA Treasurer commendation.
- The EMBA Grants Group will then review the application received and together discern the level of grant to be awarded.
- The church will be advised by email of the decision and the grant will be paid by BACS direct to the church's bank account. Grant payments are normally made monthly, around the 15th of each month.

Please note:

- If agreed, a grant 'in principle' will be held for a period of 12 months after which, if a minister/worker has not been appointed, then the church will need to reapply.
- Grants will only be paid for those months when a church has a minister/worker in post.
- If a church enters pastoral vacancy whilst in receipt of a Resourcing Grant, the Resourcing Grant would be suspended whilst the church is in pastoral vacancy and would restart once a 'senior/lead minister' was in post i.e. if the grant was suspended after 17 months, upon the grant restarting there would be 19 months of further grant payments.
- If a church changes the terms and conditions of appointment for its employed worker supported by a Resourcing Grant, you must inform the EMBA, as this may affect the grant ongoing.

What happens after a grant is awarded?

The church will continue to receive encouragement, guidance and support from the EMBA Regional Team.

In subsequent years of a grant (years 2 and 3), new/updated financial information will be requested by the Association together with formal confirmation from the church of their continuing need of the grant support and whether this support is at a reduced level, if the church is in a healthier place financially.

If you have any queries / questions relating to the grant process, please contact your Regional Minister or Becky Nicholls (EMBA Admin Lead):

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