



# STANDARDS STATEMENT

**As amended May 2020**

For more information, please contact:

Missions Interlink

P O Box 5214

Pinewood Vic 3149

Email: [national@missionsinterlink.org.au](mailto:national@missionsinterlink.org.au) Phone: 03 9037 6417

Missions Interlink is the registered business name of the Australian Evangelical Alliance Inc  
ABN 54 056 007 820 A0012495P

# Missions Interlink STANDARDS STATEMENT

## PREAMBLE

Missions Interlink is the ministry of the Australian Evangelical Alliance Inc. It is a national association whose constituents are organisations operating in Australia that have a demonstrated involvement in cross-cultural and/or global mission for Christ's glory. These include mission organisations, training & education providers, support organisations and local churches.

Missions Interlink constituents consist of three groups:

### **Associates:**

Associate status is open to registered charities, not-for-profit or commercial organisations operating in Australia that have a demonstrated involvement in cross-cultural and/or global mission upon affirmation and acceptance of:

- (a) the AEA Statement of Faith (Appendix 1);
- (b) the Missions Interlink Regulations;
- (c) the Missions Interlink Core Values (Appendix 2); and
- (d) the Missions Interlink Standards applicable to Associates

### **Members:**

Member status is open to organisations that meet the requirements for Associate status and in addition:

- (a) are organisations that are;
  - i. located, resident and incorporated in Australia;
  - ii. are managed and controlled independently in Australia; and
  - iii. have some staff (paid or volunteer) in Australia.
- (b) meet the current ATO requirements for non-profit organisations ~~and/or~~ by becoming MI Members qualify for listing as a prescribed Member under the *Income Tax Assessment Regulations 1997 - Reg 50.50.02*; and
- (c) are eligible to be registered as charities with the Australian Charities and Not-for-Profits Commission,
- (d) meet the additional Missions Interlink Standards required for Member Accreditation.

### **Affiliate Members:**

Affiliate Member status is open to organisations that qualify to be Members but have limited actual activity and are managed or controlled by an existing Member.

This Standards Statement outlines the standards required of Missions Interlink Associates and Members as an expression of their desire to be accountable and to walk in integrity before God and a watching world. Affiliate Members are not required to meet the Standards because they are managed or controlled by a Member.

## OUR PURPOSE -

Missions Interlink's purpose is  
building the capacity of its Member and Associate organisations  
through collaboration and representation  
to see churches in Australia  
effectively engaging in cross-cultural and global mission.

## INTRODUCTION

Missions Interlink, in formulating this declaration of its standards, seeks to establish a continuing basis for engagement in cross-cultural and global mission throughout the Australian evangelical community.

Constituents of Missions Interlink will be seen as those who value:

- A) Good governance
- B) Sound financial management
- C) Sound staff and volunteer management
- D) Integrity
- E) Transparency
- F) Community

These values are reflected in the standards, which provide the foundation for support of constituents by the Christian community.

To be a constituent of Missions Interlink, organisations must demonstrate compliance with all standards for their level:

STANDARDS LEVEL	EXPLANATION
<b>Associate</b>	Organisations meeting the requirements for Associate status with Missions Interlink in one of the following categories: <ul style="list-style-type: none"><li>• <b>Charity</b> – Charitable organisations registered with the Australian Charities and Not-for-profits Commission (<b>ACNC</b>) but not seeking Accreditation under the Missions Interlink Standards.</li><li>• <b>Not-for-profit</b> – A not-for profit organisation or charitable organisation not registered with the ACNC</li><li>• <b>Commercial</b> – A commercial or for profit business.</li></ul>
<b>Member Band 1</b>	A charitable organisation meeting the requirements for Member status with Missions Interlink, and with up to 9 FTE personnel <b>or</b> donation income up to \$1,000,000 pa.
<b>Member Band 2</b>	A charitable organisation meeting the requirements for Member status with Missions Interlink, and with more than 9 FTE personnel <b>or</b> donation income above \$1,000,000 pa.
	Additional standard required for MI Member Accreditation.

**References in these standards to the constituent's 'governing body' means the constituent's board, committee of management, or another governing committee, however styled.**

## APPLICATION OF THE STANDARDS

The National Leadership Team of Missions Interlink may review any constituent's status in accordance with the Missions Interlink Regulations.

Any unresolved dispute or complaint shall be determined in accordance with Clauses 9 & 10 of the Missions Interlink Regulation.

**The standards will be applied at all times recognising that the core business of cross-cultural and/or global mission is the effective proclamation and demonstration of the Gospel of Jesus Christ to all peoples and nations.**

## **INCOME TAX EXEMPTION APPLICABLE TO MEMBERS**

As organisations that typically pursue their objectives outside Australia, Members (including Affiliate Members) would ordinarily be subject to income tax. However, Missions Interlink and its Members are expressly granted income tax exemption through recognition as “prescribed institutions” under s 50.50(d) of the *Income Tax Assessment Act 1997* (Cth). In order to retain this exemption (corporately and individually), it is important that Members comply and can demonstrate their compliance with regulatory obligations, including obligations as charities registered with the ACNC. This is a condition of ongoing membership of Missions Interlink.

This tax exemption does not apply to organisations with Associate status.

## Section A: GOOD GOVERNANCE

Standard		Members		Associate		
		Band 1	Band 2	Charity	Not for Profit	Commercial
<b>A1</b>	<p>The constituent has a mission statement that is approved and revisited by the governing body at least every five years to assess its continuing relevance to its activities.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Process governing body uses to review mission statement.</i></li> <li>• <i>Date governing body last reviewed mission statement.</i></li> </ul>	✓	✓	✓	✓	N/A
<b>A2</b>	<p>The constituent has a written statement of its theological basis approved by its governing body which is not in conflict with the Statement of Faith of the Australian Evangelical Alliance, or provides written affirmation approved by its governing body that its theological basis is not in conflict with the Statement of Faith of the Australian Evangelical Alliance. (Appendix 1)</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Statement of faith approved by the governing body, or</i></li> <li>• <i>Written affirmation approved by the governing body that the constituent's theological basis is not in conflict with the AEA Statement of Faith.</i></li> </ul>	✓	✓	✓	✓	✓
<b>A3</b>	<p>The constituent has a governing document (e.g. constitution, regulations, articles of association) which clearly defines its organisational and accountability structures within Australia.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Constitution or other written governing instrument.</i></li> </ul>	✓	✓	✓	✓	N/A
<b>A4</b>	<p><b>Charity, Not-for-profit, Band 1 &amp; 2:</b> The constituent's governing body or a committee of the governing body oversees the organisation's compliance with its own governing documents and all applicable commonwealth, state and municipal laws and regulations. For constituents that operate overseas, this includes commonwealth, state and municipal laws and regulations with extraterritorial application.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Process governing body uses to oversee the constituent's compliance with its own governing documents and all applicable laws and regulations.</i></li> </ul>	✓	✓	✓	✓	N/A
	<p><b>Commercial:</b> the constituent is compliant with all applicable Commonwealth, State and Municipal laws and regulations.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Process the constituent uses to ensure it is compliant with all applicable laws and regulations.</i></li> </ul>	N/A	N/A	N/A	N/A	✓
<b>A5</b>	<p>The constituent is compliant with the Australian Charities and Not-for-profits Commission Governance Standards and External Conduct Standards (when applicable).</p> <p><i>Evidence for compliance will include but not be limited to:</i></p> <ul style="list-style-type: none"> <li>• <i>Process governing body uses to review compliance.</i></li> <li>• <i>Date the governing body last reviewed compliance</i></li> <li>• <i>Declaration of the Board members</i></li> <li>• <i>Board policies and charter.</i></li> </ul> <p><a href="https://www.acnc.gov.au/tools/topic-guides/governance-standards">https://www.acnc.gov.au/tools/topic-guides/governance-standards</a></p>	✓	✓	✓	N/A	N/A
<b>A6</b>	<p>The constituent submits its Annual Information Statement to the Australian Charities and Not-for-profits Commission.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Date of submission of AIS to ACNC.</i></li> </ul>	✓	✓	✓	✓	N/A

Standard		Members		Associate		
		Band 1	Band 2	Charity	Not For Profit	Commercial
<b>A7</b>	<p><b>Charity, Band 1 &amp; 2:</b> The constituent completes an annual assessment of its entitlement to Tax Exempt Charity status.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Written evidence of governing body's review of TCC status within last twelve months.</i></li> </ul>	✓	✓	✓	N/A	N/A
	<p><b>Not-for-profit:</b> The constituent completes an annual assessment of its entitlement for income tax status.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Written evidence of governing body's review of tax exempt status within last twelve months.</i></li> </ul>	N/A	N/A	N/A	✓	N/A
<b>A8</b>	<p>The constituent has a process to identify its major strategic and operational risks and a plan to minimise and mitigate these risks. The plan is reviewed annually by the governing body.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Process used to identify major strategic and operational risks.</i></li> <li>• <i>Plan to mitigate and minimise risks.</i></li> <li>• <b>Member Band 2 only:</b> <i>Date plan last reviewed by governing body.</i></li> </ul>	✓	✓	N/A	N/A	N/A
<b>A9</b>	<p>The constituent has conflict of interest policies for governing body, staff and volunteers that provide for disclosure, review and decision on actual or perceived conflicts of interest.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Conflict of interest policies for governing body, staff and volunteers.</i></li> <li>• <i>Process used to ensure governing body, staff and volunteers are familiar with and adhere to conflict of interest policy.</i></li> </ul>	✓	✓	✓	✓	N/A
<b>A10</b>	<p>The governing body holds a sufficient number of meetings annually to ensure appropriate direction and oversight of the organisation's activities. At a minimum, the governing body should hold three meetings per year at which the agenda is not restricted to a specific issue (e.g. appointment of officers, consideration of a single question).</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>List of dates of governing body meetings for the last twelve months.</i></li> </ul>	✓	✓	✓	✓	N/A
<b>A11</b>	<p>The governing body is comprised of no less than three (but preferably five or more) directors, a majority of whom must be at arm's length to each other, to the most senior staff person and/or other management staff.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>List of directors</i></li> <li>• <i>Declaration.</i></li> </ul>	✓	✓	✓	✓	N/A
<b>A12</b>	<p>For a constituent that is an international organisation or an Australian affiliate of an international organisation, the Australian affiliate should be able to demonstrate evidence that it is actively mitigating against risk in circumstance where an overseas arm or parent body is known or suspected of failing to comply with Standards that would normally apply in Australia.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Information demonstrating good standing of international parent or affiliates.</i></li> </ul>	✓	✓	✓	✓	✓



## Section B: SOUND FINANCIAL MANAGEMENT

Standard		Members		Associate		
		Band 1	Band 2	Charity	Not for Profit	Commercial
<b>Financial Accountability</b>						
<b>B1</b>	<p>The constituent prepares an annual financial report prepared in accordance with the Australian Accounting Standards, and that has been independently audited, reviewed or examined in accordance with statutory obligations.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Most recent annual financial report and auditor's/reviewer's report.</i></li> </ul>	✓	✓	N/A	N/A	N/A
<b>B2</b>	<p>The constituent acts at all times in accordance with generally accepted accounting principles and practices which include:</p> <ul style="list-style-type: none"> <li>• prompt banking of all funds received, proper budget planning, regular reviews of controls and procedures, and compliance with statutory and legal obligations;</li> <li>• use of designated funds according to designated purposes;</li> <li>• implementation of safeguards which prevent involvement in, or the appearance of cooperating in, schemes involving evasion of taxes.</li> </ul> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Declaration.</i></li> <li>• <i>Financial policies and procedures</i></li> </ul>	✓	✓	✓	✓	✓
<b>B3</b>	<p>The governing body approves the annual budget and has a process to monitor the organisation's performance in relation to the annual budget. The governing body or a committee of the governing body reviews actual revenues and expenses versus budget at least three times a year.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Process governing body uses to monitor performance in relation to the annual budget.</i></li> <li>• <i>Date upon which governing body approved the annual budget.</i></li> </ul>	✓	✓	✓	✓	N/A
<b>B4</b>	<p>The constituent must take steps to minimise risks of fraud, corruption, bribery and other financial misconduct, particularly when working outside of Australia.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li>• <i>Declaration.</i></li> <li>• <i>Financial policies and procedures</i></li> </ul>	✓	✓	✓	✓	✓





## Section C: SOUND PERSONNEL MANAGEMENT

### Paid staff, volunteers & seconded staff

Standard		Members		Associate		
		Band 1	Band 2	Charity	Not For Profit	Commercial
<b>C1</b>	The constituent exercises integrity, care, and confidentiality in the process of recruiting new personnel (paid and volunteer) and will advise and direct candidates in a way that respects the calling of the candidate and the collaborative nature of the wider MI constituency. <i>Evidence for compliance will be:</i> <ul style="list-style-type: none"> <li><i>Personnel recruitment policies</i></li> </ul>	✓	✓	✓	✓	✓
<b>C2</b>	The constituent exercises duty of care for all its personnel (staff and volunteers), if any, in the fulfilment of their responsibilities. <i>Evidence for compliance will be:</i> <ul style="list-style-type: none"> <li><i>Duty of care policies.</i></li> </ul>	✓	✓	✓	✓	N/A
<b>C3</b>	The constituent prepares and provides ongoing development opportunities for its personnel appropriate for their ministry. <i>Evidence for compliance will be:</i> <ul style="list-style-type: none"> <li><i>Personnel development policies.</i></li> </ul>	✓	✓	✓	✓	N/A
<b>C4</b>	In assigning personnel, the constituent gives consideration to the guidance of the Holy Spirit, the counsel of the sending church, the motivation and giftedness of the worker, the availability of adequate supervision and care, and where applicable, the counsel of the receiving body. <i>Evidence for compliance will be:</i> <ul style="list-style-type: none"> <li><i>Personnel policies and procedures.</i></li> </ul>	✓	✓	✓	✓	✓
<b>C5</b>	The constituent ensures personnel are fully aware of policies and management systems relevant to their responsibilities, including job description, lines of authority, and financial and prayer support responsibilities. <i>Evidence for compliance will be:</i> <ul style="list-style-type: none"> <li><i>Personnel policies and procedures.</i></li> </ul>	✓	✓	✓	✓	✓
<b>C6</b>	The constituent provides pastoral care for its personnel to encourage their spiritual growth and Godly living. <i>Evidence for compliance will be:</i> <ul style="list-style-type: none"> <li><i>Pastoral and member care policies or equivalent.</i></li> </ul>	✓	✓	✓	✓	✓
<b>C7</b>	The constituent has a discrimination and sexual harassment & bullying policy in place and all personnel have been trained in the content and implementation of the policy. <i>Evidence for compliance will be:</i> <ul style="list-style-type: none"> <li><i>Sexual harassment &amp; bullying policy and procedure for training personnel.</i></li> </ul>	✓	✓	✓	✓	✓
<b>C8</b>	The constituent has a safe workplace policy and all personnel are aware of the WH&S requirements applying to their organisation and situation. <i>Evidence for compliance will be:</i> <ul style="list-style-type: none"> <li><i>Safe workplace policy and procedure for training personnel.</i></li> </ul>	✓	✓	✓	✓	✓



## Section D: INTEGRITY

Standard		Members		Associate		
		Band 1	Band 2	Charity	Not For Profit	Commercial
<b>D1</b>	<p>The constituent avoids making any presentation which may misrepresent or adversely reflect upon another constituent.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li><i>Declaration</i></li> </ul>	✓	✓	✓	✓	✓
<b>D2</b>	<p>The constituent seeks to resolve any conflict between itself and other constituents and organisations in ways that accord with Biblical principles.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li><i>Declaration.</i></li> </ul>	✓	✓	✓	✓	✓
<b>D3</b>	<p>The constituent has a complaint management and dispute resolution policy and procedures for use by stakeholders, including personnel, governing body members, ministry recipients, and members of the public.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li><i>Complaints management and dispute resolution policy and procedures.</i></li> </ul>	✓	✓	✓	✓	✓
<b>D4</b>	<p>The constituent has a whistleblower policy and procedures. (Does not apply to constituents that are not regulated entities/companies, or are exempted by ASIC)</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li><i>Whistleblower policy and procedures.</i></li> </ul>	✓	✓	✓	✓	✓

## Section E: TRANSPARENCY

Standard		Members		Associate		
		Band 1	Band 2	Charity	Not For Profit	Commercial
<b>E1</b>	<p>The constituent has available for its members and supporters a clear and appropriate financial information statement which has been independently reviewed, as appropriate for their entity type.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li><i>Current financial information statement.</i></li> </ul>	✓	✓	✓	✓	N/A
<b>E2</b>	<p>The constituent's communications and marketing designed to raise funds and generate revenue avoid creating a false impression and be truthful as to fact, description and time frame.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li><i>Declaration.</i></li> </ul>	✓	✓	✓	✓	N/A
<b>E3</b>	<p>All funds committed to costs associated with fund raising and administration must be reasonable and clearly reflected in financial reports made available to its members and supporters.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li><i>Declaration.</i></li> </ul>	✓	✓	✓	✓	N/A

## Section F: RELATIONSHIPS

Standard		Members		Associate		
		Band 1	Band 2	Charity	Not For Profit	Commercial
<b>F1</b>	<p>Constituents with any contact or responsibility for children and vulnerable persons (<u>including vulnerable clients, paid and unpaid workers, and family members</u>) have policies and procedures to promote their safety and well-being, and to minimise the risk of abuse.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li><i>Child and vulnerable person protection policy and procedures.</i></li> </ul>	✓	✓	✓	✓	✓
<b>F2</b>	<p>Constituents will check the reputation and experience of partner organisations before entering into significant agreements or collaborations. Partner organisations should act ethically and in a way that is consistent with the values of the constituent organisation.</p> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li><i>Record keeping constituent uses to assess and work with partners</i></li> </ul>	✓	✓	✓	✓ *	✓ *
<b>F3</b>	<p>Constituents must take reasonable steps to ensure that partner organisations have:</p> <ul style="list-style-type: none"> <li>- Policies and procedures to promote the safety and wellbeing of children and vulnerable persons; and</li> <li>- Financial controls, policies and procedures to minimise risks of fraud, corruption, bribery or other financial misconduct.</li> </ul> <p><i>Evidence for compliance will be:</i></p> <ul style="list-style-type: none"> <li><i>Record keeping constituent uses to assess and work with partners</i></li> </ul>	✓	✓	✓	✓ *	✓ *

**\*Subject to relevance to the organisation and its activities**



# AUSTRALIAN EVANGELICAL ALLIANCE INC

## A STATEMENT OF FAITH

We worship the only God who is Father, Son and Holy Spirit, whose creative, outgoing love overflowed from the divine community to create the universe and who calls us to share in eternal life and love and to participate in the fulfilment of divine purposes.

In grace and humility Jesus, the only Son of the Father, shared our humanity and became our example of service and sacrifice. Out of love for the world he suffered the consequences of our sin and died in order to overcome the power of the evil one; to release humanity from alienation from God and from being captive to self-centred sinfulness; and to restore a disordered creation. The power of the Father defeated death and brought new life to Jesus who now reigns as Lord of all and who, through the active presence of the Spirit, calls for repentance, brings the possibility of forgiveness, and gives new life to all those who live in union with him.

Christians live in love by the power of the Spirit, who is the Spirit of Jesus, as a single community of God's people. We are filled with the Spirit who transforms lives and characters according to the example of the Lord Jesus, and the church is built up by the gifts of ministry and service which the Spirit brings. The life of the church is guided by God through the Scriptures which are uniquely inspired and the final authority for Christian faith and practice.

As a community of those who worship God and live in fellowship, we are called to bring to everyone the good news of the salvation which can only be found in life with the Lord Jesus Christ. We are committed to work for justice in every society and to protect and enhance God's creation. While working for the kingdom in the present we also look forward to the return of the Lord Jesus bringing justice to all and the glorious, perfect kingdom of God.

This statement of faith should not be regarded as implying that the truths expressed in it constitute the only important truths of the faith. It is understood by the Alliance as being consistent with the historic statements of faith such as the Apostles' and Nicene Creeds, and also with the AEA Doctrinal Statement and the Statement of Faith of the World Evangelical Alliance.

(Approved by AEA National Council March 2001)

Australian Evangelical Alliance Inc.  
ABN 54 056 007 820  
PO Box 5214, Pinewood VIC 3149



# MISSIONS INTERLINK

## STATEMENT OF CORE VALUES

May 2020

Associate, Member and Affiliate Member organisations share a common commitment to the following core values.

### **Dependence on God**

Believing God is the originator and sustainer of cross-cultural mission, we gladly declare our dependence on him in the life of all MI constituents. We demonstrate that posture through prayer, Bible study and other acts of worship.

### **Centred on Christ**

Believing all people in all places should hear about the life, death and resurrection of Jesus Christ, we prioritise the proclamation and demonstration of the biblical gospel. We celebrate the various activities in which MI constituents are engaged as they serve to that end.

### **Serving the Church**

Believing the mandate for biblical mission is the domain of the Church, we serve the Australian Christian community by promoting cross-cultural activity through MI constituents. We advise, support and pray for local churches.

### **Integrity in Practice**

Believing we are called to live as Christ lived, we strive to serve to the best of our abilities, even as we acknowledge our imperfections. We are governed by a statement of faith, committed to our core values, and operate within Australian legal parameters.

### **Collaborative in Effort**

Believing all followers of Jesus comprise the Body of Christ, we seek to facilitate cooperation throughout the Australian Christian community as we accomplish our mission. Teamwork helps MI constituents achieve more.

### **Cross-cultural in Focus**

Believing people who know Christ need to share the gospel with people yet to know Christ, we help MI constituents prioritise mission ministry among men, women and children in other cultures. Cross-cultural mission requires focus and effort in the face of many obstacles.

### **Unity in Diversity**

Believing each MI constituent brings various gifts, skills, personalities and experiences to our collaborative efforts, we celebrate diversity. We declare that people will know we are followers of Jesus when we love each other across our differences.