



Career Missionary Debt Policy

- 1.** At the time of appointment, unsecured consumer debt should not exceed \$5,000.00. The candidate must have a plan to pay off this debt by the clearance date. Mobilization may assess individuals on a case-by-case basis whose debt exceeds this amount at the date of hire.
- 2.** The maximum amount of student loans at the time of clearance should not exceed \$48,000 for couples and \$30,000 for singles. Mobilization may assess individuals on a case-by-case basis whose debt exceeds this amount at the date of hire.
- 3.** The missionary may pay any loan payment amount monthly from their salary. Additionally, the pre-field missionary may raise up to \$250.00 per month from the support account to be applied toward student debt on a 2:1 matching basis (\$2 support raised for every \$1 contributed by the missionary) beginning at hire date. (Example: If the missionary is paying \$125.00 monthly, \$250.00 a month from the support account would be allowable.)
- 4.** With the permission of the pre-field missionary, ABWE may contact the sending church and inform them about the current debt carried by the missionary, suggesting and encouraging that the church considers providing financial assistance in the form of gifts or support for the purpose of reducing education debt.
- 5.** Our debt policy will be provided to each candidate at the time of his or her missionary application.
- 6.** Every encouragement will be given by those working closely with the missionary through New Missionary Orientation, Pre-field ministry and subsequently on the mission field, to be consistently paying off all debt.
- 7.** Special considerations may be given for those with unique skills and circumstances.
- 8.** This policy will be reviewed every two years by the Personnel Committee.