



AGWM and Frequently Asked Questions

You are probably much more familiar with your ministry context in the local church than that of a foreign missionary. In this resource, we want to take you inside the workings of Assemblies of God World Missions (AGWM) and how the support process works. We have provided this Q&A format to help deepen your knowledge of the most important facets of missionary life and ministry. AGWM reported the following information and statistics as of 2024.

1. How many global workers (GWs) are on the AGWM roster? AGWM's global workers are making a significant impact around the world. As of 2024:

- 2,672 Global Workers (1,948 are career missionaries, and 724 are missionary associates). These numbers represent the number of individual men and women, with a husband and wife being counted separately.
- 155 countries and territories of the world have an AGWM global worker deployed.
- 1,174 missionary kids (MKs) under the age of 17.
- U.S. giving to world missions in 2024 was \$244 million.

One new believer is added to the church every 17 seconds, and one new church is planted every 68 minutes.

2. What are the main components of a career missionary's budget? A career missionary's budget consists of two categories: commitments and cash.

- **Commitments.** The commitment side of the budget includes financial pledges from churches and individuals. Around 80 percent of the commitment side is personal expenses and 20 percent is work expenses. Personal expenses include things like a living allowance, housing costs, medical and other insurance, foreign taxes, retirement, and children's schooling. Work expenses include those related to the missionary's office, phone, newsletters, security, and technology. This area also includes costs associated with vehicles, travel, airfare, and regional, field, and special projects.
- **Cash.** The cash portion of the budget underwrites things such as household expenses, rent or utility deposits, shipping, airfare to/from the field, visas, language study, and projects. Usually, 30 percent of these costs are of a personal nature, and 70 percent are work related.

This is a general assessment of all budgets regardless of family size, assignment, and geographical location.

- 3. What is the average career missionary budget?** The average missionary budget is based on the candidate’s marital status and family size. The budgets for veteran missionaries can vary due to geographic location, assignment, and role. Following is a general summary of the average budget for three different categories:

Average Budget Per Entity

Category	Monthly	Cash
Single	\$6,700	\$20,000
Couple	\$8,600	\$27,000
Family	\$9,700	\$48,000

Following are average monthly and cash budgets by geographic region with all family sizes included. These averages may vary depending on location, situation, and mission-specific needs.

Average by Region All Family Sizes Included

Geographic Region	Monthly	Cash
Africa	\$9,300	\$43,000
Asia Pacific	\$9,800	\$47,000
Eurasia	\$10,000	\$55,000
Europe	\$10,000	\$43,000
International Ministries	\$8,400	\$56,000
Latin America/Caribbean	\$9,000	\$40,000

Between the Spring of 2021 and 2023, the average candidate budget, irrespective of family size or region, was \$8,600 monthly and \$35,000 cash.

- 4. What kind of training and development does AGWM provide for their global workers?** AGWM provides training and development to its global workers through in-person education, online training over a learning management system (LMS), communities of practice (peer learning groups), regional training representatives, and mentoring.

Pre-Field and First-Term Training

AGWM’s Journey Program provides pre-field training for global workers. Examples of training topics include:

- **Introduction to AGWM’s 8 Missiological Values.** This training focuses on the biblical mission of the Church, Spirit-empowered ministry, preaching and teaching, indigenous church principles and partnership, understanding the culture and worldview of those

to be reached, spiritual disciplines and spiritual formation, teamwork and collaboration, proclaiming the gospel to the unreached, and holistic missions in word, deed, and spirit.

- **Introduction to AGWM.** This series is part of the application process to help candidates better understand AGWM and make an informed decision as to whether they are compatible with the organization’s mission, values, and structure.
- **Online Skill Share Courses.** These skill courses consist of 13 classes (7 required and 6 elective) that are supported by regional cohorts.
- **AGWM Experience.** This is a one-week, in-person orientation; onboarding; and training experience.
- **Competency Training for New Career Global Workers.** This training helps new career missionaries gain added exposure to AGWM’s six missiological competencies.
- **First Term Training in Teams and Context.** This training experience is both for career missionaries and missionary associates to equip them for effective ministry engagement within the safety and context of their team.
- **Going Deeper.** This consists of one week of in-person training and reflection upon the missionary’s service after completing their first term or after a missionary associate (MA) becomes a career missionary.

Missiological Competencies

This encompasses AGWM’s training concerning their six missiological competencies and how to acquire the knowledge, skills, and attitudes needed to establish churches among all peoples everywhere.



- **Spiritual Formation.** As lifelong learners, global workers continuously seek to build themselves up spiritually by intentionally pursuing a relationship with Jesus and developing a Christlike character.
- **Life & Work.** Global workers intentionally develop the personal and professional mindset and skills needed for grace-filled cross-cultural living.
- **Understanding Language & Culture.** Global workers develop an understanding of the worldview, culture, and language of the host people and how to live and work effectively among them.
- **Bible in Ministry.** Global workers engage the Bible—going beyond devotional reading—with tools that help them see the narrative strands and themes that frame a biblical worldview.
- **Theology of Mission.** A biblical theology of missions aligns God’s missionary people and the Church with God’s story and agenda as revealed in the Bible to make disciples from all nations by planting indigenous churches in the power of the Holy Spirit.
- **Ministry in Context.** Global Workers learn how to integrate competencies in order to effectively communicate and live out the gospel within the local context while establishing an indigenous church.

Learning Leaders

After the first term, all global workers have expanded autonomy in the development and application of the eight competencies within their ministry field. This includes resources throughout the global worker’s career, elective courses on their LMS, communities of practice, and mentoring from career missionaries.

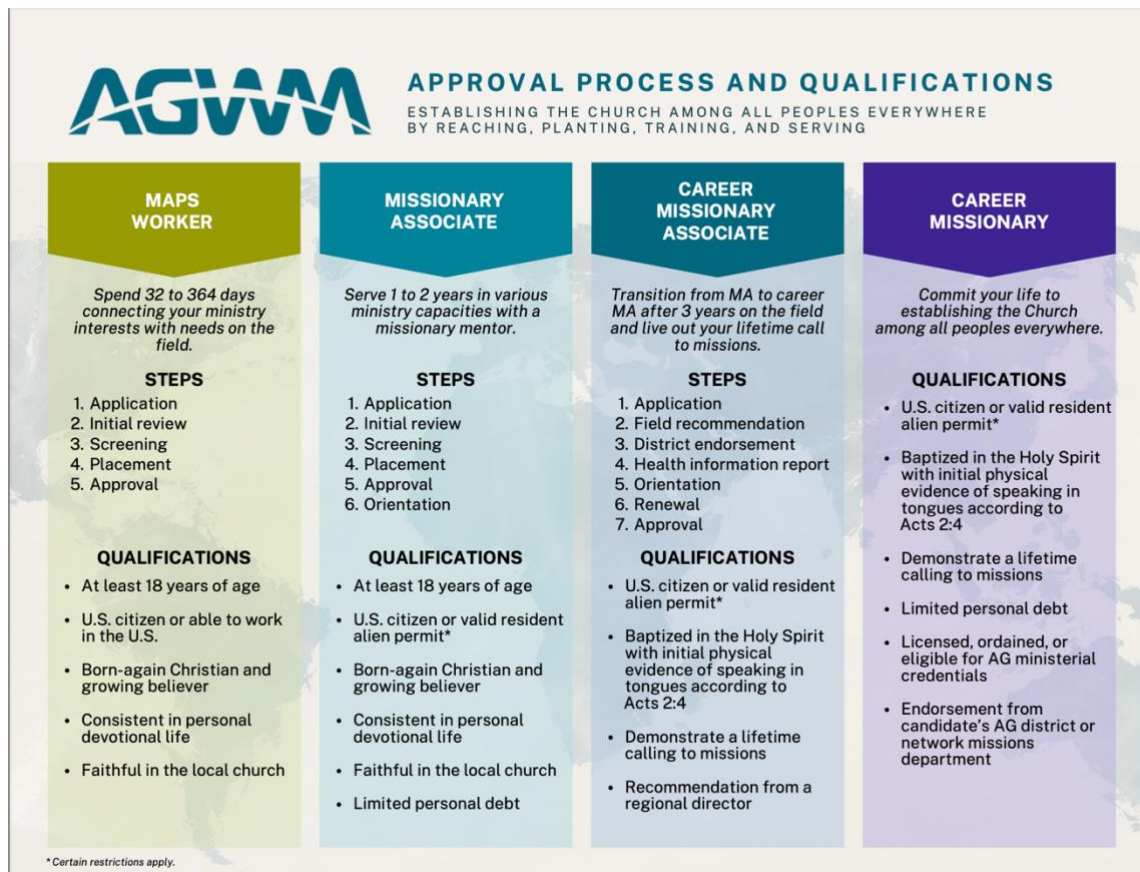
5. How do AGWM missionaries raise financial support and from where does it originate?

Funding Method. AGWM missionaries are trained and encouraged to build prayer, financial, and supportive partnerships with Assemblies of God churches. This requires visiting churches and building relationships with lead pastors to present their ministry and seek financial support through monthly giving. Missionaries are also encouraged to build individual partnerships and support from family, friends, and others within their circle of relationships.

Funding Sources. Missionaries raise monthly support and their cash budget from churches and individuals. This is most often achieved through monthly pledges, personal appointments, church services, and an extensive itineration process. Following are the 2023 average statistics for career missionaries nationally.

National Career Annual Averages	2023
% of Church commitments	63
% of Non-Church commitments from individuals	37
Appointments	71
Commitments (pledges)	155
Months on itineration	14
Services held	50

6. **What is the vetting process for AGWM missionaries from first contact to final approval?** The vetting and approval process for AGWM missionaries depends upon the appointment they seek and increases exponentially as they advance their standing.



MAPS Worker. Missions Abroad Placement Services (MAPS) is for those who want to spend anywhere from one month to 364 days connecting their ministry interests with needs on the mission field. It is the perfect way to explore a potential call to missions or fulfill practicum and internship requirements for cross-cultural courses with an overseas assignment. MAPS workers serve under a missionary mentor and collaborate with teams. This level has five steps to approval and requires a person to be at least 18 years of age, a U.S. citizen (or able to work in the U.S.), a born-again Christian, and have a history of faithfulness in the local church.

Missionary Associate. A missionary associate (MA) serves between one to two years in various ministry capacities under the direction of a missionary mentor. This level has six steps to approval and requires a person to be at least 18 years of age, a U.S. citizen (or valid resident alien permit), a born-again Christian, have a consistent personal devotional life, faithfulness in the local church, and limited personal debt.

Career Missionary Associate. A career missionary associate (CMA) is a person who has transitioned from MA status after three years in the field and is pursuing a lifetime call to missions. This level has seven steps to approval and requires a person to be a U.S. citizen (or

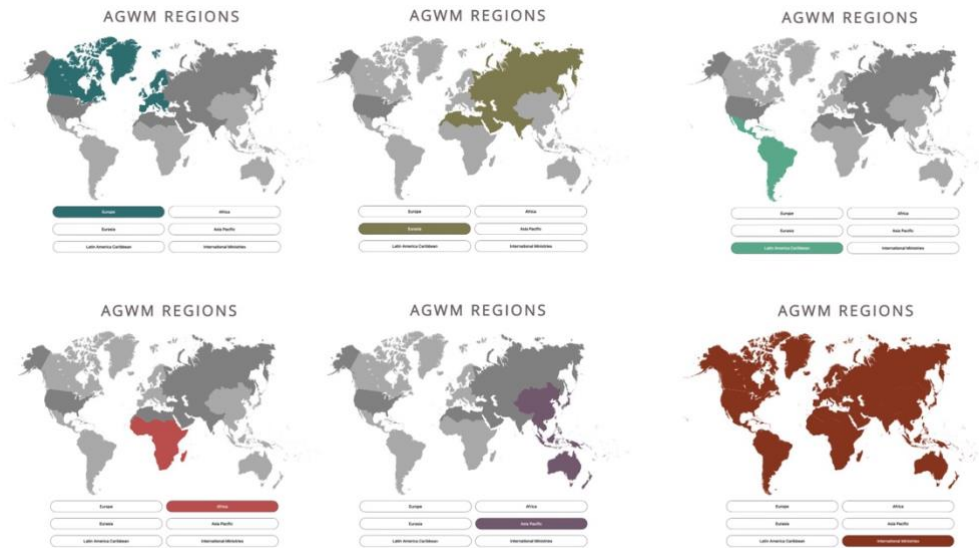
valid resident alien permit), baptized in the Holy Spirit with the initial physical evidence of speaking in tongues (Acts 2:4), have demonstrated a lifetime calling to missions, and have a recommendation from a regional director.

Career Missionary. A career missionary (CM) is a person who has committed their life to establishing the Church among all peoples everywhere. This level has thirteen steps to approval and requires a person to be a U.S. citizen (or valid resident alien permit), baptized in the Holy Spirit with the initial physical evidence of speaking in tongues (Acts 2:4), have demonstrated a lifetime calling to missions, have limited personal debt, either be licensed or ordained (or eligible for AG ministerial credentials), and be endorsed by their AG district's or network's Missions Department.

- 7. What requirements does AGWM have for the missionaries' communication with and reporting to supporting churches and individual donors?** AGWM does not have specific requirements for missionaries regarding their follow-up with supporting churches and defers the frequency of such to each missionary. During itineration, however, they are encouraged to visit churches that already support them and connect with new churches to help sustain their support. AGWM itineration specialists and coaches emphasize the importance of consistent follow-up but do not have policy requirements concerning this issue.

- 8. What is the list of specific support systems that AGWM provides to world missionaries?** AGWM provides several support systems and resources to assist their global workers. These services reflect the unique needs of being a U.S. citizen working in a foreign nation and depend upon the missionary's tenure and status to include:
 - Call mentoring on the front end of the onboarding process.
 - Housing and travel allowances.
 - Retirement contributions to a 403(b) plan.
 - Medical insurance plan.
 - Social Security and Medicare tax assistance.
 - Counseling provided as needed.
 - Health care, evacuation, loss of property, and disability insurance.
 - Annual training during Missionary Training/Missionary Renewal.
 - Emergency support.
 - Onboarding coaching and mentoring.
 - Speed the Light (STL) grants for transportation as available.
 - Field fellowship, area voting rights, and mentoring.
 - Light for the Lost (LFL) evangelism resource grants as available.
 - Salary increases based on years of service and longevity.

- 9. How is AGWM structured geographically?** AGWM has divided its global presence into the following six geographic regions of the world: Europe, Eurasia, Latin America, Caribbean, Africa, Asia Pacific, and International Ministries. Each region is led by a regional director who works with and through a team of leaders from that area.



10. What is the difference between “open” and “closed” districts/networks? Open districts/networks have declared themselves “open” to missionaries from outside their network to itinerate (raise money) among their churches. For example, if a missionary from Wisconsin wants to itinerate in Minnesota, they must ensure that the Minnesota District is “open” before contacting churches there. Closed districts/networks have declared themselves “closed” to missionaries from outside their district/network to itinerate (raise money) among their churches. This may be because they are small or have a significant number of their own missionaries already itinerating in their region and do not want to overwhelm their pastors and churches. There are advantages and disadvantages to being an open or closed district/network.

Advantages

- **Broader exposure.** The district/network will have broader exposure to missionaries from other districts/networks, people groups, and parts of the world where they may not be represented.
- **Local exposure.** Congregants within an open district/network will receive more exposure to what is taking place around the world and in places their district/network is not represented by missionaries.
- **Increased effectiveness.** Open districts/networks give missionaries more partnership options and help missionaries raise their budgets faster and get to the field sooner.
- **Budgetary assistance.** Because missionaries are often required to tithe to the home district/network on offerings they receive, an open district/network can receive additional income to their district/network missions fund.

Disadvantages

- **Less exposure.** Closed districts/networks will have less exposure to missionaries from other districts/networks, people groups, and parts of the world where they may not be represented.
- **Less collaboration.** Closed districts/networks have less collaborative opportunities with other districts/networks.
- **Reciprocal restrictions.** In the interest of fairness, other districts/networks can reciprocate by declaring themselves closed to missionaries from “closed” districts/networks. Consequently, missionaries from closed districts/networks can find it more difficult to raise their budget.
- **Lower missions income.** Because missionaries are often required to tithe on offerings they receive from churches in their home district/network, a closed district/network will not receive additional income to their missions budget.

11. What are five significant obstacles missionaries face when attempting to partner with local churches?

- **Accessibility to decision makers.** Missionaries often have difficulty getting an audience with key decision makers (lead pastors or missions coordinators) or a response to phone calls and emails.
- **Follow-through on commitments.** Some churches make a verbal commitment to financial support but never follow through. This is most often the result of the church’s not filling out the official pledge form or the missionary not following up with the church.
- **Lack of missions funds.** Many missionaries have reported that churches make a pledge but inform them later that they do not have the resources to fulfill it.
- **Declining opportunities.** Many of our churches no longer have Sunday evening or midweek services. This has restricted the opportunities for missionary exposure in Sunday morning services. Those who prefer that missionaries not present their ministry in Sunday morning services often restrict that exposure to a 10-minute window. As a result, more missionaries are now competing for fewer opportunities to present their ministries on the local level.

12. What is the average pledge to AGWM missionaries nationwide? The average pledge to an AGWM missionary nationwide is \$79 per month.

13. How does a church make a monthly commitment to a missionary? The following steps should be taken to make a commitment to a missionary. First, ask the missionary for a physical copy of their monthly commitment form. Complete the form and send it to AGWM or visit <https://agwm.org/en/giving-faq> to complete the form online. Second, you will then need to include the commitment amount in your monthly giving sent to the General Council. Third, remember that filling out a commitment form does not automatically create reoccurring giving. We recommend downloading the form to set up reoccurring giving at the link above. You can also reach out to AGWM’s pledge assistance desk through email at agwm-pledges@ag.org or by calling 417-862-2781 ext. 2072.

14. Why is it important for a church or individual to honor a monthly commitment made to a missionary? Missionaries live in contexts where they are not generally allowed to receive income for work done locally. Likewise, when we support a missionary, we want them to be able to give themselves completely to the work of God. The standard AGWM missionary cycle is usually 4 years on the field and 1 year stateside for deputation. Especially during their time on the field, a missionary is dependent on those churches and individuals who have pledged to partner with them in monthly support. Accordingly, it is critical that this support remain faithful at least until the missionary is scheduled to return to the U.S. for another deputation cycle. If monthly support drops substantially and/or precipitously, it may require the missionary to return stateside prematurely and undermine the work on the field.

15. What should a church do to change a pledge? If a church chooses to increase its monthly giving to a ministry, it may do so by increasing the amount it sends monthly to the General Council. It is helpful when churches notify AGWM of this change in giving so an adjustment can be made to the missionary's monthly commitment total. This can be done through AGWM's pledge assistance desk through email at agwm-pledges@ag.org or by calling 417-862-2781 ext. 2072. If a church should decide to discontinue or adjust support downward due to a lack of finances, the pastor should contact the missionary personally to communicate this decision. If the church should decide to discontinue or adjust support downward due to a change of vision, it is recommended that it do so at the end of a missionary's term when they will have a chance to raise additional support or "pay off" the balance of the church's commitment to the missionary. Remember, we do not want our engagement with missions to be transactional. It should always have a relational quality so please communicate with your missionaries the way you would like them to communicate with you—often and with transparency.

In this resource, we have given you a view inside the workings of AGWM and how the support process works. It is our hope that this knowledge will help you better support our global workers and communicate the accountability system associated with our Fellowship.

You can also access other resources to help your church be more effective in missions at [this link](#).