

Pathway	Description	Anticipated Length of Service	Status Category	Pension Eligible? <sup>1</sup>	Health Insurance/ Benefits <sup>2</sup>	Compensation Model	Admin Fees <sup>3</sup>
<b>Long-Term Missionary</b>	An employed missionary with ABWE who has or plans to serve for 4+ years.	4+ Years	Employee, Full-Time, Salary	Yes	Yes	Canadian Missionary Compensation and reimbursement from Ministry Account	Prefield: Varies, \$250 Mthly Per Person Max Regular: \$250
<b>Mid-Term Missionary</b>	An employed missionary with ABWE who plans to serve at least 1 year, but less than or equal to 4 years.	1-4 Years	Employee, Full-Time, Salary	No, but optional for terms over 2 years	Yes	Canadian Missionary Compensation and reimbursement from Ministry Account	Prefield: Varies, \$250 Mthly Per Person Max Regular: \$250
<b>Part-Time Missionary</b>	An employed part-time missionary with ABWE. May choose average weekly of 10 hours a week or 20 hours a week.	Varies	Employee, Part-Time, Salary	No	Varies	Canadian Missionary Compensation and reimbursement from Ministry Account	\$150 Mthly Per Person
<b>Associate Missionary</b>	A missionary with ABWE that does not require employment status. Ministry is funded primarily with sources outside of ABWE.	Varies	Volunteer	No	Travel	Not paid for services, reimbursement from Ministry Account available	Varies
<b>Short-Term Ministry Participant</b>	A volunteer ministry participant serving on the field for at least 2 months, but less than or equal to 1 year. <i>(Includes Student Interns.)</i>	2 Months - 1 Year	Volunteer <sup>4</sup>	No	Travel	Per Diem (compensation in certain situations), reimbursements from Ministry Account available.	Varies
<b>Missions Trip Participant</b>	Missions trip participant serving up to 2 months.	Up to 2 Months	Volunteer	No	Travel	Not paid for services. Reimbursements from Ministry Account available.	\$100 One Time Fee First Trip <i>(Future trips may be eligible for discounted fee)</i>

**Support Raising Required:** These roles will be funded via “deputized fundraising.” Employees will be required to raise financial support to fund their ministry with ABWE.

**1 Pension:** If category is eligible for the pension, contributions will begin when missionary has raised 100% of required support.

**2 Health Insurance/Benefits:** For all employed missionaries at 20 hrs/wk minimum. Includes health benefits, some dental, term-life, and AD&D.

**3 Admin Fees:** Fees transferred from ABWE missionary accounts to ABWE Canada accounts in consideration of services provided. Additional fees for specific services are not included in the admin fees above and are charged at time of service if only needed by a small segment of ABWE missionaries. Additional training/ on-boarding fees apply to Association Missionaries.

**4 Short Term Ministry Participant Status:** Employment may be available or required in certain circumstances, especially if term is great than 6 months.