



# DESCRIPTION OF PERSONNEL CATEGORIES

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## 1. Mission Intern

A **Mission Intern** is a person who wishes to receive training and practical experience under the supervision of an experienced Field Worker and will be linked with World Outreach for a specific period of time. This may be a step towards becoming a Full Missions Partner with World Outreach. The length of an Internship can be from 4 months to 2 years.

The minimum cross cultural training that is required for an Intern is the Kairos Cross-cultural Training Course. [www.kairoscourse.org](http://www.kairoscourse.org)

### Guided Study

Each Intern will participate in a program of guided study and ministry whilst fulfilling the term of the internship.

This will include:

- a. Ministry/Job experience and development in an applicable area for each Mission Intern
- b. Input and guidance from an experienced Field Worker
- c. Language Study
- d. Cultural Study

If a Mission Intern wishes to continue in missionary service after this period of time they would return home and apply for Full Partner status with World Outreach.

## 2. Short Term Mission Partner

A **Short-Term Mission Partner** is a person who wishes to serve a ministry with the skills s/he has for a period of 3-12 months. An extension of another 12 months is possible but the Short-Term Partner total deployment shall not exceed 24 months.

The minimum cross cultural training that is required for Short-Term Mission Partner is the Kairos Cross cultural Training Course. [www.kairoscourse.org](http://www.kairoscourse.org)

If a Short-Term Mission Partner wishes to continue in missionary service after this period of time they would return home and apply for Mission Partner status with World Outreach.

A Short-Term Mission Partner is responsible for raising their full financial support while on the field.

## 3. Mission Partner

A **Mission Partner** is a person who is committed to serving in a particular field or ministry for more than two years. The applicant may be joining an established ministry team or be beginning a ministry in a new field. To become a Mission Partner the applicant must have a confirmation of God's calling to missions ministry and the application must be approved by the International Missions Council before the applicant can leave for the field.

### Minimum preparation and training requirements

Adequate preparation is needed for missionary work. Before a person can become a Mission Partner they need to have been involved in ministry in their own local church, have completed some theological training, and had training and experience in their field of expertise that they plan to be involved in on field.

Minimum training requirements are agreed to be essential. The call does not constitute the capability and careful preparation is required for long term success. Life in a cross-cultural environment always exposes weaknesses and every effort must be made to anticipate and prepare for the struggles.

A person may be very experienced and qualified in their line of work in their home country but the speed at which a person becomes effective in their cross cultural field, is dependent on the amount of preparation and training that they receive. A missionary going to the field with no cross cultural training will take 7 years to reach the same effectiveness level that he/she was achieving in his/her home country. This can be decreased to 3 years by the applicant having cross cultural training.

## Areas of Preparation

### 1. Character and Emotional / Mental Stability

Life preparation and experience will be a major factor in assessing suitability of candidates. References and evidence of sound character will be carefully considered. Note: Psychological assessment is undertaken of all candidates. Where weaknesses are indicated suitable pre-field courses will be required. E.g. Management courses, Marriage enrichment.

### 2. Theological Training

All Mission Partners must have evidence of completing a systematic Bible Study course. The suitability of course(s) undertaken will be assessed on a case by case basis. For younger candidates seeking direction a minimum of one academic year full-time course will be required.

For those going to assist an established ministry in a practical capacity (e.g. secretarial, building, administration) the above may not be required. However evidence of a knowledge of sound Biblical principles and applied spiritual maturity will be required. Decisions will be made for such candidates on a case by case basis.

### 3. Cross – Cultural Training

To become a World Outreach Mission Partner an applicant must attend the World Outreach Nations Course (see attached document for further details on this course).

This course is held in Asia, Europe and Africa. Each applicant will attend the course in the area closest to their field of service.

### 4. Ministry Training / Experience

Evidence of attending a recognised course in the field of expected specialisation of at least 3 months will be required or significant ministry experience in lieu.

A minimum of 3 years practical experience working with a local church or other ministry will be required.

### 5. Language Learning

Working cross culturally usually means that a foreign language is encountered. A Mission Partner needs to consider the need for language study, before they go to the field and/or while they are on the field.

All missions work is about relating with those of another culture. The language of any people group reflects the culture of that people and is an important way of learning to adapt to the new culture but also is necessary to effectively minister in the new culture.

Language is also important for those engaged in practical ministry areas who may consider language learning non-essential. But every person going to the field is going to interact with national people who speak a different language. You cannot impact and help people without being able to communicate with them.

Children also need to learn how to communicate in the new culture. Learning the language will help them adapt quicker by giving them the ability to communicate and make themselves understood as well as enabling them to make friends. This reduces the sense of fear and isolation that a child feel when he/she is unable to understand what is happening around them.

Each applicant needs to decide, along with the Field Leader and Regional Leader, what language training is available and advisable for their situation. If feasible and when deemed advantageous every effort must be made to begin formal language study prior to departure for the field.

### 6. Finance

A Mission Partner is required to have raised 100% of their support before leaving for the field.

At the same time as raising financial support for the field, prayer support is also raised. This is an integral part of missions life and is just as important as raising financial support.

The applicant will establish a budget that is appropriate to their situation in conjunction with their Regional and/or Field Leader.

## 7. Ministry/Job Description

A Mission Partner must submit a 3-year ministry plan that clearly identifies their vision, strategies and goals for their first term on the field. A ministry plan must be submitted both for the husband and the wife.

### Other “special” categories of Mission Partners are as follows:

- **Mission Partner Professional** – a person working for a service or business organisation in a cross cultural situation with the purpose of being active in Christian ministry.
- **Mission Partner Seconded OUT** – a person released by World Outreach to work under the supervision of another mission agency, organisation or church.
- **Mission Partner Seconded IN** – a person seconded by another Mission Agency to serve in the field with World Outreach.
- **Mission Associate** – a person who has had a long term relationship with WO and/or because of unusual circumstance, is endorsed to function outside of the normal administrative requirements of WO. Such persons are warmly regarded as members of the wider WO fellowship.

### Two other categories are as follows:

- **Team Member** – a person directly accountable to a Mission Partner who is responsible for all aspects of their ministry, pastoral care and financial support. A Team Member is considered to be part of the wider WO fellowship because of their accountability to a recognised WO ministry. They are normally working in their own culture or country.
- **Trainee** – a person preparing to serve cross-culturally who is undergoing a period of guided preparation, study and service through mission trips. No formal application process is needed.