



JOINING WORLD OUTREACH IMPORTANT CRITERIA

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1 Process

1.1 Introduction

Section 16 and 17 apply in full to cross-cultural workers working outside of their own nation. Most of Section 17 also applies to Mission Partners who work in their own nations but the need for Language Learning, Cross Cultural preparation and pre-arranged Financial Support will be decided on a case by case basis.

1.2 Application

Details of the process are on the website under Applications and in a downloadable document titled "**Candidates Application Process**". Full Application forms are also available on the website (preferred), from the International Office of World Outreach or from the nearest National Office.

Once completed the forms should be sent (by email) to the Singapore office along with supporting documentation. Facility for Online applications will also be available. Completion of full application forms should only be done after receiving the go ahead from World Outreach.

Basic qualifications sought in those desiring to serve with World Outreach are:

- A personal experience of salvation through faith in Christ and a wholehearted dedication to His service.
- A well-rounded Christian character and a definite call to Christian work.
- Appropriate qualifications and experience. Refer Sect 16 below: "Minimum Preparation and Training Requirements/Guidelines for Mission Partners".
- Humility and Christian love which leave no room for racial prejudice or denominational narrowness, but allow an appreciation of other people and cultures.
- Common sense and the ability to work in harmony with a team and to yield graciously to the better judgement of others when necessary.
- Good physical and emotional adjustment
- Perseverance and patience

1.3 Selection Processes

The acceptance of an applicant will be determined by the answers to the following questions:

Is the applicant called by God to serve in the location or ministry that he/she is proposing?

The applicant will be required complete a Preliminary Form and then later in the process a detailed set of Application Forms. They will also attend an interview with appropriate leaders of the Mission. We recommend that people wishing to make a long term commitment to a particular place, visit the mission field so that they can meet the Team Leader and the missionaries in that location.

Is the applicant qualified for the task?

Do the skills of the person match the task that he/she has in mind? Has the person received adequate training at Bible school, or in a specialised training facility? Has the person had the kind of experience that the task requires? Qualifications required for "support type" workers e.g. builders; health workers or computer experts are of course different than for ministry leaders.

Is the applicant a credible person?

Confidential references will be sought from the “sending” church pastor or elders, a long time friend, and the previous employer of.

Is the applicant a suitable candidate to serve with World Outreach?

The applicant will normally be required to complete medical checks and psychological tests. The personality profile of the applicant will.

Does the “sending” church endorse the application?

The leaders of the sending church and if possible the home denomination will be sought.

Is the applicant to commit him/herself to a relationship with World Outreach?

A written commitment to the Principles of “Common Ground” as well the “Policies and Procedures” of World Outreach will be required. In addition a financial contribution to World Outreach will be required though a percentage levy on all donations in return for the , pastoral care and oversight by World Outreach International.

Will the applicant serve harmoniously with other Field Workers in the proposed country of service?

The senior missionaries working in the proposed country of service will be informed of the application and their response sought.

1.4 Acceptance for Service with World Outreach

The application must include a 3-year ministry plan clearly identifying the applicant’s vision, strategies and goals for their first term on the field. This ministry plan must meet with Mission Council approval.

After the formal interview and completion of all documentation the application will be considered by the Mission Council.

1.5 Special Considerations

Families

The suitability of both husband and wife is considered before married couples are accepted for service with World Outreach. Husband and wife are then equally linked to World Outreach.

Full recognition is given to the needs of children in considering the location and ministry of Field Workers. It is not normally considered wise to send teenage children into cross-cultural situation.

Financial Consideration

In general 100% budget support must be pledged as regular ongoing income before departure to the field.

2 Minimum Preparation and Training Requirements / Guidelines for Mission Partners

2.1 Introduction

Adequate preparation is needed for missionary work. 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.

2.2 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

All World Outreach personnel are expected to attend a **Kairos** 8 lesson Missions Course.

To become a World Outreach Mission Partner an applicant must also attend the **World Outreach Nations Course** (approximately 6 week residential course) prior or within one year of going to the field.

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, that 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.

3 Relationship between World Outreach & “Sending” Churches

3.1 Introduction

Ongoing cross -cultural ministry is the result of an effective partnership between a Field Worker, World Outreach (the mission agency), and a "sending" church. The mission agency of the denomination to which the Field Worker belongs may also have a role to play.

We believe that a worker serving in a cross cultural situation is an extension of the ministry of a “sending” church. We want to do all that we can to encourage and affirm the relationship between the Field Worker and his/her "home base."

World Outreach acknowledges that the “sending” church has a vital and significant role to play in the release, facilitating, and ongoing support of their Field Worker.

3.2 Before Departure

We encourage the prospective Field Worker to discuss his/her plans with the local church leadership at an early stage. Valuable guidance and adjustment can be contributed by those who know the applicant best.

World Outreach welcomes the input of the leadership of the "sending" church into the process of determining how the Field Worker can be best placed for fruitful and ongoing ministry.

World Outreach relies on the leaders of the "sending" church to give confirmation to the call and plans of the prospective missionary.

World Outreach generally will not approve an application unless the prospective Mission Partner has received the confirmation of their 'sending' church leadership.

World Outreach believes that it is the responsibility of the 'sending' church Elders to "set apart" the Field Worker by commissioning him/her to the task to which he/she has been called by God. This endorsement before the 'sending' church is a significant moment when the Mission Partner commits him/herself to the task and the home church affirms that it stands fully behind the plans and ministry of their worker.

3.3 Support

We encourage the 'sending' church to commit themselves to the financial support of their worker. This should include a contribution towards the establishment costs on the mission field and the raising of a consistent amount of financial support on a monthly basis. This enables the worker to plan his/her finances in an ordered fashion. Special offerings may also be contributed towards projects.

The 'sending' church is encouraged to pray consistently and continually for their worker. World Outreach places a high priority on concerted prayer to release blessing and empowering.

3.4 Ongoing contact

World Outreach encourages the 'sending' church to maintain personal contact and interest in their worker. This can be sustained by regular correspondence, gifts at birthday and Christmas time, and visits by leaders from the home church.

The 'sending' church and World Outreach should agree on the frequency of home furlough visits by the Field Worker.

World Outreach believes that the 'partnership' necessary to facilitate effective Field Worker ministry can only be sustained by good communication. World Outreach welcomes the input, advice, and suggestions of the leaders of the 'sending' church.

The Regional Leader who relates to the Field Worker will report to the 'sending' church after each ministry review. Also any urgent prayer items that come to the attention of the World Outreach leadership will be referred back to the 'sending' church leadership.

3.5 Consultation

When a decision has to be made that affects the ministry strategy, or geographic placement of a Field Worker, the 'sending' church leadership will be consulted before the decision is finalised.

The 'sending' church leadership will also be consulted if there are any discipline problems.