



APPENDIX 14: Standard Preparation Requirements for long-term Cross-cultural Service – (extract from Section C of Common Ground).

16.1 Introduction:

Adequate preparation is needed for missionary work. Certain 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 seven years to reach the same effectiveness level that he/she was achieving in his/her home country. This can be decreased to three years by the applicant having cross-cultural training.

16.2 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.

Professional 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. Biblical Training

All Mission Partners must have evidence of completing appropriate formal Bible Study course(s) for the ministry to be undertaken. The suitability of course(s) undertaken will be assessed on a case by case basis.

For those going to assist or Intern at an established ministry or serve on an Alpha Mission Team 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 about such candidates on a case by case basis.

3. Ministry Training / Experience

- a. Evidence of attending a recognised course in the field of expected specialisation of at least three months will be required or else significant relevant ministry experience.
- b. A minimum of three years practical experience working with a local church or other ministry will be required.

4. Cross-cultural Training

All WOI personnel are expected to attend a five day **Kairos course** - see www.kairoscourse.org or a **Perspectives** Missions course www.perspectives.org or equivalent.

To become a WOI Mission Partner, an applicant must also attend, at their own expense, the six weeks **Nations Course** as early as possible in their preparation phase or first year of service. See <http://world->

outreach.com/nations-course/ Applicants will attend the course in the area closest to their field of service.

Every effort must be made to get meaningful cross-cultural ministry experience prior to departure for the field either through migrant ministry in their home country or through mission trips.

All personnel are expected to be committed to ongoing study on the issues of cross-cultural communication as it's vital to successful cross-cultural mission work.

5. Language Learning

Working cross-culturally virtually always means that a foreign language will be encountered.

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. It is also essential to effectively minister long-term in the new culture. Therefore, applicants must be committed to dedicate significant time (full time for at least nine to twelve months or more) to language learning once on the field with a goal of reaching ministry-level fluency. Depending on the language and the person's language ability this will take at least a year of full-time on-field language study for church planting missionaries.

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 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 feels when he/she is unable to understand what is happening around them.

Mission Partners need to expect and plan for formal language study very soon after they arrive on the field.

WOI leadership will determine after consultation with the Mission Partner what language training is required for their situation. It may be in a different location to their destination field. If feasible and when considered an advantage, every effort must be made to begin formal language study prior to departure for the field.

6. Finance and Prayer Support

WOI is a faith based mission and does not pay salaries to missionaries. A Mission Partner is required to have raised 100% of their financial 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 a missionary's life and is just as important as raising financial support.

The applicant will establish a budget that is appropriate to their situation in consultation with their Regional and/or Field Leader. This must include adequate medical insurance to cover medical emergencies for their whole family.

Note that Mission Partners make a missions contribution to WOI of 10% of all donated income for their personal and ministry needs. This covers some of the costs associated with member care and on-field support visits, field retreats, publicity and administration expenses, etc. However, people on low incomes contribute less than 10%.

7. Ministry Plan/Job Description

A Mission Partner must submit a three-year ministry plan or job description that clearly identifies their vision, strategies and goals for their first term on the field. The ministry plan must outline the expected roles of both husband and wife. WOI can assist with this.

All applicants must have at least visited the field of service they are intending to minister in for a minimum of 3 weeks in order to have a better idea of what they will face. If they are going to work in a team environment it helps establish relationships as well as a job description. This is essential as the biggest cause of new missionary frustration is miss-matched expectations between new arrivals and team leadership.

8. Other Requirements

Medical tests and police clearance certificates (where available) are required.

The **Operations Manual, Common Ground and the Application documents** need to be read carefully as they cover some of the above and other matters in detail. It's important for Mission Partners to fully understand how WOI operates and what is required of successful applicants.