

## **PART C – BECOMING PART OF WOI**

### **15. Joining World Outreach International**

#### **15.1 Introduction**

WOI provides clearly defined pathways into mission service. These include pre-field preparation guidance, short-term field experiences, internships for 6-24 months, or on the job training through becoming an Alpha Mission Team member. The pathway adopted is flexible depending on the person's experience, needs etc. and will be discussed with potential applicants.

Sections 15-17 must be read by all applicants to understand the principles and procedures WOI follows. These apply fully to Mission Partner and Mission Intern applicants.

Section 16 and 17 below 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 requirements for Language Learning, Cross-Cultural preparation and pre-arranged Financial Support will be individually decided.

**It is important to also carefully read Section 8 of the Operations Manual which gives more details and highlights and explains the vital need to allow at least nine to twelve months in order to prepare well for the mission field after the application process has begun.**

#### **15.2 Application**

Details of the process are on the WOI website under Applications. Once an initial enquiry is made through the WOI website you will receive all necessary documentation from the Applications Manager.

**Completion of the full application forms should only be done after receiving the go ahead from WOI.**

Basic qualifications sought in those desiring to serve with WOI 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 Section 16: "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.

#### **15.3 Selection Processes**

The acceptance of an applicant will be determined primarily 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 to 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. WOI requires 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. See Section 16 below which is applied according to the role to be filled.

***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 the applicant.

Is the applicant a suitable candidate to serve with WOI?

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

***Does the “sending” church endorse the application?***

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

***Is the applicant willing to commit him/herself to a relationship with WOI?***

A written commitment to the Principles of “Common Ground” as well the “Operations Manual” of WOI will be required. In addition for Mission Partners a financial contribution to World Outreach will be required though a percentage mission contribution on all donations in return for various services including publicity, 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 leaders or missionaries working in the proposed country of service will be informed of the application and their response sought.

**15.4 Acceptance for Service with World Outreach**

In order to assist WOI obtaining meaningful answers to the above questions, various references, medical examination and psychometric testing will, in general, all be required (depending on the category of service).

The application must include a three year ministry plan clearly identifying the applicant’s vision, strategies and goals for their first term on the field. This application and ministry plan must meet with Applications Committee (which is a sub-committee of the ILT) approval.

After the formal interview and completion of all documentation, the application will be finally considered by the Applications Committee.

**15.5 Special Considerations**

**Families**

Normally the suitability of both husband and wife is considered before married couples are accepted for service with WOI. Husband and wife are then equally linked to WOI unless one partner is working or ministering in a different organisation.

Full recognition is given to the needs of children in considering the location and ministry of Field Workers. It is not considered wise to send teenage children into cross-cultural situations; and therefore will only be allowed after special consideration and exemption by WOI leadership.

**Financial Consideration**

100% budget support must be pledged as regular ongoing income before departure to the field, unless WOI leadership has granted special exemption from this requirement.

## **Probation Period**

A two year probation period is to assist both WOI and new personnel to confirm that the organisation and members are a good "fit". If not, the relationship can be terminated or the probation extended by the International Leadership Team.

## **Divorced Applicants**

The circumstances of the divorce will be considered by the International Leadership Team in the application process.

# **16. Standard Preparation Requirements for long-term Cross-cultural Service**

## **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](http://www.kairoscourse.org) or a **Perspectives** Missions course [www.perspectives.org](http://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.

## **17. Relationship between World Outreach and “Sending” Churches**

### **17.1 Introduction**

Ongoing cross-cultural ministry is the result of an effective partnership between a Field Worker, WOI (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.

### **17.2 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.

WOI 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.

WOI relies on the leaders of the “sending” church to give confirmation to the call and plans of the prospective missionary.

WOI will not approve an application unless the prospective Mission Partner has received the endorsement of their “sending” church leadership in writing. Any significant change to the initial ministry plan or location must also be approved by them before departure to the field.

WOI 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.

### **17.3 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.

### **17.4 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 WOI should agree on the frequency and duration of home furlough visits by the Field Worker.

WOI believes that the “partnership” necessary to facilitate effective Field Worker ministry can only be sustained by good communication. WOI 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 WOI leadership will be referred back to the “sending” church leadership.

### **17.5 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 issues arising which may require disciplinary action.

## **18. Review Process of “Common Ground”**

“Common Ground 2016” is a “living” policy document which will be reviewed every five years or sooner depending on the need, or as required by constitutional change. Any changes to the sections of Common Ground which also form Bylaws 3 and 4 require formal ratification by the full voting membership of WOI – see Constitution clause 15.1.

Other sections may be adjusted when necessary after consultations by the International Leadership Team with a range of voting members of WOI. Such changes will be communicated to the Board for comment prior to formal issuing and implementation-see Clause 14.2 of Constitution.

WOI welcomes representations or suggestions regarding this document and the Policies and Procedures of the Operations Manual from any WOI personnel. These can be made to any ILT member or to the Policy coordinator.