

APPENDIX 3

Missionary Candidate Requirements and Candidacy Process

It is a joy and answer to prayer to see those in Christ's body step forward to heed His mandate to take the gospel to all peoples. As a church, we will actively stand behind those from our congregation who desire to serve Him in that capacity. We are also committed to ensuring that the relationship with our missionaries is deep, capable of sharing both ministry joys and challenges. We recognize that while God works on the hearts of individuals to go, it is ultimately the church that God has given the responsibility to send them. God's leading must then involve both the sender and the sent (Acts 13:1–3). With the goal of enhancing the relationship between the missionary candidate and the church, we are providing the following requirements that put both the candidate and the church in the best possible position to succeed in their respective roles in the Great Commission.

CANDIDATE REQUIREMENTS

1. Must be a member and have signed the doctrinal statement of [INSERT CHURCH NAME].
2. Have a two-year record of regularly worshiping, fellowshiping, and serving at [INSERT CHURCH NAME].
3. Be available to meet regularly with the missions pastor and with the senior pastor at the missions pastor's direction.
4. Has served as a part of the missions committee for a minimum of their candidacy period.
5. Meet with the elders at a time recommended by the missions committee for approval to be officially recognized by the church as a missionary candidate.
6. Have a minimum of 16 Bible credits from a college or seminary or an approved equivalent.
7. Has read through the Bible completely.



8. Meets the requirements for spiritual leadership laid out in 1 Timothy 3 and Titus 1 for either elder or deacon depending on their ministry trajectory. For those going into support roles (school teaching, aviation, etc.), we would not ask them to be gifted in teaching of the Word.
9. A required reading of at least five books the missions pastor deems essential. Current examples include: *Let the Nations Be Glad* (Piper), *No Shortcut to Success* (Rhodes), *What Is the Mission of the Church* (DeYoung/Gilbert), biographies of C. T. Studd, Hudson Taylor, Amy Carmichael, *To the Golden Shore* (Anderson), *Swift and Beautiful* (Calhoun), etc.
10. A record of cross-cultural involvement while at [INSERT CHURCH NAME]. This may include approved short-term trips or evangelism. We want to see a heart and desire to be more than academically involved cross-culturally.
11. Able to describe reasons for pursuing a career in missions that are consistent with biblical service.
 - a. We are seeking those who look at world missions in obedience to Christ's command to preach the gospel to all nations: Matthew 28:18–20; Mark 16:15; Acts 1:6–8. Those who see themselves as totally at His command (Philippians 1:21), willing to endure hardship (2 Timothy 2:3), and those who have set aside their own dreams and are committed to His agenda alone (Philippians 3:7–8). Those with only a desire for adventure, travel, experience in teaching, broadening their worldview, or other resume enhancing reasons will not be candidates we endorse.
 - b. We desire our candidates to be individuals who don't shy away from hard work, serious times of preparation, or a college education.
 - c. We are looking for emotionally stable individuals who are not subject to dramatic highs and lows. We seek those who have seriously thought through what they are doing and show through their lives that this is not a hastily made decision.
12. We are looking for people who are already handling well the stress of normal life. The stresses on the mission field will invariably be greater and the task of any cross-cultural missionary is to do more than just survive in another culture. They must be capable of functioning efficiently so as to have time for people and ministry responsibilities.
13. Must have a mature, positive attitude toward language and culture learning. They must be individuals committed to being life-long learners, keeping themselves sharp for each new stage of ministry. They must accept input well and work well with others, especially when ideas and plans are countered.



14. After the two-year period of involvement in the church (or at a time agreed on by the missions pastor and committee), the candidate will be directed to enter missions training recognized and approved by the committee. All [INSERT CHURCH NAME] missionary candidates are required to complete an approved missions training program. The training organization may vary if the candidates and church leadership agree that the candidates would best serve in a country where a particular organization has a substantial and successful infrastructure.
15. Once training is complete (with the possibility of team selection taking place during training), the candidate will join an [INSERT CHURCH NAME] approved sending agency and complete any agency specific orientation and training.

A missionary candidate who meets the above combination of measurable and subjective criteria will then be recommended to the elders for final approval for commissioning. Prospective missionaries who are fully trained and accepted to serve with a recognized agency and have the final approval of the elders will be eligible for ongoing [INSERT CHURCH NAME] missionary financial support.

CANDIDATING PROCESS

As the overseers of Christ's church, the leadership of [INSERT CHURCH NAME] reserves the right to terminate the candidacy process if it determines that the candidate does not meet the qualifications or discerns that it would be unwise to continue with the process.

Application Phase

1. Missionary candidate interviews with missions committee
 - a. Candidate shares personal testimony and missions interest
2. Missions committee sends recommendation to leadership
 - a. Leadership votes whether to proceed to the next phase

Mobilize Phase

1. Missionary candidate chooses missionary liaison as approved by missions committee
2. Missionary candidate works through [INSERT CHURCH NAME] meeting frequently with missionary liaison and reporting to missions committee
3. At completion of Mobilize Curriculum, missions committee will bring recommendation to leadership for formal training



Mobilize Curriculum

1. Read
 - a. Piper, *Let the Nations be Glad*
 - b. DeYoung and Gilbert, *What Is the Mission of the Church*
 - c. Rhodes, *No Shortcut to Success*
 - d. Bavinck, *An Introduction to the Science of Missions*
 - e. Wells, *A Vision for Missions*
 - f. Vegas, *A Brief Guide to Disciple Making Movements*
 - g. Meade, *Missions on Point*
 - h. Anderson, *To the Golden Shore*
 - i. Paton, *Autobiography of John G. Paton*
 - j. Southgate Fellowship, "Affirmations and Denials Concerning World Mission"
2. Watch
 - a. *Missionary: Obeying the Great Commission*
3. Exploratory Trips
 - a. Training organization campus visit
 - b. Short-term trip or internship

Training Phase

1. Formal biblical, cross-cultural, and missiological training
2. Missionary liaison and missions committee stay closely connected with missionary candidate to help discern if candidate is qualified and equipped.
 - a. Additional informal training if necessary
3. Upon the completion of training, the missions committee recommends to leadership that the candidate be formally called as a missionary sent from [INSERT CHURCH NAME]

Sending Phase

The missions committee and missionary liaison will check in monthly with the missionary for progress reports and prayer and will update the leadership as necessary

1. Partner with sending agency as approved by missions committee
2. Complete sending agency's orientation and pre-field requirements
3. Partner with teammates
 - a. Develop a Memorandum of Understanding
 - b. Visit teammates' sending churches



4. Fundraise
5. Build Go Team (see “Forming a Missions Committee”)
6. Address personal, financial, and relational ties back home
7. Commissioning service
8. Launch

Field Phase

The missionary liaison will meet virtually with the missionary for monthly progress reports, support, encouragement, and prayer. The missionary liaison will report to the missions committee who will update [INSERT CHURCH NAME] leadership at least quarterly.

This phase is not spelled out in detail as the lane of missions will determine the necessary next steps which may extend for many years. Detailed expectations ought to be written out, approved with the missions committee, and sent to the leadership of [INSERT CHURCH NAME] for review in order to keep the missionary accountable, supported, and on task.

