

Missionary Development Program



Mentor Manual

Bethany Baptist Church
1150 Hilfiker Lane SE
Salem, Oregon 97302

This Missionary Development Program is adapted from the program of the pioneer of this concept, Calvary Church of Lancaster, PA (www.calvarychurch.org). This church began in the 1930's as the result of a group of individuals holding a missionary conference. Calvary Church emerged from the conference and have sent, supported and mentored untold missionary candidates. It is with thankfulness to the Lord and appreciation to those who contributed to this model throughout the years.

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Qualifications and Steps to Missionary Service

Bethany Baptist Church

While recognizing that it is God who calls and equips those whom He sends into missionary service, Bethany Baptist Church also recognizes the important role that He has designed for the local church in that process (Acts 13). Consequently, there exists a need for the church to have clearly identified criteria with which spiritual leaders in the church can evaluate the potential calling of prospective missionary candidates. These criteria focus on qualities and characteristics that have proven over time to provide for a reasonably effective and fruitful missionary service.

These expectations are groups divided into six major domains: spiritual, interpersonal, intercultural, ministry, personal & family, and organizational. While accepting the reality that no one person is perfectly formed in all of these domains, there does exist the expectation that our church missionary candidates will have embarked upon a consistent pattern of growth in all six of these areas.

Spiritual - Our walk with God is fundamental to everything we are and do.

- Loving and obeying God
- Loving people
- Knowing and being guided by the Word of God
- Growing prayer life
- Displays submission to biblical authority

Interpersonal - All ministry takes place in the context of relationships,

- A listener to people
- Lovingly confronting and receiving the same when required
- Manages conflict biblically
- Builds trust with others
- Appreciates life in community with others
- Handles grief and able to comfort others in grief
- Manages stress
- Maintains moral purity
- An encourager

Intercultural - Every missionary is by nature of his or her task an intercultural specialist.

- Manages transitions, able to "let go"
- Develops proficiency in language
- Understands oneself and one's own culture
- Learns to make adjustments, is flexible
- Understands other worldviews
- Not quick to judge or undervalue other cultures
- Develops intercultural social skills

- Forms intercultural relationships

Ministry - The work of making disciples requires basic competencies.

- Committed to and engaged in, evangelism according to gifts and temperament
- Displays ability to nurture new Christians
- Seeks to develop spiritual leaders
- Understands and exercises one's spiritual gifts in accountable ministry

Personal & Family - Caring for self, family, and friends is vital to missionary effectiveness.

- Maintains physical and emotional health
- Builds and maintains healthy friendships (near and far)
- Manages finances well
- Manages time well
- Able to live within reasonable "margins"
- Committed to cultivation of a strong marriage (if married)
- Healthy acceptance of singleness (if single)
- Raises resilient children (if parent)

Organizational - Compatibility with group practices and policies are essential.

- Understands and appreciates corporate culture of the church
- Supports doctrinal and policy statements of the church
- Supports missions philosophy and strategy of the church
- Maintains accountability
- Displays compliance with administrative procedures

The above qualities are those desired in a missionary candidate. They also represent growth areas for missionaries following their appointment to active service. In many respects, they represent a lifelong commitment to growth and development. Prior to appointment to missionary service, much of the responsibility for the development of these qualities is a joint venture between the candidate and the church. Following appointment, the mission agency normally brings considerable expertise and resources to aid in that development. In all cases, there exists an unavoidable need for the missionary to own the personal responsibility to be a learner and grower upon which all outside assistance is based,

Candidates are additionally to be evaluated in four different levels:

1. Call - Is there evidence that God has indeed been at work preparing and directing the candidate to missionary service? This should be observable and confirmed by those in positions of spiritual leadership.
2. Character - Does the candidate display attitudes and actions that reflect a growing Christ-likeness? This should be evidenced primarily through relationships in and out of the church.
3. Competence - Does the candidate exhibit skills and abilities that are needed for the intended missionary service? These skills and abilities should be demonstrated in relevant fashion "here", as opposed to hoping they will be developed "there".
4. Compatibility - Does the candidate "fit" into the strategy, philosophy, aims, and relationships of the missions ministry of the church?

Whereas much attention is traditionally focused on the first two areas (call and character) significant attention must be invested in the second two (competence and *compatibility*). While not discounting the significance of a biblically based call and the formation of godly character for the missionary candidate, far too many missionaries have returned home prematurely because they were not competent in their field of intended service or because they did not really fit the organization or the context into which they were sent.

The Missionary Development Team of Bethany Baptist Church is committed to the establishment of meaningful training and development ministries that will aid those called by God into missionary service from the church body. This will represent a collaborative journey for the MDT and the prospective missionary as they together seek God's wisdom and guidance, both for the Missions Ministry of Bethany Baptist Church and the prospective missionary.

Note: *Much of the material and concepts for this section came from materials developed by Dave Broucek, Missionary Training Coordinator for The Evangelical Alliance Mission (TEAM).*

Steps to the Field *Becoming a Bethany Baptist Church Missionary*

In the interest of identifying the process by which individuals are added to the missionary staff of Bethany Baptist Church, this article will set forth certain principles and practices. Accordingly, it will be our desire to facilitate the increased recruitment, training, and deployment of people whom God is calling and equipping for cross-cultural missionary ministry,

Important questions which must be recognized and answered are: Is a Bethany Baptist missionary someone who feels called to a mission enterprise and pursues that direction, who incidentally happens to be a member of Bethany Baptist Church? Or is a Bethany Baptist missionary someone who has been identified and recognized by the church as called and gifted for a missionary work to which the church is being called to participate? While the difference may not be immediately apparent, the implications and applications are significantly different.

In fact, there are three fundamental issues that must be resolved before the church can initiate a partnership in missions (church-missionary-agency):

“ *Is the missionary candidate suitably called, gifted, and equipped for missionary work?* This is an issue best addressed in the context of the local church. It should be the church (specifically *its spiritual leadership*) that evaluates and counsels the individual regarding his/her preparedness and suitability for missionary ministry. *Is the agency with which the missionary candidate aspires to labor, in harmony with the philosophy and objectives of the church in its*

missionary activities? This should be a relationship that grows out of the counsel of the candidate with the church. Ideally, the candidate should receive encouragement to seek appointment with an agency recommended by the church. This will facilitate a better cooperative relationship between all parties. *Is the ministry assignment on the intended field of service consistent with the church's missions policy and strategy?* Furthermore, does the assignment represent the best and most strategic deployment of personnel and funds considering actual opportunities? This also is an area of discussion and development for the candidate and the church that should occur before an individual selects a ministry field and/or assignment.”

There exists a tendency for those aspiring to missionary service to have their vision and direction refined and refocused by those outside the context of the local sending church, only bringing the advice and counsel of church leadership into consideration at a later stage of the process. As a result, church leaders (pastors, Global Ministries Team, elders, etc) sometimes find themselves in the awkward position of not being able to affirm a direction that an individual has already accepted and to which he has given fierce loyalty.

Consequently, the following pattern is a model for how the prospective missionary should move toward the field. While understanding that not all cases will function ideally, what is described does reflect the goal toward which Bethany Baptist Church is striving. Conscious departure from this pattern by a prospective missionary will seriously call into question the likelihood of that individual's placement in missions by Bethany Baptist Church.

1. The individual, sensing God's call upon his/her life for missions, contacts the Missions Pastor, identifying him/herself accordingly. Those in church leadership (ministry staff, elders, Global Ministries Team, etc.), recognizing the giftedness, maturity, and suitability for cross-cultural ministry on the part of certain individuals, may initiate this contact, encouraging them to prayerfully consider the possibility of missionary service.
2. The candidate completes a *Missionary Candidate Application* (available from the church office) providing basic information for the use of the Missionary Development Team (MDT).
3. The candidate is referred to the MDT for initial assessment and screening. If viewed by the MDT as called to and gifted for missionary service, the candidate is accepted into a specific training program under the supervision of the MDT, including the assignment of a mentor. As needed, the MDT will design a program of training for the missionary candidate in preparation for missionary service consistent with gifts and calling.
4. Together, with the assistance and counsel of the MDT and the assigned mentor, the prospective missionary explores various (a) ministries in which he/she is gifted and trained/being trained (b) people groups in the world in which this ministry need exists (c) mission agencies with which the prospective missionary might serve, consistent with the church's missions priorities and strategies.

5. The candidate shall gain approval from the MDT prior to formal application to a mission agency. The MDT, based upon prior review of the candidate's maturity and preparedness, shall vote to endorse the candidate's application to a mission agency (or agencies). If the MDT is for whatever reason unprepared to offer such approval, the candidate shall receive further counsel (item 4) for later endorsement or, if appropriate, be encouraged to seek another vocation.
6. Applications to mission agencies should be made by the candidate with the encouragement and support of the MDT prior to such application. Agencies will be pursued which are consistent with the doctrinal and missiological principles of Bethany Baptist Church.
7. The prospective missionary attends candidate school (or other orientation sessions) as designed by the mission agency to which application has been made. During this training, the prospective missionary explores his/her possible fit with that agency and the possibilities for service with that agency, including field of service. At the conclusion of this training, reports will be sought from both the candidate and the mission agency.
8. Upon completion of mission agency acceptance and orientation (candidate school), the candidate shall meet with the Global Ministries Team for the purpose of establishing field of service and support level from Bethany Baptist Church. These decisions will also require the approval of the Board of Elders.
9. The appointee commences pre-field ministry (partnership development), with the full endorsement of Bethany Baptist Church.
10. The appointee shall regularly communicate with his/her assigned mentor (providing appropriate updates to the MDT) regarding the progress of developing a support team (both financial and prayer). At a time deemed appropriate by the Missions Pastor and the Global Ministries Team, the appointee shall meet with the committee for the purpose of re-evaluating Bethany Baptist Church's level of financial involvement, including outgoing expenses.
11. When full support has been provided and clearance for departure for the field has been granted by the mission agency, the missionary shall be commissioned in a service conducted at Bethany Baptist Church.
12. Departure for the field occurs, at a date approved by the mission agency.

These steps reflect the conviction that it is Bethany Baptist Church that is called to participate in God's plan to make disciples of all peoples...and that the Lord of the Harvest will choose in His wisdom to call out specific laborers from among this church fellowship to fulfill that mandate.

Generally, missionary candidates should not simply approach Bethany Baptist Church for the approval and acceptance of their own missionary endeavors. Rather, it is the church that is commissioned with the responsibility of equipping and sending those whom He is calling from among its membership, This requires the informed and intentional participation of appropriate church leadership in the

identification and deploying of missionaries.

At the same time, it must be recognized that occasionally God prompts an individual with an unusual sense of calling to a field of ministry which church leadership may not have previously considered, When possible and consistent with existing ministry commitments, church leadership (Elders, Global Ministries Team, ministry staff) should be open to exploring whether or not God is indeed calling the church to a new ministry initiative. This possibility should not be immediately dismissed,

Consequently, the church has a vital stake in the overall process of identifying, training, equipping, and sending those whom He is deploying from this local church into His harvest fields. The church must not abandon its responsibilities in this area. We must be faithful to pursue close cooperative ministry partnerships with mission agencies and schools of training in order that well prepared and focused missionaries will continue to be sent by Bethany Baptist Church.

Synopsis of Missionary Development Program

Global Outreach Ministries of Bethany Baptist Church

There are two categories in which church members fit. The first includes everyone who attends Bethany and is exposed to the missionary outreach of the church. The second is for those who have made a conscious choice to ask the church to assist in understanding and the pursuit of God's will for missionary service.

General – for the church family

Recruitment: As members are exposed to and challenged about the need the calling of God on some to serve Him full-time in global outreach, we believe some will become committed to pursue the possibility of missionary service.

Specific – for those committed to God's calling

Level 1: Assessment and Training

Once committed to pursuing missionary service, the candidate will meet with a designated mentor for assessing his/her calling and preparedness for such ministry. Through the use of tools such as the DISC Personality Profile¹, personal counseling and training the expected outcome is a clear affirmation of the candidate's calling and increasing preparedness for missionary service supported by a team of committed prayer warriors.

Level 2: Exploration

Upon sufficient training and personal preparation, the candidate will be coached in the exploration of various people groups, ministries, and mission agencies. The intent is to identify a possible "fit" for the candidate under increasing conviction of God's will in conformity to God's guidance as consistent with the missions priorities and policies of the church. The outcome will be the application and acceptance by an approved mission agency.

Level 3: Team Building

Upon appointment to a mission agency, the candidate will engage in the ministry of raising up a team of supporters who will share in prayer, finances, and other means of missionary care. Their primary supporter will be Bethany Baptist as a committed home church.

Growth Areas for Candidates

Throughout the process of missionary development candidates are expected to grow in six primary spheres of life. These areas will be explored by the mentor in

¹ <https://www.uniquelyyou.com/>

conjunction with the candidate and will assist in the development of strategies for needed areas of growth.

1. *Spiritual*
2. *Interpersonal*
3. *Intercultural*
4. *Ministry Competencies*
5. *Personal and Family*
6. *Organizational*

The Role of Mentors

Missionary Development Program

Why have mentors involved in the Missionary Development Program?

A significant expectation of the Missionary Development Program (MDP) is that the missionary candidate is not to travel alone down a road of self-discovery and training. He/she should regularly interact with a more experienced person who can provide encouragement, accountability, prayer support, advice, and hopefully an external objective perspective. While the pace of the MDP is self-directed, the process of the MDP is very much an interactive one. That is, the candidate needs to progress in the community of others around him/her who care for and are growing in their understanding of his gifts, skills, character, and calling. A mentor provides a trusted confidant with whom such interaction can occur.

Who are the people available to serve as mentors and how do I get one?

Mentors have been carefully chosen from among the membership of Bethany Baptist Church. They have completed an application to be accepted into this ministry role and are typically people with former experience in missionary service. All have received orientation on the goals of the MDP and the expectations upon them.

What are the expectations for meeting with my mentor?

Candidates are expected to meet at least monthly with their mentors. The time and location are entirely at the mutual discretion of the candidate and mentor. In order to maximize communication on relevant topics, the candidate is to complete, prior to each monthly meeting, a written report for the mentor using the *Missionary Candidate Monthly Report*. This report is for the sole use of the candidate and the mentor and is not included in the candidate's personnel file. Candidates are responsible to schedule monthly time with their mentors. Mentors are not responsible to pursue their candidates in this regard.

Mentors and Missionary Candidates

What is Mentoring?

While mentoring seems to have become popular in recent years, it is in fact as old as human history. Mentoring is a learning relationship between two individuals in which both are enriched. It is a fluid, changing process in which growth and learning are structured according to life circumstances as they unfold. It is a ministry of lifestyle modeling, It is a component of coaching. It involves proactive listening and cautious advising. It is guiding another through a trusting relationship. In the Missionary Candidate Development Program, the candidate will have the opportunity to open their hearts and lives in the safe environment of a godly, caring, trusting mentor.

Since it is a reciprocal relationship in which both grow and learn, it is essential that neither seek to control the relationship. Rather, there should be manifest a clear confidence in the working of the Holy Spirit to produce insight, change lives, and teach through the examples of others.

The Role of the Mentor

The mentor will assist the Missionary Development Team of Bethany Baptist Church in providing accountability for a missionary candidate's progress through the *Missionary Development Program*. During this process, the mentor will share wisdom gained from his or her life experience with the candidate.

Qualifications of the Mentor

1. Is a member of Bethany Baptist Church.
2. Has cross-cultural ministry experience.
3. Is familiar with the missions policies and programs of Bethany Baptist Church.
4. Views mentoring as a vital ministry in the sending process of Bethany Baptist Church.
5. Displays a balanced and disciplined life as a servant of Christ.
6. Demonstrates an understanding of the place of prayer in ministry and missions.
7. Practices personal spiritual disciplines of prayer, Scripture reading and meditation, etc.

Responsibilities of the Mentor

1. Be available for at least a monthly meeting with the candidate for the purpose of prayer, encouragement, accountability, and coaching.
2. Make the relationship a high commitment.
3. Become acquainted with the candidate as a person.
4. Care and pray daily for the candidate.
5. Listen more than talk (80/20 rule).
6. Share knowledge and wisdom gained through missionary service and other ministry experience.
7. Express alternative perspectives.
8. Teach by example.
9. Review the candidate's personal testimony of faith in Christ, ministry experience, calling to and goals for missionary service.
10. Review the assessments of the candidate's testing results and provide guidance in improving problem areas.
11. Assist the candidate in establishing goals for each monthly meeting.
12. Track the progress of the candidate through the *Missionary Development Program*.
13. Report quarterly to the Missionary Development Team on the progress of the candidate.
14. Understand and support the missions policy and priorities of the church in assisting the journey of the candidate toward missionary service.

Responsibilities of the Candidate

1. Choose a mentor from the suggested list, or someone of your choice to be approved by the Missionary Development Team.
2. Take the initiative in arranging at least a monthly meeting with your mentor.
3. In the initial meeting with the mentor, share your personal testimony, ministry experience, and missionary goals.
4. During subsequent meetings, share with your mentor your progress through the *Missionary Development Program* and future goals.
5. Report on the progress of your spiritual life, including growth in personal spiritual disciplines.
6. Discuss books read in the *Missionary Development Program*.
7. Share with your mentor the outcomes of your ministry involvement, both victories and challenges.
8. Pray with your mentor.

Growth Areas for Candidates

Missionary candidates are expected to grow in six primary domains of life. These are areas in which the mentor should explore with the candidate both his/her current status in each domain and strategies for needed growth.

1. *Spiritual* - Spirituality is not merely one domain on par with the others; it is what informs, guides, and governs all of life.
2. *Interpersonal*- All ministry takes place in the context of relationships,
3. *Intercultural*- The missionary is a cross-cultural specialist.
4. *Ministry*- Competencies and skills are given and developed by God for the accomplishment of ministry objectives.
5. *Personal & Family*- Credibility is built for ministry through healthy self- discipline and growth, as well as through healthy family relationships.
6. *Organizational*- God is honored when people work in concert with one another rather than in autonomy and independence.

Key Issues for Mentors

1. *Availability*- It is essential that the mentor makes a high commitment to the relationship and is available for interaction on a flexible basis.
2. *Confidentiality*- Since personal matters will no doubt be shared and discussed, a high degree of personal trust is essential.
- 3, *Loving confrontation* - In order to learn, people need to address weaknesses and failures. A mentor who graciously assists the candidate to face and deal with such provides something of great value.
4. *Accountability*- The mentor exercises a responsibility of stewardship for the mentoring relationship with the candidate. Since affirmed for this role by the Missionary Development Team, the mentor must function under the oversight of the MDT. This includes regular reporting, while protecting appropriate confidentiality.
5. *Vulnerability*- Candidates will learn the most from mentors who are willing to openly share from their life experiences. Learners respond best to models they can observe and know.

Missionary Mentor Application

Name: _____ Date: _____

How long have you been a member of Bethany Baptist Church? _____

Do you have any reservations about the direction and policies of Bethany's mission's program? ____ Yes ____ No If "Yes," please explain:

Mission's ministry experience (time, place, service, mission organization):

Do you consider yourself as a nurturer, able to do one-on-one discipleship? ____ Yes
____ No

Are you willing to work in an accountability role both with the candidate and the Missionary Development Team? ____ Yes ____ No

Can you ask the candidate challenging or probing questions in a sensitive manner? ____
Yes ____ No

Are you willing to commit to a monthly contact with the candidate and pray daily for him or her? ____ Yes ____ No

Missionary Mentor Quarterly Report

Name: _____ Date: _____

Missionary candidate: _____

Note: Much of what a mentor discusses with a candidate should be viewed as private and confidential. This report should not violate relationships of trust established. However, the mentor does serve as an extension of the Missionary Development Team and should responsibly inform the team of information that will enable the church to better serve the needs of the candidate and the missions ministry of Bethany.

1. Have you met monthly with the candidate (Yes/No) If “no,” what frequency of meeting have you had and for what reason(s) were you prevented from meeting?

2. Does your relationship with the candidate continue to grow in mutually rewarding and beneficial manners? (Yes/No) Please comment:

3. Does the candidate have clear goals for his/her growth and development? (Yes/No) What are some areas in which you see goals being achieved or in which the church could offer assistance?

4. Are there any concerns you have of which the Missionary Development Team should be aware (specifically, anything which could potentially disqualify the candidate from missionary service)? (Yes/No) If “yes, please state them or indicate that a pastoral visit with the candidate would be appropriate.

5. Is the candidate displaying openness to receive counsel and assistance from you? (Yes/No)

6. How should the MDT pray for you and/or the missionary candidate?

7. Any additional comments:

Preliminary Interview Questions

Missionary Development Team

The following are offered as possible questions that should be explored with a potential missionary candidate. An informal meeting with the candidate before a formal interview with the MDT would be an excellent context in which such matters could be explored. The desired outcome of this first meeting would be to determine if a formal interview with the MDT would be advisable.

The candidate would not complete this form. It would simply serve as a guide for asking questions. The interviewer can use this form to jot notes either during the meeting or afterwards.

1. When did this interest in missionary service surface and what were the circumstances in which it did so?
2. Do you have any ideas on how do you possibly see yourself serving in missions? If so, how?
3. What has been your experience in missions to this point?
4. Tell me about some areas in your life in which you are growing spiritually... in which you still desire to grow.
5. If married, is your spouse in agreement with you?
6. If college or high school student, are your parents in agreement with you?
7. Are you a member of Bethany Baptist Church?
8. What are the ministry activities in which you have been involved at Bethany Baptist Church, both as a volunteer and as a participant?
9. Have you ever been divorced?
10. Discuss the Synopsis of the Missionary Development Program.

PERSONAL DATA

(PLEASE ATTACH A RECENT PHOTO)

Name: _____

Date: _____

Address: _____

E-mail: _____

Telephone: _____

Birth Date: _____

Sex: M F

Marital Status: _____

If married, number of years: _____

Ever divorced? Yes/No

Profession: _____

FAMILY INFORMATION (if applicable)

Spouse's Name: _____ Birth Date: _____

Children:

(names, birth dates)

Spouse's profession: _____

FAMILY RELATIONS

Describe your family of origin and your relationship to it (Composition, its influence on you, support or lack of, etc.)

IMMEDIATE FAMILY (*Applicable to engaged and married couples*)

1. Describe your family (Please include information on any loss of a spouse through death or divorce)

2. Describe how your spouse and children (or fiancé) feel are responding to this move towards missions.

SPIRITUAL JOURNEY

Describe:

1. *The experiences that brought you to Christ.*
2. *Christ's working in your walk – professionally, personally, relationally.*
3. *The factors that have led you to make this application.*

CHURCH RELATIONSHIP

Are you a member of Bethany Baptist? _____ Date you became a member _____

If not a member, are you planning to take that step? _____ and when? _____

Describe your current relationship and involvement in Bethany.

EDUCATIONAL BACKGROUND

Describe including schools attended, degrees, dates of graduation, majors/minors.

WORK EXPERIENCE & INTERESTS

Describe past work experience (*jobs, duties, number of years, etc.*)

Hobbies, interests:

PAST EXPERIENCE IN MINISTRY

Describe your ministry experiences. Include what you have learned about God, yourself, others, your joys, concerns, hopes and challenges.

What kinds of ministry do you most enjoy doing? Why?

What kinds of ministry do you least enjoy doing? Why?

MISSION FIELD EXPLORATION ACTIVITIES

Agency contacts:

Geographical area of interest:

Type of mission work considered:

Short-term mission experiences:

Bethany Baptist Church
Missionary Candidate Application - Teen

PERSONAL DATA

(PLEASE ATTACH A RECENT PHOTO)

Name: _____

Date: _____

Address: _____

E-mail: _____

Birth Date: _____ Sex: M F

Telephone: _____

FAMILY RELATIONS

Describe you family of origin and your relationship to it (*Composition, its influence on you, support or lack of, etc.*)

SPIRITUAL JOURNEY

Describe:

1. *The experiences that brought you to Christ.*
2. *Christ's working in your walk.*
3. *The factors that have led you to make this application.*

CHURCH RELATIONSHIP

Are you a member of Bethany Baptist? _____ Date you became a member _____

If not a member, are you planning to take that step _____ and when? _____

Describe your current relationship and involvement in Bethany.

EDUCATIONAL BACKGROUND

Describe what year you are in school and how you are progressing.

WORK EXPERIENCE & INTERESTS

Describe work experience (*jobs, duties, number of years, etc.*)

Hobbies, interests:

PAST EXPERIENCE IN MINISTRY

Describe any ministry experiences. Include what you have learned about God, yourself, others, your joys, concerns, hopes and challenges.

What kinds of ministry do you most enjoy doing? Why?

What kinds of ministry do you least enjoy doing? Why?

MISSION FIELD EXPLORATION ACTIVITIES

Agency contacts: _____

Geographical area of interest: _____

Type of mission work considered: _____

Short-term mission experiences: _____

Missionary Development Program

Bethany Baptist Church

Level One: Assessment & Training

Missionary Development Program

Requirements: Level 1 – Assessment & Training

1. Application and Interview: *Preliminary Interview Questions*
2. Church Membership:
3. Baptism:
4. Global Outreach Team mentor assigned:
5. Completion of “Living God’s Will” Study: *Meet every other week until completed*
6. Assessments and Inventories

- Missionary Call Essay:
- Bible Knowledge and Ministry Training: *Yes or No*
Training Plan: *If no, how and where to receive training*
- Personal Doctrinal Statement (See Guidelines): *To be completed after or during training*
- “Uniquely You” w/ *DISC* Assessment: [https://www.uniquelyyou.com/Adults will take the 16 Spiritual Gifts with DISC Personality Profile](https://www.uniquelyyou.com/Adults%20will%20take%20the%2016%20Spiritual%20Gifts%20with%20DISC%20Personality%20Profile)
<https://www.uniquelyyou.com/details.php?prodId=187&category=16&secondary=&keywords=>
Teens will take Teen DISC Profile
<https://www.uniquelyyou.com/details.php?prodId=162&category=16&secondary=&keywords=>
After age 18 will then take the 16 Spiritual Gifts Profile
<https://www.uniquelyyou.com/details.php?prodId=194&category=16&secondary=&keywords=>
- Personal Evangelism Skills:

7. Reading assignments (consult reading list):

Write a one page paper on how the book may apply to the mission field, e.g. what new perspectives did you learn, what points were meaningful to you.

8. One cross-cultural short-term mission trip:

Write a two-page summary on the ministry project in which you participated including dates, location, partnering ministry/missionary, you role on the team, ministry outcomes, and lessons learned. This is to be followed by a debriefing with your mentor for the purpose of discussing career implications of the short-term experience and lessons learned.

9. Complete church ministry practicum:

Write a two page summary on the church ministry service, include name of ministry, ministry supervisor to whom you were accountable, contact information for that ministry leader, the nature and activities of your service, and personal lessons learned.

10. Meeting with mentor for admission to Level 2: *Mentor meets monthly with candidate to go over Missionary Candidate Monthly Report and Sample Accountability Questions. Before admission to Level 2 the candidate must:*

- *Complete all assignments above.*
- *Mentor must complete Mentor's Evaluation Form and agree that the candidate should move up*
- *Approval by Pastor(s)*

Reading Assignments

Requirements: Level 1 – Assessment & Training

Required:

1. One missionary biography of your choice
2. *Let the Nations Be Glad! The Supremacy of God in Missions*. John Piper, Baker Book House
3. *Ministering Cross-Culturally*. Sherwood G. Lingenfelter & Marvin K. Mayers, Baker Book House
4. *On Being a Missionary*. Thomas Hale, William Carey Library

Recommended:

1. *Ordering Your Private World*. Gordon MacDonald, Thomas Nelson Publishers
2. *Out of the Salt Shaker and Into the World: Evangelism as a Way of Life*. Rebecca Manley Pippert, Intersity Press
3. *Spiritual Leadership*. J. Oswald Sanders, Moody Press
4. *Trusting God: Even When Life Hurts*. Jerry Bridges, NavPress

Guidelines for the Preparation of Personal Doctrinal Statement

Missionary Development Program
Bethany Baptist Church

All missionaries in training at Bethany Baptist Church are required to write a personal doctrinal statement that reflects their understandings and commitments in basic Christian doctrine. This exercise can be very helpful as one synthesizes into a cogent form the core beliefs that shape one's belief and practice. While it is essentially a theological exercise, its implications and outworking can be very valuable in the clear establishment of a personal base upon which life and ministry is fashioned.

A few basic guidelines to remember:

1. This is not a literary assignment. As such, you are not going to be evaluated on the merit of your writing skills. We're interested in *what* you believe and *why* you believe it. Consequently, do not make this an exercise in creative writing.
2. Make this a personal statement of doctrinal belief. Do not "cut and paste" statements from books or the writings of other people. While the speaking and writing of others influence us all, seek to place into your own words what you believe, We're interested in what God has taught you... and what you understand the Scriptures to teach.
3. Be clear about the Scriptural basis for your beliefs. Citing of biblical references and Passages that clearly affirm your position serve to give worthiness to your doctrinal statement. We are interested in what you firmly believe the Bible teaches ... not simply what your ideas are.
4. Wordiness is not necessarily compelling nor convincing. There is no minimum requirement for the length of this project. Use as much (or little) space as you need to clearly state your beliefs. You'll have an opportunity to discuss your doctrinal statement with the Missionary Development Team.

While you can arrange your doctrinal statement in your own personal style, please make sure that the following topics are addressed:

1. The Bible
2. The Triune God
3. Jesus Christ: Person, Role in Salvation, His Resurrection, Current Ministry, and Return
4. Mankind: Origin, Nature, and Destiny

5. The New Birth
6. The Church
7. Baptism and the Lord's Supper
8. Satan and Demons

Uniquely You

A spiritual gifts & communication style inventory

What is *Uniquely You*?

Uniquely You is a tool that seeks to provide insight in two areas for the candidate:

1. What are the spiritual gifts that God has entrusted to me, and
2. What is my style of communication and interaction with others in which I will employ my spiritual gifts?

The assessment consists of a series of 128 indicators on spiritual gifts and 96 indicators on personality (DISC). The candidate uses two different forms to record responses. These responses are interpreted according to research that predicts normal patterns according to the unique mix of responses scored.

Why is this a part of the Missionary Development Program?

The Missionary Development Team (MDT) believes that missionaries have the maximum potential to serve God effectively when they are placed in a ministry opportunity that corresponds with the gifts and abilities He has placed within that missionary. While not believing that such an assessment offers the last or absolute indicator of how and where God desires to use someone in His vineyard, it is believed that such self-knowledge empowers the candidate to make a far better decision under the guidance of the Holy Spirit.

What's the process for taking the assessment?

The candidate contacts the Global Ministries Office, requesting a *Uniquely You* packet. The packet contains an assessment booklet and response form. Directions for completing and scoring the assessment are included in the booklet. These should be carefully followed and can be done at the convenience of the candidate at a time and place of his/her choosing. Once completed, the candidate schedules an appointment with the Pastor of Counseling and Family Ministries at Bethany Baptist Church. He will review the results of the assessment with the candidate.

How are the results of the assessment used?

Once the candidate has reviewed the results of the assessment with the Pastor of Counseling and Family Ministries, the candidate will make and forward a copy of the assessment results to the Global Ministries Office for inclusion in the candidate's personnel file. The candidate should subsequently share insights learned with his/her mentor and discuss areas of application. As a candidate nears completion of Level 2 of the Missionary Development Program (MDP), the candidate's MDT liaison will review the candidate's personnel file, including the results of this assessment, It can offer helpful insights as the MDT offers guidance for the goals and activities of the candidate in Level 3 of the MDP.

Cross-Cultural Short-Term Mission Project

Philosophical Basis

Missionaries are among other things cross-cultural specialists, requiring competency in transitions across cultural barriers for the sake of relationship building and the communication of the Gospel. While some people may be born with tendencies that facilitate such transitions, most people can learn skills that will enhance a missionary's performance in this area.

The Missionary Development Program is designed to test this component of the candidate's skill set in order to discover what level of natural giftedness exists in the candidate, the potential of the candidate to grow in this area, and strategies for growth that should be pursued. Increasingly, more people are traveling overseas, making this an attainable and common practice in missionary development. It is believed that potential for cross-cultural ministry should be tested and explored before sending the missionary into career service,

Practical Steps

- 1, The candidate is to participate in at least one overseas cross-cultural missions project. This ministry project should meet the following qualifications:
 - It must be at least two weeks in length. It is desirable for the candidate to spend even more time in such an experience for maximum learning and growth.
 - The missions project is to take place outside the USA, placing the candidate in a cultural and linguistic context other than what is native to him/her.
 - The project must be in partnership with a credible ministry organization (either mission agency or local national ministry) that will provide supervision and accountability. The candidate is not to "freelance" this mission project,

In order to ensure that the intended missions project satisfies the above requirements, it is advisable for the candidate to check with his/her MDT liaison prior to participation in the project,

2. During the course of the mission project, the candidate is to maintain a daily journal of experiences, challenges, questions raised, indications of God's provision and enablement, as well as other relevant learning experiences.
- 3, At the conclusion of the mission project, the candidate is to submit to the Global Ministries Office of the church a written (typed) report on the mission project being sure to include the following:
 - Dates of project

- Location of project
- Partnering ministry
- Name and contact information for project supervisor
- Description of goals and activities of the project
- Description of the candidate's specific roles and activities in the project
- Personal evaluation of the candidate's own growth and development through the project

Bethany Baptist Church
Short-Term Mission Application

Personal Information:

Name: _____ Date of Birth: _____ Male or
Female

Address:

Phone Number: _____ Email Address: _____

Marital Status:

Passport (#, Place/Date of issue/Expiration Date):

Employer

If Student – School,

Parent(s)' Names, Emergency Contact:

Health and Insurance Information:

Your current health: Excellent, Good, Fair, Poor: If fair or poor, please explain

Do you have medical insurance that covers you outside of the USA?

Church Affiliation and Testimony:

What is your association with this church, including personal areas of responsibility and ministry?

Briefly describe your relationship with Jesus Christ:

In what ways has God used you in peoples' lives?

Have you led anyone to trust Jesus Christ as Savior?

Describe your personal devotional life:

Training, Experience and Skills:

Summarize your educational and/or vocational training.

Have you been on a mission trip before? Where? When? What organization?

Describe your previous ministry experience, including cross-cultural experience, if any

What strengths and/or skills do you have that will help you serve effectively on this particular mission team?

Trip Specifics:

Name and address of the mission agency under which you will be serving:

Describe the location and site of the mission endeavor and the task in which you will be involved in

Describe the mission project

Dates you are scheduled to leave and scheduled to return

Funding:

How much is your total need for financial support for your mission endeavor?

How do you plan to raise funds necessary for the trip?

How much of this amount have you already raised (or earned)?

How much of your own financial sources are you providing?

By what date do the funds need to be received?

Additional Questions:

Specifically, why do you want to go on this trip?

What are you trusting God to do in you as a result of this missions project?

What long-term results (both personal and ministry) do you see coming from this trip?

Describe how your mission endeavor will contribute to making disciples of Jesus Christ.

How does your anticipated short-term ministry complement your career plans or personal goals?

What is your level of interest in choosing missions as a possible career?

Will you covenant to be a team player rather than an independent operator of this mission trip, submitting to the team leadership and the needs of the group over your own?

References:

Please list three references we can contact for a recommendation:

Pastor:

Other:

Other:

Parental Permission (if under 18) (attach)

Note: Please complete and return this application to the church office at least 10 weeks before your scheduled departure date

Local Church Ministry

Service Requirements and Reporting

Philosophical Basis

Ministry in cross-cultural missions is an extension of the person's ministry life and experience in his/her native environment. People do not mystically develop ministry gifts and skills by virtue of a lengthy trip overseas. They carry competencies with them that have already been identified and developed prior to missionary service.

For this reason the Missionary Development Program requires that missionary candidates gain a variety of ministry experience in the local church, utilizing their natural talents and spiritual gifts. It is desired that through such experience, with coaching and mentoring be gained from ministry leaders in the church, that the candidates will grow in their sense of "fit" and competence in ministry roles for which they are gifted.

Such service also gains the missionary candidate credibility in the eyes of the church and enhances corporate confidence in sending such a person into cross-cultural service.

Practical Steps

1. The candidate is to perform a minimum of 48 hours of ministry service in an identified ministry area of the church. This service should be in an area of activity that is related to the candidate's possible future missions ministry or to explore areas of giftedness. The candidate should contact his/her MDT liaison if unsure about the appropriateness of his/her choice.
2. Throughout the term of ministry service, the candidate is to log his/her hours in a journal and record experiences and observations. Such information can meaningfully be discussed in the candidate's monthly meeting with his/her mentor.
3. Following the completion of the required ministry service, the candidate is to submit to the Global Ministries Team a two-page written summary (typed) on his/her church ministry service. Included should be the name of ministry area, the ministry supervisor to whom the candidate was accountable, contact information for that ministry leader, the nature and activities of the candidate's service, and personal lessons learned.

Evangelism Skills Assessment

Bethany Baptist Church
Missionary Development Program

Level Two: Exploration

Missionary Development Program

Requirements: Level 2– Exploration

1. People group/Ministry research project:
2. Minimum of 10 daily prayer partners secured:
3. Ministry Focus Selection:
4. Mission Agency Survey:
5. Mission Agency Selection:
6. Mission Agency Application:
7. Successful completion of Agency orientation:
8. Reading assignments (consult reading list):

Write a one page paper on how the book may apply to the mission field, e.g. what new perspectives did you learn, what points were meaningful to you.
9. Meeting with mentor for admission to Level 3:

Reading Assignments

Requirements: Level 2 – Exploration

Required:

1. One missionary biography of your choice
2. Book on Religion of chosen country (if none, general book on World Religions)
3. *Communicating Christ Cross-Culturally*. David J. Hesselgrave, Zondervan
4. *A Beginner's Guide to Crossing Cultures*. Patty Lane, Intervarsity Press

Recommended:

1. *By Ones & By Twos: Building Successful Relationships Between Marrieds and Singles in Ministry*, Jeannie Lockerbie Stephenson, ABWE Publishing
2. *Third Culture Kids: Growing Up Among Worlds*, David C. Pollock & Ruth E. Van Reken, Intercultural Press
3. *Parents of Missionaries: How to Thrive and Stay Connected When Your Children and Grandchildren Serve Cross Culturally*, Cheryl Savageau and Diane Stortz, Authentic Press (See www.pomnet.org – National Network of Parents of Missionaries)
4. *Trusting God: Even When Life Hurts*. Jerry Bridges, NavPress

Mission Agency Survey

Suggested Topics and Questions

Mission Strategy:

- What is your general missions strategy?
- What are some of the main methods you use to accomplish that goal?
- How closely do you work with the governments?
- How closely do you work with the national church leaders?
- To what extent do you work with other mission boards?
- What are the criteria for choosing a field to work in?
- How do you balance social work with church planting?

Administration and Personnel:

- How is the mission administration organized?
- How often and to what extent do field directors communicate with the home office?
- What is the ratio of full time staff at the home office to full time missionaries?

Teams:

- What psychological test must a missionary take?
- How influential are the results of that test on placement?
- What are the main requirements for your missionaries?
- What level of education must they have?
- From which countries do you get missionaries?
- What guidance and accountability are provided of your missionaries?

Family Life:

- Who makes the choice regarding MK education?
- What emotional/psychological support system do you offer missionaries and their families?

Finances:

- From where does a missionary's salary come? How are those funds distributed to the missionary?
- What percentage of a missionary's support goes toward the agency?
- What specifically does that percentage do for the missionary?
- What sort of medical insurance policy do they provide?
- What sort of pension do you provide?

Theological:

- What is the agency's doctrinal statement?
- How does their doctrinal position compare with our church's?

Missionary Development Program

Bethany Baptist Church

Level Three: Team Building

Missionary Development Program

Requirements: Level 3– Team Building

1. Language acquisition training:
2. Minimum of 25 daily prayer partners secured:
3. 100% of financial support secured:
4. Cultural transition training:
5. Reading assignments (consult reading list):

Write a one page paper on how the book may apply to the mission field, e.g. what new perspectives did you learn, what points were meaningful to you.

6. Commissioning service:
7. Departure for field assignment:

Reading Assignments

Requirements: Level 3 – Team Building

Required:

1. One missionary biography of your choice
2. *People Raising: A Practical Guide to Raising Support*, William P. Dillon, Moody Press
3. *How To Write Missionary Letters*, Alvera Mickelsen, Media Associates International
4. *Survival Kit for Overseas Living, Fourth Edition: For Americans Planning to Live and Work Abroad*, L. Robert Kohls, Intercultural Press

Recommended:

1. *The Art of Crossing Cultures*, Craig Storti, Intercultural Press
2. *Cross-Cultural Conflict: Building Relationships for Effective Ministry*, Duane Elmer, Intersity Press
3. *Cross-cultural Servanthood: Serving the World in Christlike Humility*, Duane Elmer, Intersity Press

Missionary Development Program

Bethany Baptist Church

Appendix

Sample Accountability Questions

Missionary Development Program

A guide for mentors and those they mentor

Missionary candidates are expected to grow in six primary domains of life. These are areas in which the mentor should explore with the candidate both his/her current status in each domain and strategies for needed growth.

- *Spiritual* - Spirituality is not merely one domain on par with the others; it is what informs, guides, and governs all of life.
- *Interpersonal* - All ministry takes place in the context of relationships.
- *Intercultural* - The missionary is a cross-cultural specialist.
- *Ministry* - Competencies and skills are given and developed by God for the accomplishment of ministry objectives.
- *Personal & Family* - Credibility is built for ministry through healthy self-discipline and growth, as well as through healthy family relationships.
- *Organizational* - God is honored when people work in concert with one another rather than in autonomy and independence.

Here are some possible questions that could form the basis for monthly meetings. The mentor will obviously want to supplement this with other possible topics,

1. In what areas of spiritual life are you growing and being challenged? In what areas would you like to get stronger?
2. What are you learning from Scripture?
3. What assigned reading have you done in the past month and what are some insights gained or questions you may have? (Based on assigned reading from the *Missionary Development Program* as designed by the MDT)
4. What has been the progress of your personal service in ministry? Any new challenges or opportunities?
5. Are there family or personal issues about which I can pray with you?
6. How are your relationships with unbelievers, those outside the church? Any meaningful progress in personal witness among them?
7. Is there a growing sense of "calling:" to a particular people or ministry as you contemplate missionary service?
8. What questions do you have about your future relationship to a mission agency or missionaries with whom you will work?
9. In what areas can I pray for you?
10. And more