

Global  
Outreach

# SENDING

## NEW CROSS CULTURAL WORKERS



## The Church's Strategic Role



Global Outreach

Golden Hills Community Church

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# TABLE OF CONTENTS

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The Church Made the Difference .....	1
Powerful New Connections.....	2
The Church as Sender .....	2
Three Sending Phases Span the Worker’s Ministry.....	2
<b>Become Proactive Senders .....</b>	<b>4</b>
A New Testament Model.....	5
Enthusiastic Approval of Workers and Agency.....	6
Celebrate Appointment and Recruit the Congregation.....	6
Practical Ideas for Sending Churches.....	7
<b>Develop an Action Plan .....</b>	<b>8</b>
The Missionary-Sending Triangle.....	8
A Support-Development Plan.....	8
More Preparation .....	8
The Debt Problem.....	9
Practical Ideas for Sending Churches.....	9
<b>Build an Advocate Team .....</b>	<b>12</b>
What Is an Advocate Team? .....	13
Why Is an Advocate Team Important? .....	13
Developing Your Advocate Team.....	13
Serving Appointees.....	14
Serving Missionaries on the Field .....	15
Practical Ideas for Sending Churches.....	15

Share Support-Development Task.....	17
It's Our Job Together, Not Your Job Alone .....	18
Exercise Faith with Them .....	18
Open Doors.....	18
Support-Development Training.....	19
Reach the Goal Together .....	19
Practical Ideas for Sending Churches .....	20
Engage the Whole Church as Senders.....	22
Their Task or Yours? .....	23
Challenge Giving.....	23
Each Has a Part.....	23
Practical Ideas for Sending Churches .....	24
The One Absolute Essential .....	25
Selecting a Missions Agency.....	26
Sending Triangle Worksheet.....	29
Appointee Worksheet.....	33
Developing Advocate Team .....	36
Completing Preparation.....	41
Appointee Interview .....	44

## THE CHURCH MADE THE DIFFERENCE

Two couples, the Bells and the Chavezes, attended their sending agency's orientation together and were appointed as new cross cultural workers to the same team. They had much in common, including the fact that both couples were recommended by strong, biblically-sound sending churches of similar size.

Nine months later, the Chavezes arrived on the field with full support and an overwhelming sense that they were closely connected to their dedicated sending church back home. Getting them there had involved almost everyone in the congregation, and now those people were passionately committed to sharing the mission task in a host of ways.

The Chavezes completed a whole year of language study before the day came when they welcomed the Bells as they arrived at the airport. When the two couples sat down to compare their pre-field experiences, their stories and their emotions could not have been more different.

The Bells felt as if they had struggled through the support-raising process without any real involvement from their Sending Church beyond a small financial commitment. Aside from a few enthusiastic individuals, they wondered how many people in that congregation would care enough to be engaged at any level now that they were on the field.

The Bells and the Chavezes are hypothetical, but their stories represent the contrasting experiences of thousands of those pursuing a call to cross-cultural ministry. A proactive Sending Church can make a huge difference, not only in how quickly people reach the field, but also in how well prepared they are and how effective their ministry becomes.

*We believe that the sending church should be as important in the life of a cross cultural worker as parents are in the lives of their children.*

## POWERFUL NEW CONNECTIONS

In past decades, the link between churches and those they send was largely limited to providing funds and prayer. But today, a vast web of new connections can link churches and partners, engaging all kinds of gifts and expertise otherwise lying untapped in members of the congregation.

The result? Cross cultural ministers resourced for unprecedented global impact and believers at home passionately and powerfully engaged in reaching the world. Recognizing the potential benefits, more and more churches are intentionally building these important connections between their members and those they send into cross-cultural ministries around the world.

## THE CHURCH AS SENDER

What does it mean to send a cross cultural worker? Too often, it is not so much that churches send, but that people simply go. Sending involves much more than just having a commissioning service or saying farewell as workers get on an airplane. Sending is an active process that extends through three phases—Discovery, Development, and Deployment—of the life and ministry of the church member called to minister cross-culturally.

## THREE SENDING PHASES SPAN THE WORKER'S MINISTRY



The sending church is not necessarily the congregation where the workers grew up, where their extended family attends, where they first felt called to service, or where their largest amount of support is pledged. All or some of these may be true, but the core prerequisites for a sending church are that they:

- affirm the prospective minister's godly character and ministry competence,
- assume spiritual responsibility for them, and
- agree to work with the agency to provide care and oversight of the person's service.

The difference between effective and ineffective sending churches has nothing to do with size, staff, or financial resources. It all comes down to understanding and embracing the active role of the local church and not expecting those called and agency to assume all responsibility.

### Focusing on One Phase of Sending

Of the three phases to the church's sending task—Discovery, Development, and Deployment—this booklet addresses just the Development period, covering the time from church endorsement to departure for the field (note the colored sections in the chart above).

These tools are designed to help you become a highly-involved sending congregation—a body of believers that speeds workers to the field empowered, prepared, and well resourced.

In the following pages, we will highlight five aspects of the church's task during this Development stage of sending:

- Become proactive senders
- Action plan with all three partners
- Build an advocate team
- Share the support-development task
- Engage the whole church as senders

# Become Proactive Senders

## Church's Role

- Evaluate character, calling & cross-cultural gifts of prospective workers
- Assist in selection of agency and ministry
- Celebrate appointment
- Educate congregation
- Affirm partners' maturity and ministry readiness prior to departure

## Partners' Role

- Be open to God's call to cross-cultural ministry
- Seek out church leaders' wisdom in selection of agency and ministry

## Agency's Role

- Evaluate applicants' gifting and readiness, particularly in the areas of cross-cultural ministry competence
- Work with church and applicant to determine field assignment
- Help sending congregation embrace sending function

## A NEW TESTAMENT MODEL

Acts 13:1-3 describes how God drew church leaders into the missionary-sending process. He could have spoken only to Paul and Barnabas about their missionary call, but instead He chose to challenge the leaders in the Antioch church to the task of sending key members of their congregation into missionary service. Right from the start, God signaled His desire that local congregations help identify and send workers to carry the gospel.

However, for most of recent church history, the missionary call was considered something strictly between the individual and God. Churches waited for individuals to volunteer for service and determine where God wanted them to go, and then the church responded with funds and prayer. Fortunately, more and more church leaders today want to follow the Antioch model—to proactively embrace the task of sending new workers.

The term ‘missionary’ means ‘sent one.’ Romans 10:14-15 underscores the importance of effective missionary sending: *“How can they hear without someone preaching to them? And how can they preach unless they are sent?”*

As church leaders, you will want to evaluate the character of prospective workers and seek from God a confirmation that He, through the Holy Spirit, is sending these candidates into cross-cultural ministry. This is true regardless of whether the process begins with your initiative (see the Davisville example, page 7) or with an individual’s or couple’s personal sense of call to cross-cultural ministry. After all, no one should be better equipped to evaluate prospective candidates than the local church, for you have a front-row seat to observe their godliness and ministry gifting.

If you are not convinced that these candidates exhibit the level of spiritual character that would qualify them to join your own church staff, then don’t recommend them for service! If you believe the candidates have potential but are not yet ready for ministry, do not agree to release them for overseas assignment until your concerns have been addressed.

## ENTHUSIASTIC APPROVAL OF WORKERS AND AGENCY

Send workers exclusively with agencies that place people only after they have gained the full, enthusiastic endorsement of the leaders of their sending church. Despite the pressure of field needs, the agency should not proceed with departure plans until the sending church is in full accord. At the same time, the sending church must commit to being totally honest with the agency about any reservations they may have.

Some church leaders provide a positive candidate reference to the agency because they do not want to offend the applicants or their family, while secretly hoping that the agency will discover that the individuals are not suitable or not ready. Both church and agency must give approval only when they are fully convinced that applicants are qualified and prepared.

Your church has unique characteristics, preferences, and sense of calling which make certain agencies better partners for you than others. You are also familiar with your candidates' vision, gifts, and needs. All of these factors need to be considered in selecting an agency and ministry, and therefore church leaders have an important role in speaking into these key choices.

## CELEBRATE APPOINTMENT AND RECRUIT THE CONGREGATION

Once you as a church are convinced that God is calling your applicants to missionary service and they have been accepted by the sending agency, enthusiastically and publically announce their step of faith. Introduce them from the platform as your new appointees, and explain to the congregation the commitment they have made and what is ahead. Remember that many in your church may not be familiar with the concept of support-raising.

Urge the entire congregation to be involved throughout the Development phase of sending your workers. You may want to provide a handout outlining ways they can be involved, or have your new workers available in the church foyer after the service, prepared to offer opportunities for individuals, small groups, or classes to engage in the sending process.

## PRACTICAL IDEAS FOR SENDING CHURCHES

### **Recruit others, perhaps a whole team**

Rather than sending just one worker or couple on a cross cultural assignment, more and more churches are looking to field multiple partners, even an entire team. Why not make it your goal to recruit others to serve in community with these new workers – for a few months, a year or two, or longer.

### **Showcase appointees in areas of their strength**

Provide multiple opportunities for your congregation to get to know your new workers but be sensitive to creating the types of exposure that will best communicate their vision and passion. Ask your appointees in which contexts they are most comfortable. Don't invite them to preach if public speaking is not their gifting; rather, use some interview questions to highlight key information.

If your appointees are great with kids, but uncomfortable with college groups, create opportunities for them to teach in children's classes and to naturally interface with parents rather than ask them to lead a collegiate Bible study.

*Our elders were challenged to identify individuals and couples at Davisville who were seriously involved in ministry and who they felt might be gifted to serve the Lord cross culturally.*

*Over a four-month period, elders gathered the names of those whom the Lord laid on their hearts, and eventually 12 people within the body at Davisville were asked to attend a two-year Sunday school class focused on developing a cross-cultural team.*

*The fact that their names had been discussed and prayed for by the elders carried much influence. Nine of the 12 agreed. Eventually more than half of this group formed a team to Cambodia. Each member struggled at various times with the decision to move ahead, but all of them keep coming back to this fact: This isn't an individual goal nor a decision made hastily. This is the vision of Davisville, and we have the full confidence of the leadership of the church.*

*Kevin Cain, Elder  
Davisville Church  
Southampton, PA*

# Develop an Action Plan

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## THE SENDING TRIANGLE

You will want to work with your candidate and their agency to establish a strong, three-way relationship of trust and cooperation. This is often called the “sending triangle”—the collaboration uniting church, workers, and agency that should endure throughout your workers’ service. If at all possible, begin your sending triangle relationship with a face-to-face meeting at which all three partners define and clarify their responsibilities. Many agencies now invite representatives of the sending church to attend some portion of their candidate/appointee orientation or a church-partner summit to get better acquainted.

One of your first collaborative tasks will be to create a realistic plan and schedule for raising needed support and preparing for the field. First, make sure that all three partners have agreed on a clear set of requirements that your new missionaries will need to fulfill prior to departure. This will include raising financial support, but it may also involve completing various types of formal or informal training, adding to their ministry experience, meeting regularly with a mentor or coach, and/or working on personal, marital, or family issues.

## A SUPPORT-DEVELOPMENT PLAN

Help your appointees set reachable, support raising benchmarks in light of their personal circumstances. The individuals who can concentrate on this task full time usually progress more quickly than those who must have other employment and care for children. All appointees attest that support development takes more preparation and follow-up time than anticipated; the actual meetings are only the tip of the iceberg. Your agency partner will have experience in setting up a realistic schedule and specific goals.

## MORE PREPARATION

Sending churches should ask, “What else can we do to make sure our new candidates are as ready as possible for field ministry?”

To answer that question, consult with the agency and your new candidates to determine if they need additional ministry experience and/or training to be

thoroughly prepared for field challenges. For example: Should they teach an adult class for 12 weeks? Sit in on elders' meetings? Spend time with a church planter establishing an ethnic congregation across town? Meet with a counselor to work on self-image issues? Take a semester of training in ESL? Enroll in a counseling course?

Determine how your church can help to provide these learning and growing opportunities. Underwrite any related costs, if possible.

## THE DEBT PROBLEM

Large educational loans and credit card debt are a serious deterrent for future missionaries. As a church, brainstorm creative ways to address this problem. Of course, the best solution is to help future workers avoid debt to begin with, but many start the Development phase needing to pay off thousands of dollars before they can leave for the field. Some churches assume responsibility for educational-debt payments as long as workers are in active service. Others help their appointees minimize their expenses and maximize their income during the support-development period in order to pay off debts as quickly as possible before leaving for the field.

## PRACTICAL IDEAS FOR SENDING CHURCHES

### **Mentor**

Candidates need to meet regularly with someone who will encourage their personal walk with God as well as their preparation for cross-cultural service. Some churches include a level of accountability in the mentoring relationship; others assign accountability to a separate individual. Retired and other Christian workers often make great mentors.

### **Develop life skills**

What practical skills do your appointees need to learn? How to change the oil in their car? How to manage a family budget? Cooking without pre-packaged foods? Simple plumbing repairs? CPR? Make a list and then recruit members of your congregation to work with your appointees in these areas. Not only will your appointees build needed proficiencies, but your members will have new avenues for service, and new long-term friendships can be birthed.

## Assist appointees to go broad and deep in relationships

Develop with your new appointees a plan for them to meet with each Sunday school class and small group (in a large church, the goal may be adjusted) to present their ministry. At the same time, encourage them to develop in-depth relationships in one or two groups by attending regularly. One former partner testified, "I was working 70 hours/week when my pastor asked me to do this, and it was a sacrifice to carve out so much time to meet with small groups. But the relationships launched in those encounters paid huge dividends for years afterward."

## **Help with the transition if God closes the door**

For various reasons, sometimes it becomes clear that God is closing the door to cross-cultural service for certain appointees. If this is the case, they need your honesty, your wise counsel, and your loving care. Sit down with them to evaluate the circumstances and pray earnestly with them for a clear understanding of God's will. Spend extended time together, allowing your appointees to express emotions and to work through the painful decision. Underwrite the cost of career counseling, if needed. Assure them that you do not view them as failures, and help them refocus on becoming excellent senders.

*As a church and missions team, we want to be involved with prospective missionaries from the very beginning. With our current appointees, we have been in dialog ever since they first felt their call to cross-cultural ministry. We all prayerfully worked together to see the plan solidify. Even though we are a relatively small congregation, we want to make sure we support them spiritually, emotionally, and financially while they are in their support-raising phase as well as be a lifeline for them once they are out on the field.*

*Two members of our church's missions team joined our new appointees for two days of their orientation at their agency's headquarters. It was definitely worth the time and cost because we learned a lot! Our understanding of what we want to be and do as a sending church was solidified in these discussions. And we got to know the agency people and developed a much better grasp of how they can advise and support us in our role as a sending church.*

Tom Ostrenga  
Missions Team Member  
Meadowbrook Church Wauwatosa, WI

# Build an Advocate Team

## Church's Role

- Clearly define the tasks of the advocate team
- Work with cross cultural partners to recruit an advocate team leader & members
- Provide some advocate team training and resources
- Regularly recognize the work of the advocate team and encourage them.

## Partners' Role

- Take responsibility to recruit a leader & members of your advocate team
- Work with your Global Outreach Pastor to educate advocate team members to their role
- Work with the leader to set up a regular schedule of meetings
- Continually delegate tasks to them
- Regularly ask for their evaluation and guidance
- Consistently seek to build their vision and missions understanding.

## WHAT IS AN ADVOCATE TEAM?

An advocate team (sometimes called a Barnabas team) is a group of individuals, typically 5-10 people who take the responsibility to coordinate the sending church's support and encouragement of those being sent (single, couple, or family) just as Barnabas whose name means 'son of encouragement' provided spiritual support for workers in the early church. The advocate team also serves as the appointees' representative and advocate to the congregation.

## WHY IS AN ADVOCATE TEAM IMPORTANT?

Those sent out on behalf of a local church do not go to the field "alone." Third John 6-7 admonishes: *"You will do well to send them on their way in a manner worthy of God. It was for the sake of the Name that they went out..."* An advocate team is the most tangible expression of a church's commitment to support, in a worthy manner, those they send out and to "go with them" in every way possible.

## DEVELOPING YOUR ADVOCATE TEAM

Typically, the candidates and the Global Outreach Pastor together choose the advocate team leader. Then this leader and the candidates recruit other team members, depending on the candidates' needs. The team could include a prayer coordinator, a communications person (gifted in writing, video, and/or marketing), a pastor or spiritual mentor, someone with financial expertise, an organizer (gifted at coordinating details), a counselor, a teacher, a person with computer/ technical expertise, someone with a particular gift for encouragement, a children's advocate who makes sure the candidates' children are cared for and stay connected, a short-term teams coordinator, and/or others who can help the church stay linked to these particular workers.

## SERVING APPOINTEES

The advocate team needs to begin to function as soon as possible after the new candidates are appointed. During the Development phase, their role includes:

**Fostering prayer**—praying regularly for and with the new workers, and stimulating church-wide intercession.

**Meeting**— getting together frequently with the appointees, monthly if possible, either in person or via Skype..

**Providing practical help** —such as assisting them to set up a communications database and/or website, helping them hone their presentations for various groups, or providing aid to find housing, employment, or a dependable car.

**Assisting with details related to travel and meetings** — stepping in to provide childcare or a car tune-up; mowing their lawn while they are gone; tucking a casserole in their freezer for their return; perhaps accompanying them to local presentations where you, if appropriate, share your church’s excitement about sending them; etc.

**Introducing them to friends** —linking them to other churches and individuals who might join their support team.

**Providing accountability** —following up to see that tasks on their to-do list are completed.

**Helping them develop skills useful on the field**—such as how to develop and maintain a personal budget, practice hospitality, do simple car or home repairs, or upgrade computer programs.

**Updating the GO Prayer Team / Network**—reporting regularly on their progress and needs.

**Representing them to the church** —keeping the congregation abreast of their activities and needs when they are not present.

## SERVING THOSE ON THE FIELD

It is crucial that the advocate team begins serving early in the appointees' preparation process, building strong bonds that will sustain supportive, long-term relationships despite the physical separation of the Deployment phase.

Once the workers are on the field, their advocate team will be an essential, two-way bridge of communication, care, and advocacy.

## PRACTICAL IDEAS FOR SENDING CHURCHES

**Commission the team** — When you commission your new appointees' in front of the congregation, also commission their advocate team. These strategic individuals are being set aside to a very important role in the life of your missionaries and your church.

**Attend meetings and be cheerleaders** — Challenge the advocate team, when appropriate, to go with your new appointees' to meetings in other churches. If invited, they can give a public word of endorsement, and they can informally interact with the congregation and encourage involvement with your appointees. They can verbalize the competence of the workers and highlight their financial needs on behalf of the missionaries.

**Shore up weak areas** — What aspects of support-development ministry are difficult for your appointees? As new appointees' are willing to be vulnerable and admit areas of weakness, your advocate team can come alongside them and fill in these gaps. Is writing prayer letters, blogging regularly, or establishing and maintaining a website a daunting task? Ask an advocate team member with good communication skills to make it a joint effort. Is public speaking intimidating? Recruit someone as a personal coach in this area. Are tracking finances and submitting expense reports chores that always get put off? Ask a person competent in money management to help.

*As soon as people express interest in missions, we work with them to recruit three to five people to walk alongside them in what we call a Shepherding Group. This group helps the potential missionaries understand their call and gifting, build people skills, choose the agency, pick their destination, sort out family concerns, wrestle with financial issues, and network with potential supporting churches.*

*As the new workers progress toward missions service, we often add members to the Shepherding Group, such as a finance person, a counselor, or a person in education (especially if they anticipate homeschooling). We highly recommend that appointees keep a journal and share it with two members of their group whom they select. This continues when they go to the field, and the information is treated with strictest confidence. The group also builds a relationship with the appointees' parents if they are in our congregation, and they look for ways to minister to them too.*

*Judy Johnson  
Missions Minister Life Spring Church  
Cincinnati, OH*

# Share Support-Development Task

## Church's Role

- Thoroughly understand your candidates' funding requirements
- Pledge generous support early
- Underwrite sending agency orientation & support-raising training, as needed
- Open doors to other churches and prospective donors

## Partners' Role

- Communicate support-development progress regularly and clearly
- Practice self-discipline in keeping up fundraising efforts including making new contacts and careful follow up

## Agency's Role

- Provide basic training and guidelines for support development
- Provide coaching and accountability for appointees as they raise support.

## IT'S OUR JOB TOGETHER, NOT YOUR JOB ALONE

What reputable business would recruit staff and then refuse to be responsible for their salary and expenses? Yet many sending churches assume that raising support is totally the missionaries' task. In decades past, developing a sufficient number of financial pledges was not so challenging, but today we face unstable currency values, inflation, and escalating costs for things like health insurance and pension contributions. As a result, monthly support requirements have increased dramatically, creating what may appear to appointees as a nearly impossible obstacle. Your church's commitment to share the task of support raising will make a huge emotional and practical difference.

## EXERCISE FAITH WITH THEM

In a tremendous step of faith, your appointees have pledged to serve God in an unfamiliar place. What corresponding, tangible, faith commitment will you, their sending church, make? Will you match their faith by stretching your giving beyond your current level?

Appointees are often asked, "How much is your sending church giving to your support?" Make your financial commitment as soon as possible, even if your policy is to delay the start of support contributions until later. Tell your appointees exactly what your support for them will be and when they can expect it to begin. If you start contributing shortly after they are appointed, these funds can accrue in their account to cover substantial one-time costs such as transportation to the field, language-school fees, etc.

## OPEN DOORS

Usually the most difficult aspect of support development is getting invitations to speak in churches or scheduling meetings with potential donors. Most churches and individuals are bombarded with requests for funding. They are unlikely to respond unless a friend makes a contact, and that requires more than just writing a letter or email.

For example: Jim, your missions team chairman, knows his counterpart in several other local churches. He calls and invites them one at a time to have lunch (or a brief meeting in his home or office) with him and the appointees. Prior to the meeting, Jim and the appointees plan their presentation together.

At the meeting, Jim introduces the appointees and explains why his church is excited about sending them and asks his friend to consider introducing them to his congregation. The appointees share their vision. Since Jim and the church are known and respected, his endorsement is more likely to generate an invitation than a “cold contact” by the appointees on their own. Similar friendship bridges can open doors with individuals.

## SUPPORT-DEVELOPMENT TRAINING

Some agencies provide extensive sessions on how to raise support, and they may require regular accountability to an appointee coach. Other organizations provide less training in this area. Regardless, your new appointees may benefit from attending a support-raising seminar, enrolling in online training, and/or reading some of the helpful books on this topic. Consider financing the best of these options for your appointees.

## REACH THE GOAL TOGETHER

Some individuals love to meet new people and share their passion for the Great Commission. They enjoy building new friendships and expanding their team of supporters. But for most appointees, the task of raising support is daunting, and frankly, it can seem demeaning. These feelings are heightened if family or friends view the support-raising process as begging.

Satan knows he can short-circuit their entire ministry if he can keep workers at home due to lack of finances. Discouragement is one of his best tools. Perhaps hopes are raised when appointees participate in a church’s Global Outreach conference where relationships seem to click and there are references to potential support. Then months of silence end in a missionary version of the “Dear John” rejection letter. Or suddenly Uncle Joe loses his job and his \$150 per month support commitment is gone too. Or the sending agency writes, “We regret to inform you that, due to inflation or currency devaluation, we must increase your support requirement by \$300 per month.”

Welcome to the emotional roller-coaster ride of support development! You can’t eliminate the hills, but you can climb on board and share the ups and downs with your appointees. Throughout the process, new appointees need large doses of encouragement and assurance that they are not alone in the task. Sometimes

that encouragement takes the form of accountability, holding them responsible for the more mundane but necessary tasks of making contacts and following up on calls and visits. At other times, it is the opportunity to brainstorm with a person bringing expertise in marketing or sales. On still other occasions, it is meeting for a time of prayer and a verse of Scripture.

## PRACTICAL IDEAS FOR SENDING CHURCHES

### **Train the advocate team in support raising too**

Seminars in support-raising skills are offered by many sending agencies as well as groups that specialize in this area. Why not send one or two members of the advocate team as well as your appointees? They can work together to implement the principles they learn.

### **Schedule a regular meeting for pastor and appointees**

People should go to the field sensing a special bond with their pastor (or in a large church setting, it may be their missions or outreach pastor). Appointees need regular shepherding by their spiritual leader. Just saying, “I am praying for you,” is not enough. Ask your pastor to set aside a half hour once—or better yet, twice—a month to sit down with your appointees for a progress report and a time of prayer.

### **Create a part-time staff position**

One great way to bless appointees is to add them to the church staff with a flexible schedule as interns, assistants, or ministry leaders, depending on their level of maturity and experience. This arrangement will provide income and often health insurance, and it will build experience and deeper ties with the church. However, appointees may need to scale back their ministry role in their sending church as travel and communication demands increase in the later stages of support development.

*Our advocate team has 10 members, each recruited personally by us. We asked people we felt would be excited about getting behind us and intentionally included people from different age brackets. We have two sending congregations, and our advocate team has members from both churches. They all love us, are excited about our vision, and work well together. Sometimes they meet via a video conference call. They are responsible to see that we are covered spiritually (by prayer) and emotionally, as well as financially.*

*Our advocate team took primary responsibility for our fundraising. We were involved in sharing our vision, of course, but our advocate team members did the asking for support commitments. This took the pressure off of us, and reduced the worry and stress of fundraising. Now that we are on the field, if our pledged funds don't come in, there isn't much we can do. Should that occur, our advocate team has also committed to look for people to stand in the gap and cover the committed amount.*

New Appointee  
Central Asia

# Engage the Whole Church as Senders

## Church's Role

- Own the future ministry along with your partners
- Challenge your people to become an integrated team of senders
- Educate the congregation about the challenges of support development
- Create multiple opportunities for cross cultural workers to share their journey with various groups
- Build an army of pray-ers
- Define at least one way every person can contribute

## Partners' Role

- Envision the task as 'ours' not 'mine'
- Work at increasing your effectiveness as mobilizers of your church's missions passion
- Identify other prospective workers in your church & proactively build their vision
- Be as involved as possible in the total life of the church
- Identify multiple ways others can invest their time and gifts
- Communicate weekly, especially prayer requests and answers.

## Agency's Role

- Provide mobilization resources & training to church leaders & appointees
- Offer special speakers who can build the congregation's vision for the global task they are taking on with their partners.

## THEIR TASK OR YOURS?

More and more churches today recognize that God is calling them to embrace a particular global initiative and that sending workers is just one part of fulfilling that calling. That means the Great Commission does not belong exclusively to individuals, but to the church; cross cultural workers become the frontline troops with an army of support alongside them. Churches with this perspective are highly committed to their partners, but they also make a very serious commitment to the task their workers are going to fulfill. These sending churches build congregation-wide ownership for the ministry they are sending their partners to spearhead.

## CHALLENGE GIVING

People like to give to individuals, and younger donors especially are drawn to support their friends and specific projects they believe in. Even though your church may have a centralized budget that underwrites all expenditures including cross-cultural ministry, you will want to encourage the members of your congregation to feel a sense of financial commitment to your workers. Some churches encourage members to tithe to the church but give over-and-above gifts directly to the missionaries through their agency. Others set up a system to accept gifts designated for individual support and process them through the church.

Remember that many Christians do not understand the support-raising system and assume that everyone in cross-cultural ministry receives a salary. Clearly explain the pledges needed. Post some type of eye-catching visual to measure progress toward the total support goal.

## EACH HAS A PART

What allows a city's mass transit system to successfully deliver thousands of riders to where they need to go and on time? It is the commitment of an army of workers, all of whom understand their particular role and do it faithfully. In the same way, if God is calling your local body to send out workers, then the entire body needs to know their part and work together in the sending process.

You will want to create many opportunities for people to get to know your workers' ally. This will naturally reveal needs they can meet. Challenge each member to look for the way or ways he/she has been gifted to contribute. Identify

a host of avenues to get involved— for individuals, families, small groups, Sunday school classes, etc. Make sure there are options for kids, teens, and adults. Create financial projects that range from pennies to thousands of dollars. Develop prayer initiatives using Twitter Facebook, and email.

## PRACTICAL IDEAS FOR SENDING CHURCHES

**Make a field visit together**—In order for your church to effectively embrace your appointees' ministry, it may be important for you to see it in person. Early in the support-development process, or even before appointment, it may be possible to plan an on-site vision/survey trip for your missionaries, along with your pastor, GO team leader, and/or members of the advocate team. The face-to-face interaction with those on the field as well as the expanded understanding of the needs and opportunities will help your church own the task.

**Continually reinforce congregational awareness**—Your appointees will likely be gone from your services for extended periods, and at such times you will want to take responsibility to keep their needs in front of the church for prayer. Announce their financial goals and progress regularly. Challenge your people to ask God for the funds needed and to consider whether He would have them be part of the answer. Encourage your appointees to be honest about their concerns. For instance they may report, "Please pray for me. I work all week, then drive six hours Friday night before beginning a hectic weekend at a missions conference."

**Invite a knowledgeable communicator to spark your vision**—Find out who could best present the challenge of your adopted task and the strategic role your appointee will play in fulfilling it. Budget to bring this person to spend a few days at your church sharing with your entire congregation if possible, but also meeting with pastoral staff, your missions team, the advocate team, and others.

**Recruit your agency's assistance in developing the congregation's passion**—Ask what resources they have or would recommend that will challenge various age groups from young children through senior adults.

**Join with others**—Discover if there is a network of churches also focused on the people, country, or region where your appointee will work and attend one of their meetings with the intention of becoming a member.

# The One Absolute Essential

Above all, sending is a spiritual activity demanding spiritual resources.

Jesus clarified the number one priority when He admonished, “Ask the Lord of the harvest, therefore to send out workers into his harvest field” Matt. 9:38

No amount of planning and human teamwork will send workers into successful global ministry without a serious commitment to fervent prayer. At the core of the sending church’s task is the responsibility to engage the power of intercession. It is the Lord of the Harvest Who calls and sends both individuals and church.

Enjoy your exciting assignment!

*The Sending New Worker package is fantastic! As a sending church, we have a lot to learn about how we can best serve our new workers.*

*Just reading the “25 Ways to Connect New Missionaries to Your Congregation” primed the pump and gave me another dozen ideas. I plan to work with our appointees to videotape the answers to the “Appointee Interview Questions” and upload them to our website. What a great way to fill in the color and depth of their calling, and make it real and human without being confrontational!*

*“Own the mission not just the missionary” is great advice. I know we are guilty, at least at this point, of supporting only the missionaries. I hope we can build a passion for the mission as well.*

*Our missions team will use these resources to start building broader understanding of our role. I would also like to lead the other elders through the materials.*

*Dr. Brett Miller  
Elder and Missions Team Chair North Christian Church*

# Selecting a Sending Agency

The questions below will help a local church determine if a particular sending agency would be a good partner in sending their cross-cultural workers. The potential candidate will have additional issues they will want to explore to determine compatibility.

## Doctrine

1. What is your doctrinal statement? Is there room for individual variance? If so, what?
2. What is your practice on collaboration with others who hold to differing positions?
3. What do you believe is the biblical role of the local church in the sending of missionaries? How is this articulated in your values and guiding principles?

## Structure and Affiliations

4. What decisions are made by your board(s) of trustees (or similar governing bodies)? Your administration? Your field leadership? Your field workers?
5. To what affiliating bodies do you belong (e.g. The Mission Exchange, CrossGlobal Link, the Evangelical Council for Financial Accountability)?

## Church / Agency Relationship

6. How does your view of the role of the sending church shape how your agency works with local churches? Has the way you interface with churches changed over time? If so, how?
7. What responsibilities or accountability do you believe missionaries have to their sending church?
8. Are there specific roles and tasks you believe should be the responsibility of the sending church?
9. What responsibilities or accountability do you, as an agency, believe you have to sending churches?
10. What congregations would you point to as models of what you think a church/ agency collaboration in sending missionaries should look like? What characteristics make them success stories from your perspective?
11. If our prospective workers serve with your agency, with what agency personnel would we as a church interface and how?

## **Missionary Appointment**

12. How would you envision involving our church in the process of
  - (a) accepting our candidates for service,
  - (b) determining their ministry assignment,
  - (c) choosing their location of ministry, and
  - (d) deciding when they are ready for departure?

## **Training Requirements and Lifelong Learning**

13. What are your qualifications and requirements for candidates?
14. What are your pre-field preparation requirements?
15. How do you promote lifelong learning?

## **Ministry Accountability and Church Involvement**

16. To whom are field personnel accountable? What does that accountability look like?
17. Would evaluations of our person's work be provided to us as a sending church? If so, would we need to request this information or would it be sent automatically? What information is considered confidential between worker and supervisors?
18. What would you define as appropriate field strategy issues into which we as a sending church could/should speak? What are appropriate ways in which you would envision such involvement?
19. What is the involvement of the sending church in discussions of ministry assignment changes?

## **Missionary Care**

20. What care do you provide for those in your charge? For their family? How do you collaborate with the sending church to provide quality care?

## **Finances and Benefits**

21. What health care coverage (on and off the field) and retirement benefits are provided? Do you anticipate that personnel will need ongoing financial support after retirement?
22. How are support requirements determined, and must workers raise the full amount? What items are included in the support structure and which are not? (For example, is adequate retirement funding included, or are missionaries advised to also establish their own retirement savings? How is children's education at various levels funded? Where do monies come from for vehicle replacement?) What is the administrative deduction?

23. Do you expect all financial contributions for projects to flow through your agency? If so, what if any administrative deduction is levied?

### **Conflict Resolution**

24. What is your process of on-field conflict resolution? If our people were to have a serious problem, how would their supervisor determine whether to involve our church? What would that involvement look like? What information would you be unwilling to share with us?

### **Home Assignment**

25. How are decisions made concerning missionaries' home-assignment priorities? Does the sending church have a role? If so, what?

### **Services to Churches**

26. In what ways could you help us strengthen our missionary-sending skills?
27. Do you encourage the development of church networks committed to particular ministries (unreached people group, a specific city/country, etc.)? If so, how?

# Sending Triangle Worksheet

What is your role as the cross-cultural workers' sending church?

What responsibilities is your church delegating to the sending agency?

What is the workers' accountability to your church and the sending agency?

And how do all of these roles and tasks complement one another?

Not every sending congregation can, or wishes to, fulfill all possible sending functions, nor to the same degree. That is why those sent, the leaders of their sending church, and representatives of the sending agency need to sit down and discuss their long-term roles in the sending process. Together you can clarify the responsibilities each member of the triangle—church, agency, worker—will seek to fulfill.

The following lists are starting points for a healthy, three-way dialog about the interrelated roles. It may be helpful to present some hypothetical situations and discuss the expectations and actions of the three entities in such a scenario.

After the responsibilities are confirmed or adjusted, each party needs a copy of the finalized list. Due to leadership transitions and shifts in viewpoint, it is wise to review and evaluate these roles at the beginning of each home assignment via an in-person (preferred) or phone conversation including the sending church, agency, and missionaries.

## THE CHURCH'S ROLE AS SENDER

Check each responsibility that the church wants to fulfill. Some may already be completed at this time. Note any limitations or further clarifications. In some cases, the sending church may want to assume this responsibility in the future but for now feels more comfortable delegating the task to the agency.

- Recruits and carefully screens potential cross-cultural workers.
- Helps develop future candidate's gifting, godly character, and ministry readiness by providing varied service opportunities inside and outside the church context.
- "Owns" not only those sent but their ministry goals. In other words, the church is not focused just on them as people but also highly committed to achieving the purpose for which the workers are sent.

- Works to increase the congregation's vision and passion for global outreach, educating the people regarding their biblical responsibilities.
- Commits a balanced amount of financial support to those they send, taking a step of faith commensurate with the commitment to trust God that they expect of their missionaries.
- Volunteers assistance, expertise, and other resources whenever possible in order to provide those on the field with all they need to accomplish the task for which they have been sent.
- Disseminates information from those on the field to the congregation, and intercedes fervently & specifically in both corporate and private prayer sessions.
- Maintains a steady stream of communication to those on the field in order to foster a continued sense of their membership in the local body of Christ.
- Provides pastoral care throughout the workers' ministry, in cooperation with the agency.
- Shares responsibility for major decisions related to their worker's ministry. The church is always involved in decisions regarding location of assignment, primary ministry focus, and agency membership.
- Delegates on-field supervision to agency leadership, but, with prior agreement with the agency, may take an active role in helping to determine ministry priorities and strategies. *(Define any field decisions the church will participate in beyond those mentioned in the item immediately above.)*
- Works with the agency to address on-field problems involving their people based on healthy, open communication and mutual respect.
- Works closely with the agency to resolve crisis situations such as health emergencies, evacuations, physical attack, etc.
- Assists with home-assignment logistics such as housing, car, children's schooling, etc.
- Helps to provide renewal and "retooling" as well as appropriate service opportunities during home assignment.
- Assists with family concerns when requested.
- Works with the agency to make sure that their people are provided with adequate health care, pension, etc.
- Informs other supporting churches of needs and ministry, as appropriate.

## THE AGENCY'S ROLE AS FACILITATOR

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Check each responsibility that the agency is being asked to fulfill. Some may already be completed at this time. Note any limitations or further clarifications.

- Recognizes and respects the centrality of the local church in sending.
- Requires that potential candidates for cross-cultural ministry be enthusiastically recommended by their local church which affirms their maturity, call, gifting, and experience prior to appointment.
- Develops with the sending church a clear agreement regarding the church's involvement in strategy and field priorities.
- Is committed to ensuring that sending church, worker, and agency are communicating regularly.
- Provides quality on-field leadership and accountability.
- Partners with the sending church to provide quality spiritual care for their personnel and their families while on the field.
- Provides a spectrum of services from the home office to free up personnel as much as possible to focus on ministry.
- Provides quality pre-field training and opportunities for life-long learning throughout service in order to maximize ministry impact.
- Consults with the sending church when serious personal, family, or ministry problems arise.
- Involves the sending church whenever major decisions regarding location, ministry focus, or termination of service are considered.
- Reports regularly (*define frequency*) to the sending church regarding the effectiveness of individual ministries and their personal well-being.
- Cooperates closely with the sending church to maximize the benefit of home assignment for the worker and the church.
- Provides assistance to the sending church in global vision development and cross-cultural ministry mobilization.

## THE CROSS-CULTURAL WORKERS' ROLE AS 'SENT ONES'

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Check each responsibility that the workers are being asked to fulfill. Some may already be completed at this time. Note any limitations or further clarifications.

- Actively participate as much as possible in the ministry and body life of the sending church.
- Recognize that the affirmation of the sending church is an essential ingredient of God's call to cross-cultural service.
- Understand and accept the sending church's expectations and requirements for service.
- Believe that they are to be accountable to the sending church, even though direct supervision has been delegated by the church to the agency.
- Facilitate the investment of church resources (time, finances, gifts, and other expertise) to achieve ministry goals, recognizing that the whole church not just individuals are called to the Great Commission task.
- Report to the church regularly (*define frequency*) and honestly regarding goals, ministry accomplishments, and personal and family well-being.
- Consult with the agency and sending church throughout any major decision-making (regarding change of location, primary ministry focus, agency, resignation/retirement, etc.).
- Do not attempt to put sending church and agency leaders in an adversarial relationship in order to serve their own ends.
- Inform the sending church regularly of prayer requests and answers as evidence that they believe ministry results are dependent on intercessory prayer.
- Involve the sending church in setting priorities for home assignment, and reserve significant time for face-to-face contact with the sending congregation in order to minister and be ministered to.
- Recognize that part of their task is to assist in the global-vision casting and mobilization of their sending church.

# Appointee Worksheet

**Ministry Appointees** \_\_\_\_\_

Sending agency \_\_\_\_\_

Anticipated departure date: \_\_\_\_\_

**FINANCES** as of \_\_\_\_\_ (date)

Total support needed \_\_\_\_\_

Support pledged to date \_\_\_\_\_

Remaining monthly support needed \_\_\_\_\_

Total outgoing funds needed \_\_\_\_\_

Total outgoing funds in hand \_\_\_\_\_

Total funds needed for additional pre-field training \_\_\_\_\_

Average living expenses/month during development phase \_\_\_\_\_

Current income per month \_\_\_\_\_

## **HOUSING**

- Is present housing adequate?
- Is housing available?
- Would office space at the church be helpful? Feasible?

## **VEHICLES**

- Do the appointees have a car that is (1) dependable for extensive travel and (2) adequate for the size of the family?
- Is a second vehicle needed?

## **INSURANCE**

- Do the appointees have adequate health- and life-insurance coverage during this period of time?

## **EMPLOYMENT**

- Do the appointees have employment that will adequately meet their financial needs?
- Will their work schedule(s) allow them the flexibility needed to pursue deputation aggressively?

## **FINANCIAL DEBT**

- What financial debts are the appointees carrying?
- What is their plan to eliminate this indebtedness?
- How can we help our appointees eliminate this debt?

## **PREPARATION**

- Has the appointees' sending agency established pre-departure requirements? If so, do the appointees and the missions team clearly understand these prerequisites and have a plan to fulfill them?
- What adjustments to other plans are needed to make sure all requirements are fulfilled?
- Are there additional preparation requirements that the GO Department would like the appointees to complete? Are these requirements clear to the appointees, the GO Department and the sending agency? Is there a plan in place to fulfill them?

## **CHURCH-WIDE SUPPORT**

- Are the appointees planning to recruit an advocate team of people to "hold the ropes" back home for them? Is everyone clear on the purpose and function of this team? Who will be the liaison to the GO Department?
- Will there be one Sunday school class or group that "adopts" these appointees?  
If so, how will that be implemented?

## **FIELD/MINISTRY EXPOSURE**

- Would our appointees' preparation be enhanced by their taking a survey trip to their future field of ministry? If so, when would such a trip provide optimum benefit? How would it be financed? Should representatives from the church accompany them? Who?
- Will an experienced cross-cultural worker or national church leader from the appointees' field be in our area? If so, how could this person be best utilized to further challenge our congregation to involvement in the work there?

## **MINISTRY TO THE CHURCH**

- How will these appointees assist in communicating global vision to our church?
- In what other ways will they be invited or expected to minister to our congregation?

## **UNIQUE NEEDS AND OPPORTUNITIES**

- What unique situations or needs do our appointees face as they begin the development phase of their ministry?

## **MENTOR**

- Has a mentor been appointed? Name \_\_\_\_\_
- Does the mentor have adequate direction and resources?
- How will the mentor and the GO Department work together?

## **GO Department TEAM ROLE**

- Have we as a GO Department clarified our responsibilities, timeline, and person assigned to carry out each of our responsibilities?

# Developing Advocate Team

*Recruiting, training, and encouraging an advocate team is the shared responsibility of the church's GO leadership and the appointee. Approaches vary, but here is a suggested way to build an effective team and encourage successful advocacy for "their" people.*

## **The Role of the GO Department**

1. Define the purpose and responsibilities of the advocate team.
2. Inform the congregation that the development and service of an advocate team is a key aspect of the church's responsibility in sending out workers. This sets the context for appointees to recruit a team leader and members.
3. Approve the advocate team leader proposed by the candidate.
4. Appoint the advocate team leader as a member of the missions team with the specific assignment to be their workers' liaison, or establish a system of communication between GO Department and the advocate team leader.
5. Encourage a regular flow of information and suggestions from the advocate team to the GO Department as to how to incorporate support for these workers into the overall global missions program.
6. Regularly communicate back to the advocate team appreciation for their important work and inform them of all decisions that impact their partner.
7. Expand the advocate team's understanding of, and skills for, their ministry by providing resources on member care and encouraging attendance at relevant seminars and conferences.

## **The Role of the Worker**

8. Propose an advocate team leader to the GO Department and after approval, recruit this person to head the team.
9. Work with the advocate team leader to identify the types of skills needed on the team and potential team members.
10. With the advocate team leader, recruit the other members of the team.
11. Meet with the team in person as frequently as possible.
12. Via face-to-face meetings, phone contacts, and written and electronic communication, honestly share with the team their practical needs, prayer requests, and answers.
13. Keep the team informed of ministry progress and opportunities for the church to be involved.

## Advocate Team Description

On the following pages is an explanation of the role and function of an advocate team. You can customize this description for your church setting and give it to your missionary appointees to use in recruiting their team leader and members.

### What Is an Advocate Team?

An advocate team is a group of individuals (typically 5-10) who take the responsibility to coordinate our church's support of one of our workers (single/couple/family), and to serve as their advocates to the congregation. This team is our primary link between our worker and the rest of our church body. Because of the strong personal relationships developed with their advocate team, people can be open and honest, sharing with the team their personal concerns as well as blessings, ministry needs, and opportunities for greater partnership.

### Why Is an Advocate Team Important?

All those we send out serve on behalf of our local church. They do not go to the field "alone." Third John 6-7 admonishes: "You will do well to send them on their way in a manner worthy of God. It was for the sake of the Name that they went out,..." An advocate team is the most tangible expression of our church's commitment to support, in a worthy manner, those we send out and to "go with them" in every way possible.

### What Is the Advocate Team Responsible to Accomplish?

There are two major aspects of the team's work: care and representation.

- ✓ **Care:** Many cross-cultural workers live in physically challenging environments. Some are raising children far from extended family. Others struggle with cultural adjustments and language barriers. Most significantly, all serve on the frontlines of spiritual warfare. Daily they are challenging Satan's domain.

For survival and spiritual health, all missionaries need the assurance that they are not alone, that their sending body loves them and is committed to both their personal welfare and the success of their work. Those sent need empathetic listeners—compassionate, caring friends who are not in a supervisory role. The advocate team can consistently provide that kind of spiritual/emotional support. Caring also involves identifying practical needs which the team can meet or organize others in our congregation to meet.

- ✓ **Representation:** The advocate team also champions the worker and their work to our church body and advocates for ongoing participation in those workers' ministry even when they are far away. Thanks to the efforts of the team, our church feels an ongoing sense of connection that keeps us involved in the life and ministry of the workers who may be on the other side of the globe.

## What Are the Advocate Team's Tasks?

1. **Pray.** Individual members pray consistently—if possible on a daily basis—for the workers and encourage congregation-wide prayer.
2. **Meet.** The group comes together as a team at least once every two months. The agenda may consist of calling the workers for an update and prayer, then discussing topics such as a previously circulated article on ministry stress, planning for a booth featuring an upcoming weekend event, or brainstorming items for a care package to be sent to the family's college-age MK during finals week.
3. **Provide a safe place.** The team establishes an atmosphere in which the workers feel comfortable enough to be honest and vulnerable concerning their situation and needs. High standards of confidentiality are required. If the workers share a personal concern that they want to remain within the group, each team member must be faithful in maintaining confidentiality (except in situations where our church policy requires that for moral or safety reasons the information must be shared with the proper authority). The team is not expected to act as professional counselors; if in-depth spiritual or psychological help is needed, the workers should be referred to a pastor or professional counselor.
4. **Maintain communication.** The team stays in regular communication with the workers on the field and on home assignment for the purpose of a) keeping up to date on prayer requests and answers, b) learning of practical needs our church might be able to help meet, c) monitoring the workers' physical, mental, and spiritual health, and d) keeping the workers up to date about what is going on in our church. If at all possible, the team calls / Skypes the worker during each meeting. Between meetings, at least one member calls so that the workers have phone contact at least once a month.

5. ***Provide help and advocacy in building the support team.***  
New appointees need assistance with the challenge of building their support team. The advocate team can provide advice, aid in the development of presentations for various ages and settings, offer childcare, set up computer databases, etc. Some advocate teams send a representative with their appointees to each meeting at other churches in the area. There they serve as moral support and prayer partners, and when appropriate, they introduce the appointees and share our church's excitement about their future ministry. The advocate team should also introduce and recommend the workers to potential supporters.
6. ***Coordinate on-field service.*** As the advocate team becomes aware of a need that our church could meet, they identify an individual or group within our church body who could provide the solution and make sure that the plan is carried through to completion. The team can recruit one or more small groups or Sunday school classes of various ages to "adopt" the cross-cultural worker for a period of time. Then the advocate team serves as a resource to this class to sustain a flow of information and involvement.  
They can also make sure that cards and care packages are sent regularly to the workers and their children. Some advocate teams also help plan short-term trips to serve alongside those they are supporting.
7. ***Update the GO Department.*** The advocate team is responsible to communicate pertinent information regarding the workers to the GO Dept.
8. ***Represent your cross-cultural worker to the congregation.*** The advocate team works with the GO Department to keep the workers' ministry and needs before the whole congregation and smaller groups within our church. This may include updates in worship services, Sunday school and small group presentations, PowerPoint announcements, bulletin and church newsletter blurbs, etc.
9. ***Assist with home-assignment plans.*** The advocate team helps with the practical logistics of home assignment. This could include finding housing and a dependable vehicle, enrolling children in school, scheduling medical appointments, locating a relaxing vacation spot, and many other tasks related to successfully transitioning to our area. If the workers are not returning to the field, additional assistance may be needed in long-term reentry and adjustment.  
Other services may be appreciated during the workers' time at home: childcare, training in how to use a new computer program, funds to send children to camp, tickets to a sporting event or concert, etc. The advocate team can fill these needs or recruit others to serve in myriad ways.

10. Help with reconnecting. The advocate team assists their worker to integrate back into the life and care of our church when in our area. This could include holding various events where the missionaries can report and be reintroduced to the congregation, assisting children to be welcomed back into age-appropriate activities and friendships, helping with preparation of media presentations, etc.

### **What Is the Missionaries' Commitment to Their Advocate Team?**

An advocate team is most effective when those sent are willing to be honest and open with them about their needs—spiritual, physical, emotional, and financial. When the workers admit they are struggling with a problem or have a practical need, the team can engage in earnest prayer, and where appropriate, assist in finding and implementing a solution.

### **Who Leads the Advocate Team?**

The advocate team is accountable to the GO Department which, together with the appointee, selects the team leader. This person helps to recruit others, schedules and leads meetings, coordinates tasks, and in general, is responsible for the efficient function of the team. The leader also serves as a liaison to the GO Department.

### **How Long Does the Advocate Team Serve?**

Ideally, each person on the team agrees to serve for at least one term of the workers' service, i.e. until the workers return for the next home assignment. This is usually a 2-4 year period of time.

# Completing Preparation

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*Your new workers may have earned advanced degrees and have years of professional experience, but living and serving in a new culture will likely require additional skills. Work in cooperation with your new appointees and their sending agency to assess if there are areas where you could help them be more fully prepared by the time they leave for their assignment. The following suggestions may help identify areas where experience, training, or mentoring will be beneficial.*

## **Church Leadership Experience**

Your new appointees may need exposure to, or opportunity to gain hands-on experience in various types of church ministry:

- Teaching Bible classes for various ages
- Leading small groups
- Organizing & leading a children's or youth program
- Leading women's / men's ministry
- Developing recovery ministry
- Doing personal evangelism, same culture or cross cultural
- Organizing / Leading aspects of of the GO program
- Planning leadership training
- Preparing and delivering a sermon
- Doing hospital visitation
- Conducting weddings and funerals
- Doing hospital visitation
- Conducting weddings and funerals
- Conducting baptism and communion
- Conducting pre-marital counseling
- Leading elders' meetings
- Developing a church budget
- Leading a church ministry team
- Planning and leading worship
- Launching a church plant
- Resolving conflict
- Exercising church discipline

## **Computer Skills**

Most computer users have basic skills but depend on experts when things go wrong or when new hardware/software needs to be installed. On location, they may need to fix problems themselves and know how to upgrade equipment. Or they may need skills in a new area such as building and maintaining spread sheets to track field finances or using desktop publishing programs to design brochures. Training in how to use social networking and maintaining databases may also help your appointee better communicate with those back home. Can someone in your church with these skills and the ability to teach others volunteer time to increase your appointee's computer proficiency?

## **Counseling Training**

Although counseling may never show up on their job description, the majority of cross-cultural workers find themselves in a role where they are providing advice and counsel to others. Check with Christian counselors on your church staff or in your area for recommended courses at local schools or online. The personnel department of your new workers' agency may also have suggestions. One-day or weekend seminars or retreats on marriage, family, or interpersonal relationships also may be highly valuable for their content and as a model for field ministry.

## **Leadership and Other Ministry Skills**

The experience needed in this area will vary widely depending on the anticipated future ministry. Some skills can be learned in a formal educational setting but often the most practical training comes in working alongside someone with expertise. Areas could include: ·

- Developing & implementing a business plan
- New contact identification and development
- HR skills
- Team building
- Mentoring
- Curriculum development
- Library organization
- Camp administration
- Teaching English to speakers of other languages
- Raising contributions and/or business capital
- Relief and/or development administration

## Life Skills

- Writing/Journalism
- Still photography/Videotaping and editing
- Cooking without prepared foods
- Nutrition
- Gardening
- Canning
- Sewing
- Driving a stick-shift car
- Simple car repairs
- Home repairs
- Family financial budgeting
- CPR and first aid
- Lifetime fitness
- Coaching a sport
- Playing a musical instrument
- Basic accounting
- Lifeguarding
- Parenting issues
- Homeschooling

## Preparation for Cross-Cultural Ministry

Talk to your new appointee's agency about helpful programs. Many agencies require or strongly recommend certain courses in language acquisition and cross-cultural life and ministry.

There are also excellent programs to train and provide experience in sharing the gospel with those in various major religious blocs.

# Appointee Interview

Sometimes the most effective way to communicate key information to your congregation about your appointees is via an extended interview, or a series of short weekly or monthly “Q&A Minutes” that include just two or three questions done in person or via video.

Here are some suggested questions. Consult with your appointees ahead of time on what you will ask so that they don't have to formulate answers on their feet.

1. What was the greatest single influence toward cross-cultural ministry in your life?
2. There are needs everywhere, including lots of them here at home. How did you decide God wanted you in [*name of country or city where they will serve*]?
3. How would you respond to the person who says, “Serving God is throwing your life away in some remote place”?
4. If you could ask God for anything (tangible or intangible) as you grow into cross-cultural ministry, what would it be?
5. What needs to happen before you can leave for the field?
6. What are you finding to be the most enjoyable part of this time of preparation?
7. What is the most difficult aspect?
8. If you could take just three things in your suitcase when you leave for the field, what would they be?
9. What ability or personality trait of yours do you think will be most useful on the field? Why?

10. What is one unusual characteristic of the \_\_\_\_\_ people with whom you will work? How will this affect your ministry to them?
11. What is the funniest question you have been asked during this time of preparing to go to the field?
12. Our congregation has been identified as your “sending church.” What does that mean right now and what should it mean when you are on the field?  
*[While the role of the sending church may already have been articulated, repetition will help your congregation expand their understanding. It is also very helpful to have the appointee voice his/her reliance on your church as the sending body.]*
13. How would you finish this sentence: “What I wish the people in this church would do for me/us is...”?
14. What is your biggest prayer request for the coming week/month?







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