

# HOW TO BECOME A GLOBAL SERVANT WITH...

## **STAGE 1 – PREPARATION**

At this initial stage, you contact me by email at [missionmobilization@internationalministries.org](mailto:missionmobilization@internationalministries.org) and an initial inquiry questionnaire will be sent to you.

We will initiate a preliminary conversation with you via Skype, FaceTime, or WhatsApp. Depending on where you are spiritually, we will make a few suggestions to help in your discernment process, such as forming a personal prayer group and engaging in volunteer mission work. We will also encourage you to attend IM's Hear the Call, an annual weekend retreat for adults who are considering full-time ministry, and/or the World Mission Conference, a biennial event for mission supporters to learn more about what God is doing through IM.

## **STAGE 2 – DISCOVERY: APPLICATION & ASSESSMENT**

After reviewing the initial questionnaire and talking with you, we will send you the Application Packet. Your completed application will be reviewed and a skype or telephone interview will follow. After the first interview, IM will send a Supplement Packet. The following will be required:

- Recommendation from the executive of candidate's American Baptist Churches (ABCUSA) region, or corresponding person for ecumenical appointments
- Psychological assessment conducted by the Center for Ministry
- Background check
- Profile from American Baptist Personnel Services (for candidates enrolled in ABPS)
- Home visit conducted by IM Mission Mobilization staff (for candidate families with children)
- Second in-person interview with the Executive Director / CEO and other staff persons

## **STAGE 3 – PRE-ASSIGNMENT: ENDORSEMENT**

After completing the second interview, an endorsement vote will be taken by the IM Global Mission Team. The candidate may or may not be endorsed to serve through IM at this time.

If endorsed to serve, the candidate will participate in an Endorsement Orientation at the King of Prussia, PA office and will begin a period of coaching for network-building and fundraising:

- Their Mission Partnership Team will be formed and oriented.
- The candidate and their Mission Partnership Team will build a Mission Partnership Network and will secure commitments of prayer, encouragement and financial support.

- IM will begin receiving personalized gifts for the endorsee's financial support.
- Candidate may take a Vision Trip to their country of service to meet with partners and learn about their anticipated ministry.
- A recommendation for Appointment (making the candidate an IM employee) will be voted by the Global Mission Team after the Mission Partnership Team has been established and projected monthly average of support contributions reaches at least 25% of the Personalized Support Goal.

#### **STAGE 4 – PRE-ASSIGNMENT: APPOINTMENT**

Candidate will become an employee of IM and will start to receive a living allowance, medical and retirement benefits.

Candidate will participate in Appointment Orientation via skype and security training, cross-cultural / language acquisition training, and any additional specialized training required or needed.

When projected monthly average of support contributions reaches 80% of Personalized Support Goal, authorization to schedule and plan the Commissioning Service will be granted. Candidate will be commissioned by the IM Board of Directors.

Recommendation for Assignment will be voted by Global Mission Team after the Mission Partnership Team has been established and projected monthly average of support contributions has reached 100% of the Personalized Support Goal.

#### **STAGE 5 – ASSIGNMENT & SENDING**

Candidate will participate in Assignment Orientation at IM office.

Candidate will secure visas, work documents, etc. and will depart for country of service.

Language School, if required, will be completed during the first year of the first term of service and may or may not take place in the country of service.

To learn more contact [missionmobilization@internationalministries.org](mailto:missionmobilization@internationalministries.org)