

C&MA Process of Consideration - *What happens next?*

	SEQUENCE	TIME FRAME	PURPOSE
1	Initial discussion with Rick and letter of invitation to enter process of consideration	April-May	Determine that requirements have been met and timing is right.
2	Language Aptitude Test (MLAT)	June-August	Assess for language learning ability
3	Pre-appointment Interview Questionnaire		Gather general information from you that will be useful during the interview
4	Psychological Evaluation		Link Care services produce a report of overall personal development, highlights any mental health or personality dynamics that may need to be addressed during the interview.
5	Pre-appointment Interviews	August - November	To determine individual readiness and develop general picture of country of service.
6	IMC Meeting	early November	Meeting of 4-5 IM leaders seeking to develop "draft" list of appointees with attached country designations.
7	IM Leadership Team Meeting	late November	Meeting of 12-14 IM leaders including Regional Directors seeking to finalize country of service and type of ministry
8	Teleconference with C&MA Board of Directors	early December	Final approval decision for appointment
9	Appointment Letter sent out	end of December	Letters go to formally appointed candidates officially informing of appointment. These letters are accompanied by a service agreement that needs to be carefully read over and signed.
10	Appointees return acceptance letter with signed service agreement.	January	Send to the MCO, your acceptance letter accompanied by your signed service agreement.
11	Appointee responsibility transferred from MCO to office of AVP	??????	Once the service agreement is signed and returned, your file is completed and transferred to David Kennedy and his assistant Esther Hsu for the final steps.
12	"Blue Binder" sent to appointee	January(?)	Candidate file transferred to AVP office, binder sent by and contact person becomes Esther Hsu
13	Work on Blue Binder material	February through April	Visa, immunization, passport, tickets, insurance, etc.
14	Conclude Home Service position	End of May (approximately)	Home Service positions should conclude around the end of May with a COBRA extension for health insurance until July 1st. It is up to the church to decide whether it can provide housing or financial support for the appointee(s) up until July 1st.
15	Attend C&MA General Council	May	Appointees attend Council preferably funded by the church. If not, IM will cover the expenses for airfare or mileage and Fri. and Sat. night lodging. If the appointee wishes to attend Council full time, it will be at their personal expense.
16	Attend Pre-field Orientation (Chicago)	June (5 days)	PFO brings all appointees together for 5 days of orientation interaction with various C&MA leaders. Typically held at Wheaton College in Chicago. Funding provided by IM.
17	ICCT (Chicago)	June (3 weeks)	Appointees all receive specific training in how to learn a second language, also held at Wheaton College. Funding provided by IM.
18	Final preparations for departure	July	Final packing and preparation before departure.
19	Depart for field	July or August	Appointees are free to depart anytime after ICCT according to field timeline. Generally, most appointees depart in August

