

The C&MA Process of Missionary Development

Missionary Candidate Office

July 8, 2004

	Stage	Purpose	Period	
Accreditation	Initial	Most of our missionaries begin their preparation in local C&MA churches. Potential missionaries are profoundly affected in our local churches by the church's missionary program.	Through High School	
	Undergrad Studies	The original purpose for our Alliance colleges was to train people for ministry. That heritage has maintained itself over the years and each of our colleges has a missionary training program	4 years	
	Application	When an individual expresses an interest in serving with the C&MA, they begin the application process. Their first point of contact is with the Candidate Development team. The appropriate Candidate Development regional representative reviews basic application materials, personality assessment instruments, and references. When agreement is reached to move ahead and the file is complete, the Office for Candidate Development schedules a formal accreditation interview to evaluate if the individual has met basic expectations for candidacy. Once officially accredited, the candidate's file as well as responsibility for the ongoing development of the candidate is transferred to the Director for Missionary Candidates whose office is a part of the Division of International Ministries.	Senior year of college	
Candidate	Grad. Training	The Alliance requires candidates to have at least one year of graduate training in missions	1yr.	3 yrs.
	Ministry Experience	Home Service as we call it is a minimum period of two years in which we ask candidates to take the initiative in seeking full-time vocational ministry within a C&MA church setting. The major goals of the HS experience are: (1.) To develop in the candidate a positive attitude and approach to ministry. (2) Assist the candidate to effectively implement what has been learned in the classroom in everyday ministry situations.	2 yrs.	
	Consideration	Once all the qualifications (home service, educational, etc.) are met, the candidate enters the stage we call the "process of consideration". This stage is designed to carefully evaluate the candidate's readiness for appointment. For their own protection, if a person demonstrates adequate preparation and personal readiness, they are then recommended for appointment, however if the candidate does not demonstrate personal readiness, the C&MA, for the sake of the individual, stands committed to redirect them into some other form of ministry rather than deploy them as missionaries. This stage, most notably marked by the pre-appointment interview, is designed to carefully evaluate the candidate's readiness for appointment.	July - December	
Appointment	Appointment Decision	Upon successfully navigating the consideration stage, the candidate is recommended to the Board of Directors of the C&MA for official appointment	December	
	Pre-Departure Preparations	Once a person has been appointed, their file and responsibility for shepherding is transferred to the Assistant Vice President for International Ministries. The AVP provides the pre-departure information dealing with outfit, shipping, visas, finances, life insurance, health insurance, medical issues, immunization, etc	Jan.-May	
	Pre-Field Orientation (PFO)	Each summer the C&MA sponsors a one week Pre-Field Orientation (PFO) for new appointees. During these sessions, a number of important transition issues are discussed including: C&MA mission culture, language expectations, stress management, first-term survival, interpersonal relationships, MK issues, finances, establishing positive rapport with sending churches and well as church/mission relations	June	
	Linguistics Training	Each summer, new appointees attend three weeks of intensive training in Second Language Acquisition (SLA).	June	
	Departure	Going on allowance and medical insurance 1 month prior to departure, most appointees depart in late July or early August.	July	
Assimilation	Language Study	At this stage, the appointee moves overseas. The goal for Alliance missionaries is communicative competence in their target language(s). The first two years of a new missionary's service on the field are committed to gaining that competence. Some missionaries study in a formal school setting while others study in an informal setting	1-2 yrs.	
	On-field Orientation	It has always been a conviction of the C&MA that the very best setting for missionary orientation is on the field where the missionaries will serve. Our programs are structured to facilitate assimilation over the first few years of missionary service.	First term	