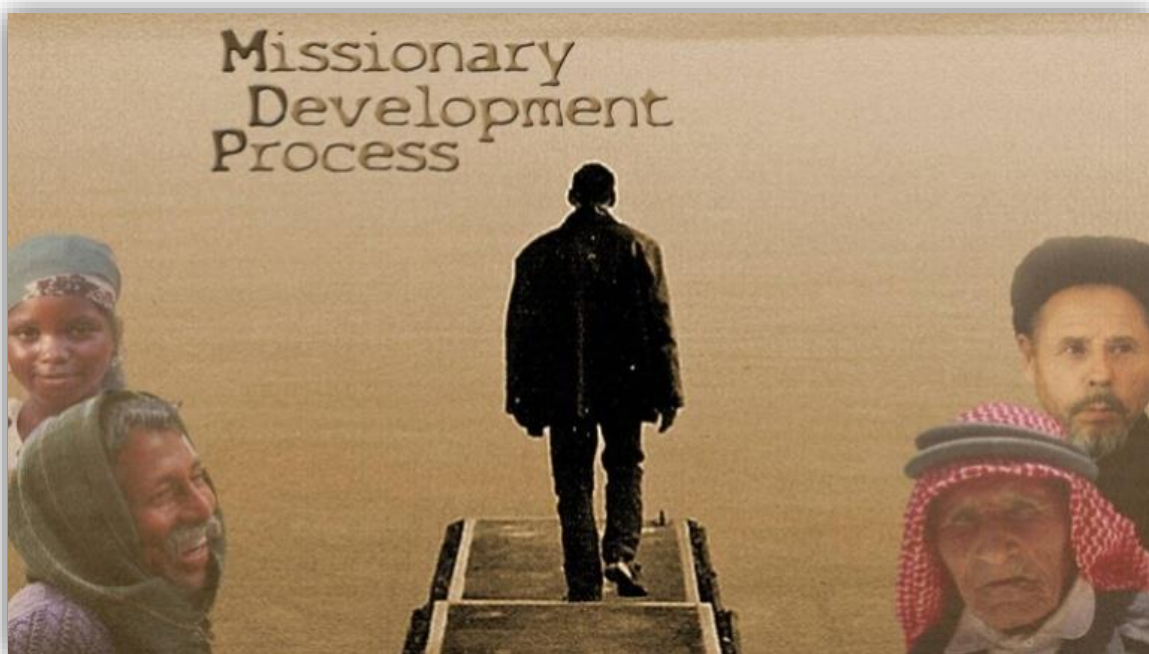




REVISED AUGUST 12, 2015

MDP - INTRODUCTION

If our goal is to “equip the saints for ministry,” we must ask ourselves how well we are equipping them and sending them out. In the year 1900, 80% of people who responded to an invitation to the missions field actually ended up on the missions field. By 2000, the percentage had dropped to 8.3%. What difference did 100 years make? Are people too busy? Too materialistic? Too easily distracted? Is Satan more effective now than he was then? Is the church just pointing people to a missions agency and allowing them to fall through the cracks?

*The **RESPONSIBILITY**
to send missionaries lies
within the **LOCAL**
CHURCH,
not the
missions agency.*

The biggest issue is that people are **uninformed**. Not only candidates are uninformed, but pastors as well. They ask, “What do we do next?” but nobody has an answer.

Ephesians 4:11-12 states, “And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ...” (ESV) Pastors need to equip their people for ministry; this **DOES** include the ministry of missions!

The answer is a proactive program, called the Missionary Development Process (MDP), developed by Allen Waldrep, Global Ministries Pastor at Heritage Baptist Church, and Glenn Kurka of CrossWorld. This process can be customized to meet specific needs, backgrounds, and personalities of candidates.

The responsibility to send missionaries lies with the local church, not the mission agency.

The information that follows is a copy of our MDP manual. The forms we use are in this text, for your convenience there is an index at the end of this book for all the forms in this book, digital versions are also available.

MDP - A FEW WORDS ABOUT THIS MANUAL FROM PASTOR ALLEN

This manual for the Missionary Development Program will doubtless continue to develop as we at Heritage continue to refine that which we do, the equipping of the saints for ministry. The process thus far has had tremendous investment from many resources, including but not limited to: Colonial Baptist Church of Cary, NC; Calvary Church of Lancaster, PA; Moody Church of Chicago, IL; our own learning from in-house experience, and Glenn Kurka who has served numerous churches as a consultant in missions and has wonderfully served us as a member of HBC. I am very grateful for the input and look forward to how God will use this manual at HBC and other churches that might decide to do as we did, to benefit from the best freely offered by others in the body of Christ.

May God bless all those mentioned above, and the many others not mentioned, as they have blessed this ministry effort.

With you, serving Him,

Allen Waldrep

Global Ministries Pastor

MDP - A FEW WORDS TO THE POTENTIAL MISSIONARY CANDIDATE

We are happy you are considering the will of the Lord to help fulfill the Great Commission among the unreached people groups of the world. You probably have many questions and may not believe you are well prepared to be a missionary. Be assured that you are not alone on this journey. We intend to walk with you during this process to determine your role and the role of Heritage in this task of fulfilling the Great Commission.

"If a commission by an earthly king is considered an HONOR, how can a commission by a Heavenly King be considered a SACRIFICE?"
– David Livingstone

WHY ALL OF THIS TRAINING?

Heritage Baptist Church is committed to sending missionaries that will succeed and grow spiritually in ministry. The alarmingly high missionary attrition rate bears witness to the fact that missionaries need to be well prepared in every facet of their life and ministry. HBC cares about our missionaries and their ministries, therefore we seek to fully equip them for the work of ministry (Ephesians 4:11-12). This training has been carefully and thoughtfully put together for the purpose of equipping candidates to become the most effective ministers in their respective cultures of ministry.

MISSIONS PHILOSOPHY

Heritage Baptist Church is committed to see the Great Commission fulfilled. Our primary mission focus is to reach the unreached and least-reached with the Gospel of Christ by facilitating church planting & mission sending movements among these people groups. Therefore, we will equip, send, and care for missionaries raised up from within HBC to accomplish this objective.

Acts 13:1-4 exemplifies God at work through the local church and individuals to send workers into His field. At HBC, the church and the prospective missionary work together to determine a field and a strategic ministry. Then we jointly subcontract an agency to work with us. The agencies' role is to help us accomplish our goals before and after the missionary arrives on the field. This will necessitate the delegation of some responsibility and authority to the agency, however, the church will maintain the ultimate authority under God.

HBC is committed to sending missionaries that will SUCCEED and GROW spiritually in MINISTRY

Sometimes, the leadership of HBC will proactively approach a person whom they have observed would possibly fit well in missions service. At other times, an individual may first approach the HBC leadership and express an interest in missions. The process can begin either way. Whichever way it begins, we believe that both the candidate and the church will ultimately reach the same conclusion as they work together through the process of the MDP and continually evaluate their role in missions.

As we start this journey together, here are a few things to keep in mind:

The MDP is a self-paced, competency driven, and interactive program.

- You will help set the pace for your progress as you work through each assignment prescribed for effective missions ministry.
- You will have a mentor, the MDP Coordinator, and the Global Ministries Pastor interacting with you as you work through the assignments and evaluations.

The MDP has expectations as you proceed through the training.

- You will be expected to complete each assignment and be evaluated for competence of knowledge and skills for missions ministry.
- We realize life issues can affect the process. Therefore, we ask you to share with your mentor, MDP Coordinator, and/or the Global Ministries Pastor any concerns, difficulties or problems that are affecting your progress during the process.

Finally, your involvement and/or completion of various levels of the MDP does not guarantee that Heritage Baptist Church will send or support you. Please discuss this as necessary with the Missions Pastor and complete the “Statement of Mutual Understanding.”

MDP - INITIATING THE MDP CHECKLIST

Name _____	Date Completed
1. Interest expressed by person (initiated by person or a HBC pastor)	_____
2. Missionary Application and Missionary Questionnaire sent	_____
3. HBC Missions Strategy booklet given for immediate familiarization	_____
4. Initial interview with Global Ministries Pastor scheduled	_____
5. Missionary Application and Questionnaire received by Global Ministries Pastor	_____
6. Church membership confirmed, became an official church member on: (non-members may benefit by going through the assessments and training in Stage 1, we are glad to help, but the entire MDP is designed for those who hope to become a HBC sent missionary. Faithful HBC attenders too young to be a member may still enter the MDP but they should go through New Connections and become a member ASAP)	_____
7. Initial interview with Global Ministries Pastor	_____
a. Global Ministries Pastor determines if he believes the person is a viable candidate for the MDP	_____
b. Statement of Mutual Understanding signed & given to Global Ministries Pastor	_____
c. MDP manual given to potential candidate for study prior to next interview	_____
d. Completed permission form for background checks received	_____
e. Topics discussed to include, but not limited to: evaluation of readiness for missionary service, personal character, spiritual life and maturity, moral purity, bible and ministry training, ministry experience, cross-cultural experience, mission interests/UPG, HBC missions strategy, steps 1-9 of the MDP, commitment to MDP	_____
f. Invitation to enter the MDP extended	_____
8. Invitation accepted	_____
9. MDP mentor assigned: _____	_____
10. Meeting with Global Ministries Pastor, mentor and candidate scheduled	_____
11. Meeting with Global Ministries Pastor, mentor and candidate	_____



MISSIONARY APPLICATION

(Rev. 1/1/12)

*Form 1 of 3 required for application for entry into the HBC Missionary Development Process.
You will also need to complete the Missionary Questionnaire and the Statement of Mutual Understanding.*

MISSIONARY APPLICATION

219 Breezewood Drive
Lynchburg, VA 24502
Phone: (434) 237-6505

Email: Allen@HBClynchburg.com

Special Instructions: 1) Fill in all the fields that apply. If you are applying to enter the MDP, some fields will not yet apply and can be filled with "n/a". You can enter a field by clicking it with your mouse. Some fields you will need to click on to select (check) the correct answer. Appropriate fields will expand as you type. 2) Review the completed application to ensure every applicable field is filled in and all supporting documents are complete and ready to email. 3) Save this document on your computer so you can send it as an attachment by e-mail. 4) Please send a .jpg attachment of a recent family photo (of all members that are still living at home). 5) Return the spreadsheet outlining your budgeted monthly support needs. 6) Please create and attach a file marked "Outfit and Passage Financial Needs" giving a detailed breakdown of these O & P needs. 7) Print and keep a copy of the completed application for your records.

Date application is being completed: (MM/DD/YY) / /

I am applying to [Choose One](#)

(Missionary)

Personal Information

(Spouse)

1.	Full Name:	Full Name:			
2.	Select all that apply. Marital Status: ☐ Single ☐ Separated ☐ Widowed ☐ Married ☐ Divorced ☐ Remarried	Select all that apply. Marital Status: ☐ Married ☐ Remarried ☐ Widowed ☐ Divorced			
3.	Address (Street, City, State, Zip, Country) :				
4.	Home Phone:	Cell Phone:	E-mail:	Cell Phone:	Anniversary:
5.	Date of Birth (MM/DD/YY) / /	Citizenship:	Date of Birth (MM/DD/YY) / /	Citizenship:	
6.	If you have children, please give their full names, gender, and dates of birth (MM/DD/YY):				
7.	How long have you known Jesus Christ as your personal Savior?		How long have you known Jesus Christ as your personal Savior?		
8.	Briefly explain how and when you became a Christian and what Christ means to you now.		Briefly explain how and when you became a Christian and what Christ means to you now.		
9.	Briefly describe why you believe you should serve in missions.		Briefly describe why you believe you should serve in missions.		

10.	Briefly describe your daily habit of Bible study, meditation, and prayer.	Briefly describe your daily habit of Bible study, meditation, and prayer.
11.	Share your present practice of evangelism (Direct - one-on-one, verbal; Indirect - tracts, service projects, hospitality).	Share your present practice of evangelism (Direct - one-on-one, verbal; Indirect - tracts, service projects, hospitality).
12.	When was the last time you led an adult to saving knowledge of the Lord Jesus Christ? Explain.	When was the last time you led an adult to saving knowledge of the Lord Jesus Christ? Explain.
13.	List two emergency contacts. 1. Full Name Relationship Address City, State, Zip, Country Home Phone Cell Email 2. Full Name Relationship Address City, State, Zip, Country Home Phone Cell Email	List two emergency contacts (if different than spouse's). 1. Full Name Relationship Address City, State, Zip, Country Home Phone Cell Email 2. Full Name Relationship Address City, State, Zip, Country Home Phone Cell Email

(Missionary) **Preparation Information** (Spouse)

14.	What is your occupation?	What is your occupation?
15.	Name of your employer:	Name of your employer:
16.	Significant work experience:	Significant work experience:
17.	List the schools attended, degrees earned, and years attended.	List the schools attended, degrees earned, and years attended.
18.	If currently enrolled, name of school, degree pursuing, and planned graduation date?	If currently enrolled, name of school, degree pursuing, and planned graduation date?
19.	Please list other certifications and specialized training.	Please list other certifications and specialized training.
20.	What language(s) do you speak or have you studied? And for how long?	What language(s) do you speak or have you studied? And for how long?
21.	List significant ministry experience, including overseas.	List significant ministry experience, including overseas.
22.	What additional training are you planning to acquire prior to leaving for the field?	What additional training are you planning to acquire prior to leaving for the field?
23.	What do you believe are your greatest strengths and weaknesses?	What do you believe are your greatest strengths and weaknesses?
24.	Do you have the stamina and health to endure the hardships that are often experienced on the mission field? (List illnesses or restrictions.)	Do you have the stamina and health to endure the hardships that are often experienced on the mission field? (List illnesses or restrictions.)
25.	If married, are you and your spouse in agreement in your goals and commitment to serve God in missions?	Are you and your spouse in agreement in your goals and commitment to serve God in missions?
26.	Do you have any debts? If so, give the total amount, a break down of the debts, and how you are planning on liquidating them.	
	What is your target date to depart for the field? (Be as specific as possible.)	

Field Information

27.	Where is your mission field? (country, city, etc.)		
28.	If available, give your field address (Street, City, State, Zip, Country):		
29.	Phone:	E-mail:	How secure is this email if in restricted access country? How openly do you want us to write when writing to this email?
30.	What people group will you primarily work with?		
31.	Have you ever visited the country or worked with the people group to whom you wish to minister?		

Ministry Information

32. What influenced your desire to serve in missions overseas?
33. What type of work will you be doing? Will it be, in any way, functioning as a pastor, church leader, or church trainer? Explain.
34. Do you plan to pastor a cross-cultural church? [Choose One](#)
If so, do you plan to be supported by that church? [Choose One](#)
35. Do you agree to notify the church in writing concerning any changes in the nature/location of your ministry before decisions of such changes are made? [Choose One](#)

Agency Information

36. Full Name of Missions Agency:
37. Address (Street, City, State, Zip, Country): Main Office phone:
38. Immediate supervisor name and position: Office phone: Cell phone: E-mail:
39. How long have you been with this agency and why did you choose them?

Ministry Goals

40. List 3-5 key ministry goals for the coming year. Utilize SMART: goals should be Specific, Measurable, Achievable, Realistic, and Time framed. For more information on SMART goals see [this link \(don't be insulted, smile\)](#) and [this very helpful link](#). Also, please explain your strategy to accomplish each goal.
Goal #1 is
My strategy to accomplish this is
Goal #2 is
My strategy to accomplish this is
Goal #3 is
My strategy to accomplish this is
Goal #4 is
My strategy to accomplish this is
Goal #5 is
My strategy to accomplish this is
41. Notably, it will likely be less specific, please describe your 2-5 year ministry goals.
42. Likely to be even less specific, please describe your 6-10 year ministry goals.

Sending Church & Support Information

- Sending Church:** The Sending Church is usually the church where the missionary is a member. The Sending Church commissions the missionary and sends them to the field. That church has the greatest responsibility and accountability to the missionary and the Sent Missionary has the greatest responsibility and accountability to that church. The “sending” provides direction, communication, finances, prayer, and moral support.
43. Full Name of Sending Church:
44. Address (Street, City, State, Zip, Country):
45. Phone: Web Url: E-mail:
46. Name of the pastor (both Senior and Missions if available):
47. Are you a full-member of this church? [Choose One](#)
If not, what church are you a member of?
How long have you been a member?
48. List church ministries in which you have participated and for how long.
49. List other activities of the church in which you have been involved.
50. What is your total monthly support level to be raised?
Of this, how much do you already have committed?
- Are you a full-member of this church? [Choose One](#)
If not, what church are you a member of?
How long have you been a member?
- List church ministries in which you have participated and for how long.
- List other activities of the church in which you have been involved.
- What is your total Outfit and Passage need?
Of this, how much do you already have committed?

51.	What personal funds or prospective personal funds do you have for going to the field?			
52.	How many supporting churches do you have? How many individuals?	What is the range (lowest/highest) of monthly support from your supporting churches?	What is the average monthly support level from your supporting churches?	What is the monthly support commitment from your sending church?
53.	What is the deadline for your funds to be committed? Explain.			

References

54.	List three character references (not relatives):			
	1. Full Name Address City, State, Zip, Country Home Phone Cell Email 2. Full Name Address City, State, Zip, Country Home Phone Cell Email 3. Full Name Address City, State, Zip, Country Home Phone Cell Email			
55.	If we ask your employer, friends or co-workers, how will they evaluate you in these categories: Dependability - Choose One - Comments: Initiative - Choose One - Comments: Appearance - Choose One - Comments: Teamwork - Choose One - Comments: Integrity - Choose One - Comments: Friendliness - Choose One - Comments: Time Management - Choose One - Comments: Problem Solving - Choose One - Comments: Flexibility - Choose One - Comments: Consistency - Choose One - Comments: What would your employer, friends or co-workers say you do really well and enjoy doing?			

Doctrine

56.	Please read and make sure that you agree with our “Doctrinal Statement.” Choose One
57.	Please comment regarding any areas of the doctrinal statement which you cannot fully agree and/or other ADDITIONAL doctrinal matters with which you are concerned.
58.	In light of the previous matters, could you work with someone who may differ in these doctrinal matters? Explain.
59.	Briefly explain your convictions concerning the charismatic movement regarding the areas of the movement itself, tongues, and faith healing.
60.	Should you become a part of Heritage’s mission family, do you agree to notify the church in writing concerning any change in your doctrinal views? Choose One

Other

61.	Please share any other factors that would be important for us to know as we consider your potential ministry involvement (hurdles, obligations, children, health, family relationships, finances, etc.)			
62.	Typing your name with the date indicates that you have answered all parts of this application truthfully. It also indicates that you are willing to submit to a credit and criminal background check. Signed Date Signed Date			

For HBC use only	Reviewed by: _____ Date: _____ Decision: _____		
	Taken before Selection Team (date): _____ Accepted / Denied / Held: _____		



MDP - STATEMENT OF MUTUAL UNDERSTANDING

Form 2 of 3 required for application for entry into the HBC Missionary Development Process. Please sign, copy and give the original to the Global Ministries Pastor. You will also need to complete the Personal Assessment Questionnaire and the Missionary Questionnaire.

I understand that admission to the Heritage Baptist Church Missionary Development Process (MDP) does not guarantee approval as a Heritage Baptist Church missionary or necessarily entitle me to financial support of any kind.

I understand that I will only be appointed as a Heritage Baptist Church missionary if I am judged by the congregation and its leadership to:

1. Possess the requisite qualifications for missionary service.
2. Have successfully completed the Heritage Baptist Church Missionary Development Process (MDP).
3. Have a ministry and field of service that are within the objectives of Heritage Baptist Church and are a fit for my talents and gifts.

I also understand that the HBC leadership and congregation operate with limited financial resources. Practically speaking, HBC cannot financially afford to send everyone who desires to go and satisfies the 3 criteria points above. Therefore, I indeed understand that there are no promises of financial commitment given or implied in any way. I therefore understand there is nothing implied or promised that I will be able to complete the entire MDP.

Candidate's name printed _____

Candidate's signature _____ Date ____/____/____



MDP - MISSIONARY QUESTIONNAIRE - HIS

Form 3 of 3 required for application for entry into the HBC Missionary Development Process (MDP). For the MDP, you will also need to complete the Personal Assessment Questionnaire and the Statement of Mutual Understanding.

This form is also utilized for all who are applying for missionary support from HBC.

This form will expand as you type, please complete the form, save it on your computer, and then send as an attachment to allen@HBClynchburg.com

As a missionary, you are particularly susceptible to Satan's attacks. You may have been under attack in ways you might not even be aware of. The following questions are prepared to open up areas of discussion. It is hoped that as a result of these discussions, we will be able to help you take care of any areas that need attention in your life so you can be an even better equipped servant of the Lord.

Please do not worry about how we will interpret your answers, or what answer we are "looking for". We are human beings too and have the same or similar weaknesses as you do.

Name: **Date:**

I am: [Choose One](#)

Name of home church if not HBC:

FOR ALL:

1. Do you currently have an accountability partner? [Choose One](#) If yes, who?
2. Do you engage in regular personal Bible reading or study? [Choose One](#)
3. Are you involved in any ministry outside of your home church? [Choose One](#)
If yes, indicate specifics here:
4. Have you been involved in ministry work at your home church? [Choose One](#)
If yes, indicate specifics here:
5. Do you spend time regularly praying for concerns other than your own personal and family needs?
[Choose One](#)
6. Do you regularly memorize portions of scripture? [Choose One](#)
7. Do you regularly spend time praying with people outside your family? [Choose One](#)

8. Do you seek to share your faith with individuals on a regular basis? [Choose One](#)
9. Have you personally showed someone how to accept Christ as Savior in the last two months?
[Choose One](#)
10. Have you personally led someone to Christ in the last year? [Choose One](#)
11. Do you know for sure that there are at least ten people who pray earnestly and regularly for you?
[Choose One](#)
12. In the past year have you looked at any sexually stimulating movies, videos, web pages, or pornography in any form? [Choose One](#) If yes, please explain
13. Have you, do you, or will you, drink alcohol as a beverage? [Choose One](#) If yes, please explain

Please explain your position on this issue of drinking alcohol as a beverage.

14. Have you used prescription drugs without a prescription, different than the prescription, or at a time other than for when prescribed? [Choose One](#) If yes, please explain
15. Have you, do you, or will you use tobacco products? [Choose One](#) If yes, please explain
16. Have you, do you, or will you participate in gambling or games of chance played for monetary gain? [Choose One](#) If yes, please explain
17. Have you ever been found guilty of a criminal offense? [Choose One](#) If yes, please explain
18. Have you ever entered a plea of nolo contendere (no contest) or guilty to a criminal offense?
[Choose One](#) If yes, please explain
19. Has your driver's license ever been suspended or revoked? [Choose One](#) If yes, please explain
20. Has any court ever determined that you have committed abuse against a child or spouse?
[Choose One](#) If yes, please explain
21. Have you ever been charged with child abuse or neglect? [Choose One](#) If yes, please explain
22. In there any fact or circumstance involving you or your background that would call into question your being entrusted with the supervision, guidance and care of children/youth?
[Choose One](#) If yes, please explain
23. Will a criminal background check reveal anything that should be discussed? [Choose One](#) If yes, please explain. *Note that anything learned in background checks that have not*

been previously explained will be viewed as a violation of trust and will likely disqualify you from our consideration.

24. Are you presently involved in inappropriate sexual behavior? [Choose One](#) If yes, please explain
25. Are you generally satisfied with your physical health? [Choose One](#)
26. Do you consider yourself "overweight"? [Choose One](#)
27. Do you frequently eat snacks between meals? [Choose One](#)
28. Do you have any physical, mental, emotional, or medical limitations or impairments that would hinder or interfere with you performing any kind of work or ministry? [Choose One](#) If yes, please explain
29. Do you have a regular, planned exercise routine in which you exercise at least 60 minutes a week?
[Choose One](#)
30. Do you communicate with all your supporters and prayer partners at least once every three months?
[Choose One](#)
31. Do you report all monetary gifts that you receive, due to your being a missionary, on your tax return?
[Choose One](#)
32. Are you usually "under supported"? [Choose One](#)
33. Do you currently have any debt? [Choose One](#) If yes, how much?
34. Do you consider yourself generally a happy person? [Choose One](#)
35. Do you frequently take on more responsibilities than you should? [Choose One](#)
36. Are you seeing most of your goals as a missionary being met? [Choose One](#)
37. Are you satisfied with the missionary work you have done? [Choose One](#)
38. Does someone in your mission agency periodically evaluate your missionary work and discuss the evaluation with you? [Choose One](#)
39. Do you find your mission agency leadership generally willing to listen to your concerns?
[Choose One](#)
40. Do you believe that your mission agency has the right focus in the country where you work?
[Choose One](#)
41. Do you have a close friend of the same sex with whom you sometimes share very personal matters?
[Choose One](#)
42. Do you have a close relationship with one of the pastors at your home church? [Choose One](#)

43. Does your home church provide at least 20% of your support? [Choose One](#)
44. Are you generally satisfied with your relationship with your home church? [Choose One](#)
45. Do you find that most church members do not understand what being a missionary is all about? [Choose One](#)
46. Are there at least three people from this church, other than family or pastors, who communicate with you regularly? [Choose One](#)
47. If your parents are living, are you particularly concerned about their health and well being? [Choose One](#)
48. Have you generally had a close and open relationship with your parents? [Choose One](#)
49. Are your parents generally supportive of your decision to work in missions? [Choose One](#) If no, explain.
50. Are you generally satisfied with your spiritual health? [Choose One](#)
51. Are you generally satisfied with your mental health? [Choose One](#)
52. Are you generally satisfied with your emotional health? [Choose One](#)
53. Have you suffered the loss of a very close family member or friend in the last 3 years? [Choose One](#)
54. Does your missionary work sometimes place you in physical danger? [Choose One](#)
55. Have you had a close call with death in the last three years? [Choose One](#)
56. Has your house been burglarized or vandalized in the last three years? [Choose One](#)
57. Have you been personally robbed or assaulted in the last three years? [Choose One](#)
58. Have you had things stolen from your car or luggage in the last three years? [Choose One](#)
59. Do you find yourself growing in love for the people you minister to? [Choose One](#)
60. Do you find yourself losing love for the people you minister to? [Choose One](#)
61. Do you frequently watch movies, videos, or TV shows that show violence? [Choose One](#)
62. How many hours per week, on average, do you watch TV? [Choose One](#)
63. Do you sometimes use curse words when you are upset? [Choose One](#)
64. Do you often observe that many of your fellow missionaries are not really doing the job they should be doing? [Choose One](#)
65. Do you often observe that most missionaries are overworked and underpaid? [Choose One](#)
66. Will a credit background check reveal anything that should be discussed? [Choose One](#) If yes, please explain. *Note that anything learned in background checks that have not been previously explained will be viewed as a violation of trust and will likely disqualify you from our consideration.*
67. Do you own a house or land? [Choose One](#)

68. Have you invested, or have you strongly considered investing, in precious metals and/or gems?
[Choose One](#)
69. Do you own stocks and/or securities? [Choose One](#)
70. Are you often concerned that you seem to be better off financially than other missionaries?
[Choose One](#)
71. Are you often concerned that you seem to be worse off financially than other missionaries?
[Choose One](#)
72. Would you like a different missionary assignment from what you expect to be doing when you return?
[Choose One](#)
73. Is your own missionary work often attacked by some organized religion? [Choose One](#)
74. Is your own missionary work often attacked by government agents? [Choose One](#)
75. Is your own missionary work often attacked by some other organized effort? [Choose One](#)
76. Other than the Bible, list what book(s) you have read in the last 12 months
77. What preparations must still be made before entering the field? Please list and describe.
78. What other questions do you think we should be asking our missionaries? Please write out the question along with your answer.

FOR MARRIED COUPLES:

79. Do you regularly spend time praying with your wife? [Choose One](#)
80. What do you see as your role and responsibilities in your home?
81. What do you see as your wife's role and responsibilities in your home?
82. What do you see as your role and responsibilities in ministry?
83. What do you see as your wife's role and responsibilities in ministry?
84. If you have children living at home, do you have a regular time to discuss God's Word together as a family? [Choose One](#)
85. Are you satisfied with the spiritual health of all your children? [Choose One](#)
86. How will you handle the children's education on the field?
87. Are you completely satisfied with your sexual relationship with your wife? [Choose One](#)
88. Do you ever discuss sexual matters with your children? [Choose One](#)

FOR SINGLES:

89. Are you currently in a relationship? [Choose One](#)
90. Do you anticipate marriage? [Choose One](#)



MDP - MISSIONARY QUESTIONNAIRE - HERS

Form 3 of 3 required for application to entry the HBC Missionary Development Process (MDP). For the MDP, you will also need to complete the Personal Assessment Questionnaire and the Statement of Mutual Understanding.

This form is also utilized for all who are applying for missionary support from HBC.

This form will expand as you type, please complete the form, save it on your computer and then send as an attachment to awaldrep@HBClynchburg.com

As a missionary, you are particularly susceptible to Satan's attacks. You may have been under attack in ways you might not even be aware of. The following questions are prepared to open up areas of discussion. It is hoped that as a result of these discussions, we will be able to help you take care of any areas that need attention in your life so you can be an even better equipped servant of the Lord.

Please do not worry about how we will interpret your answers, or what answer we are "looking for". We are human beings too and have the same or similar weaknesses as you do.

Name: **Date:**

I am: [Choose One](#)

Name of home church if not HBC:

FOR ALL:

1. Do you currently have an accountability partner? [Choose One](#) If yes, who?
2. Do you engage in regular personal Bible reading or study? [Choose One](#)
3. Are you involved in any ministry outside of your home church? [Choose One](#)
If yes, indicate specifics here:
4. Have you been involved in ministry work at your home church? [Choose One](#)
If yes, indicate specifics here:
5. Do you spend time regularly praying for concerns other than your own personal and family needs?
[Choose One](#)
6. Do you regularly memorize portions of scripture? [Choose One](#)
7. Do you regularly spend time praying with people outside your family? [Choose One](#)

8. Do you seek to share your faith with individuals on a regular basis? [Choose One](#)
9. Have you personally showed someone how to accept Christ as Savior in the last two months?
[Choose One](#)
10. Have you personally led someone to Christ in the last year? [Choose One](#)
11. Do you know for sure that there are at least ten people who pray earnestly and regularly for you?
[Choose One](#)
12. In the past year have you looked at any sexually stimulating movies, videos, web pages, or pornography in any form? [Choose One](#) If yes, please explain
13. Have you, do you, or will you, drink alcohol as a beverage? [Choose One](#) If yes, please explain

Please explain your position on this issue of drinking alcohol as a beverage.

14. Have you used prescription drugs without a prescription, different than the prescription, or at a time other than for when prescribed? [Choose One](#) If yes, please explain
15. Have you, do you, or will you use tobacco products? [Choose One](#) If yes, please explain
16. Have you, do you, or will you participate in gambling or games of chance played for monetary gain? [Choose One](#) If yes, please explain
17. Have you ever been found guilty of a criminal offense? [Choose One](#) If yes, please explain
18. Have you ever entered a plea of nolo contendere (no contest) or guilty to a criminal offense?
[Choose One](#) If yes, please explain
19. Has your driver's license ever been suspended or revoked? [Choose One](#) If yes, please explain
20. Has any court ever determined that you have committed abuse against a child or spouse?
[Choose One](#) If yes, please explain
21. Have you ever been charged with child abuse or neglect? [Choose One](#) If yes, please explain
22. In there any fact or circumstance involving you or your background that would call into question your being entrusted with the supervision, guidance and care of children/youth?
[Choose One](#) If yes, please explain
23. Will a criminal background check reveal anything that should be discussed? [Choose One](#) If yes, please explain. *Note that anything learned in background checks that have not*

been previously explained will be viewed as a violation of trust and will likely disqualify you from our consideration.

24. Are you presently involved in inappropriate sexual behavior? [Choose One](#) If yes, please explain.
25. Are you generally satisfied with your physical health? [Choose One](#)
26. Do you consider yourself "overweight"? [Choose One](#)
27. Do you frequently eat snacks between meals? [Choose One](#)
28. Do you have any physical, mental, emotional, or medical limitations or impairments that would hinder or interfere with you performing any kind of work or ministry? [Choose One](#) If yes, please explain.
29. Do you have a regular, planned exercise routine in which you exercise at least 60 minutes a week?
[Choose One](#)
30. Do you communicate with all your supporters and prayer partners at least once every three months?
[Choose One](#)
31. Do you report all monetary gifts that you receive, due to your being a missionary, on your tax return?
[Choose One](#)
32. Are you usually "under supported"? [Choose One](#)
33. Do you currently have any debt? [Choose One](#) If yes, how much?
34. Do you consider yourself generally a happy person? [Choose One](#)
35. Do you frequently take on more responsibilities than you should? [Choose One](#)
36. Are you seeing most of your goals as a missionary being met? [Choose One](#)
37. Are you satisfied with the missionary work you have done? [Choose One](#)
38. Does someone in your mission agency periodically evaluate your missionary work and discuss the evaluation with you? [Choose One](#)
39. Do you find your mission agency leadership generally willing to listen to your concerns?
[Choose One](#)
40. Do you believe that your mission agency has the right focus in the country where you work?
[Choose One](#)

41. Do you have a close friend of the same sex with whom you sometimes share very personal matters?
[Choose One](#)
42. Do you have a close relationship with one of the pastors at your home church? [Choose One](#)
43. Does your home church provide at least 20% of your support? [Choose One](#)
44. Are you generally satisfied with your relationship with your home church? [Choose One](#)
45. Do you find that most church members do not understand what being a missionary is all about?
[Choose One](#)
46. Are there at least three people from this church, other than family or pastors, who communicate with you regularly? [Choose One](#)
47. If your parents are living, are you particularly concerned about their health and well being?
[Choose One](#)
48. Have you generally had a close and open relationship with your parents? [Choose One](#)
49. Are your parents generally supportive of your decision to work in missions? [Choose One](#) If no, explain.
50. Are you generally satisfied with your spiritual health? [Choose One](#)
51. Are you generally satisfied with your mental health? [Choose One](#)
52. Are you generally satisfied with your emotional health? [Choose One](#)
53. Have you suffered the loss of a very close family member or friend in the last 3 years?
[Choose One](#)
54. Does your missionary work sometimes place you in physical danger? [Choose One](#)
55. Have you had a close call with death in the last three years? [Choose One](#)
56. Has your house been burglarized or vandalized in the last three years? [Choose One](#)
57. Have you been personally robbed or assaulted in the last three years? [Choose One](#)
58. Have you had things stolen from your car or luggage in the last three years? [Choose One](#)
59. Do you find yourself growing in love for the people you minister to? [Choose One](#)
60. Do you find yourself losing love for the people you minister to? [Choose One](#)
61. Do you frequently watch movies, videos, or TV shows that show violence? [Choose One](#)
62. How many hours per week, on average, do you watch TV? [Choose One](#)
63. Do you sometimes use curse words when you are upset? [Choose One](#)
64. Do you often observe that many of your fellow missionaries are not really doing the job they should be doing? [Choose One](#)
65. Do you often observe that most missionaries are overworked and underpaid? [Choose One](#)
66. Will a credit background check reveal anything that should be discussed? [Choose One](#) If yes, please explain. *Note that anything learned in background checks that have not been previously explained will be viewed as a violation of trust and will likely disqualify you from our consideration.*

67. Do you own a house or land? [Choose One](#)
68. Have you invested, or have you strongly considered investing, in precious metals and/or gems?
[Choose One](#)
69. Do you own stocks and/or securities? [Choose One](#)
70. Are you often concerned that you seem to be better off financially than other missionaries?
[Choose One](#)
71. Are you often concerned that you seem to be worse off financially than other missionaries?
[Choose One](#)
72. Would you like a different missionary assignment from what you expect to be doing when you return?
[Choose One](#)
73. Is your own missionary work often attacked by some organized religion? [Choose One](#)
74. Is your own missionary work often attacked by government agents? [Choose One](#)
75. Is your own missionary work often attacked by some other organized effort? [Choose One](#)
76. Other than the Bible, list what book(s) you have read in the last 12 months
77. What preparations must still be made before entering the field? Please list and describe.
78. What other questions do you think we should be asking our missionaries? Please write out the question along with your answer.

FOR MARRIED COUPLES:

79. Do you regularly spend time praying with your husband? [Choose One](#)
80. What do you see as your role and responsibilities in your home?
81. What do you see as your husband's role and responsibilities in the home?
82. What do you see as your role and responsibilities in ministry?
83. What do you see as your husband's role and responsibilities in ministry?
84. If you have children living at home, do you have a regular time to discuss God's Word together as a family? [Choose One](#)
85. Are you satisfied with the spiritual health of all your children? [Choose One](#)
86. How will you handle the children's education on the field?
87. Are you completely satisfied with your sexual relationship with your husband? [Choose One](#)
88. Do you ever discuss sexual matters with your children? [Choose One](#)

FOR SINGLES:

89. Are you currently in a relationship? [Choose One](#)
90. Do you anticipate marriage? [Choose One](#)

Other comments that you would like to share:

MDP - MENTOR JOB DESCRIPTION

A crucial component of this program is the mentor. The role of the mentor is to provide personalized accountability and guidance for the candidate's personal and spiritual preparation prior to the mission field. The mentor fulfills several needed functions for the candidate, such as:

- **Friendship.** The mentor will support the candidate by prayer, encouragement, and affirmation.
- **Shepherding.** The mentor will provide spiritual nurture, guidance, and challenge.
- **Accountability.** The mentor will help the candidate stay on course, keeping them accountable for progress toward the goal of completing each area of the MDP as it is designed.
- **Evaluation.** The mentor will help the candidate to see their strengths, as well as recognize and deal appropriately with their weaknesses. They will need to be sensitive and insightful in this role, as it eventually culminates in their final recommendation to Heritage Baptist Church.

The following are some of the requirements considered in the approval of a mentor. The mentor must:

- be an HBC member, faithfully attending and serving here.
- be committed to support the purpose, philosophy, and strategy of HBC.
- read the MDP Training Manual.
- be trained in the Missionary Development Process.
- be committed to implement the MDP Training Manual as designed.
- be living a life that exhibits spiritual maturity.
- be committed to world evangelism.

Each candidate in the MDP will offer 3 names as requests for their own mentor. The requests should be from the current list of approved mentors (discuss with Global Ministries Pastor). The Missionary Development Team will strive to approve from this list of 3. The mentor selected for the candidate must also:

- accept the request.
- agree to commit sufficient time and energy into the candidate's life.
- be of the same gender.
- be committed to giving loving and honest feedback.
- be willing and able to maintain candidate's accountability.
- pray regularly for and with the missionary candidate.
- meet monthly (at minimum) for:
 - personal life interaction and updates.
 - Encouragement.
 - prayer for individual and the nations.
 - review assignments.
 - review the PDP and POA.
 - determine new assignments.
 - schedule the next meeting time.
 - complete the Progress Report and send to MDO Coordinator.
- provide confidentiality as is biblically appropriate.
- discuss positive points, conflicts, problem areas, and any other issues of concern with the MDP Coordinator and Global Ministries Pastor as needed.
- provide formal feedback to Missionary Development Team and Missions Selection Team when appropriate.

MDP - AN OVERVIEW OF THE 3 TRAINING STAGES & 9 STEPS IN THE MDP

HBC believes that every Christian has a responsibility to be a fully devoted, dedicated, disciple of Jesus Christ. Jesus told us to be “witnesses of Him” in Jerusalem, Judea, Samaria and to the ends of the earth. The majority of people attending HBC will stay in the U.S. and be witnesses in their daily lives and through local outreach ministries of HBC. These people will also be involved in the sending of others. We believe the mandate of the Great Commission and the need of the world makes it clear that EVERYONE is either called to be sent or called to send, no one is called to stay!

THE MDP is designed to help those who are SENT as well as facilitate the SENDING of those missionaries

The Missionary Development Process is designed to help those who are sent as well as facilitate the sending of those missionaries. While in the MDP, it may be determined that God has not designed you for cross-cultural missionary service. We view your time and effort in the MDP as a major benefit to you and to the body of Christ as a whole. Your worldview will be significantly enhanced. Your knowledge and understanding along with your passion will equip you to be greatly used by God as a very effective sender. We will rejoice with you (whether sent or a sender) as you bring glory to our Lord through ministry that helps the nations to worship Him.

There are three training stages in the MDP.

STAGE 1 – ASSESSMENTS & PDP

You will work with the Global Ministries Pastor, the Missionary Development Team, the MDP Coordinator, and a mentor to evaluate your role and preparedness for missionary service.

The key outcome of this stage is the evaluation of the candidate’s readiness for missions and an assessment of preparation needed for missionary service with a resulting design of your Personal Development Plan (PDP).

STAGE 2 - MINISTRY & FIELD DETERMINATION

With sufficient training and preparation through your PDP, you will then be coached through research to determine the best location and type of ministry based on needs of the field, ministry goals of HBC, and your giftedness, abilities, skills, and passions. Then an agency will be selected followed by approvals of Selection Team, pastors, and the agency.

The key outcome of this stage is the defining of the ministry commitment including the field of service, general nature of work, and mission agency with appropriate approvals.

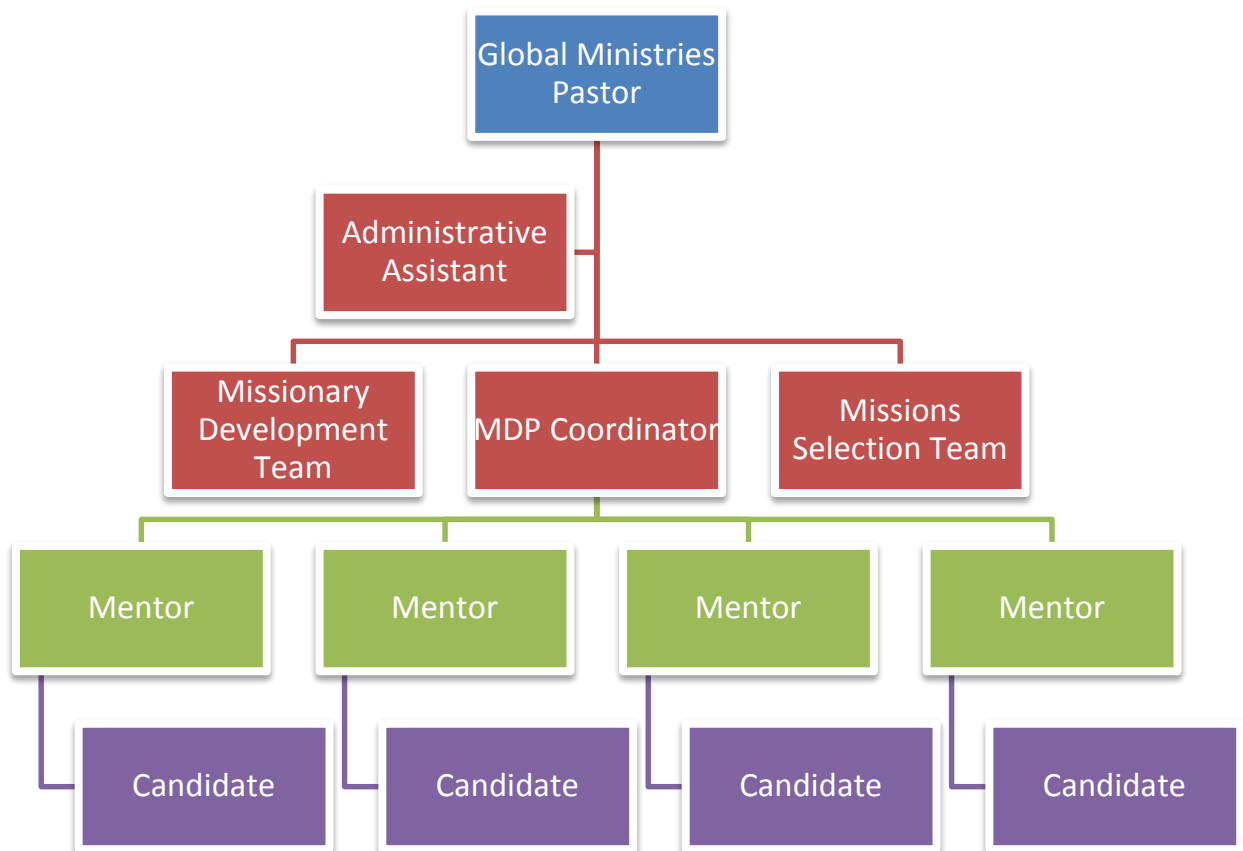
STAGE 3 – PRE-FIELD

When all prerequisites are met, you will be a “SENT” missionary of HBC. You will then organize your Sending Team and develop ministry partners for prayer and financial support. During this time you will have many opportunities to impact and equip churches and individuals for the purpose of glorifying God through world missions.

The key outcome of this stage is to develop a sufficient support team for prayer, care, and financial support. A critical component of this is your ministry to them.

NOTE: During all three stages there are assignments for continual training. See the “MDP - Overview On One Page” which illustrates the 9 steps in the MDP process. Also, following is an Organizational Structure Diagram.

MDP - ORGANIZATIONAL STRUCTURE



MDP - OVERVIEW ON ONE PAGE

Evaluation of Readiness for Missions Design Personal Development Plan <u>STAGE 1</u> Assessments & PDP	Determine Field then Agency Selection Team Approval Pastoral Approval Candidate School & Agency Approval <u>STAGE 2</u> Ministry & Field Determination	Form Sending Team Pre-Field Ministry Commission & Accountability <u>STAGE 3</u> Pre-Field
<u>Assessment</u> Bible Knowledge Bible Application Essay Personal Written Doctrinal Statement Oral Doctrinal Personality Profile Spiritual Gifts Relationship Skills Team Dimensions Profile Evangelism Moral Purity Life Skills Character Development & Spiritual Growth <u>Training</u> <u>Readings</u> * Let the Nations Be Glad * Decision Making and the Will of God * Radical (Platt) * Getting Things Done (Allen) * 2 books from moral purity resource list * Church Planting Movements (Garrison) The Missionary Call, A Misnomer? From Jerusalem to Irian Jaya TNT contact manager manual <u>Courses/Classes</u> Leading a World Missions Church (LAWMC) <u>Practicums</u> Competent to teach LAWMC Local Church Ministry (48 hrs) Local Cross-Cultural Ministry (24 hrs) Int'l Short Term Missions Trip Begin contact database in TntMPD <u>Agreements & Checks</u> Missions Strategy & Policy Agreement Criminal & Credit background check	<u>Assignment</u> Identify ministry skills/types Identify UPGs/Countries Identify Potential Assignments Interview for Assignments Research Related Missions Agencies Application with Missions Agency HBC Application & repeated Missionary Questionnaire <u>Selection Team Approval</u> Interview and Approval <u>Pastoral Approval</u> Presentation by Global Ministries Pastor and approval <u>Mission Agency Approval</u> Attend Candidate School and agency approval <u>Training</u> <u>Readings</u> * Muslim Evangelism (Parshall) A Wind in the House of Islam (Garrison) The Messenger, the Message, & the Community What Is the Mission of the Church? 2 books related to the country you will go to (see reference list) Other books required by agency <u>Courses/Classes</u> Church Planting Project Transformational Giving Video 5 Independent studies of people groups utilizing web & books <u>Practicums</u> Philosophy of CPMs Complete tax legwork of your ministry location Local Church Ministry (24 hours) <u>Agreements</u> HBC Sent Missionary Agreement	<u>Form Sending Team</u> Official start-up of Sending Team Practice presentations to team <u>Pre-Field</u> Develop presentations, materials, ministry options to churches Development of Ministry Partners <u>Commissioning Service</u> Schedule service Plan service & invitations <u>Departure For the Field</u> Final farewells <u>Training</u> <u>Readings</u> Missionary Biography Culture Shock Other books required by agency <u>Courses/Classes</u> Culture/Language Acquisition Missions Agency Requirements Peace Maker <u>Practicums</u> Local Church Ministry (24 hours) <u>Agreements</u> The Sending Team's Relationship & Job Descriptions * Be sure you own this book

MDP - OVERVIEW OF AREAS OF CANDIDATE DEVELOPMENT

Spiritual Growth

This will include a plan to grow in godly character and spiritual maturity in obedience to God's Word.

Personal / Family Life Stability

This will include a plan for developing stable relationships between husband and wife and parents and children.

Christian Worldview

This will include a plan to understand God's heart for the nations, how He views the people of the world and how He wants to use you to help fulfill the Great Commission.

HBC Missions Philosophy and Strategy

This will include a plan to gain understanding of HBC's mission vision, strategy and operation. The candidate should then be able to teach it to churches where they minister.

Local Church Involvement and Recognition

This will include a plan to train under local church leadership to develop ministry skills in local and global ministry and to be affirmed for ministry and missionary service.

Spiritual Gift-mix

This will include a plan to discover and develop your spiritual gifts, abilities, personality and talents for God's glory.

Leadership, Organizational and Presentation Skills

This will include a plan to develop leadership skills from local church leaders and other mentors.

Financial Freedom

This will include a plan to gain and maintain financial freedom from debts.

Bible/Ministry Training

This will include a plan to gain Biblical & Theological training for local church ministry and missionary service.

Cross-Cultural Experience

This will include a plan to gain experience in cross-cultural ministry both locally and globally.

Ministry Field

This will include a plan to research and determine a potential ministry field in agreement with HBC leadership.

Mission Agency Identification and Acceptance

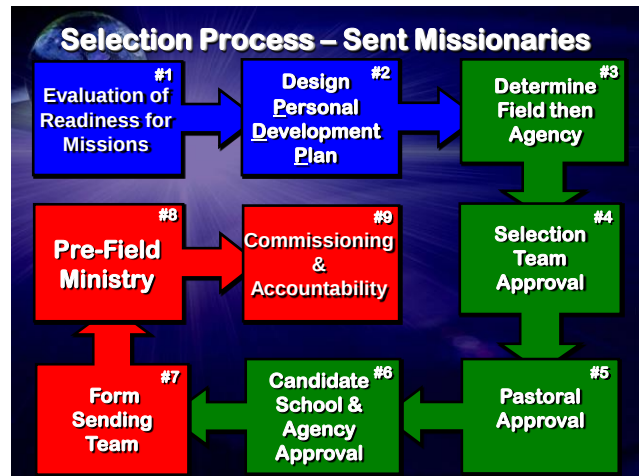
This will include a plan to identify a missions agency and the process for acceptance for missionary service.

Training in these growth areas are accomplished in a variety of group and individual training classes, events and assignments. Each area will be evaluated with the Global Ministries Pastor, the candidate, and his mentor to determine a Personal Development Plan (PDP).

MDP - STEPS OF TRAINING PROCESS

INITIATING THE MDP

- Interest expressed by person (initiated by person or a HBC pastor).
- Introductory information and questionnaires are given to the interested person.
- Church membership confirmed (non-members may benefit by going through the assessments and training in Stage 1, we are glad to help, but the entire MDP is designed for those who hope to become a HBC sent missionary. Faithful HBC attenders too young to be a member may still enter the MDP but they should go through New Connections and become a member ASAP).
- Interview with Global Ministries Pastor.
- Invitation to enter the MDP offered and accepted.
- Mentor assigned.
- Meeting with new candidate, Global Ministries Pastor, and mentor.



STEP 1 – AN EVALUATION OF THE CANDIDATE’S READINESS FOR MISSIONS BEGINS

Evaluation of Readiness for Missions

This evaluation of the candidate’s readiness for missions begins individually and corporately prior to this step and will continue to be evaluated, especially in Stage 1 (Steps 1 & 2), and ultimately until placed on the field. HBC will continue to evaluate how the candidate may fit into the HBC strategy and if HBC leadership believes that sending the individual will best help us work toward our goal of accomplishing the Great Commission. If HBC decides against sending the individual, that should not be viewed as an invalidation of the individual’s desire to serve in missions. Rather it should be recognized that the individual’s desire simply doesn’t correlate with that which HBC is strategically working toward.

STEP 2 – INDIVIDUAL ASSESSMENTS ARE MADE AND UTILIZED TO DESIGN A PERSONAL DEVELOPMENT PLAN

THE TWO-HOUR MEETING

Design Personal Development Plan

Present in this meeting is the Global Ministries Pastor, MDP Coordinator, mentor, and candidate. The initial meeting of Step 2 should include 45-60 minutes for introductions/background given by mentor and candidate. The balance of the two hours should be for the mentor to again walk through an overview of the assessments and training involved in the MDP. The mentor will ask the candidate to make notes expressing where he is strong/weak in each area. These areas will be reviewed the next time they meet as they map out the assessment time schedule and look toward completing the Personal Development Plan (PDP).

Assessment of Candidate and Personal Development Plan (PDP) is Developed

The MDP is a time for training, assessment and discernment to determine how this candidate might best be used to glorify God in missions service. He will be evaluated in the following growth areas. A Personal Development Plan (PDP) will be prepared outlining areas for development.

- Spiritual growth
- Personal/family life stability
- Christian worldview
- HBC missions philosophy and strategy
- Local church involvement and recognition of peers toward missions ministry
- Spiritual gifts
- Leadership/organizational/presentation skills
- Financial freedom
- Bible training
- Ministry training
- Cross-cultural experience
- Missions ministry commitment (including location & nature of work)
- Missions agency identification & acceptance

Assessments and individual areas of development will likely run concurrently as it is not necessary to complete all assessments before executing specific areas of the POA.

Presentation to the Church

Shortly after beginning the MDP, he is presented to the church leadership for prayer and encouragement. This will also cause the church leaders to start prayerfully considering whether the person should be a sent missionary of HBC. Leadership will begin watching this person in their interaction with others, ministry, faithfulness, servanthood, etc.

After several months, with all indicators pointing toward a positive outcome, the Global Ministries Pastor coordinates with Senior Pastor & Worship Pastor for an end of service prayer for this person in the MDP. All Stage 1 assessments should be completed prior.

Mentor Helps with Plan of Action (POA) to Execute the PDP

The mentor will meet periodically (minimum one/month) for encouragement, discussion of assignments, assessment and review of the PDP. The PDP must have a Plan of Action (see page 62) for each assignment and a plan of accountability. Initially the POA is only to accomplish the assessment; then areas that need to be developed will have an additional POA developed to bring that area to the level it needs to be for missions ministry service.

The mentor will complete a Monthly MDP Progress Report after each meeting to track the individual's progress. A copy will be sent to the MDP Coordinator.

Each meeting should be a time for:

- a. Personal life interaction and updates
- b. Encouragement
- c. Prayer for personal and the nations
- d. Review assignments
- e. Review the PDP and POA

- f. Determine new assignments
- g. Schedule the next meeting time
- h. Complete the Progress Report and send to MDP Coordinator.

The mentor will discuss positive points, conflicts, problem areas and any other issues of concern with the MDP Coordinator and Global Ministries Pastor as needed.

The MDP duration will be customized for each person based on needed growth areas reflected by the assessments and candidate's time availability.

STEP 3 – MUTUALLY DETERMINE THE FIELD & AGENCY

Determine Field then Agency

During the MDP, the person will be praying as he explores and researches the field opportunities related to HBC ministries, new desired focus areas of HBC, as well as other opportunities with recognized missions agencies. The candidate may attend candidate school as an exploratory step to consider field presentations, this however is not to accept agency approval. When a potential field is determined between the Global Ministries Pastor, mentor, candidate, and related missions agency, the candidate then makes application to the missions agency. Agency approval of the candidate is not desired until after Selection Team and Pastoral approval. This will ensure that candidates are not sent for agency approval until HBC believes they are ready to be presented.

The missions agency has been involved in this step to help determine the fitness of the person for this ministry and may suggest areas for personal development. They can also inform of any special requirements or training needed for this potential ministry. A tentative support chart is determined by the church and missions agency to be presented to the Selection Team.

Meeting to determine if candidate is ready to present to the Missions Selection Team

A minimum of one meeting will need to be scheduled with the Global Ministries Pastor, mentor, MDP Coordinator and the candidate to discuss the Missionary Development Process (MDP), Personal Development Plan (PDP), Application, background checks, and the Missionary Questionnaire. The purpose of this meeting is for the Global Ministries Pastor to decide (utilizing team meeting input) if the person is now qualified to be presented to the Selection Team. Plan three hours for this meeting, more meetings will follow if necessary.

STEP 4 – SELECTION TEAM APPROVAL

Selection Team Approval

The Selection Team will review the MDP of the candidate, the potential field of ministry, the mission agency recommended, the tentative support chart, and any other issue related to this candidate. This first meeting in this Selection Team Approval process will be for presentation and question/answer. The Selection Team will then use the time until the next scheduled meeting to prayerfully consider the person, their ministry, if Heritage should be involved, and if so, to what degree. The following Selection Team meeting is the earliest that a decision will be made; additional time may be required for a wise decision.

Potential Outcomes of Selection Team meetings:

1. Approval for the ministry field(s), missions agency and a tentative amount of support committed. The Selection Team will make a recommendation to the Pastoral Staff for this person to be a Sent Missionary of HBC. Note that the approval of the Selection Team equates a recommendation to the Pastors.

- Or -

2. Determination that additional MDP needed in specific areas and/or additional research needed about the ministry/field opportunity. Then another presentation will be scheduled as these criteria are met.
- Or -
3. Determination that this candidate does not qualify as a sent missionary of Heritage Baptist Church

STEP 5 – PASTORAL APPROVAL

Pastoral Approval

The Global Ministries Pastor will send an email to the Pastoral Staff presenting the Selection Team recommendation of the candidate to become a sent missionary of Heritage Baptist Church, the ministry location, and mission agency. The Global Ministries Pastor will then present this recommendation verbally to the Pastors to allow for Q & A.

Upon approval, the Global Ministries Pastor authorizes the candidate to attend the Candidate Orientation/School of the missions agency and to seek their approval. The missionary candidate has probably already been in process with the agency but ideally has not received the agency approval prior to this time.

STEP 6 – CANDIDATE SCHOOL & AGENCY APPROVAL

Candidate School & Agency Approval

The person will attend the Candidate Orientation/School and go before the board or approval process of that agency.

The results could be:

1. Approved without conditions.
- or -
2. Approved with conditions to be completed in a Personal Development Plan. (PDP)
- or -
3. Completed Candidate Orientation/School, but did not go before the Board for approval at this time. There are usually a few more things that need to be determined before going before the Board for approval.
- or -
4. Not approved at this time due to issues that need to be resolved before approval can be given. Approval will require a return to the agency board for agency approval process.

STEP 7 – FORM SENDING TEAM

Form Sending Team

Each Sent Missionary of HBC will develop a Sending Team. They will focus on caring for their missionary during the pre-field ministry time, while on the field and upon returning to the U.S. for home ministry. The mentor will guide the missionary as he develops this team. Usually, the candidate has already developed a team of prayer partners who have been praying for him in the MDP. These prayer partners often become the core of the Sending Team.

STEP 8 – PRE-FIELD MINISTRY

Pre-field Ministry

The Pre-Field Ministry (PFM) time is when the missionary will complete any required training in the PDP from the church and mission agency. This time is about “relationship building.” The missionary should view this time as serving the church(es) in the advancement of their missions ministry, as well as a time to develop ministry partners for prayer and financial support. HBC leadership will assist the missionary in making contact with churches for presenting the ministry.

STEP 9 – COMMISSIONING AND ACCOUNTABILITY

Commissioning & Accountability

When the missionary is nearing departure for the field, the Global Ministries Pastor will schedule a Commissioning Service. The missionary will plan the service in conjunction with the Global Ministries and Worship Pastors. This will be a time of prayer, challenge, encouragement and commitment. This commitment and accountability is mutual between HBC, the missionary and missions agency.

The missionary should be at 100% support before the commissioning service. Ideally, the commissioning service is within a week or two of departure.

Departure for the field

The Sending Team will help coordinate any final needs for packing, shipping, partying, rides to the airport, etc.

MDP STAGE 1(ASSESSMENT/PDP) CHECKLIST

Name _____

Date Completed _____

The 2 Hour Overview Meeting (see detail on page 31)

Assessments

Bible Knowledge Assessment successfully completed _____
Bible Application Essay Assessment successfully completed _____
Personal Written Doctrinal Statement successfully completed _____
Oral Doctrinal Assessment successfully completed _____
Personality Profile Assessment successfully completed _____
Spiritual Gifts Assessment successfully completed _____
Relationship Skills Assessment successfully completed _____
Team Dimensions Profile Assessment successfully completed _____
Evangelism Skills Assessment successfully completed _____
Moral Purity Assessment successfully completed _____
Life Skills Assessment successfully completed _____
Character Development & Spiritual Growth _____

Meet with MDP Leadership Team

Presentation to the Church (see detail on page 32)

Readings

* Let the Nations Be Glad _____
* Decision Making and the Will of God _____
* 2 books from moral purity resource list _____
* Getting Things Done (David Allen) _____
* Radical (Platt) _____
* Church Planting Movements (Garrison) _____
The Missionary Call, A Misnomer? _____
From Jerusalem to Irian Jaya _____
TNT contact manager manual _____

Courses/Classes

Leading a World Missions Church _____
Through God's Eyes, by Patrick Cate _____

Practicums

Competent to teach LAWMC _____
Local Church Ministry (48 hrs) _____
Local Cross-Cultural Ministry (24 hrs) _____
Int'l Short-term Missions Trip _____
Begin contact database in TntMPD _____

Agreements & Checks

Missions Strategy & Policy Agreement _____
Criminal & credit background check _____
Global Ministries Pastor, mentor, and candidate have met and agree that
the candidate is ready for stage 2 _____

DESIGNING THE CANDIDATE'S PERSONAL DEVELOPMENT PLAN (PDP)

God is more interested in WHO you are than WHAT you do. Character emanates out of your growing relationship with God. You will minister out of who you are. Therefore, your spiritual development needs to be the highest priority.

Take time to review each of the following areas for personal and spiritual growth. Evaluate what you have already accomplished and what you still need to work on. Ask your mentor to help you create a Personal Development Plan (PDP) to help you grow. The PDP should contain these key components to be effective.

Action Items: *Identifies specifically what you need to do and how you will do it.*

Accountability: *Provides someone to help you evaluate your progress.*

Results: *Focuses on progress not perfection. The progress needs to be sufficient to be ready for the field as determined by all who will have a part of your approval process (Ministries Pastor, mentor, PDP coordinator, MDP Team, Selection Team, pastors, agency, and church body).*

To help you create your PDP and develop it over time, you need to consider the following steps:

1. Identify the areas you need to work on with your mentor(s).
2. Create a PLAN of ACTION (POA) for each area with start and completion dates.
3. Involve your mentor in the POA to help you grow.
4. Determine the accountability structure for evaluation.

Note that HBC offers Life Training Electives on Wednesday evenings that may provide some of the training needed in the PDP. This would therefore be an efficient means for accomplishing the needed development.

The following pages outline training suggestions and requirements for each area.

BIBLE KNOWLEDGE ASSESSMENT

PURPOSE

HBC believes that a solid foundation of Biblical knowledge is foundational to effective life and ministry. Therefore, all missionaries must display a sufficient grasp of the Bible in order to fulfill the spiritual ministry assignments. HBC is more interested in the candidate's competency of the Scriptures rather than the acknowledgement of credentials (i.e. 30 hours of formal Bible training). Note however that the selected agency may require some formal training.

The Bible Assessment Tool

- will help determine if sufficient competency exists for the intended ministry opportunity,
- and if not it will identify areas where a plan of action to gain competency is needed.

PRACTICAL STEPS

1. The candidate contacts the Global Ministries Administrative Assistant to schedule the Bible Knowledge Assessment on an office computer. The 100 question assessment is to be completed by the candidate in private from personal knowledge, without the use of the Bible or resources. To help cover the cost of this assessment the candidate is charged \$20.
2. Upon completion, the exam is scored and a candidate receives a copy of the results. A copy of the results is also sent to the mentor.
3. The candidate and mentor evaluate Bible Knowledge strengths and weaknesses; a POA (plan of action) is developed as part of the PDP (Personal Development Plan), if needed. A minimum of 80% must be achieved for sufficient competency.
4. The mentor forwards the POA to the MDP coordinator. If there are any concerns the MDP coordinator discusses them with the Global Ministries Pastor. A copy of all records is forwarded to the Global Ministries Pastor for the in-office file.

POTENTIAL OUTCOMES

1. If assessment score is 80% or higher, the candidate passes. A POA for improvement is optional.
-Or -
2. If assessment score is less than 80%, the candidate works with the mentor to develop a POA to raise the competency level.
 - a. This POA could include church related courses, formal education by residence, a Distance Learning Program, or other forms of study.
 - b. The POA recommendation is submitted to the MDP coordinator for approval or modification.

BIBLE APPLICATION ESSAY ASSESSMENT

PURPOSE

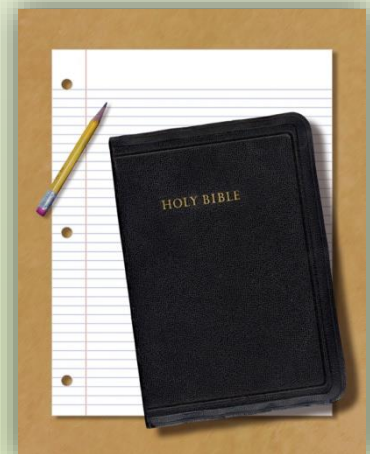
Missionaries must know more than Bible facts. They must have a competency of understanding and applying the Bible in everyday life situations. There could be times for formal teaching and discipleship, as well as informally needing to apply Biblical principles to life issues.

PRACTICAL STEPS

1. The candidate contacts the Global Ministries Administrative Assistant to schedule the Bible Application Essay assessment on an office computer. This assessment consists of essay questions that will require thought and practical understanding of the Scriptures. The candidate will answer three out of five possible essay questions in a MS Word document on the computer. The only resource to be used is an unmarked Bible.
2. Upon completion of the assessment, it is forwarded to the mentor and the MDP coordinator who will together evaluate it. A copy of the evaluated assessment with comments is forwarded to the Global Ministries Pastor for review and to potentially add comments.
3. The mentor discusses the answers and comments with the candidate. A POA is developed for the areas that need improvement.
4. The mentor forwards the POA to the MDP coordinator. If there are any concerns the MDP coordinator discusses them with the Global Ministries Pastor. Copies of all records are forwarded to the Global Ministries Pastor for the in-office file.

POTENTIAL OUTCOMES

1. The candidate has displayed sufficient competency as determined by mentor, MDP coordinator, and Missions Pastor.
- Or-
2. The candidate has not displayed sufficient competency. The candidate then works with the mentor to develop a POA to raise the competency level.
 - a. This POA could include church related courses, formal education by residence, a Distance Learning Program, or other forms of study.
 - b. The POA recommendation is submitted to the MDP coordinator for approval or modification.
 - c. The Bible Application Essay assessment is taken again to obtain a satisfactory competency level as determined by mentor, MDP coordinator, and Global Ministries Pastor.



PERSONAL WRITTEN DOCTRINAL STATEMENT

PURPOSE

All Sent missionaries are required to write a personal doctrinal statement that reflects their understandings and commitments in basic Christian doctrine. This exercise will help the candidate formulate a foundation of WHAT he believes and WHY he believes it.

This exercise will help prepare you for the Oral Doctrinal Exams.

PRACTICAL STEPS

1. This is not an exercise in creative writing or literary skills. We are more interested in the quality of your understanding of your beliefs than the quantity of text. There is no minimum requirement for the length of this project. Use as much or little space as needed to state your belief.
2. This is YOUR personal doctrinal belief. DO NOT “cut and paste” statements from other writings. Write in your own words what you believe.
3. Cite biblical references and passages that support your belief. We are not interested in mere ideas or opinions about the Bible. You may use your Bible for this exercise.
4. You can arrange your doctrinal statement in your own style. Please include the following topics:
 - The Bible
 - Theology proper, the triune God
 - Jesus Christ: who He is, what He did, and will do
 - Holy Spirit: who He is, what He did, and will do in the lives of the lost and the saved
 - Mankind: origin, nature, and destiny
 - Sin
 - Salvation
 - The Church
 - Satan, Demons and Angels
 - Future prophetic events
5. Upon completion, submit your paper to your mentor as a MS Word document. The mentor and the MDP coordinator will together evaluate the doctrinal statement. A copy of the doctrinal statement with comments is forwarded to the Global Ministries Pastor for review and to potentially add comments.
6. The mentor discusses the doctrinal statement and comments with the candidate. A POA is developed for the areas that need improvement.
7. The mentor forwards the POA to the MDP coordinator. If there are any concerns the MDP coordinator discusses them with the Global Ministries Pastor. Copies of all records are forwarded to the Global Ministries Pastor for the in-office file.

POTENTIAL OUTCOMES

The candidate has displayed sufficient competency as determined by mentor, MDP coordinator, and Global Ministries Pastor.

- Or -

The candidate has not displayed sufficient competency. The candidate then works with the mentor to develop a POA to raise the competency level.

- a. This POA could include church related courses, formal education by residence, a Distance Learning Program, or other forms of study.
- b. The POA recommendation is submitted to the MDP coordinator for approval or modification.



The modified doctrinal statement is again submitted to obtain a satisfactory competency level as determined by mentor, MDP coordinator, and Global Ministries Pastor.

ORAL DOCTRINAL ASSESSMENT

PURPOSE

All sent missionaries are required to defend their faith before a panel of pastoral staff. This will help the candidate affirm his beliefs and display a competent level of public presentation skills. This is not a time to overwhelm the candidate with complicated or ridiculous questions, but to encourage him as he defends his faith. The nature of the questions will include practical field application of doctrine.

PRACTICAL STEPS

1. The candidate will inform the Global Ministries Pastor when he is ready to schedule the Oral Doctrinal assessment. The Global Ministries Pastor will confirm a scheduled time with the pastoral staff, mentor and candidate. The exam usually takes 2-3 hours. The topics to be discussed are the same as in the written doctrinal statement.
2. The oral will take place and the pastoral staff will offer encouragement, instruction and recommendation for further preparation as needed.
3. Upon completion, the candidate will be informed of the results.
4. The candidate will schedule a time with the Global Ministries Pastor to review the results.

POTENTIAL OUTCOMES

The candidate has displayed sufficient competency as determined by the oral doctrinal panel.

- Or -

The candidate has not displayed sufficient competency. The candidate then works with the mentor to develop a POA to raise the competency level.

- a. This POA could include church related courses, formal education by residence, a Distance Learning Program, or other forms of study.
- b. The POA recommendation is submitted to the MDP coordinator for approval or modification.
- c. The oral doctrinal assessment is repeated to obtain a satisfactory competency level.

PERSONALITY PROFILE

PURPOSE

HBC desires to see strong missionary teams. Noting that each person is uniquely created by God, He gave each of us a personality with a certain tendency toward relating to others. Some people are more laid back and easy going while others are more domineering and direct, neither is inherently wrong, but either can be manifested incorrectly. As you serve on a missionary team or in any relationship, how you communicate with others will play a major part in developing harmonious relationships. Improperly handled differences in personalities can cause major team disharmony. Scripture teaches that such a “personality conflict” is a lack of maturity in one or both participants. This assessment will help the candidate identify their strengths and weaknesses so they can know how best to relate to other team members, spouses, church, agency, and other relationships. Hopefully, this will result in better team relationships and unity.

Note that personalities can be modified and must be modified as we become more like Christ. The candidate should never dismiss the negatives as being “just the way you are.” The candidate’s personality can and should be changed as they grow in their walk with the Lord. The DISC assessment will help identify their personality and communication style and suggest how to approach and relate to others in an effective way.

PRACTICAL STEPS

1. The candidate obtains a DISC Assessment from the Global Ministries Administrative Assistant.
 - a. To help cover the cost of this assessment the candidate pays \$20. Spouse will also complete a profile at no additional charge.
 - b. A link and access code will be emailed to the candidate
2. Upon completion, the candidate schedules a meeting with the Global Ministries Pastor and mentor to review assessment results.
3. Personal exercises may be suggested for functioning with different personalities.
4. A POA is developed for your communication areas that need improvement.

POTENTIAL OUTCOMES

1. If you have a good understanding of the results and are communicating well with others, you will be encouraged to continue.

- Or -

1. If there are concerns with the results, you will work with your mentor to develop a POA.
 - a. This POA could include reading assignments, counseling, church related courses, or other forms of study.
 - b. The POA recommendation is submitted to the MDP coordinator for approval or modification.
 - c. The mentor should see deliberate effort to make change and positive results of those efforts during the mentorship. Progress and failures in this area need to be discussed with the candidate, mentor, MDP coordinator, MDP Team, and the Global Ministries Pastor.

SPIRITUAL GIFTS ASSESSMENT

PURPOSE

When a person becomes a believer in Jesus Christ, God gives them spiritual gifts to edify (build up) the individuals of the church and to accomplish His purposes through the church. Each person serving well in their areas of giftedness help the Body of Christ operate in unity, love, care and compassion for one another. Missionary teams need different spiritual gifts working together to accomplish God's work of world evangelization. This assessment tool will help identify your spiritual giftedness and how you can complement people with other giftedness.

PRACTICAL STEPS

1. The candidate obtains a Spiritual Gifts Inventory form from the Global Ministries Administrative Assistant. There is no charge for this assessment.
2. Upon completion, submit your Spiritual Gift Inventory to your mentor. The mentor will then schedule a time to review it with you.
3. A POA is developed to enhance and build upon your giftedness. How your giftedness might be used in ministry on the field is discussed.
4. The mentor forwards a copy of the Spiritual Gift Inventory with comments and the POA to the MDP coordinator. Copies of all records are forwarded to the Global Ministries Pastor for the in-office file.

POTENTIAL OUTCOMES

If you have a good understanding of the results and are working toward enhancing and utilizing your giftedness, you will be encouraged to continue.

- Or -

If you have questions or concerns with the results, you could be given reading assignments and/or counseled to help you understand your giftedness and how to more effectively bring glory to the Lord.

DISCUSS YOUR DEVELOPMENT OF RELATIONSHIP SKILLS

PURPOSE

Learn practical applications of biblical truth from the mentor especially regarding your relationship skills.

PRACTICAL STEPS

Answer the questions. The fields will expand as you type.

On the evaluation scale of 1-5, self-evaluate using this guide:

1 = the truth of that statement is virtually non-existent in my life,

2 = that statement is untrue in my life more than it is true

3 = that statement is true about as often as untrue

4 = that statement is true in my life more than untrue

5 = that statement is well exemplified in my life (though not perfect)

Discuss with mentor regarding their observation and that which they understand from other evaluations of you. This discussion will likely be lengthy over several sessions. It is critical that these issues are fully explored as weaknesses must be resolved before going to the field.

With your mentor, design POAs for each area as needed.

1. I humble myself before the Lord and I am honest as I evaluate my life against biblical standards.

Self-evaluation on the 1-5 scale mentioned above: [Choose an item.](#)

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

2. I have learned to deal with issues and solve problems as quickly as is prudent.

Self-evaluation on the 1-5 scale mentioned above: [Choose an item.](#)

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

3. I seek help of biblical counsel as needed.

Self-evaluation on the 1-5 scale mentioned above: [Choose an item.](#)

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

4. I know how to take a vacation for relaxation and refreshment.

Self-evaluation on the 1-5 scale mentioned above: [Choose an item.](#)

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

5. I learn from my employer and others when they remind or rebuke me.

Self-evaluation on the 1-5 scale mentioned above: [Choose an item.](#)

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

6. I am used of God to effectively help others grow in areas of Christian character.

Self-evaluation on the 1-5 scale mentioned above: [Choose an item.](#)

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

7. In working with others, I effectively deal with issues and when necessary confront biblically in a spirit of humility.

Self-evaluation on the 1-5 scale mentioned above: [Choose an item.](#)

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

8. I am effective working in a team and I get along well with other personalities.

Self-evaluation on the 1-5 scale mentioned above: [Choose an item.](#)

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

9. People who know me well say that I am a good listener.

Self-evaluation on the 1-5 scale mentioned above: Choose an item.

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

10. When appropriate I am quick to ask for forgiveness, give forgiveness and readily forget the past.

Self-evaluation on the 1-5 scale mentioned above: Choose an item.

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

11. I effectively balance life issues to lower my stress.

Self-evaluation on the 1-5 scale mentioned above: Choose an item.

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

12. Others will say they are encouraged by me and that I am a comfort in times of grief.

Self-evaluation on the 1-5 scale mentioned above: Choose an item.

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

FOR MARRIED COUPLES:

13. My spouse and I periodically evaluate our relationship, then make adjustments as needed.

Self-evaluation on the 1-5 scale mentioned above: Choose an item.

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

14. My spouse will say that I provide sufficient quality time for our relationship.

Self-evaluation on the 1-5 scale mentioned above: [Choose an item.](#)

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

15. My children will say that I spend quality time with them.

Self-evaluation on the 1-5 scale mentioned above: [Choose an item.](#)

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

16. We are pleased with the way our child(ren) are being raised and that it is biblical. (If no children yet, then base response on plans .)

Self-evaluation on the 1-5 scale mentioned above: [Choose an item.](#)

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

FOR SINGLES:

17. I anticipate being married one day and have a plan in place that I utilize as I select my future mate.

Self-evaluation on the 1-5 scale mentioned above: [Choose an item.](#)

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

18. I have appropriate biblically based dating guidelines.

Self-evaluation on the 1-5 scale mentioned above: [Choose an item.](#)

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

19. My parents will say that I have a very positive relationship with them.

Self-evaluation on the 1-5 scale mentioned above: [Choose an item.](#)

How does this concept play out in your life and of what value is it in your life?

[Click here to enter text.](#)

Mentor's comments: [Click here to enter text.](#)

TEAM DIMENSIONS PROFILE ASSESSMENT

PURPOSE

You have probably been on some good teams, as well some bad ones. When each person on the team understands their role and the roles of the other team members, the team will function more effectively in accomplishing the task. Whether it is a sports team or a missionary team, there are tasks to perform and goals to achieve.

Sometimes when teams are not functioning well it is because people are not serving in the best place they are designed to function. Though everyone may have responsibilities in multiple dimensions of the team, some seem better suited for certain dimensions, all are vital and important in the church planting process. This assessment helps identify individual qualities so that each team member can function where they are most productive.

PRACTICAL STEPS

1. The candidate obtains a Team Dimension Profile from the Global Ministries Administrative Assistant.
 - a. To help cover the cost of this assessment the candidate pays \$20. Spouse will also complete a profile at no additional charge.
 - b. A link and access code will be emailed to the candidate
2. Upon completion, the candidate schedules a meeting with the Global Ministries Pastor and mentor to review assessment results.
3. Personal exercises may be suggested for functioning with different personalities.
4. A POA is developed for your communication areas that need improvement.



POTENTIAL OUTCOMES

If you have a good understanding of the results and are working toward enhancing your team effort, you will be encouraged to continue.

- Or -

If you have questions or concerns with the results, you could be given reading assignments and/or counseled to help you understand how you might best work inside a team.

EVANGELISM SKILLS ASSESSMENT

PURPOSE

Since God wants all people to hear about Him so that they can have opportunity to believe on Him and become a worshiper of Him, each believer should know how to effectively share the Gospel of Christ to instruct someone in the way of salvation. Since a major part of missionary work is evangelistic, each missionary should be effective in their evangelism approach. We recognize that some people are gifted by God as an evangelist. God also expects every believer to be a witness of Jesus Christ and share their faith, regardless if they have been called to be an evangelist or not.

There are several methods and styles of evangelism. It would be good to be proficient at more than one approach. Each person is encouraged to witness their faith in a manner that is compatible with their gifts, personality and related styles. Each person should also be able to work well outside of their “comfort zone.”

Skill in evangelism is gained over time as you learn various approaches and apply them in actual relationships with lost people.

The candidate should understand why not to utilize language such as “ask Jesus into my heart”, “pray this prayer...”, etc.

This assessment will help identify your understanding of the Gospel and effectiveness in presenting it.

PRACTICAL STEPS

1. The candidate will write in his own words, from memory, the Gospel as he would share it with someone. If desired, he can use diagrams in the presentation. He can use the Bible for reference.
2. Once complete, the candidate will contact an evangelism assessor from the approved list to arrange a time to conduct the assessment. The mentor should also be present at this assessment. The mentor will have a list of approved assessors.
3. The candidate meets with the assessor and mentor to make his presentation in two parts:
 - a. Written – The candidate submits the document prepared in step 1.
 - b. Oral – The candidate will present the Gospel to the assessor using the method written. The assessor will play the role of a lost person and present mild questions and/or objections.
4. The assessor and mentor should discuss their observations with the candidate. The assessor and mentor should also prepare a written evaluation of the competency of the presenter and the gospel presentation. Comments should be made concerning:
 - a. Knowledge of Scripture and the salvation plan.
 - b. Understanding of the gospel message.
 - c. The logical flow of the presentation
 - d. Ability to effectively communicate the Gospel.
 - e. Ability to adequately handle the questions and objections
 - f. Strengths and weaknesses of the process
5. This evaluation is sent to the MDP coordinator for review and discussion as needed. Copies of all records are forwarded to the Global Ministries Pastor for the in-office file.

POTENTIAL OUTCOMES

1. The candidate has displayed sufficient competency.

- Or -

1. The candidate has not displayed sufficient competency
 - a. A POA including additional evangelism training is decided by the mentor and candidate to develop skills to sufficient competency
 - b. The POA recommendation is submitted to the MDP coordinator for approval or modification.
 - c. When ready, the written and oral presentation is rescheduled using the same parameters as the original time.

EVANGELISM SKILLS ASSESSORS

The candidate shall contact an approved assessor to interact with their presentation of the Gospel. This should be done after the candidate has written their presentation of the Gospel and is prepared to present it with good working knowledge. Practice makes perfect. List of approved assessors is available from Global Ministries Pastor.

MORAL PURITY ASSESSMENT

PURPOSE

God places high standards on Christian conduct and morality. The world around us often lowers the standard and tolerates things that are unacceptable to God. How we use our bodies as instruments of holiness and honor are important in bringing God glory and pleasing Him.

Everyone is vulnerable to slide into impurity, both single and married. Missionaries are especially susceptible to sexual and moral impurity as they are bombarded with the stress that comes from the intense, relational nature of cross-cultural ministry.

In an effort to “prove yourselves to be blameless and innocent, children of God above reproach” (Phil. 2:15) it is important to guard your heart against this slide and attacks from the evil one. Otherwise, as you drop your guard, you will open the door for immorality, questionable ethics, promiscuous appearances, and outright sinful activities and habits.

We desire to help develop margins, boundaries, guidelines and habits that will help the candidate check these areas so God will be honored throughout his life and missionary career.

PRACTICAL STEPS

1. Read and discuss a minimum of 2 of the book resources on the next page
2. Study and discuss information available on website resources listed on the next page
3. The mentor will review the Missionary Questionnaire with the candidate and discuss areas of strength and potential weakness.
 - a. Missionary Questionnaire was completed upon application to the MDP
 - b. Mentor will note any updates/changes since the questionnaire was completed
4. Moral margins, boundaries, and guidelines (some are listed on next page) will be discussed and recommended to the candidate that they may maintain moral purity. It is noted that a legalistic list does not guarantee moral purity but a lack of moral precaution is foolish. This is a discussion of the candidate's convictions and practices, not an imposed list on the candidate.

RESULTS

1. If the candidate has good margins, boundaries, and guidelines in place, being followed, and are living above reproach, then they are commended and encouraged to continue.
- OR -**
1. Any areas that the mentor believes should be addressed will be discussed and assignment(s) agreed upon with the candidate to deal with the issues of concern.
 - a. Notes and follow-up evaluations will be reported and entered in the candidate's personal file.
 - b. Any areas that are critical to the moral character and conduct of the candidate and remain unresolved may cause the candidate to be removed from the MDP.

MORAL PURITY GUIDELINES AND RESOURCES

GUIDELINES TO BE CONSIDERED

- Make sure at least one other adult is with you when working with one child or person of the opposite sex in a closed space.
- Be open and public in spending time with others. Stay visible to others.
- When meeting with someone one-on-one, be sure the room has a window or door for others to see clearly the situation.
- If single, be accompanied by one other person of the same sex (or your spouse, if married) when traveling with one child or someone of the opposite sex.
- Be sure that a touch can never be misconstrued to be abusive, harassment or a sexual advance.
- Avoid intense eye contact with any person of the opposite sex
- Words are easily misunderstood. Be careful in what you call others and those of the opposite sex. Avoid teasing, course joking, flirting.
- Use your computer in public places where anyone can see the content.
- Use screeners on your computer for sexual language and pornography.
- Submit your computer to accountability software such as “Safe Eyes” (www.internetsafety.com)

BOOK RESOURCES

- *Authentic Beauty*, Leslie Ludy
- *Every Man's Marriage: An Every Man's Guide to Winning the Heart of a Woman*, Stephen Arterburn
- *Every Man's Battle: Winning the War on Sexual Temptation One Victory at a Time*, Stephen Arterburn, Fred Stoeker, and Mike Yorkey
- *Every Young Man's Battle: Strategies for Victory in the Real World of Sexual Temptation*, Stephen Arterburn, Fred Stoeker and Mike Yorkey
- *Every Woman's Marriage: Igniting the Joy and Passion You Both Desire*, Shannon Etheridge
- *Every Woman's Battle: Discovering God's Plan for Sexual and Emotional Fulfillment*, Shannon Etheridge
- *Every Young Woman's Battle: Guarding Your Mind, Heart, and Body in a Sex-Saturated World*, Shannon Etheridge & Stephen Arterburn
- *Set Apart Femininity*, Leslie Ludy
- *Sex Is Not The Problem, Lust Is*, Joshua Harris
- *The Purity Principle: God's Safeguards for Life's Dangerous Trails*, Randy Alcorn
- *Raising Pure Children in an Impure World*, Richard Durfield
- *When God Writes Your Love Story*, Eric and Leslie Ludy

WEBSITE RESOURCES

- *Sexual Purity in Missions*, article by Ken Williams <http://www.urbana.org/articles/purity-on-the-mission-field> (or ask Missions office for a copy).
- *What Cross-Cultural Workers Ought to Know about Sexual Stress*, article by Ronald Koteskey <http://www.crossculturalworkers.com/sexualstress.htm> (or ask Missions office for a copy).
- www.internetsafety.com - “Safe Eyes” web filtering software that blocks and monitors internet browsing, instant messaging, email, and social pages (Facebook, etc.) as desired. It provides usage reports and alerts to email or cell. Highly recommended, protects 3 computers for \$49.95/year.
- www.missionarycare.com - care on various topics.
- www.crossculturalworkers.com - care for stress and temptation.
- www.family.org/married.romance - articles for promoting intimacy in marriage and confronting sexual addiction.

LIFE SKILLS ASSESSMENT

PURPOSE

Each day of our lives we deal with a variety of issues and relationships. It is important to learn and practice basic life skills in the United States before attempting them in another culture. The better you handle these skills here will hopefully, help prepare you for less stress as you adjust to a new culture.

PRACTICAL STEPS

1. The candidate and mentor will discuss how candidate's skill level and how the candidate currently practices the following:
 - planning time wisely with margins for downtime
 - quality time with the Lord and in His Word
 - living a simple and frugal life style
 - able to create a digital spreadsheet for budget purposes
 - living within your budget
 - using a bank with online services such as bill payment
 - properly using a debit card
 - properly using a credit card
 - consider investment options for your savings and retirement
 - planning meals and shopping for food
 - cooking meals using basic ingredients, not prepackaged food or mixes
 - cleaning house regularly
 - doing laundry
 - practicing hospitality
 - properly setting the table for guests and knowing/practicing table manners
 - ability to perform general household repairs: electricity goes off, etc.
 - basic car maintenance such as change tire, check fluids, etc.
 - ability to generate a newsletter in digital format (docx, pdf, etc.)
 - learn how to live on your own apart from your parents or college dorm
 - hold down a steady job for a year or more
2. Assignments can be agreed upon to improve these skills as needed.
3. A written evaluation will be prepared by the mentor and reviewed by the candidate for agreement. There might be several evaluations over time depending on the assignments and progress made.
4. These evaluations will be submitted to the Global Ministries Pastor for review and entered in the candidate's personal file.



RESULTS

1. If the candidate is doing well in these areas they are commended and encouraged to continue

- OR -

1. Any areas that the mentor believes should be addressed will be discussed and assignment(s) agreed upon with the candidate to deal with the issues of concern.
2. Notes and follow-up evaluations will be reported and entered in the candidate's personal file.

PLAN FOR CHARACTER DEVELOPMENT AND SPIRITUAL GROWTH

PURPOSE

Develop/modify a life plan that facilitates spiritual maturity.

PRACTICAL STEPS

1. Briefly answer the questions below
2. Meet with mentor for their comments

Devotions: How important is this to you? [Click here to enter text.](#)

What is your method/routine? [Click here to enter text.](#)

Should this realistically change? [Choose an item.](#) If so, how will you change it? [Click here to enter text.](#)

Mentor comments: [Click here to enter text.](#)

Bible Study: How important is this to you? [Click here to enter text.](#)

What is your method/routine? [Click here to enter text.](#)

Should this realistically change? [Choose an item.](#) If so, how will you change it? [Click here to enter text.](#)

Mentor comments: [Click here to enter text.](#)

Prayer: How important is this to you? [Click here to enter text.](#)

What is your method/routine? [Click here to enter text.](#)

Should this realistically change? [Choose an item.](#) If so, how will you change it? [Click here to enter text.](#)

Mentor comments: [Click here to enter text.](#)

Scripture Memory: How important is this to you? [Click here to enter text.](#)

What is your method/routine? [Click here to enter text.](#)

Should this realistically change? [Choose an item.](#) If so, how will you change it? [Click here to enter text.](#)

Mentor comments: [Click here to enter text.](#)

MISSIONARY DEVELOPMENT PROCESS (MDP) PROGRESS REPORT
(This is a sample of the report to be completed online)

Name: _____ Date: ____/____/____

Mentor: _____ Amount of meeting time: _____

Topics Discussed: _____

Issues to deal with: _____

Questions that need answers: _____

New Assignments and POA: _____

Recommendations: _____

Comments: _____

MDP PLAN OF ACTION

(This is a sample of the report to be completed online)

Name: _____ Mentor: _____ Start Date: ____/____/____

Planned Completion Date: ____/____/____ Actual Completion Date: ____/____/____

My current status: _____

Barriers to be overcome: _____

The desired level of improvement: _____

The means to measure when this is successfully accomplished: _____

ACTION STEPS

What needs to be done	By When?	Evaluation of Results

IF PROPERLY DONE, THE ABOVE STEPS WILL ACCOMPLISH THE DESIRED IMPROVEMENT? YES / NO

TRAINING: READING (REQUIRED & RECOMMENDED)

All books are available for checkout from Global Ministries office library and HBC library

REQUIRED

- *Let the Nations Be Glad*, John Piper
 - *Decision Making and the Will of God*, Gary Friesen
 - *Radical*, David Platt
 - *Getting Things Done*, David Allen
 - 2 books from moral purity resource list
 - *Church Planting Movements*, David Garrison
 - *The Missionary Call, A Misnomer?*, Pastor Allen
 - *From Jerusalem to Irian Jaya*, Ruth Tucker
 - TNT contact manager manual
-
- Be sure you own these books with the red bullet mark.

RECOMMENDED

- *Ordering Your Private World*, Gordon MacDonald
- *Out of the Salt Shaker and Into the World: Evangelism as a Way of Life*, Rebecca Pippert
- *Spiritual Leadership*, J. Oswald Sanders
- *The Beginner's Guide to Spiritual Warfare*, Neil Anderson & Timothy Warner
- *The Complete Green Letters*, Miles Stanford
- *Trusting God: Even When Life Hurts*, Jerry Bridges
- *Unveiled At Last*, Bob Sjogren
- *The Messenger, The Message, & The Community*, Roland Muller
- *Pleasing People: How Not To Be An Approval Junkie*, Priolo
- *When People Are Big and God is Small*, Edward Welch
- *The Stranger on the Road to Emmaus*, John Cross
- *(for children with parents) Peanut Butter Friends in a Chop Suey World*, Deb Brammer
- *Serving As Senders*
- *A Mind for Missions*

PRACTICAL STEPS FOR EACH BOOK READ

Write a one page report for the book read. You may write more than one page.
State the following:

- Summarize the main purpose of the book.
- What insights did you gain from this book?
- How can you apply these insights in your life?

TRAINING: COURSES/CLASSES

LEADING A WORLD MISSIONS CHURCH (LAWMC)

This seminar hosted by HBC has also been taught around the country, Canada, Mexico City, and Hong Kong with opportunities for more international locations. The reason people attend this seminar is that it is designed to help the local church do that which it was commissioned to do.

There is an expectation that those who are sent missionaries out of Heritage would be very well acquainted with LAWMC, and indeed the candidate will be.

PRACTICAL STEPS

1. The candidate should plan in advance to be available for the 2-day seminar, typically a Monday-Tuesday (this may require adjusting work or school schedules).
2. The candidate will register and obtain in advance a copy of the LAWMC manual (the seminar and materials will be free of charge for the candidate).
3. The candidate will read the manual prior to class to be fully familiar with the materials before the seminar. This will enable the candidate to absorb much more to provide for successful completion of the above mentioned practicum.
4. The candidate will attend and actively participate in each of the classes

RESULTS

1. Upon completion the candidate will write a one-page paper sharing major insights learned during the course.
2. The candidate should be able to share this material as he discipless others.

TRAINING: PRACTICUMS

BECOME COMPETENT TO TEACH LAWMC

PURPOSE

HBC “sent” missionaries must have a heart and vision for the world. They must have a great desire to help people understand about God and His desire to have a glorious relationship with them. This requires a clear understanding of God’s agenda for all mankind, who the people of the world are from His perspective, and how the Church is His instrument for world evangelization.

Our intention is for you to have a thorough knowledge of the HBC philosophy and strategy, sufficient to teach most aspects of *Leading A World Missions Church* (LAWMC). The objective is not to propagate our specific philosophy but to provide you a tool to minister to other churches in helping them with their philosophy and strategy utilizing what you know from Heritage.

When you go to churches, your higher goal is not to raise support but to minister, this is a tool to help you do that well.

PRACTICAL STEPS

1. Read the *Leading a World Missions Church* manual to understand the HBC missions ministry. The manual may be checked out from the Global Ministries office or can be downloaded from web by asking the Global Ministries Pastor for a download link.
2. Attend the *Leading a World Missions Church* seminar (there is no charge to the candidate for materials or seminar)
3. Participate in the LAWMC training workshop which will further prepare you to present LAWMC training. This workshop will be within a month (typically a Saturday, 8-noon) of the LAWMC seminar.
 - a. You will need to prepare a teaching session and present it in this workshop (discuss selection with the missions pastor by the close of LAWMC)
 - b. You will learn how to introduce LAWMC to a pastor
 - c. You will learn how to customize LAWMC to an individual church’s need
 - d. Be prepared to answer questions that a pastor may ask about how to implement a strategy in their church (you will be quizzed in the workshop)

OTHER HELPFUL RESOURCES

20. *The Mission Leadership Team - Mobilizing Your Church to Touch the World*, David Mays

RESULTS

You are able to utilize that which you have learned and effectively communicate it to other churches to help them implement their strategy in their church.

TRAINING: PRACTICUMS

LOCAL CHURCH MINISTRY (48 HOURS)

PURPOSE

The focus of the Great Commission is to see disciples of Jesus reproducing other disciples who are being added to the church among all people groups. Since missionaries usually lead this work in unreached areas they should be competent in the purpose, function, organization and operation of the local church. For this reason the candidate is required to gain a variety of ministry experience in the local church. This training will continue during all three stages of the MDP. This will help identify spiritual giftedness and ministry focuses for “best fit”.

There will be various mentors as the candidate serves with different ministries. This opportunity to grow in local church function will help the church leadership gain a sense of confidence in the candidate’s readiness and capabilities for missionary service.

PRACTICAL STEPS

1. The candidate is to perform the minimum of 48 hours of ministry service related to specific and/or various ministries. The candidate and mentor will determine based upon abilities and needs with input from church leaders. Note that the needs are given high priority as the candidate may be asked to do that which they are not at all comfortable with nor do they feel qualified/gifted to do, this would be good practice for real life on the field.
2. The mentor will be informed of the assignment so he can track the progress.
3. Training would involve attending ministry leadership meetings for planning, as well as actual ministry service.

RESULTS

1. Upon completion of the assignment the candidate will submit to the Global Ministries Pastor a two-page summary (typed) on the ministry service experience. The summary should include the following.
 - a. Name of ministry area
 - b. Name of ministry leader and mentors
 - c. The nature and activities of the candidate’s service
 - d. Insights about yourself and this ministry
 - e. Lessons learned and applications for future ministry
2. The Global Ministries Pastor will schedule a meeting with the candidate and ministry leaders if necessary to discuss the assignment/experience.

TRAINING: PRACTICUMS

LOCAL CHURCH CROSS-CULTURAL MINISTRY (24 HOURS)

PURPOSE

People often think that missionaries are “superman” type people and can easily adjust to any situation. The true fact is that missionaries are real people and struggle at change and have to work at adjusting to new things. Since missionary service will happen in a cross-cultural context, it is best to gain some cross-cultural experience here before you have your first experience in another country/culture. There are many things to learn about a different people including their history, customs, language, foods, education, family life, and values. It is to the missionary’s advantage to learn this before going to the field.

HBC believes the candidate should have opportunity to serve in cross-cultural ministry and display basic competency for adapting to missionary life and ministry. This will help the church leadership be good stewards of the candidate’s life and the finances of the church as they observe the candidate in this cross-cultural experience.

PRACTICAL STEPS

1. The candidate is required to complete a minimum of 24 hours of service in a local cross-cultural ministry. This ministry should place the candidate in regular contact with people of a different language and cultural group. These hours are to be logged in a journal with date, time, location and nature of the activity experienced. Observations and lessons learned and application for future ministry should be logged as well.
2. The mentor will help determine the options and “best fit” for this experience. Options of ministry assignments will vary depending availability of time, transportation, cost and cross-cultural ministry relationships with HBC.
3. The mentor will be informed of this assignment so he can track the progress.

RESULTS

Upon completion of the assignment the candidate will submit to the Global Ministries Pastor a two-page summary (typed) on the ministry service experience. The summary should include the following.

- a. Name of ministry area
- b. Name of ministry leader and mentors
- c. The nature and activities of the candidate’s service
- d. Insights about yourself and this ministry
- e. Lessons learned and applications for future ministry

The Global Ministries Pastor will schedule a meeting with the candidate and ministry leaders if necessary to discuss the assignment/experience.

OPPORTUNITIES FOR EXPERIENCE

The following are suggestions for cross-cultural ministry experience. You are not limited to these. You can recommend an organization to the Global Ministries Pastor for his consideration and approval.

- Spanish Church
- International Students
- TESL Class or English conversation groups

TRAINING: PRACTICUMS

INTERNATIONAL SHORT TERM MISSION TRIP

PURPOSE

It is one thing to live in America and experience life in your comfortable surrounding and familiar relationships. Since missionary life will be lived in a new culture, language and surroundings, it is important that the candidate have the opportunity to experience this during the training process to discover how well he adjusts, adapts and serves in the new situation. This experience will also reveal things about personality, stress, communication, team work, leadership, etc.

PRACTICAL STEPS

1. The candidate is to participate in a least one international cross-cultural missions project.
 - a. The project should have occurred in the past 12 months if possible
 - b. It must be at least two weeks or longer
 - c. It must be in a context of a different language and cultural other than his own
 - d. It must be in partnership with an approved HBC missionary or missions agency
 - e. It must be discussed with a mentor to help evaluate the experience
2. During the project the candidate must maintain a daily journal of the experiences, challenges, questions raised, indications of God's provision, insights about his adaptability to the new surroundings, lessons learned and applications for future ministry.
3. Evaluations must be completed by team leader and team peers.

RESULTS

Upon completion of the assignment the candidate will submit to the Global Ministries Pastor a two-page summary (typed) on the ministry service experience. The summary should include the following:

- a. Name of ministry partner, dates and location
- b. Name of ministry leader and mentors
- c. The nature and activities of the project
- d. The candidate's roles during the project
- e. Insights about yourself and this ministry
- f. Lessons learned and applications for future ministry
- g. Positive impacts that your ministry had on the field and the missionary that you helped

The Global Ministries Pastor will schedule a meeting with the candidate and ministry leaders if necessary to discuss the assignment/experience.

TRAINING: PRACTICUMS

BEGIN CONTACT DATABASE IN TntMPD SOFTWARE PRACTICUM

PURPOSE

The candidate will need to have contacts and a means to maintain records of data and contact efforts. TntMPD is a free program for managing the candidate's relationships with their future ministry partners. The TntMPD software was designed by a missionary preparing for the field for missionaries preparing for the field.

The sooner the candidate becomes acquainted with this method of record keeping (or approved comparable) then the better the missionary candidate will do later when utilizing this on a daily basis.

PRACTICAL STEPS

1. The candidate downloads the free software from <http://www.tntware.com/tntmpd/>
2. The candidate learns the software and then begins to populate it with everyone they can that is either a part of a church or may be able to help get them into a church.

RESULTS

Upon completion of the assignment the candidate will show it to the mentor for approval.

AGREEMENTS & CHECKS

HBC MISSION STRATEGY & POLICY AGREEMENT (Sign and give this page to Missions Pastor)

This is to verify that I have read the HBC *Leading A World Missions Church* (LAWMC) Manual and that I am in general agreement with the document and that any areas of difference have been discussed and accepted by my MDP mentor and the Global Ministries Pastor.

Signature

Date

Signature

Date

AGREEMENTS & CHECKS



Heritage
Baptist Church
Global Ministries

Background Check Authorization

Instructions: 1.) Please fill out the form by typing into the fields. 2.) Print the completed form and add your **handwritten** signature. 3.) Return form to the Global Ministries Office.

Print Name: **First Name Middle Name Last Name**

Former Name(s) and Dates Used: **List all former names.**

Current Address Since: **Month/Year Street Address, City, State Zip**

Previous Address From: **Month/Year Street Address, City, State Zip**

Previous Address From: **Month/Year Street Address, City, State Zip**

Social Security Number: DOB: **mm/dd/yyyy**

Telephone Number:

Drivers License Number/State:

Education Verification: (Last Degree Earned)

Institution Name: Institution Location: **City, State**

Degree Earned: **Select** Type of Degree:

Dates Attended: **to** Date of Graduation:

Employment Verification:

Employer 1: From: To:

Address: Phone #:

Title: Salary: \$ /year

Reason for leaving:

Employer 2: From: To:

Address: Phone #:

Title: Salary: \$ /year

Reason for leaving:

Employer 3: From: To:
Address: Phone #:
Title: Salary: \$ /year
Reason for leaving:

The information contained in this application is correct to the best of my knowledge. I hereby authorize **Heritage Baptist Church** and its designated agents and representatives to conduct a comprehensive review of my background causing a consumer report and/or an investigative consumer report to be generated for consideration to receive missions support from Heritage Baptist Church. I understand that the scope of the consumer report/investigative consumer report may include, but is not limited to the following areas: verification of social security number; credit reports, current and previous residences; employment history, education background, character references; drug testing, civil and criminal history records from any criminal justice agency in any or all federal, state, county jurisdictions; driving records, birth records, and any other public records.

I further authorize any individual, company, firm, corporation, or public agency (including the Social Security Administration and law enforcement agencies) to divulge any and all information, verbal or written, pertaining to me, to **Heritage Baptist Church** or its agents. I further authorize the complete release of any records or data pertaining to me which the individual, company, firm, corporation, or public agency may have, to include information or data received from other sources.

****Heritage Baptist Church** and its designated agents and representatives shall maintain all information received from this authorization in a confidential manner in order to protect the applicant's personal information, including, but not limited to, addresses, social security numbers, and dates of birth.

Signature: _____ **Date:** _____

MDP - STAGE 2: MINISTRY/FIELD DETERMINATION

TRAINING STAGE 2, MINISTRY/FIELD DETERMINATION CHECKLIST

Name _____	Date Completed _____
1. Determine ministry skills and types of ministry for best fit	_____
2. Research ministry opportunities for best fit	_____
3. Research missions agencies for best fit with ministry assignment	_____
4. Application made to missions agency	_____
5. Candidate invited to missions agency candidate school	_____
6. Complete application and new questionnaire for Missions Selection Team	_____
7. Global Ministries Pastor approved the missionary's budget for field (though it may still be tentative)	_____
8. Meeting to decide if candidate is ready to present to the Missions Selection Team	_____
9. Mentor and MDP Leadership Team invited to the scheduled Selection Team meeting	_____
10. Selection team received: application, questionnaire, budget, and other relevant notes regarding the candidate (possibly incl. the monthly MDP reports)	_____
11. Missions Selection Team interview and approval	_____
12. Pastoral Staff approval	_____
13. Complete required reading assignments	_____
14. Complete Church Planting Project	_____
15. Study the Transformational Giving Video and notes	_____
16. Complete 5 independent studies of UPGs utilizing web and print resources	_____
17. Complete Philosophy of CPM Assignment	_____
18. Complete any additionally required church and agency training	_____
19. Complete church ministry service (24 hours)	_____
20. Read and sign the HBC Sent Missionary Agreement form	_____
21. Meet with Global Ministries Pastor, mentor and candidate for Stage 3	_____

** See brief explanations starting next page

BRIEF EXPLANATIONS OF TRAINING STAGE 2 CHECKLIST

1. Determine ministry skills and types of ministry for best fit.

Candidate will meet with the Global Ministries Pastor and mentor to discuss the candidate's ministry skills and to determine types of ministry that would best utilize the candidate. They can review the spiritual gifts test, types of ministry the candidate has served in and what he and others think about the type of ministry for best fit. Once the types of ministry would be best fit for the candidate, they will explore the ministry opportunities to be considered.

2. Research ministry opportunities for best fit.

The ministry options will incorporate the church strategy and focus inside of that strategy. The Global Ministries Pastor and candidate will prayerfully determine through input from the church congregation and leadership a proposed ministry and location, team options are considered as well. After this proposed ministry and location is determined, the Global Ministries Pastor and candidate will determine the best missions agency to facilitate this ministry/location assignment.

3. Research missions agencies for best fit with ministry assignment.

The Global Ministries Pastor will recommend the missions agencies to be considered for this assignment with priority given to the Preferred Agencies. The Global Ministries Pastor will discuss this candidate and desired assignment with the agency leadership to see if there are any reasons or concerns that should be considered before the candidate proceeds with the application process. If so, they will deal with the issues. If not, the candidate will make application to the missions agency and plan to attend the missions agency candidate school.

4. Application made to missions agency.

Candidate will make application to the missions agency and pursue an invitation to attend the next missions agency candidate school.

5. Candidate invited to missions agency candidate school.

Candidate invited and attends the missions agency candidate school. The candidate usually receives additional training requirements from the agency which must be completed prior to going the field assignment. The church will help with financial cost of attending the candidate school.

6. Complete application and questionnaire for Missions Selection Team

The candidate will complete the HBC Missionary Application and Questionnaire and submit it to the Global Ministries Pastor. This will include the field assignment and finances needed for this assignment. The Missions Selection Team will review the application and set a time for interviewing the candidate as a step toward church approval.

- 7. Global Ministries Pastor approved the missionary's budget for field (though it may still be tentative)**
- 8. Meeting to decide if candidate is ready to present to the Missions Selection Team**

A minimum of one meeting will need to be scheduled with the Global Ministries Pastor, mentor, MDP Coordinator and the candidate to discuss the Missionary Development Program (MDP), Personal Development Plan (PDP), Application, background checks, and the Missionary Questionnaire. The purpose of this meeting is for the Global Ministries Pastor to decide (utilizing team meeting input) if the person is now qualified to be presented to the Selection Team. Plan three hours for this meeting, more meetings will follow if necessary.
- 9. Mentor and MDP Leadership Team invited to the scheduled Selection Team meeting**
- 10. Selection team received relevant notes regarding the candidate: application, questionnaire, budget, and possibly the monthly MDP reports**
- 11. Missions Selection Team interview and approval**

The candidate will meet with the Missions Selection Team to discuss their assignment, missions agency approval, PDP, etc. The Missions Selection Team protocol calls for a minimum of one month for their decision process. The Missions Selection Team will determine if they will recommend to the pastors that the candidate be a HBC Sent Missionary and the amount of monthly support recommended. They may choose to not recommend, they will then usually explain concerns and areas of needed improvement for the missionary candidate. The Missions Selection Team approval equates to a recommendation to the Pastoral Staff.
- 12. Pastoral Staff Approval.**

Upon approval from the Pastoral Staff, the candidate becomes a Sent Missionary of Heritage Baptist Church.
- 13. Complete required reading assignments.**

The missionary will complete reading assignments and prepare the report to present to the mentor.

 - a. Muslim Evangelism (Parshall) (candidate should own this book)
 - b. A Wind in the House of Islam (Garrison)
 - c. The Messenger, The Message, & The Community
 - d. 2 books related to the country you will go to
 - e. Other books required by agency
- 14. Complete Church Planting Project**

HBC's strategy is church planting movements amongst unreached people groups. In preparing for this endeavor the candidate will soon discover that there are many approaches in how to initiate and

maintain a church planting movement. Not all are biblical, but the ones that do have biblical support, even they vary in *how* a church planting movement is approached. The goal with this assignment would be to learn each of the church planting movement models and become thoroughly equipped in how to execute each church planting movement model.

After reviewing each church planting model, the candidate will then take into consideration the field they are looking to minister to. They are then to make a recommendation on what a church planting model will look like in that people group's context. This will require the candidate to consider the people group's context (i.e. culture, language, etc.) and what would work best with the information available to them. This will need to be presented to the Global Ministries Pastor and candidate's MDP Mentor.

The church planting models to review are:

- Church Planting Institute (courtesy of Christar) – Note: Global Ministries Pastor will send this file for your viewing through Transfer Big Files.
- Dynamic Church Planting Institute (DCPI)
- T4T (Training for Trainers)
- Any- 3
- New Tribes Mission (NTM)

15. Study the Transformational Giving video and notes

The outline notes of the video are available from the Global Ministries Pastor or his Administrative Assistant. These should be obtained and studied prior to viewing the video. The candidate should report to the mentor regarding their learning's from the video. Ideal scenario would be for the mentor and candidate to view this 45 minute video together, then discuss it.

16. Complete 5 independent studies of UPGs utilizing web and print resources

The candidate should select a minimum of 5 Unreached People Groups to study utilizing information from Operation World, Joshua Project, the International Missions Board, and other resources to report on the need, the advancements, the culture, the challenges, and how they would recommend facilitating a new church planting movement among that people group. The report should reference what role they could have if the candidate was sent to that people group. The diversity of this exercise is important because some missionary candidates will get a burden for one people group and never consider others that they might be even more effective among or that has a greater need. The candidate should consider which brings God the greater glory and humanly speaking, why does the candidate think so?

17. Complete Philosophy of CPM Assignment

The candidate shall complete the following:

- Read “Good-to-Great Church Planting: The Road Less Traveled” by: Dietrich Schindler. This can be located in the July 2008 edition of EMQ (Volume 44 Issue 3). A PDF version can be made available to you through the Global Ministries Office.
- Read “Rice Farming & Church Planting” by: Zeke Goforth. This can be located in the October 2011 edition of EMQ (Volume 47 Issue 4). A PDF version can be made available to you through the Global Ministries Office.
- Read “Making Tents or Building Churches?” by: Man Ramstad. This can be located in the October 1996 edition of EMQ (Volume 32 Issue 4). A PDF version can be made available to you through the Global Ministries Office.
- Read “Putting Together a Church-planting Team? Look to Barnabas” by: J.D. Payne. This can be located in the October 2010 edition of EMQ (Volume 46 Issue 4). A PDF version can be made available to you through the Global Ministries Office.
- Read “Why CPM’s Are Necessary to Accomplish the Great Commission” by: Pastor Allen
- Meet with Pastor Allen to explain the value of CPM, how critical it is to the task, and if/how you intend to facilitate CPM on the field.

18. Complete any additionally required church and agency training.

The missionary will complete any assignments/internship with the church leaders to continue to develop leadership skills. This will be determined by the Global Ministries Pastor. All training requirements by the agency should now be completed with exception of training scheduled just prior to departure for the field.

19. Complete church ministry service (24 hours)

The missionary will continue to serve with the church in ministry to continue to develop ministry experience. This will be determined by the Global Ministries Pastor.

20. Read and sign the HBC Sent Missionary Agreement form.

The missionary will discuss the Sent Missionary Agreement form with the Global Ministries Pastor and sign it for approval.

21. Meet with Global Ministries Pastor, mentor and candidate for Stage 3

The missionary will meet with the Global Ministries Pastor and mentor to discuss plans for moving to stage 3 of the program and any assignments that the agency and/or church have required and discussed prior to or during this meeting.

MDP - STAGE 3: PRE-FIELD MINISTRY

TRAINING STAGE 3, PRE-FIELD CHECKLIST

Name _____
Completed

Date

- | | |
|--|-------|
| 1. Complete missions agency personal development plan | _____ |
| 2. Establish a sending team & submit leadership names to Global Ministries
Pastor | _____ |
| 3. Develop prayer partners & submit list of at least 25 daily prayer partners | _____ |
| 4. Secure 100% financial support | _____ |
| 5. Complete required reading assignments | _____ |
| 6. Plan and have commissioning service | _____ |
| 7. Departure for field | _____ |

** See brief explanations starting next page

BRIEF EXPLANATIONS OF TRAINING STAGE 3 CHECKLIST

1. Complete mission agency personal development plan.

The missionary will complete any additional assignments set by the missions agency and the church. The mentor will hold the missionary accountable to these assignments. The mentor will work with the Global Ministries Pastor to facilitate any assignments set by the church.

2. Establish a Sending Team and submit leadership names to Global Ministries Pastor.

The missionary will meet with the coordinator of Sending Teams to discuss the establishing of a sending team. They will involve the Global Ministries Pastor as needed to make public recognition in services as needed. The Global Ministries Pastor must approve of all leadership recommendations before missionary mentions it to the potential leader.

3. Develop prayer partners and submit list of at least 25 daily prayer partners.

The missionary will recruit people who will become prayer partners. The list of people will be given to the Global Ministries Pastor.

4. Secure 100% financial support.

Missionary will utilize contacts from friends, relatives, and acquaintances to get into churches to make presentations. The missionary will also work with the Global Ministries Pastor to establish additional church relationships.

5. Complete required reading assignments

The missionary will complete the reading assignments and prepare reports to discuss with the mentor.

6. Plan and have commissioning service.

The missionary and mentor will meet with the Global Ministries Pastor to plan the commissioning service to send the missionary to the field. This is usually held within the last month, ideally last Sunday, before the missionary departs for the field.

7. Departure for field.

The missionary makes arrangement for departure, shipping of personal items, visas, etc. This is done in connection with the help of the missions agency and church.