

Preparing to Go Redeemer Missions Committee Guidelines for Developing Career Missionaries from the Redeemer Body

The Missions committee at Redeemer desires to partner with you as God calls you to the mission field. We want to send you, being fully convinced of your call to service, and serve as a primary supporter in your preparation to go and your labors on the field. We believe a call to ministry from God involves the confluence three special graces Jesus extends to His servants:

1. Ability: God has given you gifts for the particular ministry you feel called to.
2. Affinity: God has put in your heart a drawing to, or an internal desire for a work.
3. Affirmation: God confirms that calling through the church, as others see in you the gifts demonstrated for the calling. Because it is the elders who will, in the final analysis, send you off, approval of the elders is the last step.

To get to the mission field we ask that all whom Redeemer sends progress through a development plan. While not overly rigid, the following guidelines are meant to structure the typical situation for a person preparing to head to the field. We want to enter into a dialogue with you as you start preparation, and throughout the process as well. Therefore, each candidate must assess and monitor preparation with a:

1. pre-interview: to develop a relationship with a teaching elder and a member of the missions committee, to review the goals of the development plan, to develop a personalized preparation plan, and to discuss peer relationships in the church (eg. small group) which provide accountability for on-going discipleship.
2. mid-term interview: to assess progress and make adjustments as necessary;
3. final interview: to determine the candidate's readiness to leave for the field, based on their completion of the preparation plan.

We believe a typical development plan should take roughly two years, during which the following items are accomplished:

ABILITY

(the gifts and knowledge necessary for service)

Knowledge

- a. Member of Redeemer at least two years
(this means you understand the basics of the Introduction to Redeemer class and have sat under its preaching/teaching ministry)
- b. Completed the doctrine class called God's Promises Our Partnership, a primer on covenant theology, Reformed soteriology, and sanctification.
- c. Read the Westminster Confession of Faith and catechisms
- d. Test on bible knowledge
(to be formed from the officer Bible exam, and score weighed as commensurate with your role on the field.) The test should be taken at the start of the process to determine areas of weakness to strengthen, and re-taken if necessary at the conclusion of preparation.
- e. Take Perspectives on the World Christian Movement (or a similar course on missions)

f. Reading: (plan to discuss your readings with one of the teaching elders)

1) required:

- a) Instruments in the Redeemer's Hands, Paul Tripp
- b) Reason for God, Tim Keller

2) pick at least two from the following

- a) Watching Over the Heart, Sharrett
- b) Desiring God, Piper
- c) Knowing God, Packer
- d) Watching the Path of your Feet, Sharrett
- e) Heart of a Servant Leader, Miller
- f) personal suggestions

Service

Ministry at Redeemer and in the local community (if pursuant to one's individual gifts).

AFFINITY

(an internal drawing or calling to a particular work)

Character

A proven track record of personal witnessing

A consistent devotional life

(for an example, consult with a teaching elder)

A discussion with a teaching elder about purity

Minimal, manageable, personal debt, with your sending agency's counsel regarding suitable debt levels

Track record of giving to church/kingdom

Peace-maker training

Experience (commensurate with your role on the field)

Written statement of calling (from spouse also)

Attend MTW vision weekend, or similar function with sending agency

Take short term trips

Ability to share the gospel/personal testimony in clear, concise way (EE Training, or equivalency)

AFFIRMATION

(the witness of the church, its leaders and your peers to the calling)

Strong small group affiliation (with accompanying endorsement from peers)

Interview with elders, based on input from small group)

Approval by missions committee