



A GLOBAL PLATFORM FOR THE LOCAL CHURCH

CORE REQUIREMENTS FOR SEND INTERNATIONAL MEMBERSHIP

Each candidate must demonstrate an acceptable standard in the following categories before deployment to a SEND field. While these guidelines are intended for all SEND members, we realize that some circumstances may require specialized agreements to optimize an individual's contribution to SEND's mission. These special agreements should be mutually defined by a sending council or partner mission (hereafter: sending entity) and a receiving area.

1. Personal Readiness

- a. Personal conversion and baptism
- b. Evidence of responsible Christian character
- c. Call to missionary service and confirmation by a local church
- d. Health of the applicant and family, including physical, spiritual, emotional and relational dimensions

2. Ministry Readiness - Skills, Education, and Experience

- a. **Essential Biblical knowledge and skills.** While formal Bible education/training is highly valued, missionaries commissioned to serve with SEND must be able to demonstrate competency in:
 - i. Knowledge of Biblical content – the ability to apply basic principles of Biblical interpretation, tell the Biblical story of redemption, explain basic Biblical truth, and define Biblical and theological terms in simple language,
 - ii. Application of Scripture – the ability to use the Bible to address questions and issues encountered in personal and community life, and
 - iii. Apologetics – the ability to support Biblically an understanding of Christian truth and, when challenged, the ability to explain why Christian truth-claims are more satisfactory than others.

- b. **Ability to proclaim the gospel.** Each candidate must be able to share his/her testimony and clearly present the gospel of Jesus Christ.
- c. **Intercultural and teaming skills.** Each candidate must demonstrate the capacity for a) an incarnational lifestyle and engagement with target people groups, and b) effective service with team members of all nationalities.
- d. **Understanding of church planting principles.** Each candidate will have an understanding of basic church planting principles so that whether working directly in a church plant or in a support role, planting reproducing churches is part of the driving passion of each missionary.
- e. **Specialized education, training and/or experience as required for ministry assignment.** Some ministry assignments may require a worker to have specialized education; full consideration is given to those with proven ministry or work experience. It is imperative that candidates have adequate pre-field preparation to responsibly ensure fruitful service, which usually includes formal training and/or internships.
- f. **Responsible pre-field service in a local church.** Each candidate must provide a positive reference from a local church in which a leader has had adequate time (we recommend that two to three years of involvement in church ministry be considered) to observe the applicant and provide a credible reference.

3. Agency-Related Readiness

In preparation for service with SEND International, each candidate must fulfill the following:

- a. **Become a member of the SEND International covenant community.** Candidates must be willing to covenant with our international community (see the SEND International Covenant).
- b. **Ensure doctrinal and philosophical compatibility with SEND.** Candidates must subscribe to the SEND Principles and Statement of Faith. They must state that they will work in harmony with missionaries in SEND International who hold theological views which, while within the mission's evangelical position, are different from theirs.
- c. **Participate in pre-field orientation.** Candidates must participate in orientation and preparation as cooperatively determined by their sending entity, receiving area and the International Office.

- d. **Development of a ministry support team.** Each candidate must assemble a support team which includes both prayer support and financial support (where necessary). Specific requirements are mutually defined by sending and receiving areas.
- e. **Facility in English language (when required).** While English is the “internal business language” of SEND, we recognize the effective ministry potential of incorporating speakers of other languages. For candidates not fluent in English, required competency will be mutually determined by sending entities and receiving areas based on anticipated ministry assignment and capacity of the ministry team to integrate the applicant. It is recognized that functional ability in English will be a necessity for certain roles within SEND.

APPENDIX:

Responsibilities of sending entities as it relates to SEND's core membership requirements:

- a. Employ a thorough application process,
- b. Ensure appropriate and timely consultation with the prospective receiving area and/or the International Office,
- c. Ensure adequate pre-field preparation, meeting the essential requirements established by the International Office,
- d. Ensure and facilitate internships and evaluation periods where required,
- e. Ensure that appropriate financial arrangements are established in coordination with the receiving area and the International Office, and
- f. Ensure that candidates are able to reasonably address outstanding debt.

These processes usually include, but are not limited to:

- Written application forms, including personal testimony of conversion and growth in discipleship
- Review of personal references, including affirmation of a local church
- Review of a personal doctrinal statement
- Review of the Biblical competencies and skill in evangelism of the applicant
- Medical and psychological tests
- Police background checks
- Personal interview(s)
- Appointment by a SEND approved sending entity or the International Office
- Completion of adequate pre-field preparation, training and orientation
- Final clearance by the sending entity