

P.A.W.I. WORLD MISSIONS AGENCY

(PAWIWMA)



**MISSIONARY GUIDELINES
FOR PRESIDING BISHOPS,
MISSIONS DIRECTORS & MISSIONARIES**

GUIDELINES FOR MISSIONARY PROCESS

PAWIWMA is seeking to establish a climate of encouragement and openness in respect of full clarity among its missionaries, sending Districts and home churches as to their expectations and collaboration with their sending District. All Executive members have a vital role to play in establishing this climate of encouragement.

PAWIWMA recommends that clear information is made available through District Bishops and District Missions Directors networking with Pastors, Missionaries and potential Missionary candidates within each District.

1. At the time of the selection of a Missionary and before any agreement is signed, it is recommended that District Executives have additional briefing and induction in order to be able to guide candidates towards the field. PAWIWMA will offer consultation in collaboration with each District as needed and by request.
2. Where Districts have internal processes to review applicants, care should be taken that those involved in interviewing candidates for the missionary field have appropriate understanding of this focus of ministry. The Bishop and District Missions Director (DMD) will need to pay particular attention to questions of training and deployment to a first time Missionary.
3. Where the District Executive is in agreement that the calling and the placement are in order, it is recommended that PAWIWMA do its orientation of the said candidate. The District Bishop and District Missions Director should also formulate any initial recommendations about possible training which may be most appropriate.

Guidelines for Candidate

The first step for each missionary candidate is to register his or her interest through his/her Pastor. Registration accomplishes two things:

- Informs the candidate's Pastor of initial interest in ministry and provide formal information
- Creates an atmosphere of church bonding and support for the candidate

The second step is for the Pastor to register with the District Bishop and Executive the candidate's interest from an official level by submitting a written recommendation.

The third step is for the District Bishop to set a meeting with the District Executive and, if the candidate meets their approval official documentation is sent to PAWIWMA endorsing the District's support of the candidate.

The District's endorsement to PAWIWMA will include:

- A desire in the candidate to exercise their ministry
- Particular experience and track record in ministry within the District
- Gifts in enabling in evangelism and concern for those outside the Church
- Appropriate potential as a missionary

It is the missionary's responsibility to understand all that is involved in serving as a PAWI missionary on the field and will be required to meet with PAWIWMA or its agents to sign the Missionary Service Agreement. This is the fourth and final step.

Guidelines for Bishops and District Missions Directors

Bishops have the responsibility in the case of such candidates both to discern whether or not they have the capabilities to fulfill strenuous ministry in adverse circumstances and to affirm (or not) whether that ministry is in need of special direction.

In the early stages of the development and recognition of these candidates, it will be important that Bishops and DMDs have an understanding of this focus of ministry.

Additional training is also provided through symposiums for Bishops and DMDs. These assist with orientation and will be helpful for the candidates themselves and for the overall sensitivity process in the church to gather such candidates in particular forum.

A meeting between the candidate and the missionary's coach (a District appointed mentor) should be one of competency assessment and the recommendation of training.

Guidelines for Assessment

The goal of assessment is to determine the candidate's readiness for missionary service and create a development plan to be used by the missionary's coach throughout the term of service. PAWIWMA suggests that there be concentration on the development of core areas that are necessary for effective missionary service - Gospel, Mission, and Ministry.

Areas of assessment should include aspects of leadership capacity and skill, marriage, health and church planting acumen (where applicable).

Guidelines for Training

Training proposals should be tailored to the circumstances of each candidate and give due attention to personal formation, contextual learning, supervised practice and academic formation in detail for the period leading up to commissioning and an outline for the first two years of public ministry. The training proposal should take into account the candidate's personal circumstances, prior learning and experience and ongoing mission and ministry.

1. Where this training proposal falls within the purview of WIST for training, no further approvals for training will be required.
2. Where the proposal falls outside the WIST training a District mechanism should be set in place that will ensure appropriate information and instruction is imparted. Further interviews or paperwork will be determined by the District Missions Director under the mandate of the District.
3. If the candidate is partnering with another agency, a report of the training and preparation done with the person must be submitted to the District Bishop and to PAWIWMA.

Training proposals will need to give particular weight to the candidate's future ministry as a pioneer. Placement with an experienced Missionary as an internship model of learning can be considered.

The placement may involve the continuation of an existing ministry or a new field. Where a candidate is in college or tertiary course study in a particular field other than theology, due recognition and appreciation should be accorded. In some instances, the period of initial training may need to be extended to learning core theological disciplines.

Candidates for pioneering a church oriented ministry need as full an immersion in Scripture and the Christian tradition. They will also need training in intra-cultural and cross-cultural missions. Missiology is the core discipline for such training, which involves the integration of skills, knowledge and formation. Auxiliary skills or competencies are unavoidable in modern day Missionary training.

PAWIWMA will monitor the progress of candidates in training who have been recognized by their District as Missionaries in Training. Such candidates may be given special opportunities and duties from time to time in collaboration with their District Missions Director and their respective learning institution.

Guidelines for Deployment to a New Field

Particular care needs to be taken in developing supervision for those who enter a field for the first time. The normal pattern is for each candidate to be supervised by the District Missions Director as closely as possible. Matters of finance and reporting need to be settled early with the candidate,.

Personal safety and housing should be dealt with before the candidate reaches the field. When working with other Agencies, these matters must be worked out at least six months in advance.

Missionaries have enough to worry about with ministry on the field therefore matters of finance should be consistent and constant. The supporting District should determine proper ways of collection and disbursing funds on behalf of the missionary. PAWIWMA has a process already in place.

Care will be needed to ensure that the missionary both continue to grow in their specialized area of ministry and ensure that they continue to broaden their understanding of theology and ministry in preparation, possibly, for a range of different roles in the future.

Deployment beyond an initial appointment is a matter for careful consideration and discussion with Bishops and other advisers. The candidate should feel obligated as soon as possible to consult with his Bishop/Missions Director, his/her desire to be deployed to another field.

Missionaries funded through PAWIWMA should not move to a new field of service until PAWIWMA provides proper approval of both the missionary request and field. Should a missionary applicant or partner entity choose to relocate or transfer categories of service without prior approval and appointment by PAWIWMA and/or the District, PAWIWMA assumes **NO** responsibility to the missionary, financial or otherwise.

Guidelines for Funding

PAWIWMA desires to realize a fair and equitable funding administration process for missionaries of all categories. These guidelines are designed to serve PAWIWMA and our partners in ensuring consistent and equitable funding practices throughout the missionary's time on the field.

All contributions for the missionary should be channeled through the District Office. Monies **DESIGNATED** for a specific missionary or project must be properly labeled to the designate. A monthly report of the missionary's receipts and payments must be submitted to PAWIWMA by the 10th day of the month following.

Further information on funding can be obtained from the PAWIWMA Missions Handbook.

“Why do Missionaries have to Raise 100% of their financial support?”

This is a question we hear often — mostly from missionaries who struggle to raise their support. In answering this question one must be prepared to understand their personal responsibility in their own ministry - God has ALSO called the missionary to raise up support partners to make the work possible!

Raising Support Means Raising 100% of Your Needs –

The missionary has to establish support at various levels for very good reasons:

- The need to show supporters that you are serious about your call;
- The need to express yourself before others;
- The need to raise friends who will support you through prayer, correspondence and personal commitments;
- To broaden your support base among other reasons. Only the Missionary can relate the passion for that particular field and PAWIWA is not equipped with personnel to handle fundraising aspects.

From a statistical standpoint, those who do not raise their own support are ALWAYS dealing with decline among their supporters.

This is a formula for financial hardship, discouragement and continuing pressure which is extremely difficult for any Agency to manage while the missionary is on the field. This is precisely why many organizations have a much higher support requirement before releasing their missionaries to assignments.

Missionaries are always eager to arrive at their assignment and may desire a diversion of the rules that require adherence to a “100%” standard. But it is for the missionary’s protection and ultimately, to free them to serve knowing that God has already met their needs.

PAWIWMA has always stood side by side with our Missionaries as they raised their support and offered training in this endeavour. Missionaries will receive training and encouragement on how to build an effective support team.

Suggested ways to enlist the support of others

1. Motivate your home church - They may not be able to support a missionary 100% but they could go find other churches (District or other) that would help them.
2. Friends and family – Allow your friends and family to take on the job to help raise support.
3. Motivate ten (10) members of your home church to raise 10% of your missionary support.
4. Ultimately, it is the local church that sends a missionary. So in some way, it makes sense that the local church would also assume the responsibility of raising some part of the support.



P.A.W.I. World Missions Agency

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