



## **Field Worker Guidelines For Dealing with Applicants**

*Adopted March 10, 2014*

### **Background**

Two categories of field workers are covered:

- Sponsored field workers
- Independent field workers

### **Sponsored Field Workers**

CBMA sponsored field workers will work in one of the following areas: Latin America, the Caribbean, Truth Corps, Spanish Truth Corp or Internet Follow-up

#### **LATIN AMERICA and the CARIBBEAN**

- Missionaries - long term commitments. Full time, with primary responsibility for CBMA/C activities in their location. Partially or fully subsidized.
- Spanish Truth Corps - 12 to 18+ month commitments. Working in conjunction with resident full time missionary. Partially or fully subsidized. 3) Short Term Volunteers. This category essentially includes everything else that is done in the field by CBMA/C. Examples include campaigners, speakers at Bible schools and youth events.

#### **TRUTH CORPS and INTERNET FOLLOW-UP**

- Truth Corps
- Internet Follow-up

## **Independent Field Workers**

Christadelphians may choose to do mission work in areas for which the CBMA/C is accountable, however, they function independently of CBMA/C.

The following situations may be encountered by the sponsored field worker:

- Brethren living temporarily in mission areas (perhaps on work assignments) who are uninformed about how the CBMA/C works; they simply want to help.
- Brethren who have been turned down by the CBMA/C or other CBM organization; members of other Christadelphian organizations and/or brethren going ahead with programs not subjected to CBMA/C review.
- Brethren whose spirit of adventure may exceed their spiritual maturity.

It is very important to establish and maintain open communication with independent field workers for the benefit of the Truth. The CBMA/C field worker will have primary responsibility for coordination and cooperation with all involved.

### **Challenges: Encouraging, Enabling And Guiding Sponsored Field Workers**

CBMA/C's challenge is to motivate brethren to volunteer for work in the mission field and to discourage volunteers whose capabilities and ideas for programs are not suitable based on our experience. This requires a positive, open minded approach, responding to indications of interest while being ready and willing to say "no" where the circumstances warrant.

Christadelphians are a lay operated religious organization which functions based on the volunteer efforts of its members who are encouraged in writings and from the platforms to preach the gospel as they have the opportunity. Volunteers to do mission work may have little idea of what is involved or what is required to live in a foreign country. Some expect that we have programs that are well organized into which their window of available time and abilities can be put to use. Others have ideas and dreams they have long wanted to implement. The idea of asking permission to preach, or that they, or their program, might not be deemed acceptable, is initially foreign to their mind set. Careful, loving explanations based on CBMA/C's experience will be acceptable to most, but definitely not to all. Section 3 of the CBM handbook is an invaluable guide.

Baptismal interview procedures vary greatly. There is clear agreement that candidates are expected to believe the scriptural principles summarized in the BASF but there is no uniform procedure for ascertaining that knowledge. Candidates for baptism range from the well-studied and committed to the illiterate. The interview process should take into account the unique circumstances each situation presents while encouraging high standards of knowledge and commitment. CBM Handbook, Section 6 provides excellent guidance for baptismal preparation and interviews.

CBMA/C is limited in the amount of control it can exercise in the mission environment; the amount of guidance and help will vary in accordance to the circumstances. Field workers may work with long established ecclesias and provide minimal assistance. In other situations the field worker serves as the founding elder of a new ecclesia and the CBMA/C council functions as a virtual arranging board. These considerations must weigh heavily in evaluating an applicant's suitability.

CBMA/C takes responsibility only for programs it initiates and field workers it sponsors.

Coordinating with independent field workers and non-supported projects can be difficult and awkward for the sponsored field worker but very necessary for the long term good of the brotherhood. An important factor CBMA/C brings to this work is continuity when missionaries come and go. Sustained preaching activities over the time it takes to build an ecclesia will extend beyond the service of one fieldworker.

Negative decisions need to be conveyed in terms designed to retain the goodwill of the sponsored field worker, independent field workers and local brethren.

### **Procedures For Determining Approval Of Applicants**

It is important that information about applicants be shared among committee members to enable coordination and to maximize possibilities.

- 1) All applicants, except for Truth Corp and Internet follow-up are first referred to the Chairman of CBMA or CBMC, as suitable.
- 2) Applicants for Truth Corps are referred to the CBMA Truth Corps linkman and for Internet Follow-up to 'ThisIsYourBible' linkman.
- 3) All applicants are requested to complete and submit to the Chairman the 'Volunteer Information Form' available on the CBMA website.
- 4) Applicants for sponsored field work may be requested to complete a 'Missionary Application Form'; this will be used wherever more detailed information about an applicant is desired. All applicants are sent 'Guidelines for Missionaries', an 18 page document extracted from the CBM Handbook.

5) Application review process:

- Review applications: Latin America Committee Chairman, Caribbean Coordinator, other council brethren, as the case may be.
- Secure references.
- Interview mutually known brethren.
- Interview applicant to determine suitability, funding requirements, and all general needs.
- Preliminary council discussion.
- Recommend applicant visits with returned missionaries and / or missionaries now in the field.
- Final council discussion and approval.

NOTE: Every effort possible should be made to include several CBMA/C personnel at an in-depth interview with long term missionary applicants.