



Becoming an Assemblies of God Career Missionary



**How to start the process to become an
Assemblies of God World Missionary**

Northwest
Ministry Network
OF THE ASSEMBLIES OF GOD

35131 SE Douglas Street, Ste 200
Snoqualmie, WA 98065
425.888.4800
www.northwestministry.com

Dear Prospective Candidate,

Thank you for your interest in career missions. It is always a great pleasure to help facilitate the process of a life call to the foreign field!

In light of this, please take a moment to review the materials below and download the pre-application questionnaire from our website. The information will be helpful to answer some initial questions you may have about becoming a career missionary. There are several preliminary requirements that must be met before the application process can begin. Please become aware of these to gauge where you stand.

There are 4 basic phases in the process of becoming a career missionary. 1) Pre-application Phase, 2) Network Application & Approval Phase 3) Assemblies of God World Missions Application & Approval Phase 4) Candidate Orientation & Itineration Phase.

The process starting with the application to missions at Network level and proceeding to final AGWM approval at the national level can be between 6 – 12 months. Upon final approval, a candidate will spend the first year itinerating to churches in the Northwest Ministry Network to raise their base funds to go to the field. The total length of time from application to raising your budget (up to 2 years) is not to deter you in moving forward with the missions appointment process. These are the necessary steps to best prepare an individual to for a lifelong commitment to the foreign field.

I encourage you to complete the pre-application questionnaire and return it to my office for review prior to the application process. This will allow me to get to know you better and to assess your needs. Once I have had the opportunity to review the questionnaire my personal assistant will follow up with you. Should you have any questions, please feel free to contact the Northwest Ministry Network world missions office at any time. My personal assistant stands ready to assist you!

Sincerely,

A handwritten signature in black ink that reads "Les B. Welk". The signature is written in a cursive, flowing style.

Les Welk
Network Team Leader and World Missions Director
Northwest Ministry Network

Q&A on Becoming a Career Missionary

Q. What are the requirements to become a missionary?

A. The requirements depend on the specific type of missionary role being pursued. If you are interested in general missionary appointment (i.e. evangelism, church planting, preaching, or other pulpit type ministry) the requirements include, ordination, at least two years of pastoral experience, and no more than \$200 a month in debt. A degree is not required, but there is a lack of opportunities in ministry and location without one. If you are interested in pursuing a profession on the field (i.e. teaching, nursing, media, or construction) the requirements include, a license to preach, two years of experience in the related field, a bachelor's degree in the related field, and no more than \$200 a month in debt.

Q. What if I don't have 2 years of senior pastoral experience or as an associate pastor?

A. If you have been involved in full-time ministry for more than two years, including youth pastor, children's pastor, Chi Alpha, etc., that will be accepted as ministry experience. We also have the Missionary-In-Training program that allows you to receive the required experience overseas. If your training and experience is directed toward a profession deemed necessary to the field such as teaching, medical, accounting, etc., then you can apply for the Appointed Special Career Missionary category.

Q. Is a degree required from an Assemblies of God school?

A. No. If a degree is not from an Assemblies of God School, but is traditionally accepted among Evangelical Denominations, in most cases the degree will be recognized.

Q. What must I do to receive ministerial credentials with the Assemblies of God?

A. Application for Assemblies of God credentials must begin with your local District Office, by contacting the Secretary/Treasurer for information regarding ministerial credentials for License, Ordained, Specialized License, or Certified Minister.

Q. Can I go overseas as a missionary right after I graduate High School?

A. Not as a career missionary because specific schooling and/or experience in the desired type of ministry is needed. However, if you would like to go on a short-term basis there is a one to five month program called MAPS or there is a 1-2 year program called Missionary Associates. If you have never been away from home for an extended period of time, we recommend starting out under MAPS (up to 5 months).

Q. What courses and classes do I need to take and consider in order to be accepted as a missionary?

A. For non-ministerial degrees it would be especially important to have classes dealing with cross cultural issues, theology, Bible, and missions strategy.

Q. Can I go as a single person or do I have to be married?

A. There are ministry opportunities for both single and married.

Q. How much money will I need to raise for support?

A. This depends on the area of the world you are going to, family size, and District participation.

Q. What if I have an undergraduate degree from an Assemblies of God school and would like to pursue a master's degree with another school?

A. Before pursuing a master's degree with another school, consider the following two areas:

1. Make sure the debt load you accumulate does not go over the maximum amount a missionary can have (\$200 a month for appointment and \$100 a month for MIT).
2. The school's theology is congruent with Evangelical and Pentecostal perspectives.

Q. How long is the process to become a missionary?

- A.** Once the local District has referred your name to the Personnel & Family Life Office, the average time is about six to nine months.

Q. What kind of ministries are available for missionaries?

- A.** The majority of missionaries are involved in church planting and Bible school training, but there are also special assignments in the areas of nursing, education, communication, business administration, and curriculum development, as well as, other limited special ministries. If you have other special training with experience the Personnel Department along with the Regional office, can help determine if there is an opening for you.

Q. What about language learning?

- A.** If you are approved for missionary service, you will be required to learn the language of the culture you will be working with. There are language schools or tutors that will help you learn the language, which might take one year to learn.

Q. Is itineration required?

- A.** All approved career missionaries are required to raise their funds through churches, friends, and family. The itineration process could take up to 13 months.

Q. Where can I serve?

- A.** For career missionary service, we would like you to have a location that you feel called to serve in. If you do not feel called to any certain location, then we will send your application to all the regional directors to see if their area has a need for what you want to do.

Q. What about children?

- A.** We do not have a limit on how many children you can have, however there are restrictions to where you can serve if you have more than four children. Some reasons for the restrictions include, cost of living, the difficulty in learning a language, and the dangers in the country.

Q. Financial stability?

- A.** We do require that all applicants be in good financial standing and have a limited amount of indebtedness.

Q. Physical and emotional health?

- A.** Due to the physical and emotional difficulties overseas, you will be tested to make sure that you will be able to handle those stresses.

Becoming a Career Missionary

How Do I Become an Assembly of God Career Missionary?

So what is the first step? Nothing. That is, the first step is not something you do, but something God does. The road to the mission field begins with God himself. The first step is to heed the witness of the Holy Spirit that God is calling you to be a missionary.

Not every Christian is called to be a missionary in the technical sense of the word, although all are called to be witnesses. All Christians are to testify to God's saving grace, but not all are led by God to cross geographical, political, and cultural boundaries to do so. The missionary call may come in a variety of ways, but almost invariably it includes a growing concern for a need on the mission field and a definite conviction that God wants you to commit your life to meeting that need. God also gives a witness of the Spirit to other Christians that this is so, as He did in Acts 13:1-3.

Get Adequate Training and Experience

To be a missionary, you must be properly equipped, adequately trained, and sufficiently experienced to do the job God is calling you to do. God weaves into a life those qualities, gifts, and abilities that are especially suited to a particular task. Paul and Barnabas were already prophets and teachers before they were called to go out as missionaries. Suppose you wish to be a general missionary — to evangelize, plant churches, and train national leaders. Although you may not know how to preach in the Swahili language, you must know how to preach. You may not have seen God moving among the Aymara Indians of Bolivia, but you must have seen Him at work in your life. Please keep in mind the mission field is no place to escape financial, marital, or ministerial problems. It will only emphasize them.

Share your burden with a godly, trusted friend

See if he or she also senses God's call on your life. It is not a good idea to spread your feelings far and wide now, for if your timing is premature, you could bring embarrassment to yourself and your family.

Talk with the leaders of your district

In order to be considered for missionary appointment, you must be endorsed by and hold membership in an Assemblies of God district. The district leaders will want to be acquainted with you, sense your burden, and review your ministerial experience. Some districts have a special committee for screening missionary applicants; if so, you will need to meet with them. This is vital. Assemblies of God World Missions cannot begin processing your application until this requirement is fulfilled.

Why all This Hassle?

Some candidates ask, "Why all this hassle? If God has called me, what else do I need?" You need the wise counsel of those who know you best and who know the mission field and its needs. If God has spoken to you, He will confirm His leading through others and will use them to give you guidance.

For most missions appointments you must be an ordained minister of the Assemblies of God, preferably with at least 2 consecutive years of experience as the senior pastor of a church.

You May Need Additional Ministerial Experience

In some cases, if you have at least a ministerial license but lack the required experience, Assemblies of God World Missions may arrange such experience for you under the Missionary in Training program or you may be advised by your District's screening committee to occupy an official pastoral position in a local church for a minimum of two years. In either case, you would not be considered for full missionary appointment until the training period has been completed. Opportunities for the Missionary in training category are considered on an individual basis. If you are a professional specialist, such as a doctor or nurse, a teacher, a publisher, or a business administrator, you will need the equivalent credentials and experience. We make some exceptions to these rules, but most of our candidates fall under these guidelines.

We can't emphasize enough the necessity for practical Leadership and pastoral experience before sending a missionary to the field.

This is vital for your success. Many approach the appointment process with an idealized view of themselves serving in a foreign country but do not have a real understanding of what is required of them on the field. Please do not be discouraged from the missions appointment process if you are asked to take a season for additional ministerial experience. In light of a life time call to missions, taking two years for the proper training is well worth the success you will experience on the other end! It is the job of your District screening committee as well as AGWM to recognize the need for additional ministerial training. This is to ensure the Assemblies of God is sending qualified missionaries to the field who are ready and equipped to deal with the tasks, responsibilities and challenges unique to their role as a missionary.

Complete and return the preliminary forms we send to each applicant and spouse. The regional director of the area of your choice will then review them. We will ask your district officials for an endorsement. If both responses are positive, we will ask the World Missions Executive Committee for approval to process your application. Upon their approval, we will send you forms asking for additional personal and medical data and personal references. Physical exams are necessary for medical clearance during the application process.

To help us know you better, psychological tests will be administered. We will also arrange for an Assemblies of God World Missions representative to visit you to talk about your burden and your plans.

Attend the special week-long interviews and orientation session in Springfield with the World Missions Committee. There you will meet with the director of your intended region; take language aptitude and Bible content exams; and receive a general orientation to Assemblies of God World Missions' policies, financial procedures, and itineration practices. You will meet with the Executive Committee for a personal interview.

The Executive Committee will then pass your file on to the World Missions Board. These leading officials and pastors from around the United States will review the records and reports. If this board reacts favorably toward your application, you will be notified immediately.

This whole process will likely take approximately 9 months. After this time you will be ready to begin itineration to raise your support for the foreign field. "But isn't that an awful lot to go through just to get to the mission field?" some applicants ask.

We are talking about a lifetime investment. We are in the business of building the Kingdom of God around the world and of dealing with the investments of thousands of our constituents in prayer and financial support. The period of itineration and your first 3-year term on the field may require an investment of many thousands of dollars!

That kind of venture demands excellence — both spiritually and professionally. It means you having total faith in God and total confidence in yourself, in Assemblies of God World Missions,

in your district, and in the pastors and congregations who support you. That confidence comes only through getting to know one another intimately and thoroughly. Without it, missionary service is not likely to be effective. But with it, and with God's help, we can win the world.

Getting Started

To apply for a career in missions, you must begin with your Assemblies of God district. If you do not have credentials, you should choose a district and apply for licensing.



35131 SE Douglas Street, Ste. 200
Snoqualmie, WA 98065 | USA
Tel 425-888-4800
Fax 425-888-4848
www.northwestministry.com

Application Process for Career Missions

The missions appointment process must start at the District level. Upon District approval, the candidate may make formal application with AGWM.

Phase 1: Network Level – Pre-Application Requisites

1. Obtain ministerial credentials (license or ordained) with the Assemblies of God
2. Gain pastoral or ministry experience and missions exposure
3. Complete pre-application questionnaire provided by the Network Missions Department for a preliminary assessment.
4. Make an appointment with the Superintendent to discuss missions appointment and evaluate qualifications to receive a missions application at the Network level.

Contact:

Northwest Ministry Network
425.888.4800
www.northwestministry.com

Phase 2: Network Level – NWMN Application Phase

1. Complete and return the Northwest Ministry Network application to missions (references will be collected)
2. Interview with the NWMN World Missions Leadership Team
3. The NWMN World Missions Leadership Team will submit a recommendation to the Network Presbytery for candidate approval
4. Upon Network Presbytery approval, the Network World Missions office forwards the recommendation to Assemblies of God World Missions in Springfield and gives approval for AGWM to send an application to the candidate.

Phase 3: National Level – AGWM Application Phase

Contact:

Assemblies of God World Missions
Personnel and Family Life Dept.
417-862-3420
www.worldmissions.ag.org
careermissionaries@ag.org

Application

1. The Candidate receives an application from Assemblies of God World Missions Candidate Processing Department. The prospective candidate may call AGWM to request a missionary application. AGWM engages in a verbal screening by phone.
2. Necessary application forms are sent to the prospective candidate.
3. The Candidate turns in completed application forms to AGWM for evaluation.
4. The following AGWM personnel review the candidate's application:
 - Regional Director's review of application
 - Personnel Director's review of application
 - Administrator's review of application
 - Credit report is reviewed

5. Executive Committee approves applicant to continue process
6. If the application meets criteria, the Network is contacted for a formal written endorsement.
7. The Northwest Ministry Network signs the official endorsement form for the candidate provided by AGWM.
8. If the Network endorses the applicant, personal references are contacted. If the Network does not endorse the applicant, a letter is sent to the applicant from AGWM.

Attend a Candidate Consult

9. AGWM schedules the applicant to attend a personal consult (medical exams, psychological exam, personal interview)
10. Results are gathered and reviewed

Attend Candidate Orientation & Interview Week

11. Executive Committee invites the applicant to attend Candidate Orientation (Spring Orientation or Fall Orientation). A deputation notebook and video for them to read and review before orientation.
12. Applicant attends Orientation and Interview Week at Assemblies of God World Missions campus in Springfield MO. Orientation includes interview with missions departments, regional office and the executive committee. Also, the candidates take a Bible knowledge test and have a clinical consult with a psychologist/counselor.

Approval by Executive Committee & World Missions Board

13. The Executive Committee gives approval for application to be reviewed by the World Missions Board.
14. The World Missions Board gives final approval and notifies the candidate to prepare for deputation.

Candidate Status & Itineration

15. Applicant gain's "candidate status" and begins itineration (approx 12 – 18 months). All newly appointed missionaries have a "candidate" status until they raise their funds to go to the field.
16. Attend 3-4 weeks of Missionary training during Missionary Renewal (June and July)
17. The approved candidate missionary must secure approximately in \$800 in monthly pledges before AGWM will allow you to go on "Candidate Allowance". This status allows you to draw upon your missionary account for living expenses. On average it takes 3 months of itinerating to secure enough monthly pledges to go on candidate allowance.

Leave for a First Term on the Field

18. Once the candidate missionary has raised the required monthly pledges to depart to the field, the candidate missionary gains approval to depart for a first 3-4 year term.

Missionary Requirements Overview

The following information are the guidelines used in Assemblies of God World Missions for screening potential overseas workers. Of course this is the ruler, but there are exceptions.

Appointed General

- Ordained
- 2 years senior pastoral experience
- Prefer B.A. in Bible or Missions, but can have secular degree
- Must not have debts exceeding \$200 per month

Appointed Special (AS)

- Ordained/Licensed
- 2 years experience in related field
- Degree in related field
- Must not have debts exceeding \$200 per month

Special Assignment (SA)

- Ordained/Licensed
- 2 years experience in related field
- Degree in related field
- Must not have debts exceeding \$200 per month

Specialized Service (SP)

- Must qualify doctrinally for credentials if desired/district approval
- 2 years experience in related field
- Prefer degree in related field
- Must not have debts exceeding \$200 per month

Missionary-in-Training (MIT)

- Licensed
- Prefer B.A. in Bible, theology, missions, or pastoral ministry
- Age 21-30
- Must not have debts exceeding \$100 per month

Please Note: In addition to the above, applicants should actively strive to resolve any financial, health, family or criminal issues that could hinder the success of their missionary career.

A/G Missionary Category Chart

There are eight categories of missionaries with Assemblies of God World Missions:

	Appointed General (AG)	Appointed Special (AS)	Missionary In Training (IT)	Long Term Missionary Associate (MA)	Career Track Missionary Associate (MPC)	Special Assignment (SA)	Specialized Service (SP)	Missionary Associate (MA)
Career Call/ Contract/ Signed Agreement	Career Call	Career Call	Career Call	Career Call	Career Call	Contract	Contract	Agreement
Credentials	Ordained	Licensed	Licensed	NR	Eligible for credentials	Licensed or Ordained	NR	NR
Degree	Preferred	Preferred	Preferred	NR	NR	NR	Preferred	NR
Debt Maximum (Monthly)	\$200	\$200	\$100	\$100	\$100	\$200	\$200	\$100
Experience	2 years (pastoral position)	2 years (in related field)	NR	4 years (as Missionary Associate)	NR	2 years (in related field)	2 years (in related field)	NR
Itineration	Yes	Yes	Yes	•	•	Yes	Yes	•
District Endorsement	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Medical/ Psychological Tests	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Processing Length (Months)	6-9	6-9	6-9	4-6	4-6	6-9	6-9	4-6
Personal & Committee Interview	Yes	Yes	Yes	No	Regional Director interview	Yes	Yes	No
Contact Person	Candidate Processing Specialist	Candidate Processing Specialist	Candidate Processing Specialist	Missionary Associate Processing Specialist	Missionary Associate Processing Specialist	Candidate Processing Specialist	Candidate Processing Specialist	Missionary Associate Processing Specialist
Budgets**	Standard	Standard	Low	Low	Low	Standard	Standard	Minimal

All missionaries have a “candidate” status until full budget is raised and they leave for the field for the first time.

NR = Not Required
 • = Determined by district policy

** Standard Budget \$5,700–\$7,500
 Low Budget \$3,600 - \$5,900
 Minimal Budget \$2,200 - \$3,500

Career Call – Assignment does not expire; resignation or termination ends relationship.

Contract – Assignment (1 to 4 yrs) expires and must be renewed.

Agreement – Assignment (6 months to 2 yrs) expires, but no contract is written or signed.