

# EQUIPPING AND SENDING CROSS-CULTURAL WORKERS

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AN ASSESSMENT AND DEVELOPMENT GUIDE



Board of Missions of the  
Bible Fellowship Church

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# Equipping and Sending Cross-Cultural Workers

## An assessment and development guide for the Bible Fellowship Church

The Bible Fellowship Church has a long history of evangelism and global ministry. Today, we carry on that passion to see the gospel shared and the church planted in all nations. Believing the church is responsible for fulfilling the great commission, it is our desire to identify, assess, develop and send the next generation of faithful servants. We see our churches challenged by this and wanting more involvement. We at the Board of Missions desire to do what we can to help our churches work together strategically.

Some churches have found it difficult to know how to help someone who senses God's nudge to be a supported cross-cultural worker. In response, we have developed this tool to help them. It is intended to be used as a guide to evaluate where someone is and make an individualized development plan for them. If successfully followed, the church will be able to affirm, commission, send and provide ongoing support and guidance to the new worker. What a beautiful picture of disciples making disciples who make disciples.

For our purposes we embrace this definition of a supported cross-cultural worker as: ***one who is a disciple of Jesus set apart by the Holy Spirit and sent out from the church to cross cultural and/or linguistic barriers as part of a team of global workers that is making disciples and planting a church (or churches) with the goal of spreading the gospel among least-reached people and places.***

We recognize that there are various roles involved in an evangelistic/church planting effort. We desire to discern not only the skills the prospective missionary has but also their knowledge of Scripture and theology, their character and personal holiness, and their ability to present Biblical truth in clear ways. Depending on where one is in their lives and their experience and knowledge, the length of time to do this will vary.

We want to ensure we are sending those we can affirm are called of God and prepared for the task. "Identifying global workers involves prayer, biblical discernment, and godly counsel from church leadership."<sup>1</sup> May God bless the efforts of our hands so that He receives the glory!

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<sup>1</sup> Radical, *Equipping and Sending Global Workers*, pg. 3

# **Assessment for Prospective Cross-cultural Missionary**

When a Bible Fellowship Church member expresses a desire to be sent out as a supported cross-cultural worker, the process starts by the prospective missionary completing the FIRST STEPS INTEREST form. Next, it's your job as the church missions leadership to make sure you understand what a supported cross-cultural worker is sent out to do. After that, assessments continue to determine the prospective missionary's desire and readiness to serve. In the process of this assessment, the prospective missionary will be asked to complete a SELF-ASSESSMENT FORM and have a church shepherd (elder or pastor) complete the SHEPHERD'S ASSESSEMENT FORM (see the Appendix).

A supported cross-cultural worker assessment should highlight strengths and areas that need growth. The Board of Missions requires both the prospective missionary and a church leader (your pastor or elder who knows you well) fully involved in this assessment.

## **The Goal of the Assessment**

The goal of this initial assessment is to identify where the prospective missionary is in their Christian character & personal holiness, biblical and theological knowledge, the root of their desire to serve as a supported cross-cultural worker and their commitment to enter a tailored development process. In some cases, a member may already be recognized by the church and its leaders as a potential supported cross-cultural worker prospective missionary.

The prospective missionary will almost certainly need equipping and training in certain areas, so the assessment will help determine what those areas are. In other cases, it may become evident that significant spiritual growth is needed before the prospective missionary moves further along in the process. The assessment is meant to determine how best to disciple and equip the prospective missionary. Even if the church's leadership eventually concludes that the Lord is not presently calling you to supported cross-cultural work, the prospective missionary will be better equipped to be a part of the church's mission in other ways.

## **Areas of Assessment**

What kinds of things should churches look for in this assessment? Here are some general areas to consider along with some related questions adapted from the assessment forms in the back of this resource:

## Character and Personal Holiness

Do they meet the character qualifications for elders and/or deacons in 1 Tim. 3:1-13?	
Would you and other church members describe them as godly and above reproach?	
Are they humble and teachable?	
Do they actively pursue God through the ordinary means of grace, such as reading Scripture, prayer, regular fellowship with God's people, etc.?	
What sinful habits do they continually struggle with? What are they doing to address them?	
Are there specific sins in their life that would disqualify them from serving in the church at present? (pornography, greed, sexual immorality, drunkenness, lack of self-control, etc.)	
Would you be confident in nominating them to serve as an elder, deacon or some other leadership position in your own church?	
Perseverance and Suffering	Station in Life, Experience, Maturity, Etc.
Do they have any real-life experience persevering through trials?	Is their spouse fully supportive of their desire to serve as a supported cross-cultural worker? Does the spouse have a desire to serve as a supported cross-cultural worker?
What kinds of suffering have they experienced, and how have they responded?	What kind of work experience and/or education has this person had?
What is their view of the role of suffering in the Christian life and in missions?	Are they hard-working and resilient? How do they deal with stress?
Do they have a biblical understanding of what it looks like to rejoice in the midst of trials?	Do they have significant debt?
	How would you describe them in terms of personal and spiritual maturity? Do others look to their example?
	What are they like relationally? Are they difficult to relate to and/or work with?
	Are they wise in their use of money?
	What is their temperament?
	Do they struggle with depression, extreme anxiety, severe medical conditions, etc.?

Scripture and Theology	
	Are they in agreement with the BFC Articles of Faith? Have they read the BFC Biblical Principles for Living? Any concerns? Have they completed the BOM doctrinal statement?
	Do they have a clear understanding of the foundational truths of the faith, and can they clearly articulate them? (God's attributes, the Trinity, the person and work of Christ, Scripture, sin, salvation, etc.)
	Do they have a good grasp of Scripture's grand narrative of redemption and its fulfillment in Christ?
	Have they read the Bible in its entirety?
	Do you trust them to faithfully interpret Scripture and teach it to others?
	What kind of theological training (whether formal or informal) have they had?
	Missions and the Supported Cross-cultural Worker's Task
	Do they understand the supported cross-cultural worker's task and the church's role in it?
	Have they lived or spent significant time in another culture? (short-term missions experience, study abroad, third culture kid, etc.)
	What do they know about the history of missions?
	What do they know about current missions practices and methodologies, and what is their view of them?

Discuss the results of both assessments (personal and leadership) with the person.

This assessment is **not** meant to determine the readiness for immediate supported cross-cultural worker status. Everyone will have sins, weaknesses, and areas where they need to grow. The assessment is designed to help the church leadership and the prospective missionary know what areas need to be addressed. After reviewing the assessments, church leadership and the Board of Missions will determine what kind of development a prospective missionary needs.

The Self-Assessment form is divided into three main areas that relate to the task of a supported cross-cultural worker.

<b>Knowing:</b> Knowing God, His word, and the mission of His church.	<b>Please note:</b>  This Self-Assessment is intended to help supported cross-cultural worker prospective missionaries and their church leadership to identify gaps in knowledge, character, and competency. The results of this assessment are meant to be considered alongside a Shepherd’s Assessment so that churches can help prospective missionaries develop in needed areas. The only resource prospective missionaries should use to answer the questions below is a Bible.
<b>Being:</b> Being transformed into the image of Christ.	
<b>Doing:</b> Doing the work of ministry.	
<b>Sharing of Information</b>	
By completing this assessment, you give consent for your answers to be shared with your church’s leadership.	

**Assessment forms are found in the Appendix**

# **Development for Prospective Cross-cultural Missionary**

The development step is where your church seeks to provide the equipping and training needed to prepare people for the task of a supported worker. What this step looks like for your church will likely depend on several factors, including the number of people going through the process, the amount of time and attention the church's leaders are able to invest in the process, and the level of preparedness (or lack thereof) of those going through the process.

The assessment of the worker will help you tailor their development to match any areas of needed growth.

There are two phases of supported worker development:

- (1) foundational equipping and
- (2) specialized training.

This document will pertain to the first phase, foundational equipping. Specialized training is more specific to cross-cultural aspects and typically provided by Missions agencies or other training organizations (e.g. Radius International, Radical Training, etc.),

## **Foundational Equipping:**

This phase of development focuses on areas of discipleship and ministry that are foundational for the task of a supported worker. While churches can approach these areas in a variety of ways, here's one way to organize them:



<b>Knowing</b> Knowing God, his Word, and the mission of the church	<b>Being</b> Being transformed into the image of Christ
<ul style="list-style-type: none"> <li>• Affirmation of BFC's Articles of Faith</li> <li>• Understanding the Bible's unfolding story of redemption</li> <li>• Ability to study the Bible and teach it to others</li> <li>• Understanding core biblical doctrines as set forth in the BFC's Articles of Faith</li> <li>• Understanding the church's mission from Scripture</li> <li>• Understanding the task of a supported worker</li> <li>• Familiarity with the world and its spiritual needs</li> </ul>	<ul style="list-style-type: none"> <li>• Consistency in Bible reading and prayer</li> <li>• Love and service to family and friends</li> <li>• Living in community with other believers</li> <li>• Personal practice of work and rest</li> <li>• Self-denial, humility, and teachability</li> <li>• Dealing with trials and suffering</li> <li>• Life history/emotional issues that need to be addressed</li> <li>• Pornography/sexual addiction that needs to be addressed</li> <li>• Character weaknesses that need to be addressed</li> </ul>
<b>Doing</b> Doing the work of ministry	To see some suggested resources and action steps that a church might use to address the topics mentioned, see the section on Developing Supported Workers.
<ul style="list-style-type: none"> <li>• Ministry skills</li> <li>• Ministry leadership</li> <li>• Experience in a cross-cultural ministry context</li> <li>• Discerning God's leading into cross-cultural service</li> <li>• Engaging locally with people from other cultures</li> </ul>	

Many churches use a variety of options to equip their members (e.g. classes in the church, mentoring relationships, areas for the prospective missionary to serve in, cross-cultural service trips, etc.). Allowing people to serve in your own church under the guidance and oversight of your elders is a great way to prepare them for future ministry.

Following the completion of this first phase of development, church leadership will need to prayerfully decide whether someone is ready to move forward in the process. Ideally, multiple people who have observed the prospective missionary should be able to affirm their readiness (or lack thereof) for the task. While there is no easy formula to apply to this decision, it may be helpful to review the various areas of development and how they relate to the task of a supported worker.

Regardless of what your church decides, communicate clearly with those in the process about areas where they still need to grow, and be sure to encourage them about the progress you've seen them make. For those whom your church is willing to affirm and send out, some form of specialized training will likely need to follow before they deploy to their cross-cultural ministry context.

# Developing Supported Workers

The tables below provide recommended resources and action steps as options to help churches develop supported workers in important areas. Churches are encouraged to make an initial assessment of a prospective missionary to determine which resources and action steps are needed. Multiple resources covering similar content are listed in order to provide more options to choose from.

The areas covered in the chart are divided into the same three general headings as stated previously: (1) Knowing, (2) Being, and (3) Doing.

## Knowing

*Knowing God, His Word, and the mission of the church*

Topic	Resources	Action Steps
Church Membership	Articles of Faith and Principles of Order	If not already a member, work towards becoming one.
Scripture	Sections in Systematic Theology books - pertaining to Scripture (authority, inspiration, inerrancy, canonicity, etc.)	Make a plan for regular Bible reading and study. If the whole Bible has not been read, the plan should include reading it in its entirety.
	Readings on the storyline of Scripture (e.g. <i>The God Who is There</i> by D.A. Carson)	If necessary, consider taking a course on hermeneutics and/or an introduction to OT and NT. <ul style="list-style-type: none"> <li>• Various seminaries have free courses.</li> <li>• Charles Simeon Trust has its First Principles course for how to study the Bible.</li> </ul>
		Talk with church leadership about opportunities to teach in appropriate settings within the church.
God	Sections in Systematic Theology pertaining to the Trinity and each person of the Godhead.	If necessary, consider taking a course that would cover the doctrine of the Trinity, theology proper.

	<i>Knowing God</i> by J.I. Packer	
	<i>The Knowledge of the Holy</i> by A.W. Tozer	
	<i>Simply Trinity</i> by Matthew Barrett	
<b>Christ &amp; Salvation</b>	Sections in Systematic Theology books - pertaining to the person and work of Christ and pertaining to salvation.	If necessary, consider taking a course(s) on Christology and Soteriology.
	<i>Who is Jesus?</i> by Greg Gilbert	
	<i>The Cross of Christ</i> by John Stott	
	<i>Christ Alone</i> by Stephen Wellum	
<b>Holy Spirit</b>	Sections in Systematic Theology books - pertaining to the Holy Spirit.	If necessary, consider taking a course in Pneumatology.
	<i>Keep In Step with the Spirit</i> by J.I. Packer	
<b>Sin</b>	Sections in Systematic Theology books - pertaining to sin	If necessary, consider taking a course on Hamartiology.
<b>Creation</b>	Sections in Systematic Theology books - pertaining to creation	
<b>The Church</b>	Sections in Systematic Theology books - pertaining to the Church	If necessary, consider taking a course in Ecclesiology.
	<i>Nine Marks of a Healthy Church</i> by Mark Dever	
<b>Final Judgement &amp; Eternity</b>	Sections in Systematic Theology books - pertaining to the end times and final judgement	If necessary, consider taking a course in Eschatology.
<b>Global Mission</b>	<i>Let the Nations Be Glad</i> by John Piper	Read the book of Acts and write a summary of the ways the

		gospel spread and how churches were established. Pay particular attention to the work of the Holy Spirit, the power of God's Word and prayer.
	<i>Mission Affirmed</i> by Elliot Clark	Familiarize yourself with organizations like the Joshua Project and Open Doors in order to better understand places with the most urgent spiritual needs. Applications are available for cell phones including Unreached People of the Day, Prayercast videos received by email to pray for the unreached.
	<i>No Shortcuts to Success</i> by Matt Rhodes	
	<i>Missions</i> by Andy Johnson	
	<i>When Everything is Missions</i> by Denny Spitters & Matthew Ellison	
	Read a missionary biography (e.g. <i>To the Golden Shore: The Life of Adoniram Judson</i> , <i>John G. Paton, Missionary to the New Hebrides: An Autobiography</i> , <i>An Ordinary Woman's Extraordinary Faith: The Autobiography of Patricia St. John</i> , etc.)	

# Being

*Being transformed into the image of Christ*

Topic	Resources	Action Steps
<b>Spiritual Disciplines</b>	<i>Habits of Grace</i> by David Mathis	Make a plan to make prayer a part of your daily routine. Plan to have regular intentional times of fasting.
	<i>Spiritual Disciplines for the Christian Life</i> by Donald Whitney	Commit to regularly attend Sunday morning services and to serve in a ministry(s) of the church.
	<i>Conformed to His Image</i> by Ken Boa	Commit to regular reading and studying of the Bible. Consider having someone regularly check with and encourage you in this (i.e. accountability partner)
<b>Marriage &amp; Parenting</b>	<i>Parenting</i> by Paul David Tripp	Attend a Weekend to Remember sponsored by Family Life
	<i>The Meaning of Marriage</i> by Tim Keller	Seek mentorship from a married couple with kids who are older.
<b>Community &amp; Accountability</b>	<i>Life Together</i> by Dietrich Bonhoefer	Commit to attending a church small group, or commit to weekly accountability with someone.
	<i>The Compelling Community</i> by Mark Dever & Jamie Dunlop	
<b>Self-denial &amp; Humility</b>	<i>The Freedom of Self-Forgetfulness</i> by Tim Keller	Keep a journal for 30 days to reflect upon areas where you need to grow in humility and teachableness.

	<i>Humility</i> by Gavin Ortlund	
<b>Work &amp; Rest</b>	<i>Work</i> by Dan Doriani	Keep a journal for 30 days to reflect upon areas where you need to grow in this practice.
	<i>The Sabbath as Rest and Hope for the People of God</i> by Guy Prentiss Waters	
	<i>You're Only Human</i> by Kelly Kopic	
<b>Trials &amp; Suffering</b>	<i>Suffering and the Sovereignty of God</i> edited by John Piper & Justin Taylor	Seek mentorship from a former or current BFC cross-cultural supported worker.
	<i>Walking with God through Pain and Suffering</i> by Tim Keller	
<b>Sinful Habits &amp; Addictions</b>	<i>Addictions</i> by Ed Welch	Commit to weekly accountability with someone from your church or with a church approved recovery/addictions ministry
<b>Pornography &amp; Sexual Sin</b>	<i>The Purity Principle</i> by Randy Alcorn	Commit to weekly accountability with someone from your church or with a church approved recovery/addictions ministry
		1 year of abstinence from pornography

# Doing

*Doing the work of ministry*

Topic	Resources	Action Steps
<b>Evangelism</b>	<i>What is the Gospel?</i> by Greg Gilbert	Give a gospel presentation to a mentor or church leader.
	<i>Evangelism and the Sovereignty of God</i> by J.I. Packer	Make a list of 5 people you can share the Gospel with. Make a plan to share the Gospel with them over the next month or two.
	<i>Evangelism: How the Whole Church Speaks of Jesus</i> by Mack Stiles	
<b>Discipleship</b>	<i>Discipling</i> by Mark Dever	Identify 1-2 people with whom you can begin to disciple.
	<i>The Trellis and the Vine</i> by Colin Marshall & Tony Payne	Identify someone who can mentor you and help you grow in your faith
	<i>Deep Discipleship</i> by J.T. English	
<b>Leadership</b>	<i>Spiritual Leadership</i> by Oswald Sanders	Work with church leadership to see if there are any ministries where you can either lead or be mentored in leadership by a ministry leader.
	<i>Understanding Church Leadership</i> by Mark Dever	
	<i>Church Elders</i> by Jeramie Rinne	
<b>Cross-cultural Ministry &amp;</b>	<i>Cross-cultural Servanthood</i>	Identify where in your

<b>Experience</b>	by Duane Elmer	community or nearby that you can get to know people from other cultures and/or religions. Seek opportunities to share the Gospel with them.
	<i>Something Needs to Change</i> by David Platt	Engage in a short-term cross-cultural ministry trip. If your church is not able to organize one, partner with another BFC church or partner with a church-approved organization.
	<i>When Helping Hurts</i> by Steve Corbett & Brian Fikkert	Seek mentorship from a former or current BFC cross-cultural supported worker.
<b>Calling</b>	<i>Let the Nations Be Glad</i> by John Piper	Talk with church leadership about how the Lord is leading and the desire to serve cross-culturally.
	<i>God's Love Compels Us</i> edited by D.A. Carson & Kathleen Nielson	Form a team to pray with, encourage and help discern the Lord's leading.



# Appendix

The forms on the following pages are suggested forms. You may tailor the forms to suit your needs. These forms have been developed by experienced missionaries for the Board of Missions.

## First Steps Interest Form

*Note: This form can be created digitally and featured on the church's website or with a QR code on a flyer on a church bulletin board. JotForm or Google Forms are easy and free to use for online forms.*

Name:

Contact Phone Number:

Email Address:

What has sparked your interest in global missions?

Do you have a specific type of ministry interest? If so, what?

Do you have an interest in a particular area of the world or people group? If so, where or who?

Share briefly about your Christian testimony.

Do you agree with the BFC Articles of Faith and Biblical Principles for Living? If not, with what parts do you disagree?

What questions do you have for us or what else would you like us to know about you?

*Thank you for filling out this form. The church missions leadership will be in touch with you soon.*

# Supported Cross-cultural Prospective Missionary Self-Assessment Form

Please list one elder/pastor at your church who knows you well.

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1. Please review your church's articles of faith. If you have any questions or concerns about the content of those documents, list them below.
2. Rate your understanding of the Bible — the unfolding of the redemptive story, general concepts, and major themes.
3. Rate from 1 (little to no understanding) to 5 (detailed understanding)  
1      2      3      4      5
4. Rate your ability to study the Bible for yourself and teach it to others.
5. Rate from 1 (do not understand) to 5 (can study the Bible & teach it to others)  
1      2      3      4      5
6. Rate your understanding of theology. Rate from 1 (little to no understanding) to 5 (detailed understanding)  
1   2   3      4      5
7. Describe the importance of a proper view of creation for Christians and in global disciple-making.
8. What is the church and what is your understanding of church leadership, membership, and the activity of the church? How does the church relate to global disciple making?
9. Describe your understanding of global missions, including history, best practices, current trends (Disciple Making Movements, Church Planting Movements, Insider Movements, etc.), and definitions of major concepts?
10. With regards to missions history, please give a timeline and key examples or lessons from the following eras of church history.
  - a. book of Acts,
  - b. early church,
  - c. Reformation,
  - d. modern missions movement,

e. missions today (last 50 years)

11. How would you describe the task of a supported cross-cultural worker (or missionary)?
12. Briefly describe the world outside of America, including world geography, different cultures, global trends, and the state of the global church.
13. If you desire to be sent to a specific place or people, please provide a basic understanding of the place's history and key aspects of the people's worldview.
14. Describe how you practice your devotional life personally and with your family (if married).
15. Describe how you intentionally love and serve your spouse, children, and/or friends.
16. Describe how you are living in open and transparent community with other believers.
17. Describe how you consistently practice the discipline of confession of sin.
18. Describe how you consistently practice rest.
19. Describe how you consistently practice self-denial and humility.
20. Describe a relational conflict that still impacts you.
21. Give some specific details that describe you as being teachable. How teachable would those around you say you are?
22. What kinds of trials & suffering have you experienced & how have you responded in those times?
23. List 3 ways your past still negatively impacts you today.
24. List any sins or sinful patterns that are currently overwhelming you.
25. When was the last time you looked at pornography? Please describe the circumstances.

26. What character weaknesses do you see in your own life that have not already been mentioned?
27. Is there anything else we need to know?
28. Describe in specific detail how your ministry skills have been tested in the context of the local church. What has this looked like? How are you growing in these areas?
29. Describe how your ministry leadership has been tested in the context of the local church. What has this looked like? How are you growing in these areas?
30. Describe how you are living the life of a supported cross-cultural worker here in your current context.
31. How regularly are you sharing the gospel (daily, weekly, monthly, quarterly, or less)? Are you discipling believers toward maturity?
32. Describe how you are interacting with people from different cultures in your own community or city. Do you have significant experience in international contexts?
33. Besides ministry skills, what experience, assets, and skills do you have to offer? This might include degrees, work history, hobbies, life experience, etc.
34. Describe a time that you had relational difficulty on a team you were working on. Include specific details: what happened, how you responded, etc.
35. Consider the characteristics of ministry leaders listed in 1 Timothy 3:1-13 and Titus 1:5-9. Which of those characteristics are true of you? Please explain. Which of those characteristics are *not* at all true of you? Please explain.

☐

By checking this, I affirm that I did not use any outside resources apart from a Bible while answering these questions.

# Shepherd's Assessment for Supported Cross-cultural Prospective Missionary

This Shepherd's Assessment is intended to be used in a conversational setting between an elder/pastor(s) and a supported cross-cultural worker prospective missionary who has completed his/her Self-Assessment. The goal of this assessment is to identify gaps in the prospective missionary's knowledge, character, and competency so that the church can help the prospective missionary develop in needed areas.

Please keep in mind that your comments and observations will be seen by the prospective missionary.

Reviewer's Name (First and Last)\*

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Reviewer's Email\*

---

Reviewer's Phone Number\*

---

Name of Supported cross-cultural worker Prospective missionary\*

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1. Is the prospective missionary able to gladly affirm the BFC's articles of faith? If not, note any questions or concerns expressed by the prospective missionary.
2. Rate the prospective missionary's understanding of the Bible's overarching narrative of redemption and their ability to communicate it. Test/Ask prospective missionary: "Give me an overview of the narrative of the Bible (without notes) in under ten minutes."

Rate from 1 (has no understanding) to 5 (detailed understanding)

1      2      3      4      5

3. Rate the prospective missionary's ability to properly study the Bible and teach it to others. Test/Ask prospective missionary: "Pick a short passage and walk me through it." Is the applicant able to understand the author's intent in the passage and its application to his/her life in the current moment?

Rate from 1 (has no understanding) to 5 (detailed understanding)

1      2      3      4      5

4. Rate the prospective missionary's understanding of theology and their ability to articulate foundational biblical truths to others. (See topics outlined in the Self-Assessment: Scripture, Trinity, sin, creation, salvation, heaven/hell, etc.)

Test/Ask prospective missionary: "Give me a brief overview of the Bible's teaching on \_\_\_\_\_."

Rate from 1 (has no understanding) to 5 (detailed understanding)

1      2      3      4      5

5. The prospective missionary's understanding of Scripture could use significant development prior to the prospective missionary's commissioning. Especially consider whether they believe every word of the Bible is without error. (Relevant concepts: inerrancy, inspiration, exclusivism, interplay of general/ special revelation, etc.).

Needs development: Y/N

6. The prospective missionary's understanding of the Trinity and God's attributes could use significant

development prior to the prospective missionary's commissioning.

Needs development: Y/N

7. The prospective missionary's understanding of sin could use development prior to commissioning.

(Relevant concepts: pervasiveness of sin, fallenness, corruption, death, a need for reconciliation with God and with other people, etc.)

Needs development: Y/N

8. The prospective missionary's understanding of creation could use significant improvement prior to commissioning. (Relevant concepts: creation was originally good, creation has now been corrupted by sin, creation will be redeemed, etc.)

Needs development: Y/N

9. The prospective missionary's understanding of salvation could use significant development prior to commissioning. (Relevant concepts: exclusivism, God's role in salvation in relation to man's response, etc.).

Needs development: Y/N

10. The prospective missionary's understanding of the church and its role in the world could use significant development prior to commissioning. (Relevant concepts:

working definition of what a local church is and isn't, the importance of church membership, having a healthy church as the goal in mission, importance of belonging to a local church community in order to thrive, etc.)

Needs development: Y/N

11. The prospective missionary's understanding of hell could use significant improvement prior to the prospective missionary's commissioning.

Needs development: Y/N

12. Rate the prospective missionary's understanding of global mission (history, current trends, practical issues, etc.) as outlined in their self-assessment.

Test/Ask Prospective missionary: "What are some of the current issues in missions contextualization that you are aware of? Missiologically, where are the greatest needs in the world today? What does it mean to be labeled 'unreached,' and how is that different from being lost?"

1      2      3      4      5

13. The prospective missionary's understanding of missions history could use significant development prior to commissioning. (Look for major developments from the different eras of church history listed:

- a. book of Acts,
- b. early church,
- c. Reformation,
- d. modern missions movement,
- e. missions today, last 50 years.

Needs development: Y/N

14. Rate the prospective missionary's understanding and articulation of the task of a supported cross-cultural worker (missionary). (Relevant concepts: evangelism, discipleship, church planting/formation, leadership development, etc.)

1      2      3      4      5

15. Rate the prospective missionary's understanding and articulation of the world outside of America. (Consider: Does the prospective missionary stay current with global news? Are they able to identify regions of the world? Do they know the state of the global church?)



1      2      3      4      5

16. If prospective missionary desires to be sent to a specific place or people, evaluate their understanding of that place or people. (Look for: history, culture, worldview, status of the church, etc.)

Needs development: Y/N

17. Prospective missionary's personal practice of a planned and consistent devotional life needs significant development prior to commissioning.

Needs development: Y/N

18. Prospective missionary's personal practice of intentional love and service to spouse, children, and/or friends needs significant improvement prior to their commissioning.

Needs development: Y/N

19. Evaluate prospective missionary's personal practice of living in open and transparent community with other believers. (Consider: Are they involved in a discipleship relationship/group? What is the quality of their involvement?)

Needs development: Y/N

20. Prospective missionary's personal practice of confession of sin to other believers needs significant improvement prior to their commissioning.

Needs development: Y/N

21. Prospective missionary's personal practice of rest needs significant improvement prior to their commissioning.

Needs development: Y/N

22. Prospective missionary's personal practice of self-denial and humility needs significant improvement prior to their commissioning.

Needs development: Y/N

23. Prospective missionary has relational conflict that needs to be resolved prior to commissioning.

Needs development: Y/N

24. Prospective missionary needs significant improvement in being teachable prior to commissioning.

Needs development: Y/N

25. Prospective missionary needs development in persevering through trials and suffering in a biblically healthy way.

Needs development: Y/N

26. Prospective missionary's past emotional baggage is significant. They need significant development in this area prior to their commissioning.

Needs development: Y/N

27. Prospective missionary currently has significant sin that needs to be dealt with prior to commissioning.

Needs development: Y/N

28. Prospective missionary's current pornography usage needs to be addressed prior to commissioning.

Needs development: Y/N

29. Are there any other character weaknesses you discussed with the prospective missionary that need development prior to their commissioning?

30. Please add any comments or notes from your discussion with the prospective missionary that would be helpful for their continued growth and discipleship.

31. Have the prospective missionary's ministry skills been tested in the context of the local church?

What kinds of development are needed in this area?

Needs development: Y/N

32. With regard to leadership, identify ways in which the prospective missionary needs to grow.

33. Has the prospective missionary evaluated their desire to serve as a supported cross-cultural worker in a biblically healthy/wise way, or do they need further counsel before moving forward? Explain your answer. (Consider: Have others spoken into this process, or are they relying solely on their own subjective sense of the Lord's leading? Do they have an unhealthy approach to God's "call" on their life?)

34. Rate the prospective missionary's current faithfulness in living missionally. Does their present ministry reflect the life of a missionary in their current context. Are they sharing the gospel regularly, discipling believers towards maturity, and intentionally engaging with people who are different from them? (Ask the prospective missionary to name people who have observed them in these settings.)

Rate from 1 (Little evidence of living the life of a supported cross-cultural worker and could use improvement) to 5 (Is an example to others and the church as to how to live intentionally in their current context).

1      2      3      4      5

35. The prospective missionary can identify people from different cultures with whom they engage on a regular basis. Do they need development in this area prior to commissioning?

Needs development: Y/N

36. Please note any experiences, assets, or skills that the prospective missionary has to offer that could be valuable for cross-cultural ministry.

37. Ask the prospective missionary to describe a time when they had relational difficulty on a team they were working on. How did they respond? Please take notes on their response below. (Look out for the following: willingness to submit to others in a team environment; willingness to collaborate; focused on joint accomplishments, not just individual goals; willingness to address conflict and work toward reconciliation; practice of healthy affirmation; self-awareness of how others perceive them; tendencies toward negativity; willingness to receive feedback and correction.)

38. Please add any helpful comments for the church's leadership to consider as a development plan is created for the prospective missionary.

## Sample Development Forms

After completing the self-assessment and pastoral/church assessment, tasks are created based on the categories (Knowing, Being, Doing) from the development charts above. Not every topic from the charts must be listed. Additional topics may be added and existing ones may be modified. List only those tasks that are necessary and most applicable at this time for the development of the prospective missionary.

*Below are a couple of sample development plans for hypothetical prospective missionaries.*

### Sample profile for a single male prospective missionary:

*Jack has a B.S. degree in education from a Bible college, where he took 15 credits in various basic Bible classes. While in college, Jack struggled with pornography and some issues of anger. He hasn't viewed porn in over 2 years. He grew up in a BFC church but has not become a member of his local church. He is actively serving in youth ministry in the church but struggles to share his faith (though he has on occasion). He is seeking the Lord's will to serve cross-culturally, preferably in more remote settings of Africa or Asia because he feels led to go to harder areas of the world. Jack is early in the exploration process. One of the pastors has said that he will walk with Jack in this process, and the church has identified Sam (former BFC missionary in Thailand) to be a missionary mentor for him.*

Prospective missionary:

Jack

Assessor: Pastor Bob

The following is a personalized plan that has been created to aid in personal growth and development prior to launching to serve cross-culturally. Church leadership will continually monitor progress towards completion of the tasks listed below.

## Development Plan for Jack

Category	Development Tasks
Membership	<ul style="list-style-type: none"> <li>Become a member of the church</li> </ul>
Understanding of God, Christ and the Holy Spirit	<ul style="list-style-type: none"> <li>Read <i>Simply Trinity</i> by Matthew Barrett and discuss it with church leadership.</li> <li>Look over BFC Articles of Faith 2, 3, 4 and 5 and discuss them with church leadership. The emphasis should be on how you would talk with someone from a different religious background.</li> </ul>
Understanding of the Church	<ul style="list-style-type: none"> <li>Read <i>Nine Marks of a Healthy Church</i> by Mark Dever and write a 1-2 page summary of what you learned.</li> </ul>
Understanding of Missions and Calling	<ul style="list-style-type: none"> <li>Read <i>Let the Nations be Glad</i> by John Piper and answer the questions from the corresponding study guide.</li> <li>Form a team to gather monthly to pray and encourage you as you seek God's leading in missions.</li> <li>Familiarize yourself with organizations like the Joshua Project and Open Doors in order to better understand places with the most urgent spiritual needs.</li> </ul>
Growth in Devotional Life	<ul style="list-style-type: none"> <li>Read <i>Habits of Grace</i> by David Mathis. Discuss this with a mentor/church leader.</li> <li>Commit to a consistent Bible reading plan for 6 months. Check in with a mentor/church leader on what you are reading and learning.</li> </ul>
Growth in Understanding Suffering	<ul style="list-style-type: none"> <li>Read <i>Suffering and the Sovereignty of God</i> edited by John Piper &amp; Justin Taylor. Discuss with your missionary mentor what you are learning.</li> </ul>
Growth in Community	<ul style="list-style-type: none"> <li>Commit to attending a church small group, or commit to weekly accountability with someone.</li> </ul>
Dealing with Current/Past Sin	<ul style="list-style-type: none"> <li>Read <i>The Purity Principle</i> by Randy Alcorn.</li> <li>Continue to remain free from pornography usage. Check in regularly with a mentor/accountability partner.</li> </ul>
Ministry Skills (evangelism and discipleship)	<ul style="list-style-type: none"> <li>Read <i>Evangelism: How the Whole Church Speaks of Jesus</i> by Mack Stiles. Discuss it with church leadership.</li> <li>Read <i>What is the Gospel?</i> by Greg Gilbert. Write a 1-2 page summary of what you learned.</li> <li>Make a plan for this next month to share the Gospel</li> </ul>

	<p>with 1 or 2 of your friends who don't know Christ.</p> <ul style="list-style-type: none"> <li>• Participate in some of the upcoming church outreach events. Be intentional in speaking with those who come.</li> <li>• Read <i>Discipling</i> by Mark Dever. Discuss this with church leadership.</li> <li>• Intentionally begin discipling some of the youth who you are working with. Ask the youth pastor for resources and for any other help.</li> </ul>
Cross-cultural Ministry	<ul style="list-style-type: none"> <li>• Join the short-term missions team that is going to Guatemala next summer.</li> <li>• Meet with Sam for mentoring in your calling and what it is like to be a missionary.</li> <li>• Read <i>To the Golden Shore: The Life of Adoniram Judson</i>. Discuss what you learned with Sam.</li> <li>• Read <i>When Helping Hurts</i> by Steve Corbett &amp; Brian Fikkert. Discuss this with Sam.</li> </ul>
BFC Board of Missions	<ul style="list-style-type: none"> <li>• If/when church leadership approves and you believe the Lord is leading you into cross-cultural ministry, connect with the BFC Board of Missions about next steps to becoming a BFC supported worker.</li> </ul>

## Sample profile for married prospective missionaries:

*Steve & Mary have been married for 7 years and have two kids (4 years and 2 years). Steve has a business degree from a local state university, and Mary has a social services degree from the same university. They both came to Christ through a campus ministry in college and met each other through that ministry. Though young in the faith, they are active members in their BFC church helping in a few ministries and attending small groups and men's/women's ministries. Following a couple of mission trips (one in the US and one to Spain), they feel the Lord may be leading them to cross-cultural ministry. They know an older missionary couple in the church who has been talking with them and is willing to mentor them. Also, the church missions committee has been apprised of Steve & Mary's desire.*

Prospective missionary: Steve & Mary

Assessor: Pastor Dave

The following is a plan to aid in personal growth and development prior to launching to serve cross-culturally. Church leadership will continually monitor progress towards completion of the tasks listed below. Considering that you have younger children, please consult with church leadership whether both or only one of you must complete certain tasks.

### Development Plan for Steve & Mary

Category	Development Tasks
Understanding of Core Doctrines	<ul style="list-style-type: none"><li>Decide with church leadership to obtain a certificate in Bible through online courses or read through <i>Everyone's a Theologian</i> by R.C. Sproul and discuss each section with church leadership.</li></ul>
Understanding of Missions	<ul style="list-style-type: none"><li>Read <i>Let the Nations be Glad</i> by John Piper and answer the questions from the corresponding study guide.</li><li>Read <i>No Shortcuts to Success</i> by Matt Rhodes. Discuss with your missionary mentors.</li><li>Read <i>Missions</i> by Andy Johnson. Discuss with your missionary mentors.</li></ul>

Growth in Devotional Life	<ul style="list-style-type: none"> <li>• Read <i>Spiritual Disciplines for the Christian Life</i> by Donald Whitney. Discuss this with a mentor/church leader.</li> <li>• Commit to a consistent Bible reading plan for 6 months. Check in with a mentor/church leader on what you are reading and learning.</li> <li>• Make a plan to make prayer a part of your daily routine. Plan to include times of fasting.</li> </ul>
Growth in Understanding Suffering	<ul style="list-style-type: none"> <li>• Read <i>Suffering and the Sovereignty of God</i> edited by John Piper &amp; Justin Taylor. Discuss with your missionary mentor what you are learning.</li> </ul>
Growth in Community	<ul style="list-style-type: none"> <li>• Continue to regularly attend weekly Sunday services and small groups and men's/women's studies</li> <li>• Seek opportunities for you to teach in one of the church's ministries.</li> </ul>
Growth in Marriage/Parenting	<ul style="list-style-type: none"> <li>• Read <i>Parenting</i> by Paul David Tripp.</li> <li>• Read <i>Raising Up a Generation of Healthy Third Culture Kids</i> by Lauren Wells</li> <li>• Discuss with your missionary mentors what it is like to raise children overseas.</li> </ul>
Growth in Understanding Rest/Work	<ul style="list-style-type: none"> <li>• Read <i>The Sabbath as Rest and Hope for the People of God</i> by Guy Prentiss Waters. Discuss this with church leadership.</li> <li>• Keep a journal for 30 days to reflect upon areas where you need to grow in this practice.</li> </ul>
Growth in Leadership	<ul style="list-style-type: none"> <li>• Required for Steve (Mary read as well), read <i>Understanding Church Leadership</i> by Mark Dever. Discuss with church leadership.</li> <li>• Required for Steve (Mary read as well), read <i>Spiritual Leadership</i> by Oswald Sanders. Discuss with church leadership.</li> </ul>
Ministry Skills (Evangelism and Discipleship)	<ul style="list-style-type: none"> <li>• Read <i>What is the Gospel?</i> by Greg Gilbert. Discuss with church leadership.</li> <li>• Make a plan for this next month to share the Gospel with 1 or 2 of your friends who don't know Christ.</li> <li>• Read <i>Discipling</i> by Mark Dever. Discuss this with church leadership.</li> <li>• Read <i>The Trellis and the Vine</i> by Colin Marshall &amp; Tony Payne. Discuss with church leadership.</li> <li>• Seek mentorship from others who are actively discipling people in the church. Learn the "how to's" of discipleship from them.</li> </ul>
Cross-cultural Ministry and calling	<ul style="list-style-type: none"> <li>• Continue to meet with your missionary mentors to help you explore your calling and what it is like to be a missionary.</li> </ul>



	<ul style="list-style-type: none"> <li>• Read <i>John G. Paton, Missionary to the New Hebrides: An Autobiography</i>. Discuss what you learned with your missionary mentors.</li> </ul>
BFC Board of Missions	<ul style="list-style-type: none"> <li>• If/when church leadership approves and you believe the Lord is leading you into cross-cultural ministry, connect with the BFC Board of Missions about next steps to becoming BFC supported workers.</li> </ul>



The Board of Missions directs and promotes the missions program of the Bible Fellowship Church. It selects, oversees, and cares for its missionaries who serve in foreign countries and the United States of America.

The Bible Fellowship Church is an expanding fellowship of churches united to make disciples of Jesus Christ.

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