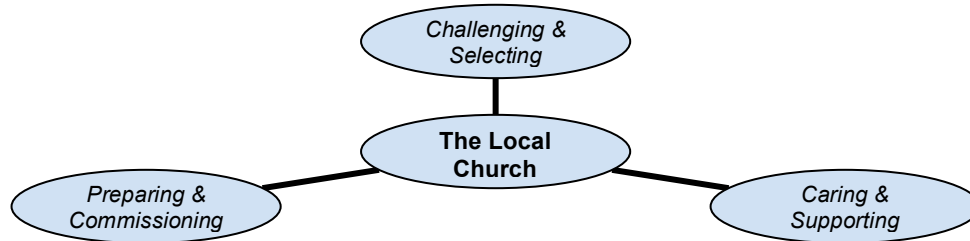


WORLD FOCUS TEAM

Assisting Local Churches and Christians in World Mission



Resource Paper 9

Pre-field Training, Orientation and Preparation Options for Missionary Candidates

Churches commissioning members for cross-cultural, overseas, ministry need to assure themselves that their members receive adequate preparation and training for that service. That training should include, at least, the following components:

- maintaining spiritual vitality
- living and working cross-culturally
- guidelines on behaviour and relationships
- team dynamics and conflict resolution
- the cultural and religious context of the region/country
- security and risk assessment practices
- health and hygiene 'musts'
- language and cultural acquisition techniques
- handling finances sensitively in the light of the income disparities of national and expatriate colleagues
- maintaining relationships with the home church and personal supporters

The length of the overseas service in view and prior cross-cultural experience, or lack thereof, should be taken into account in determining the extent of preparation and training to be undertaken by the candidate.

Typically, mission agencies have an ongoing programme of cross-cultural training of candidates. This training may be spread over pre-departure, arrival on the field, first-term mentoring and during the first home leave period, such is the importance of equipping members for overseas service. In cases where church members are to serve under the auspices of an established mission agency, confirmation should be sought from the agency that adequate training and preparation is provided.

In cases where church members are to serve independent of mission agencies (or where less than adequate, preparation is provided by the agency they are to serve with), it is recommended that the commissioning church enquire of Affinity Associate Mission Agencies as to whether or not they are able to provide training and orientation of such members. If this is not possible, it is important that churches identify, and support their member's participation in, an appropriate preparation course.

A full year of training for cross-cultural mission is to be seriously considered whenever possible and such courses are offered by a number of Christian colleges. However, for those unable to devote a full year of study to mission training it is considered that preparation courses of **less than 6 weeks duration will not be adequate** such is the importance of preparation if they are to serve well in their new sphere of service and be able to cope with the inevitable stresses that they will face.

This paper provides options for the following types of preparation and/or training:

Section A: Cross-cultural training

Section B: Teaching English as a second language training

Section C: Other resources available to churches guiding members preparing for overseas service.

Throughout this document the provider's website address is given where further information can be found.

Section A: Cross-cultural training options:

London Seminary www.londonseminary.org

The **Mission and Evangelism** module forms a part of the 3 year Pastoral Training Course. It focuses expressly on the work of taking the gospel message to those who do not believe and have not heard it, whether at home or abroad. It comprises:

- mission studies, focusing on current practices and approaches to mission work today
- evangelism, looking at different forms and kinds of evangelism
- apologetics
- world religions, including Judaism, Islam, Hinduism, Buddhism and paganism, with an emphasis upon current practices and beliefs in the Western world and strategies for reaching these peoples with the gospel

Oak Hill College www.oakhill.ac.uk

Crossing Cultures with the Gospel

Everyone who is preparing for ministry needs training in what it means to cross cultures with the gospel. Those planning to go overseas for a long period of their ministry need specialised tools for the task. They need to understand the scriptures so that they can apply them in new contexts.

They will want to have a good grasp of the original biblical languages so they can understand how translation affects interpretation. They will need to know Christian doctrine so they can state their belief consistently into another philosophical and theological world that is as challenging as that faced by the early church. They will want to have a grasp of the history of the church throughout the world so they can build on the experience of Christians in other eras and places, and not follow paths that have already been shown as false.

They will grapple with the teachings of other faiths to see where their best aspirations are both fulfilled and subverted in Christ, and how their false paths are corrected by the gospel. They will want experience in ministering with fellow Christians from other cultures and understandings of what church leadership involves.

Mission training is given in the context of a robust general theological training.

There are diploma and degrees courses of 2 to 4 years duration including a new Foundation degree, which offers greater integration and more emphasis on practical elements.

The following Theology for Crossing Cultures modules are included in the basic Foundation Degree:

Cultural studies – a study of the nature of culture and the basic building blocks of culture, with lots of examples

Other Religions – an overview of other belief systems and starting points for believers wishing to engage their followers

Cross Cultural Mission – a look at the UK scene, immigration, UK church based outreach ideas, integration issues, multicultural church etc

Missiological Issues – overview of contemporary mission issues, including support raising, relationship with sending churches, reverse mission, women in ministry, spiritual warfare etc

OSCAR Training www.oscar.org.uk/training

Ready Steady Go

OSCAR provides a flexible preparation/orientation programme for those entering cross-cultural ministry. This includes a large range of orientation topics which can be customised to any situation and need. It could be a basic evening or half-day programme for church teams or individuals going on short-term mission, or it could be a more in depth course over several days for those going longer term (i.e. gap years).

Topics available include:

- Understanding Culture & Worldview

- Adaptation and Culture Shock
- Cross-cultural Communication
- The Bible & Culture
- Identification & Lifestyle
- Development & Mission
- The Future of Mission
- Understanding Myself & Others
- Pastoral Care Issues
- Staying Healthy
- Listening Skills
- Work/Life Balance
- Maintaining & Developing your walk with God
- Singles, Marrieds, Families & Children

British Culture Orientation

Orientation for those from overseas coming to minister/work in the UK

Topics covered include:

- Understanding Culture
- Introduction to British Culture
- Changes in Society & Church
- Cultural Adaptation

All Nations Christian College www.allnations.ac.uk

en route, explore and express courses

If you are imminently heading for cross-cultural mission service and have 10 weeks available for training then *en route* helps prepare for your trip. Many mission agencies have recommended their missionaries to attend this course. If you don't have 10 weeks available then you are able to do it online with *explore* or a condensed 5 day residential/online option with *express*.

en route is a 10 week programme of essential training that covers the basics of cross-cultural mission. It is aimed at those who are considering cross-cultural work but have little or no previous training. Should you choose this route you will benefit from exploring a wide range of topics such as developing a full understanding of culture and its implications for our life and work, the Biblical basis for mission, current trends and contemporary approaches in mission, exploring the spiritual disciplines, understanding poverty and development, keeping healthy, working as a team, and a whole range of practical issues from friend-raising to practical and creative skills workshops such as car maintenance and first aid.

There are no prior academic requirements for *en route*. Full benefit will come to those with good conversational English. All non-EU applicants who do not speak English as a first language must have an IELTS pass of 5.5, or the Cambridge Advanced at C grade or above.

explore is the 13 week **online** course providing a foundation for cross-cultural service. As part of an online community, you will participate in an interactive course written and facilitated by a training team who have current mission experience. Journeying through the four modules of:

- 1) Who am I?
- 2) What is mission?
- 3) Culture and living in community
- 4) Integral mission

the course will provide you with a Biblical foundation for your life and ministry. Examining the issues of effective teamwork and how to develop and maintain healthy relationships will also be studied. You will gain a deeper understanding of culture, current trends in mission and the effects of transition, enabling you to relate and integrate more easily across cultures. A variety of tools will be provided throughout the course including programme planning and management.

There are no prior academic requirements for *explore*. Those who are confident in expressing themselves in written English will benefit most from the course. All non-EU applicants who do not speak English as a first language must have an IELTS pass of 6.0, or the Cambridge Advanced at C grade or above.

express is a short, dynamic course that can be accessed by coming to All Nations for five days or studying online for 20 hours. It will help you make the most of your mission trip by providing the basics in understanding cross-cultural mission and it will help lay a foundation for the future. There are four cross-cutting themes that run throughout the course helping you to explore biblical foundations, cultural

awareness, people skills and practical issues.

The course topics are built around three key questions:

- 1) Why am I going?
- 2) What is mission?
- 3) How can I work well with people from other cultures?

The course will also provide you with practical training in how to go well, stay well and return well.

There are no prior academic requirements for express. Those who are confident in spoken and written English will benefit most from the course. All non- EU applicants who do not speak English as a first language must have an ILETS pass of 6.0 or the Cambridge Advanced at C grade or above.

Redcliffe College Cross-cultural training courses

www.redcliffe.org

Across the Cultures short course

This twelve-week course provides students with the essential skills to reach out across the cultures. The course is ideal for anyone preparing for mission overseas or in the UK, or those on a gap year or sabbatical. It is also a useful refresher (and refreshing) short course for missionaries on home assignment.

Course structure The Across the Cultures course runs during Semester 1 each year. The course combines academic study with practical experience and personal growth. The core modules focus on building the essential skills and developing your character in preparation for the challenges of living and working in amongst different cultures, wherever that may be in the world. Subjects covered include living and working cross-culturally, spiritual formation for life and ministry, teamwork and conflict resolution.

You also choose three optional modules which help to deepen your knowledge on a range of issues such as understanding the Bible, world religions, cross-cultural communication and contextualisation. You can select the topics most appropriate to your context.

You'll also be able to take time out to read and reflect, listen to God and experience life in a vibrant multi-cultural community. You will play a full part in community life, including belonging to a community group, taking part in community workshop and teamworks.

Pick and Mix short course

If you are looking for flexible training for cross-cultural Christian ministry, and can begin at any time of the year, then there is Redcliffe's Pick and Mix course.

This non-validated course allows you to choose from a wide range of subjects from the Diploma in Applied Theology in Intercultural Contexts, and also study topics of specific personal interest under the guidance of Redcliffe tutors.

Course structure You can begin at the start of any of the three semesters and study for as little as six weeks, up to a year. During Semesters 1 and 2 (between September and April) you will follow the modules available to first and second year undergraduate students.

During Semester 3, Pick and Mix students take part in a bespoke programme covering topics relevant to living and working in a cross-cultural context.

As a Pick and Mix student, mission placements are optional, but you do play a full part in the life of the Redcliffe community, including Teamworks, community groups and times of worship. You can also take part in the personal development programme.

Applied Theology in Intercultural Contexts

If you are looking for a course that allows you to study biblical, cross-cultural and practical subjects with a mission focus, there are the undergraduate courses. You can choose from one, two or three year courses in Applied Theology in Intercultural Contexts, with each year of study building on the previous one. Our one year Professionals in Mission Certificate (Cert(HE) in Intercultural Studies) is specifically for those wanting to complement their professional skills with theological training. Each year develops your knowledge, character and skills through study, practical placements in the UK or abroad and our personal development programme. You can study full-time or part-time, and begin in September or January. Study options include:

- 1 year Certificate
- 2 year Diploma
- 3 year BA(Hons) Degree

Centre for Linguistics, Translation and Literacy at Redcliffe College in partnership with Wycliffe Bible Translators

www.redcliffe.org/SpecialistCentres/CentreforLinguisticsTranslationLiteracy

Language and Culture Acquisition Course

This six-week course provides a good starting place if you are expecting to live and work in a community whose language and culture you need to learn.

Who is the course for? This course is essential preparation for all who are going to engage in depth with a language and culture in one of the remoter parts of the world. We do not teach any specific language but rather seek to give you skills and tools to learn any language and culture.

You will need to be open to:

- Learning how to organise and manage your own language learning and adaptation to a new culture
- Learning experientially through personal interaction
- Reflecting on and developing your own self-awareness and interpersonal communication skills

Course structure. In the first week of the course you will be able to:

- Explore how the phenomenon of language belongs in its context of community and culture
- Examine your own language and culture
- Reflect on ethical issues involved in learning someone else's language and culture.

There will also be opportunity to attend a number of seminars on topics that relate to the current work of SIL spread throughout the first two weeks of the course.

In weeks two to six of the course you will be able to:

- Listen to, reproduce, recognise and transcribe the full range of sounds used in human languages; we offer you comprehensive training in practical phonetics (spread over 45 hours) to boost your confidence to recognise and use sounds that you are unlikely to be familiar with in your own language
- Practice a range of techniques and skills for language learning that suit your learning preferences
- Take part in a three week long language learning practicum, in a small group setting with a speaker of a non-European language
- Formulate plans for carrying out a language learning programme that is adapted both to your personality and to the situation you will be going to. Our staff will advise you in this process.

Prerequisites for this course include the ability to function well in English. You will also need to be used to formal learning and to that extent a degree is useful, but not a requirement, to take this course.

Learning that LASTS Course

If you are involved in training others, anywhere in the world, then this week-long workshop is for you. The principles taught can be applied in one-to-one and large group training sessions.

Course content The course is primarily based on the principles found in Jane Vella's book, **Learning to Listen, Learning to Teach**. Each person has an opportunity to practise these principles by working in teams of two to present some learning material in a 40-minute session. Much of the content is based on the expressed needs of the participants.

The acronym L.A.S.T.S. stands for the following:

- **Learner Centred:** Teachers invest in the success of learners by getting to know them; then selecting relevant content. Respect for learners builds relationships that foster learning.
- **Action with Reflection:** Learn by doing, then REFLECT on the outcome and share insights. The quality of learning is related to the quality of reflection on our actions.

- **Solving Problems:** Effective teachers provide resources for learners, but they also ask powerful questions to stimulate learners to interact with those resources.
- **Teamwork:** Teamwork helps solve problems because it draws on the resources of all group members in a synergistic way.
- **Self-Discovery / Self-Direction:** Effective teachers invite learners to direct their own learning and share the power for shaping their own process of learning.

Planning that LASTS Course

This **three-day** workshop follows on from the **Learning that LASTS** workshop, Planning that LASTS lets you see what your existing, or new teaching content would look like with the Learning that LASTS principles applied. It is team taught by facilitators who bring experience from a variety of contexts.

Course content The Planning that LASTS workshop is about how Learning that LASTS principles can be applied to existing teaching content or when you are designing training from scratch. This workshop helps you do that using a series of steps, drawing on the experience of both facilitators and participants, and using the synergy within the group as we identify common challenges. The content is designed based on the needs of participants.

Possible topics include:

- listening to our own motivational themes
- creating space for interaction
- matching modules to objectives
- shaping course structure for your learners
- evaluating alternative learning tasks
- identifying common motivational themes
- developing a plan for change

The workshop considers the application of Learning that LASTS principles at both the event level, looking at overall layout of teaching content, and the module level, looking at how principles could be applied in teaching particular topics. Participants share their designs via a Learning Event Planning Guide or Learning Module Design Guides. They will receive coaching and feedback from their peers and fellow participants.

Participants should

- have completed a Learning that LASTS workshop
- have a current teaching situation to work on
- have access to and be familiar with the content that they have been or will be using.

It is preferred (but not essential) to come with a colleague in order to work together on the design of your shared training course

Bible Storying Course

From the beginning of time, stories have formed an important part of how we communicate. Where there is no written language, telling stories helps the listener discover their history and see where they fit within a bigger story.

God's Story as revealed in the Bible is no exception. There are many cultures around the world which rely on oral communication, and many more where large numbers of the population are not literate or do not read – even in the UK.

Our intensive Chronological Bible Storying course will give you the skills to help people engage with God's Word through the retelling of Biblical Stories. This method has been used with people who prefer audio or visual ways of learning as well as in cultures where the Bible is not available in printed form.

Who is the course for:

- Anyone interested in learning about story crafting and biblical storying
- Anyone already or planning to work with Scripture in an oral culture
- Anyone already or planning to work with people who enjoy audio and visual ways of learning.

The course will help you to:

- Tell a story to a small group, help others to learn the story, and lead a discussion about the spiritual application of the story
- Understand the worldviews of the group, which stories are most appropriate to the group and how to adapt your story to a given worldview
- Begin story crafting with a Bibleless language group, or people already with Scriptures but who need help in engaging with them to understand the Bible's whole story. They could be somewhere remote or even in your own town in the UK or Europe!

Details

- Training is entirely oral and participatory – no texts or handouts
- It's an intense 6 day workshop – you must be present for all the days

Section B: Teaching English as a Second Language training

Teaching English to non-mother tongue speakers

Teaching English brings us into close and regular contact with people with whom we might otherwise have no natural contact. It enables us to form friendships and grow in our understanding of other cultures, while sharing our own lives, beliefs and values with those we are teaching.

Courses may be described variously as TEFL, TESOL or TESL training courses:

TEFL = Teaching English as a Foreign Language

TESOL = Teaching English to Speakers of Other Languages

TESL = Teaching English as a Second Language

(These terms are often used interchangeably)

International Training Network Courses: www.itnuk.com

TESOL Courses on-site:

Courses run at our training centre in Bournemouth, England:

- Introductory courses (1-week)
- Classroom Experience courses (1-week)
- Trinity College CertTESOL courses (5-week intensive)
- Trinity College CertTESOL courses (modular: 2 x 2 weeks)
- 'Training the trainer' for experienced Christian teachers who wish to become teacher trainers

Training in other locations (generally in Britain):

- workshops
- seminars
- TESOL taster sessions
- short TESOL training courses

This 'tailored training' is designed and delivered in other locations at the request of individual churches, mission organisations and Bible colleges.

Online TESOL Courses

Our range of online TESOL courses for Christians includes:

- TESOL Practical Toolkit (40 hours)
- Grammar Foundations (12 hours)
- How to Teach Grammar (20 hours)
- The Christian Teacher: Issues and Activities (8 hours)

All online courses take place on our online 'learning zone' which is easy and enjoyable to use. The courses are very practically oriented – you'll learn what to teach and how to teach it!

ChristianTefl Courses: www.christian-tefl.com

Online training Courses

If you are looking for quality Christian online TEFL training then you can choose from either our 70 hour Quick Start programme or our more in-depth TESOL 120 hour premium course to help you get the skills you need to help you in the classroom. Both these TEFL training programmes are accredited by ACTDEC

and you can add on one of our specialist modules if you wish to further support your teaching in a service setting.

250 hour Advanced TEFL Course

Our most advanced TEFL course for those new to TEFL who want a premium qualification. This course adds an extra 100 hours of core linguistics and phonology onto our Level 2 syllabus.

120 hour TEFL Premier Course

Professional TEFL course with full tutorial support and free extra grammar and lesson plan resources. No experience needed; we'll take you through step-by step.

70 hour Quick Start TEFL

Achieve your accredited TESOL qualification in as little as 2-3 weeks or do the course in your own time over 6 months. Build on additional specialisms later if you wish – just see our 20 or 30 hour programmes below.

30 hour Teaching English for Business

This is a great course for any qualified EFL teacher who wants assistance in teaching Business English. It provides a solid foundation in the techniques required for teaching Business English to adults and is also excellent for existing TEFL/TES.

30 hour Teaching English to Young Learners (TEYL) course

A 30 hour online TESOL/TEFL training course for existing Teachers/TEFL certificate holders, or those knowing that they will be teaching youngsters as part of a mission placement. Study at your own pace, with up to 6 months to complete.

30 hour Teaching English One-to-one course

An innovative TESOL/TEFL training course to help you work with students in a one-to-one setting as part of a mission placement. Including video, audio and written materials, this unique course allows you to study at your own pace.

20 hour Teaching Practice

This practical teaching experience is designed for Christian TEFL online trainees who would like official recognition of their in-class voluntary teaching.

20 hour English Grammar course

Whether you are looking to brush up your grammar before starting a Christian TEFL course, or looking for an additional refresher module to fill in some gaps in your understanding, this is ideal grammar training.

Section C: Other resources available to churches guiding members preparing for overseas service

Practical Preparation:

OSCAR - The UK Information Service for World Mission

www.oscar.org.uk

This is a comprehensive resource website covering a wide range of practical information to help churches and individuals plan, organise and prepare for any trip or placement overseas. The topics covered include:

Logistics section

- Travel Agents & Flights
- Passport, visas, medical and other document requirements
- What to take. Purchasing supplies for overseas use & VAT refunds, shipping items overseas
- Information about renting, purchasing or operating a vehicle outside the UK
- Driving overseas
- Moving house to an overseas location

Finance section

- Advice on financial affairs
- Raising personal support

- Banking & foreign exchange
- Tax
- Insurance
- Pensions

Health section

- Seeking medical advice overseas
- Inoculations
- International health services
- Courses & seminars
- Medical evacuation

Training section

- General mission courses
- Preparation & orientation
- In-service training
- Language learning course
- Re-entry & refresher courses

Children section

- Education options whilst overseas

Communications section

- Using the Internet & Email (including privacy/security advice)
- Post

Pastoral & Spiritual section

- Member care providers
- Counselling

Health Advice Services:

Healthlink360 www.healthlink360.org

Services available:

During the selection process People should go abroad feeling confident that they have prepared well to avoid any health problems – physical, spiritual and emotional. Healthlink assist in this by providing a full medical and psychological assessment, identifying and dealing with potential medical problems and preventing crises later on. They help people to:

- Learn how best to manage medical issues while abroad
- Understand their strengths and weaknesses and how the new situation may affect them
- Learn ways of coping with the stresses of a new environment
- Learn how better to support their spouse/family/colleagues.

Healthlink provides health advice, vaccines, anti-malarials or medications specific to where people will be.

On return home A full medical review and personal debrief is recommended for all the family. There can be particular stresses in readjusting to home culture and alteration in role. Young people who have grown up in another culture can find this a difficult time. Both individual and family support can be offered critical incident debriefing, post-trauma support and more in-depth counselling.

Travel care Healthlink's travel clinic service provides:

- Up to date international information and advice on all travel-related aspects of health care
- A full range of vaccines, anti-malarials and other travel related medications

Post-travel Healthlink offers 'Tropical illness' screening.

InterHealth www.interhealth.org.uk

Services available:

Medicals & Screening

Medical check-ups and investigations, emergency consultations, screening, liaison with and referral to GPs. For subscribers based overseas, 'tele-medicine' advice via email telephone and fax. Enquiries about complex health problems can be fast-tracked to specialists in the UK for rapid reply overseas.

Travel Clinic

A full range of immunisations is available including Yellow Fever, Rabies, Japanese and Tick Encephalitis. Nurse specialists will advise on which immunisations you require, the intervals between doses, the level of protection they give you and advice about malaria and which anti-malarials are recommended for your particular assignment. They will give you tips on how to keep healthy overseas.

Psychological Health Services (PHS)

Offers a number of services including: Trauma management, Counselling, Work-life balance, Psychiatric health, Pre-deployment PHS services, Mid and Post assignment PHS services.

Supplies & Medicines

Providing supplies and resources to help you to stay healthy overseas. InterHealth have carefully put together a travel kit, specifically designed to cover the most basic items you will need for your trip. This is ideal to be used for minor medical eventualities and to help you stay healthy whilst overseas.