

Appendix 1

Basic competencies required to start a programme:

Health, personal qualities and faith	Mission	Relationships	Wholistic Ministry Skills	Relationship with IS
On Track (up to 12 months)				
has an active, growing faith in Christ	has a willingness to learn and adapt to cross-cultural living, work and team life	endorsed by a CFC (<i>Christian faith community</i>)	is competent in some area of work and so has something to offer the host community	has signed the OnTrack commitment
practices basic spiritual disciplines (prayer, reading scriptures, worship)	is willing to serve others	has a group praying for them regularly		
is medically fit for the assignment (including emotionally and psychologically stable)	is able to communicate their personal faith within their own culture	is able to build good friendships / relationships		
is able to be flexible	is serious in their commitment to cross-cultural living and work			

On Track PLUS (up to 24 months)

is identifying / using their spiritual gifts and thinks biblically, applying Scripture to life and practice	is seriously testing God's call on their lives for cross cultural mission	is recommended by CFC who understands and supports this journey in missions towards long term service	** has growing competencies which add to the strategic goals of the country team	has signed the OT plus commitment
has a growing understanding of their own strengths and weaknesses	has some basic theological, missiological and cross cultural competencies	shows willingness to learn and work on a cross-cultural team		** recommended by NO after interview phone or Skype
has demonstrated commitment to be an active learner		shows a basic understanding towards cultural, theological or church differences		** approved by CLT (after review of HeadsUp and work review)
has medical and psychological tests (**or has CMA recommendation)		** is active in regular and effective communication to supporters / prayers		

** only if application is applying for OT+ during an OT programme

Partner

<p>rises to challenges of faith and discipleship and willingly responds to correction</p>	<p>has a clear call to cross-cultural mission with Interserve</p>	<p>is sent by a CFC and has a strong prayer base</p>	<p>has professional qualifications / skills / gifts of strategic value in the host country</p>	<p>full NO application process carried out including interviews</p>
<p>practises the habit of intercession and prayer</p>	<p>has <i>recognised</i> skills / gifts which impact people in a cross-cultural setting</p>	<p>has adequate long term financial base of support</p>	<p>can demonstrate integration of professional skills and ability to share Christ in a way that adds strategic value in the host culture</p>	<p>has signed the <i>Common Commitment</i></p>
<p>is committed to life long learning</p>	<p>has appropriate theological, missiological and cross cultural competencies / training</p>	<p>functions effectively in working in multi-cultural teams</p>		<p>has completed E2S (or is willing to in the next 9 months if new to IS)</p>
<p>is able to maintain a physically and emotionally healthy lifestyle</p>				