



Church Mission Society **Long Term placements**

If you do have further questions
please contact the recruitment team
at vro@churchmissionsociety.org
or on **01865 787428**





Recruitment:

Long Term placements

Church Mission Society long term mission partners are called to make a commitment to cross-cultural mission for a minimum of three years. CMS walks with you as you explore your call to mission. Being a mission partner is not just doing a job; it's living out the gospel day by day.



Where will I go and what will I do?

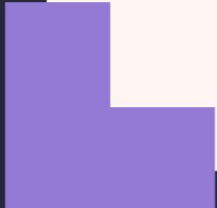
Church Mission Society has a rich history and strong relationships with church networks, community-based organisations and NGOs in Africa, Asia, Europe, the Middle East and Latin America, we work strategically through these partnerships in region, and work closely to establish the needs of partners on the ground.

You will be connected with a team working in one of our specific focus areas or “hubs”. This work is continually developing as we seek to join in with what God is doing, but includes:

- Making disciples in contexts affected by armed conflict in DR Congo, South Sudan and Sudan.
- Work among indigenous peoples in Latin America, where a core team from different people groups are looking to shape the future of mission in their communities.
- Supporting believers in Jesus from Muslim backgrounds across the Middle East and North Africa.
- Discipling believers in minority Christian contexts in South Asia.
- Training and support for Christians in Britain to engage in mission effectively in their local communities.

As we get to know your gifts, skills and previous experience, we look at options based on these and your sense of calling. We look for strategic opportunities where skills can be shared, capacity developed and learning exchanged, in both directions. Part of your role will be to share skills with others so that work continues once you have returned home. If you express a preference for a particular role, we will take this into account.

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Who does CMS look for?

- People who sense God calling them to mission service and have been testing that call.
- People with a living and mature Christian faith who are part of a local worshipping community who recognise and want to support their calling.
- People who have the gifts/skills that our partners in the context are looking for

We have people serving with us who are single or married and with or without children. If you are married, we request that both partners complete the application process so we can look at opportunities that work for the whole family.



Inclusion and diversity

CMS is committed to building a culture where people of all backgrounds and giftings feel welcome, safe and supported. We actively seek ways to remove barriers that may prevent people from considering cross-cultural mission, both during the recruitment process (application and interview) and in their placement overseas, providing adjustments where necessary.

Some of the adjustments that we offer include: receiving applications via video or audio file, providing interview questions in advance and allowing interviewees to bring a companion to interview. Please contact our recruitment team for more information.

If finances are a barrier to you considering long term service please talk to our recruitment team about ways that we can support you.

Recruitment: Process

Complete a mission enquiry form and return it to CMS with your CV.

Your completed form is then shared with our **mission managers in region** who will ascertain if there is a role which suits your calling and skill set within our focus areas. If yes then...

You will be invited to attend an **initial interview** either on zoom or at CMS House in Oxford where we can begin to get to know you and you can discover more about CMS

Attend a series of follow-up interviews:

This will include an Exploring Your Faith Journey conversation, a Funding assessment, as well as an interview with representatives from your chosen placement

If after first interview we are both happy to proceed, we will: take up three references (clergy, employer/tutor, personal), we will also arrange for you to meet with an independent counsellor to enable you to think through your well-being needs for your chosen placement

If selected into training then the following things will happen over the next few months:

- finalising placement
- support raising
- DBS check and medical clearance
- training

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Recruitment: Details

The CMS selection process

The selection process aims to get to know you and explore with you where God is leading. This is a two-way process – a time for you and CMS to discern a direction together. The process is outlined in the flow-chart above.



To join our long term programme, you will need to complete a mission enquiry form. We will share this form with our mission managers in each region who will discern if your calling and skills fit within one of our strategic focus areas. (If you are applying for a specific role that we have advertised then your form will only be shared with the respective manager.)



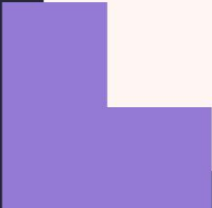
We will then invite you for an initial interview with members of our recruitment team. If after this interview we are both happy to proceed, we will take up references and arrange for you to meet with an independent counsellor to talk through your well-being needs. This is to help you to think through your own individual circumstances and what support you may need to have in place in order to thrive in your chosen placement.



The second stage of the process involves further interviews with other members of our CMS team which will explore your faith journey and discuss how, together, we will resource your placement.



The final stage of the process is an interview with representatives from your placement (where possible). This is a great opportunity for them to meet you (virtually) and for you to ask any questions that you may have about the specific context that you are hoping to go to.





Recruitment: Details



How will I be prepared?

As we get to know you through the selection process we begin to explore your learning needs. This is so that you can be as effective as possible in location and can continue to grow as a Christian. Our mission learning manager will meet with you and together you will draw up a personal learning plan. This learning plan may include:

- a 10-week residential training at All Nations Christian College in Ware on their Enroute programme which includes a combination of theology and practical mission training
- A module on our CMS Pioneer mission training course
- Orientation in region including language study, if necessary.

You will also need to attend our 12 day forMission training course which covers CMS policies and procedures and also includes joining our people in mission conference where you will have the opportunity to meet other mission partners as well as CMS staff.



How will I be supported?

After your placement interview you will receive confirmation of whether or not you have been selected. If you have been selected you will be assigned a personnel lead who stays in touch with all mission partners in your region. Together with your mission manager, who will finalise your placement, they will help you as you prepare and keep in contact once you are overseas.

Once in location you are becoming part of the local community and the majority of your support will come from there. CMS will also put you in contact with other people in mission serving in your area and will invite you to any gatherings that take place in your region. CMS also encourages prayer support through various online and printed publications.

Mission partners work on a cycle in their location for up to three years and then return to the UK for up to six months to rest, visit supporters and continue personal and professional learning. When you are come to the UK you will be invited to CMS for a debriefing interview to unpack your experiences. If you feel you would like further debriefing then an opportunity will be given with a trained external facilitator. When in the UK, you will also be invited to a people in mission conference in the UK – these take place twice a year

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Recruitment: Details

How will I be resourced?

Church Mission Society believes that if God calls God will also provide the necessary resources, both financial and spiritual. We work with you to ensure that you are fully resourced with prayer and finance for where God is leading you.

In raising support we will:

- develop a budget for you based on location and your family situation
- discuss with you ideas for raising support, both financial and prayer, from your own networks
- introduce you to churches that are looking for mission partners to connect with as they support CMS mission work
- equip you to communicate well with your supporters, including through a profile of you and your work, and ongoing communications channels

How long does all this take?

The selection process takes a few months, depending on when we can schedule interviews. It can then take up to 18 months from being selected to getting on a plane with time being used for confirming your placement, raising support and training.

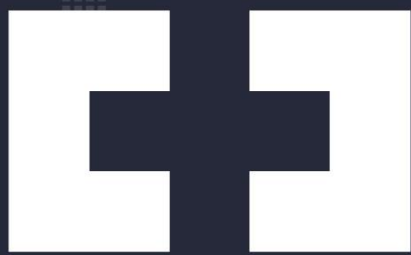
What happens when I return?

Mission partners returning to the UK for the final time will be invited to CMS for a debriefing interview to unpack their experiences and consider what is ahead. If you feel you would like further debriefing then an opportunity will be given with a trained external facilitator. You will also be invited to a CMS People in Mission conference where you can meet up with other recently returned people in mission. You will need to visit supporting churches to thank them for their gifts, however we also encourage returning mission partners to devote time to resting and holiday.

Returning home need not be the end and we hope that all returning mission partners will continue as part of the CMS family and discover where God is leading them next.

For more information or to ask any questions, please get in touch with the recruitment team on **01865 787428** or email vro@churchmissionsociety.org

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