



Mid-Term and Long-Term Applicant FAQ Document

Q: What immunizations does TEAM require?

A: TEAM expects that all missionaries receive basic vaccinations, and that their children be similarly vaccinated according to the standard recommendations of the medical community.

Beyond basic immunizations, our expectations differ in each ministry location. These expectations will be identified and communicated to you as your ministry location comes into focus.

Q: How much does TEAM charge in Home Office Service Fees?

A: While some agencies charge a flat fee for services, others charge a percentage based on overall funds-raised. We see value and limitations in both of these strategies. As such, we have chosen to adopt a blended approach that maximizes the benefits and minimizes the limitations of these approaches. At the time of this publication, missionaries with TEAM are generally charged between \$300 and \$400 per month for administrative fees. The particular amount each missionary pays within this range is then based on a percentage of their overall funds-raised. In most cases, this amounts to a fee that is around 10%. This means that all of our missionaries pay roughly the same amount for services-rendered, while still retaining some flexibility based on how much they are required to raise overall.

Q: How does TEAM determine where I will serve and what I will do?

A: As you get to know TEAM throughout the application process, your ministry calling will be a recurring topic of conversation between yourself and your Missions Coach. We want to hear what ministry experience, gifts, abilities, and education you have. Your own sense of how the Lord has equipped you will be critically important in this conversation, as will be the input of your local church and past ministry coworkers. It will also be important to bear in mind what opportunities TEAM currently has available.

Taking all of the above into consideration, your Missions Coach will discuss your interest in cross-cultural work with the leaders of any particular ministries that you want to pursue and, at the appropriate time, invite you into that conversation. Through all of these conversations and much prayer, we will narrow the options of service for you until we arrive at a ministry opportunity with which both TEAM and you are comfortable.

Q: How does TEAM work with my church?

A: Early in the application process, your Missions Coach will have a conversation with a representative from your church to discuss how we can work together to send you overseas. TEAM believes that the local church is called to send missionaries, while the mission agency is called to equip the local church for that sending. In short, it is our mission to facilitate your sending through your local church. Our relationship with your church, then, will be tailored to the kinds of assistance that your community requires. This is why we will develop a relationship with your church even as we get to know you throughout your application process, with the goal of enabling your church to be a faithful and dynamic missionary sending body.



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Q: Does TEAM accept U.S. applicants exempt from Social Security?

A: TEAM's U.S. employment policies and benefits systems are not designed to accommodate individuals who have opted out of Social Security. Those who have opted out of Social Security for religious reasons, are currently ineligible for service with TEAM until they begin paying into Social Security again.

Q: With whom will I work in the Application Process?

A: Every applicant will work with a Missions Coach for the entirety of their application process with TEAM. Your Missions Coach will be your point-person throughout the application process, answering any questions that come up, facilitating your dialogue with the ministry team you're considering, making sure that you have the proper forms at the appropriate time, and representing your file before the assessment and review boards.

Once you have been appointed as a missionary with TEAM you will be assigned to an Appointee Mentor, who will take over from your Missions Coach as your primary contact and serve as your first supervisor in TEAM. The Appointee Mentor will encourage you throughout the support-raising process, answer any questions that you have regarding preparing for and transitioning to the mission field, and provide accountability.

Q: How will the information provided in the application process be handled?

A: TEAM is careful to make sure that the various pieces of your application will only be available to those responsible for making assessment decisions. For Mid-Term applicants, this means that your file will be available to your Missions Coach and his/her direct supervisors, as well as the leadership of the field(s) for which you are applying. Long Term applications are reviewed by an internal panel of missiologists, medical and psychological professionals, and field leaders.

Q: How will TEAM prepare me to build my support team?

A: TEAM has a handful of resources to prepare our missionaries for the work of support development. Internally, our Ministry Advancement team is made up of support development professionals; representatives from this team join us for Missionary Orientation, and will lay a solid foundation for your understanding of this process. Additionally, you will identify one of two excellent external training programs to complete (each of which contains coursework as well as personal coaching) early in the support-development process.

If you don't know it yet, you will soon learn that there are almost as many opinions on support-development as there are missions agencies! For this reason, it will be important for you to find a mission agency that shares your convictions about support development. For information about TEAM's approach to this important topic, talk with your Missions Coach.



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Q: Will I have a face to face interview with TEAM before being accepted as a missionary?

A: Yes. TEAM asks all final applicants to complete an in-person interview with the Hub Leader for the region nearest to the applicant's location. This interview will take place at the end of your application process, but before you are accepted as a missionary with TEAM. As of January 2015, our Hub Leaders are located in Atlanta, GA; Colorado Springs, CO; Dallas, TX; Greenville, SC; Philadelphia, PA; Portland, OR; Toronto, ON; and Wheaton, IL. All applicants in continental North America will be expected to travel to the location nearest to them for this interview. If you live in Alaska, Hawaii, or outside of North America, we will consider alternate arrangements to complete this face-to-face interview.

Q: How long does it take to complete TEAM's Mid-Term or Long-Term application?

A: TEAM's application explores your missionary call, current character development, career and ministry competence, emotional and physical health, and general compatibility with TEAM's missional approach. As we aim to get to know you in each of these ways, we have found that it is very difficult to process a missionary application with both excellence and speed.

On average, successful applicants for missionary service with TEAM take 3-9 months to proceed through our application process. This tends to be a reasonable amount of time to develop a relationship and together explore God's leading for the future.

Q: How much will the application process cost me?

A: In an effort to remove financial barriers to missionary service, TEAM charges no fees for our application process. Fees associated with your background check, Intercultural Competency Survey, and Readiness Assessment are fronted by TEAM, and reimbursed to TEAM as your support team is built.

Q: Will I receive personal training before leaving for the mission field?

A: Yes! As you work through the application process, you will have the opportunity to identify growth areas in your life and begin addressing these areas with your personal mentors, pastors, or even your TEAM Missions Coach. Once accepted as a missionary with TEAM, a personal Appointee Mentor will begin working with you. Our Appointee Mentors have all served overseas extensively, and are excited to help prepare our new missionaries for the challenges that lie ahead.

Additionally, TEAM offers two rounds of in-person, week-long orientations for new missionaries. The first event (Missionary Orientation) will focus on introducing you to TEAM and giving you the tools that you will need to build a support team. The second (Pre-Departure Orientation) takes place immediately prior to your departure for the mission field, and will focus on cultural adaptation, ministry effectiveness, and other skills critical to thriving on the mission field.



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Q: How much do Missionary Orientation and Pre-Departure Orientation cost?

A: At the time of this publication Missionary Orientation costs \$400 for a single person and \$700 for a couple with additional fees for children. Pre-Departure Orientation costs \$350. The cost of Missionary Orientation is fronted by TEAM and reimbursed as your support team is built. The cost of Pre-Departure Orientation is paid from contributions already raised. If you or your church would like to offset the cost of your attendance without using raised-funds, this can be arranged.

Q: Can someone from my church attend Orientation with me?

A: Yes, in fact, we encourage this! Missionary Orientation is an important moment in a new missionary's development and growth. You will meet new people, learn about TEAM from a whole new angle, and begin to imagine yourself overseas in a radically new way. As such, we have found that it can be very encouraging to have a church representative with you as you attend this event. This can also be a very formative time for your church as they consider how best to send you overseas.

Q: Does TEAM provide benefits for its missionaries?

A: Every TEAM missionary receives health insurance and U.S. Long-Term missionaries are eligible for our corporate retirement plan, life insurance, and optional vision and dental coverage. TEAM's benefits package for missionaries sent from Canada is different than the U.S. plans. If you would like more specific information regarding benefits available to missionaries, please ask your Missions Coach.

Q: How "intrusive" will TEAM's application process be?

A: We believe that longevity is critical to effective missionary service, and we have seen physical, emotional and psychological needs derail missionary careers when left unaddressed. We also believe that the health of the missionary family is essential to sustainable cross-cultural ministry.

For these reasons, we believe that we can serve you best by getting to know you as deeply as possible during the application stage of your engagement with TEAM. This will, no doubt, lead to some uncomfortable conversations, and may even feel intrusive. We will be professional throughout the process, but we will not short-circuit this step by failing to discuss the health of your family, your personal spiritual vitality, struggles with habitual sin, ministry involvement, learning difficulties, personal finance challenges, etc.



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Q: We have children. Can we still be missionaries?

A: Yes. TEAM's commitment to the health of our missionary families begins in the application process; it is far easier to ensure the ongoing health of our missionaries if work hard to welcome healthy families into our organization. Therefore, we hope to get to know your family early on, and help you think through any unique situations you may encounter on the mission field.

Once accepted as a missionary with TEAM, your Appointee Mentor can help you think about the realities of raising a family on the mission field in detail. All of our Appointee Mentors have raised children on the mission field and personally understand that raising children outside of their home culture brings its own unique set of challenges. Where will they attend school? Will they have any friends? What about the support of a local church? These are all important factors that need to be weighed as you consider serving overseas. Each of TEAM's Appointee Mentor's is a wealth of information and encouragement to families moving in this direction.

In the Ministry Area, your ministry team will be a primary source of encouragement as your family transitions to life abroad. In all likelihood, there will be other families on your team; as such, there will likely be built-in resources for you as you learn how to parent on the mission field. If there are no other families on your immediate team, you will certainly have access to other missionary families in your country or region throughout TEAM's global network. TEAM also has Missionary Kid (MK) support specialists on staff who are ready to assist families in transition.

Q: Where will my children go to school?

A: As you can imagine, education options for Missionary Kids (MKs) are diverse, and TEAM will give you, the parent, a great deal of freedom to pursue an educational model with which you are comfortable. Some missionaries send their children to established MK or International schools (e.g., Faith Academy, Black Forest Academy, Grace International School), while others choose to enroll their children in local schools, or educate their children themselves. Each of these options has its own merits and pitfalls, and one or more of these options may be unavailable in a particular location. TEAM will ensure that you are fully familiar with the options available to you in your proposed ministry location, but will not mandate a particular solution for you.