

## **QUALIFICATIONS FOR THE JEMS WORKER**

Winsome (English Language) Team Ministry  
Sports Evangelism Mission  
Discovery and Other Specialized Team Ministries

JEMS Overseas Missions Program seeks to invite the best candidates for effective cross-cultural ministry. Our desire is to recruit and invite those who fulfill the following qualifications:

### **I. Spiritual Qualifications**

- A. Candidates shall show a demonstrated personal commitment to Jesus Christ for at least two years prior to the mission program.
- B. Candidates shall display a genuine interest in the well being of others, expressed in a desire to see people come to know Jesus Christ as their personal Savior and to grow in their relationship with Him as Lord.
- C. Candidates must be baptized before going to South America for cross-cultural ministry. The most obvious evidence of one's commitment to Jesus Christ is seen by our obedience to Christ's command to be baptized. Our relationships with South American churches require a visible and vital testimony of our worker's commitment to Jesus Christ.
- D. Candidates should be able to articulate the plan of salvation and share clearly their personal testimony of salvation.
- E. JEMS Missions Internship Program (for those under the age of 22)

Applicants to the JEMS Missions Internship Program must have the recommendation of an Asian American Christian Fellowship (AACF) Staff Worker. This recommendation must be given prior to application for the Internship Program. After receiving a favorable recommendation from the Staff Worker, the normal requirements of the application process will be in effect.

- 1. The applicant must demonstrate a high level of emotional and spiritual maturity. This will be determined by the candidate screening process and by the presentation of letters of recommendation.
- 2. The applicant has full consent of parents to participate in the summer program.
- 3. The applicant has the unconditional approval of the local church.

### **II. Age Requirements**

Applicants must be at least 22 years old or have completed their university studies before the program departure date (unless participating in the JEMS AACF Internship Mission Program). There is no maximum age limitation. Exceptions to the age requirement may be made in the following cases:

- A. Applicants under 22 may participate in JEMS Programmed ministries (Discovery Team, English Language Teams, Sports or Specialized Music Ministries) in which the candidate shall be involved in team ministries and work alongside other JEMS workers.
- B. The applicant must demonstrate a high level of emotional and spiritual maturity. This will be determined by the candidate screening process and by the presentation of above average letters of recommendation.
- C. The applicant has full consent of parents to participate in the summer program.
- D. The applicant has the unconditional approval of the local church.

### III. Physical Requirements

Certain kinds of mission work can be physically demanding and strenuous. Applicants must be in excellent health and have no conditions which would restrict their ability to serve in many differing ministry circumstances and conditions: climate, terrain (urban or rural settings).

- A. People with physical challenges may find the South America mission difficult due to the unavailability of access for disabled persons. Every effort will be made, however, to find a workable ministry setting and schedule.
- B. People that require medication or medical attention (for example: diabetes, high blood pressure or other chronic conditions) should make their conditions known to JEMS. JEMS reserves the right to require a physician's written consent to participate in the program.
- C. Those with medical limitations may be capable of performing some of the duties of a mission candidate. Such determination shall be made on an individual basis in light of the person's limitations, the requirements of the mission assignment and the receiving church's ability to effect reasonable accommodations to the person's limitations.
- C. Strength to perform average lifting of fifteen pounds and occasionally over twenty five pounds. Strength requirements are necessary for the transporting of your personal belongings (luggage) to various ministry settings such as camp or other remote locales.
- E. The candidate should have good eyesight, good speaking and hearing ability.

### IV. Personality Characteristic Requirements

- A. Self confidence and the ability to use personal resources to handle new challenges as they are encountered.
- B. Maturity sufficient to have emotional self-control, to treat others with dignity, to dependably do what is expected, and to know limitations.

- C. Persistence and patience sufficient to see a task through to completion, to maintain composure when dealing with difficult people and situations, and to adjust to or await change.
  - D. Initiative/motivation, as required, to be productive when working without direct supervision and to look for work that needs to be done rather than wait to be told to do something. Candidates should be highly motivated to fulfill the ministry goals established by the local church and leadership.
  - E. Common sense and sound practical judgment as required to make accountable, mature decisions, often relating to the safety or well being of self or others, independent of direct supervision.
  - F. Compassion and concern as evidenced by understanding of the problems of others and a genuine desire to serve and cooperate in ministry.
  - G. Adaptability and willingness to adjust to frequent changes of schedule and itinerary, ministry locations, coworkers, team leaders, equipment and/or procedures.
  - H. As a visiting worker, the candidate is expected to have a servant's heart. This is indicated by a willingness to submit to the leadership of the national pastor.
  - I. Openness to work with people and churches of different evangelical orientations. JEMS is an interdenominational mission agency working with various evangelical churches, including Nazarene, Holiness, Free Methodist, Assemblies of God. Should there be a specific concern regarding this area, questions may be addressed to the JEMS Director of Missions Development.
- V. Oral Communication and Interpersonal Skills
- A. Interpersonal skills/teamwork are necessary to work cooperatively, effectively and tactfully with nationals, coworkers and team leaders.
  - B. Listening skills as needed in paying attention to what is said, identifying needs and emotions being expressed, and demonstrating an interested attitude through facial expression and body language.
  - C. For the English Language Ministry or for any mission requiring the teaching of English, the candidate should be a native English speaker.
    - 1. Many of the short-term ministry programs involve teaching English as a second language, therefore good grammatical, pronunciation and communication skills are a must.
    - 2. An exception to this requirement is for Japanese nationals or (primarily) Japanese language speakers who will be ministering in a Japanese language locale.

## VI. Marriage and Family Requirements

- A. Couples seeking to participate in this program should be married for at least one year and free of responsibilities involving children unless approved to do so by the JEMS General Sending Board and Mission Director.
- B. Families with children seeking to serve with JEMS may apply under the JEMS Ohana Program. Please contact the JEMS office for further information.
- C. Those who have been divorced may serve in the JEMS Missions Program with the agreement of the US local sending church and the South America receiving church. It should be understood that participation in the mission program is conditioned on the approval of the (oftentimes more conservative) receiving national churches. If no ministry is available, JEMS will work with the candidate to find other ministry options.

## VII. Background

The JEMS mission candidate shall possess and uphold high moral standards of behavior, character and integrity. JEMS lives under the grace of God, however applicants with a history of criminal or improper conduct, felony or serious misdemeanor convictions should make this information known to JEMS voluntarily or upon inquiry. Failure to do so will result in immediate dismissal from the Mission program.

## VIII. Citizenship

US citizenship is not required for participation in the mission program. However, non-US citizens who apply must be legal residents of the USA. Participation in the mission shall also be conditional depending upon the position of the host country's attitude toward the nation of citizenship.

## IX. Application Process

- A. Candidate shall complete the JEMS Application Packet, including application form, personal testimony of salvation and three letters of reference.
  - 1. The personal testimony shall be one page long, single-spaced and typed. The testimony should include information of when and how the candidate became a Christian, important events that caused an impact in the candidate's spiritual life and how the candidate has grown spiritually in the last year.
  - 2. Each application shall be accompanied by three (3) completed Recommendation Forms provided by JEMS. The recommendation forms are enclosed with the application packet.
- B. After the application and recommendations are received, the candidate will undergo a screening interview with representatives of the JEMS Missions Board. JEMS Board approval is required for participation in the Missions Program.

## X. Training

- A. JEMS will provide an intensive training course of 5 - 6 sessions. The training sessions will include specific instruction on culture, geography, history and spiritual condition of South America.
- B. Basic language training will be offered. JEMS will provide a translation of the candidate's summarized personal testimony which may be shared by the candidate in the receiving church.
- C. Information will be provided regarding passport, visa, medical concerns and financial support.
- D. Each worker will receive basic training for teaching English as a Second Language. Even if this is not part of the ministry/mission assignment, the training may serve as helpful instrument in the ministry.
- E. The worker will be encouraged in how to cultivate spiritual vitality on the mission field. This includes lessons on quiet time, journaling and prayer life.
- F. Training time will be set aside for adaptation, transitions and cultural adjustments. A pre-field training retreat and post-field debriefing retreat are mandatory for the candidate.