

| International Worker Development Roadmap | | | | | | | | |
|--|---|--|---|---|---|--|---|---|
| Phase | Development | | | Placement | | | Deployment | |
| Designation | Prospect | | | Candidate | | | Appointee | |
| Lead Development Team | Regional Development Team | | | International Placement Team | | | | |
| Consultants | IPT | | | RDT, AVPs, RDs, FDs | | | | |
| Development Partners | Coaches, DMMs, Districts, Churches/Pastors, Faculty, Individuals | | | Superintendents, Pastors/Churches, DMMs | | | | |
| Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| | Coaching | | | Apply International | Interview | Appointment | Orientation | Departure |
| Connect | Explore | Prepare | | | | | | |
| International Ministries | Complete Preliminary Questionnaire www.called2serve.org 877-284-3262 or called@cmalliancece.org | Prospective workers are brought into our coaching network for focus on personal development and process guidance | Doug on working on language here... Prospects are assisted in executing a plan to meet basic ministry and academic qualifications which include: A bachelors degree 30/12/12/20, possibly grad work and two years licensed Alliance ministry | www.cmalliancece.org/jobs | A series of interviews are interspersed with various assessments to insure overseas service, country and type of ministry to be a good fit. | The Board of Directors meets each October to review candidate profiles presented as a result of the interview process. The Board appointment is subject to medical clearance. Following medical clearance, the Board appointment is finalized with candidates receiving appointment letters and service agreement documents. | Just in time training is provided through various programs including a Pre-Field Orientation (PFO), cross-cultural adjustment training, and training in learning a second language. | Appointees are assisted with departure steps such as will creation, benefits enrollment, shipping plans, etc. ? |
| Marketplace Ministries | Regional Rep helps get connected | | Plan coordinated w/ mm office | Applicants directed to mm office for assessment and interview | mm candidates presented to Board for appointment | | | |
| CAMA | | | Plan coordinated with MCO | MCO leads assessment and interview in coordination with CAMA office | CAMA Board appoints with medical clearance to follow prior to finalizing | | | |
| Timeline | Time frame determined by prospect ability to implement PDP. | | | MODs Posted 1/1 | Summer | October December | | |