

Long Term Mission Policies, Guidelines and Procedures

Sonshine Ministries Long Term Service

Sonshine Ministries has opportunities for qualified believers with many different skill sets to serve the Lord through our ministries in Kenya, Tanzania, Rwanda and Uganda.

We are a Spirit-Directed Kingdom ministry. All applicants should familiarize themselves thoroughly with the Sonshine mission and spiritual ethos. Long-term applications normally will be selected following a short term ministry experience with our staff (2 weeks to 3 months). This is to help ensure that we know you and you know us before committing to a longer-term relationship.

How long is long term?

At Sonshine, long-term service is generally defined as a commitment of *two years* or more. Exceptions may be made for critically needed personnel. Please note that we have several short terms missions trips each year and this is an excellent way to get to know each other.

Who we are looking for?

Sonshine leadership is seeking people whose gifts and callings will help advance the Sonshine mission and its strategic priorities. Our leadership will be working to match prospective pastors and missionaries with our current needs and opportunities as the Holy Spirit leads.

Volunteers, Pastors and Missionaries:

Sonshine Ministries requires the acknowledgement and acceptance of the following points before we can move forward with a ministry position.

- Pastors and Missionaries acknowledge they have limited authority with Sonshine Ministries
- Pastors and Missionaries cannot enter into or involve Sonshine Ministries into any legal obligation or financial commitment.
- Pastors and Missionaries have no ownership or financial position in Sonshine Ministries or its East African affiliates.
- Pastors and Missionaries agree to follow the guidelines and to submit to the leadership and direction of the Founders, Directors and Board of Trustees.
- Pastors and Missionaries agree that violating this primary directive is grounds for immediate dismissal.
- Sonshine pastors and missionaries are called to equip, disciple, and empower; we will be looking for the following characteristics in all our applicants:
 - Teachable
 - Willingness to be accountable in all situations
 - Cultural adaptability

- Appropriateness/Wisdom
- Positive attitude working with national leadership
- Willingness to work under Sonshine Ministries vision and values
- Willingness to follow Sonshine Ministries leadership and direction, being part of the ministry team vs. having a "lone-ranger" attitude
- Demonstration of a servant heart which shares the day to day responsibilities of community living, walks in God's love, and gives out of overflow

Support:

- *Please note:* Sonshine Ministries is a faith ministry, entirely dependent upon the generosity and responsiveness of the Lord's people to the prompting of the Holy Spirit.
- Sonshine pastors and missionaries work on a volunteer basis. Each U.S. based missionary will have an established account with Sonshine Ministries to receive their support and donations. Sonshine will forward their support monthly. We take no administrative fees for this service.
- Our indigenous staff members are also voluntary, Sonshine Ministries includes our indigenous staff expense as part of our monthly village budget and we will also assist our indigenous staff to raise additional support when possible.
- Although our staff is voluntary it is important that all Sonshine workers understand they are fully accountable to the leadership. This includes scheduling of travel, holidays and breaks.

Health:

Due to the demanding physical circumstances and conditions of the areas where we minister, applicants should be able-bodied and in good health. We see many healed but also see many suffer sickness, especially malaria.

Application process

The Long Term Service process is in place to ensure that all Sonshine Ministry staff and missionaries have a solid understanding of our vision and core values and feel comfortable with them. The process of joining Sonshine as staff or in long term service has several phases and is as follows:

- Familiarize yourself with Sonshine Ministries
 - We ask that you familiarize yourself with Sonshine Ministries by reading and understanding our vision statement, our mission statement, completing our interview process and reading the following books: *There Is Always Enough*, by Rolland and Heidi Baker, *Visions Beyond the Veil*, by H. A. Baker, *Face to Face with God* & *When Heaven Invades Earth* both by Bill Johnson.
- Complete our personal Interview process
 - Once you've read and understand our ministry philosophy and our "Kingdom Now" approach to ministry, Sonshine Ministries will make arrangement for a personal interview; this allows both you and our staff to get to know each other. We also require three referral letters including one from you pastor.

Pre application preparations

- Seek the Lord for a definitive confirmation of your call to service with Sonshine Ministries.
- Seek the counsel of mature Christians who have experienced the difficulties of severe cultural changes that may be experienced in the mission field.

- Language study will be critical for long-term service in East Africa.
- Review Sonshine’s support policy and make certain you are in agreement. You should also prepare a plan for your financial support from other resources.
- Develop a team of intercessors who will support you in prayer.

Begin the application process

We ask that you prepare the following information so you will be ready to complete the Long term Service Application:

- Pastoral/ employer references (3)
- Resume’ or CV
- Educational achievements
- Language skills
- A vision statement detailing how you intend to serve with Sonshine
- A summary of your gifts and ministry experience
- Evidence of financial support
- Proof of adequate medical coverage (US applicants only)

When the application process has been completed, acceptance and invitations will be given when the skills/gifting, etc. match openings available. Applicants can request to be placed on a waiting list for the position which would be their first choice.

Following Acceptance to Sonshine Village:

Tanzania requires a work (residency) permit which must be granted while you are out of country. Sonshine Ministries will assist with the work permit application process.

On Site Review

Once on staff, our leadership will meet with you prior to the end of your first six months for a preliminary review with suggestions and input.

Near the end of the first year and before a departure for a break/furlough, a more structured review will assess ministry "fit." This will be the time to initiate further change, e.g., ministry direction, pursuing other options or to be "released" from Sonshine.

I acknowledge and understand the above policies and agree to abide by the guidelines of Sonshine Ministries regarding staffing, positions and procedures.

Signature of Applicant	Printed Name of Applicant	Date / /
Signature of Spouse	Printed Name of Spouse	Date / /
Signature of Sonshine Representative	Printed Name of Sonshine Representative	Date / /