

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.cmalliance.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 Board appoints with medical clearance to follow prior to finalizing					
CAMA			Plan coordinated with MCO	MCO leads assessment and interview in coordination with CAMA office								
Timeline	Time frame determined by prospect ability to implement PDP.			MODs Posted 1/1	Summer	October December	Spring	Summer				