



Team vs. Volunteer Requirements Policy

Long-term missionaries are considered as staff of Haiti ARISE and thus more is required in the application process, preparation and duration of time served on the field than would be from a short term team. A long term stay requires a significant amount of cultural and lifestyle adjustments that short-term teams do not face.

Haiti ARISE Ministries, being the host ministry, sees and treats teams and long-term missionaries differently on many levels:

A team:

1. A team is only here for a short time, with a certain short-term project or ministry to accomplish, which when finished, they leave.
2. The application process for a team is done more so by the team leader to choose their members than by the host ministry and fundraising is usually done as a team. There is just one simple team application that is submitted to the host ministry along with the required forms for legal purposes.
3. It is the responsibility of the team leader to lead devotions, mentor team members and provide opportunities to debrief or discuss issues together with the team.
4. They have their own team leader who accompanies and leads that team. The team is required to follow the ministry guidelines, as well as the team leader's guidelines, but if any problems arise within a team, the leader and the host ministry directors are in direct contact to resolve the issue on the field.
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A mid to long-term missionary:

1. He/she is in essence either sent by a church or organization to work on behalf of them with the host ministry, or apply directly and is accepted by the host ministry itself. They are required to report to the sending organization regularly to notify them of what they are doing, how things are going etc.
2. He/she comes to fulfill a specific role or job description for a term and is responsible to prepare and qualify themselves for this role before coming. He/she is not coming to just be here or hang out. He/she is responsible to report to the director of the mission regularly to be sure that he/she is fulfilling his/her role competently, and if he/she is having struggles etc. In this regard, the host ministry leader makes a point to meet with the long-term missionaries regularly in staff meetings and prayer times.
3. The application process is more intensive, including a detailed application, pastor and personal references, testimony, approval of qualifications, and an interview. The host ministry takes this seriously as this missionary will be representing not only the sending organization, but also the ministry in their character, conduct and position. Upon

acceptance of application, the long term missionary must raise his/her own funds to cover the costs of the duration of their travels and stay, make proper preparations in relation to the role he/she will be filling and submit the required forms for legal purposes.

4. Mid- term mission training is required and the cost (\$600) will be included into their budget. STM Network, who provides the training, will contact you once your application has been approved.
5. It is the responsibility of the host ministry leaders to mentor the long-term missionaries, lead them in spiritual and natural matters, cultural adjustments, regular prayer and devotion times and be available for them for counsel etc. Regular weekly meeting times are set for this.
6. He/she must accept that he/she is not only under the covering, guidelines and requirements of the sending organization, but also while on the field the missionary is under the direct covering of the host ministry in which he/she is working. The missionary needs to be fully aware of and agree to the host ministry's policies and principles that they are required to follow.
7. It is the responsibility of the host ministry leaders to be sure that the long-term missionaries abide by the guidelines and principles that are set in place for the well-being of the ministry and the missionaries and to be in communication with the sending organization concerning any issues that may arise. If a conflict may arise between the host ministry and the missionary, the sending organization may act to intervene and help resolve the issue.

Haiti ARISE wants to ensure the success of the sending organization, long term missionary and host ministry in the partnership.