



Why join UFM?



UFM Worldwide exists to support churches in making disciples of all nations.

We believe that local churches and local church leaders are best placed to identify, train, send and support workers for cross-cultural mission service, both long-term and short-term. We're here to support churches and mission partners in these things.



How we serve churches and mission workers

We aim to support churches and mission partners in three main areas: administration, prayer and pastoral support.

1. Administrative Support

Finances – Establishing an initial budget; managing support accounts; handling donations and communicating with donors; help in arranging pension provision and life insurance; processing gift aid, etc.

Other administrative issues – Production of support literature and personal webpage; arranging medical and emergency insurance; National Insurance contributions; processing DBS applications; arranging pre-assignment medical checks; helping to book travel, etc.

2. Prayer Support

As well as being prayed for by your church and team of personal supporters, all UFM mission partners are prayed for regularly: in staff meetings; through weekly distribution of our internal e-newsletter, *Message Board*; in our bi-monthly prayer calendar and at UFM conferences and prayer groups.

3. Pastoral Support

The pastoral support offered by UFM is always to complement that from your sending church, as we believe that mission partners are primarily accountable to their sending church. However UFM's long history of supporting those in mission, together with the mission experience of a number of our staff, mean that we're well placed to strengthen the support mission partners receive. UFM offers pastoral support in the following ways:

UFM pastoral staff

Each mission partner is assigned a main point of contact within the UFM pastoral staff. They will offer support in the following ways:

- Availability on Skype to discuss ministry issues, etc.
- Being a first point of contact for emergencies such as evacuation issues, medical or otherwise

- Making contact at least once per academic term (if we haven't heard from you!)
- Making more frequent contact during your first year of service, during ministry transitions and at the end of your mission service
- UFM women's pastoral workers are also available to talk to

Visits to your country of service

- A member of the UFM pastoral team will aim to visit your country of service at least once every four-year term
- We aim to visit within 18 months of ministry in a new location

Peer support

We endeavour to connect mission partners in the same geographical area for support, for example

- The UFM family provides a natural group of peers for mutual support and advice

- WhatsApp prayer groups can be set up for those in a similar location or ministry
- Informal gatherings happen locally
- Annual UFM Summer Conference, together with bi-annual regional UFM conferences, provide opportunities for refreshment, Bible teaching, training and building relationships within the UFM family.

Debrief and review processes

- Annual review forms are completed and followed up by your first point of contact
- Four-yearly End of Term review meetings are held with representatives from the sending church and UFM staff to review ministry and discuss plans for future ministry
- Informal debrief meetings are given with UFM staff during UK visits

Specific help

- UFM's TCK (Third Culture Kids) worker helps families to think through TCK-related issues, including education options for children. We have other specialist volunteers using their skills in educational psychology and speech therapy to support UFM families
- We are blessed to have a number of suitably experienced people serving as pastoral volunteers. They are available to talk to any who are facing times of pastoral crisis
- We can provide access to BCUK trained counselling volunteers for those needing input of this kind

What is the financial cost of serving with UFM?

UFM charges an administration fee of 13% on support donations for placements of 6 months and longer. This covers approximately 60% of UFM's general fund needs. The rest comes from general fund donations, legacy income and staff receiving support towards salary costs.

An administrative fee of £50 per month (with a minimum charge of £50) is charged for shorter placements (2 weeks to 6 months).

UFM does not levy an administration fee on money given towards one-off projects or on personal gifts.

There is a special fund made available to those facing particular times of financial crisis in the UFM family.

In building a suitable budget, a 6% contingency is added to cover for unforeseen factors such as fluctuations in exchange rate or unexpected one-off expenses.

Support accounts are reviewed regularly to ensure that mission partners are well supported and that their budgets remain realistic for their place of service.

The UFM finance team are always available to talk with churches and mission partners about these important issues.



**‘We trust God to meet our
every need in His service’**
UFM Financial Policy

Applying to UFM

What is the application process?

Whether you are hoping to serve for 2 weeks or several years, it's so important that missionary candidates speak to their church leaders first! Here at UFM we would never proceed with an application without the full support and backing of your local church.

1. Early stages

We will speak with one/some of the church leaders before proceeding to an application to ensure that the church is fully on-board and to begin to build our partnership together. During this time, we may ask you to complete a 'First Contact Form'. This covers basic biographical information as well as your initial thoughts about future ministry type and location.

2. Application papers

There are two parts to the application form for long term mission candidates (over 2 years' service), one covering personal details such as employment history and ministry experience, the other about theological and doctrinal issues. For those applying short term (2 weeks to 2 years) the application is more brief whilst still covering personal and theological questions.

References are taken from your church leader, your employer (where appropriate) and others who are able to comment on your suitability to serve in mission.

During this time, personnel staff from UFM will be in regular contact often meeting in person with you.

3. Interviews

Once application papers are completed, candidates will be invited to two meetings:

Stage 1: One-to-one interview

This will last for about one hour and will normally be with a UFM trustee or pastoral staff member (in the case of long-term applicants) or a member of the UFM staff personnel team (in the case of short-term applicants). We aim to hold these meetings face to face wherever possible but occasionally Skype or a telephone interview is more practical.

The person conducting the interview will prepare a short report for those attending the subsequent Personnel Panel interview. (Please note, in the case of short-term applicants, the application process is handled by the Personnel Team.)

Stage 2: Personnel Panel interview (long-term applicants only)

This will consist of a panel of approximately 6 people comprising UFM staff and trustees, your church leader and yourself.

The interview will last for about 1.5 hours.

4. Appointees

If the Personnel Panel accepts the application you become an 'appointee' of UFM.

UFM will arrange an orientation day to help you become familiar with how UFM works practically. Depending on the background and experience of the appointees, other specific aspects of preparing for missionary life will be discussed. This may result in identifying further preparatory needs, e.g. training or specific experience in church life.

While an appointee, help is given to begin to:

- firm up the location and context of ministry
- develop a clearer understanding of the support structures that will be necessary in the location of service, and work towards putting those into place
- establish a start-up costs budget for items such as language study, moving house etc.
- establish an appropriate regular budget for life and ministry in the new context
- build a support team of those who will pray and give financially.

Appointees will also be asked to undergo medical and psychological tests.

Finally, a Memorandum of Understanding will be put into place between the sending churches, UFM, the mission partner and where appropriate, the receiving context. This will seek to bring clarity about who is responsible for different aspects of pastoral care.

5. UFM mission partners

Once 80% of the financial support target is in place and assuming a positive trend remains in the pattern of giving, appointees are given the OK to book travel and firm up their start date.

Sending churches will normally arrange for a commissioning service and UFM staff are happy to participate in any way that the church would like.



What now?

If you feel the Lord is calling you to mission and have the support of a local church, the next step is to contact us at personnel@ufm.org.uk or by calling one of the local offices on the back of this leaflet.



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**Supporting churches in
making disciples of all nations**

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