



Missionary Staff Placement Process

Thrive Africa is a pioneering organization, a growing and developing ministry that focuses on equipping indigenous leaders to effectively reach their communities for Christ. Our staff is a team, working together to reach the ministry goals, accomplish the vision, and impact lives in Southern Africa. Our staff team is a diverse group of Basotho and Americans, young and older, single and married.

Missionary Staff with Thrive Africa undergo a placement process before joining the ministry long-term. All missionary staff are required to raise their own financial support for their personal living expenses, initial moving costs, and contribution toward the ministry.

A minimum commitment of three years is required for all staff. It is a big decision and a big move to come out to South Africa. We are looking for Missionary Staff who know that God is calling them here and are willing to dedicate at least a few years of their lives to that call.

We believe that God doesn't look at our lives with the same timeframes and limits that we often do. He may be calling you to serve with us for many years, and we are definitely open to that. We ask for a minimum three years not because we want to "cap" or limit your time with us, but to provide both sides the security of knowing that the placement will be *at least* that length of time. When God says, "Go!" it is often open-ended. "Go until I lead you somewhere else." That is how we look at our staff placements and would encourage you to do the same.

The following pages outline the placement process for Missionary Staff.

We appreciate your interest in joining our staff team. We look forward to hearing back from you after you have time to read through this information. We are happy to answer any questions that you may have.

Placement Process

Step 1:

1. Send an email of enquiry to Thrive Africa's administrative office at staff@thriveafrica.org.
2. You will receive an email reply indicating what staff openings are available and what the missionary staff process looks like.
3. You will be requested to send us the following initial overview information, typed as a Word document and attached to an email:
 - Résumé that includes education, work, and church experience (both paid and volunteer work); should have your basic contact information
 - A *brief* biographical sketch that includes family of origin information, your current family situation, and your salvation experience (include your age and date of birth here)
 - A *brief* statement which includes your mission experience and an overview of your calling to the mission field
 - A *brief* summary of how you heard about Thrive Africa
 - A *brief* statement that includes:
 - Your skills, abilities, and vocation which you feel would be an asset to our ministry
 - What you would like to do on the mission field (your interest in a specific department, etc.)
 - When you hope to come to the field and the length of time that you would want to be on the field
 - Your initial thoughts on how you plan to raise the funds for your placement

Step 2:

1. You will receive an email upon receipt of your initial overview material, and another email upon processing of it.
2. If it appears that there is a potential placement for you at Thrive Africa, you will receive an email providing you more information and requesting additional information from you, which will include:
 - An in-depth application form
 - References
 - A budget which outlines how much support you would be required to raise if a permanent placement is agreed upon
3. Once the application is received, it will be reviewed and your references will be contacted.
4. After your references are contacted, you will be notified regarding whether or not there is a placement available.
 - If a placement is not possible, you will be advised of this fact and given options concerning future possibilities or referrals to other ministries that might be more suitable to your needs, calling, and skill.
 - If a placement is possible, an interview via telephone or online-chat will be arranged.

Step 3:

1. Once placement has been agreed on, the next step is for you to visit Thrive Africa on a scouting trip.
 - The typical time period for a scouting trip is two months, but this may be adjusted as needed.
 - This enables you to see and experience the country and ministry firsthand, and will better equip both parties to make the right choice regarding a permanent placement.
 - You will need to contribute financially to cover your meals, lodging, and transportation during your stay in South Africa (which Thrive Africa will facilitate for you).
2. In preparation for your scouting trip, you will be sent a complete packet including:
 - Staff Handbook, which outlines the policies and guidelines for all Thrive Africa staff
 - Scouting Trip Preparation Guide which will inform you of everything you need to know before you arrive
 - Covenant Agreement, for you to sign and return
 - Staff Medical & Indemnity Forms, for you to complete and return

Step 4:

1. During your scouting trip, you will be immersed into the ministry, functioning as full-time staff.
 - You will be given responsibilities in your desired area of ministry as well as other areas as needed.
2. You will meet often with Thrive Africa leadership to discuss your transition, challenges, and adjustment to determine whether a long-term placement is suitable.
3. Before your scouting trip ends, a discussion with leadership will be had to formally decide whether or not you will return as full-time staff.
 - If a placement is not possible, you will be advised of this fact and given options concerning future possibilities or referrals to other ministries that might be more suitable to your needs, calling, and skill.
 - If a placement is possible, the date of your return for your permanent placement will be discussed.

Step 5:

1. Following your scouting trip, you will receive a complete packet including:
 - Missionary Staff Preparation Guide which will guide you through the process of returning for permanent placement
 - All the information and documentation you need to obtain the proper visa to return to South Africa, in accordance with the labor and immigration laws
 - Complete job description
 - Missionary Staff Placement Contract, for you to sign and return
4. The immigration process should begin immediately and must be finalized before you return to the field.
5. Establishing a covering and launching into fundraising should begin immediately. Financial support must be in place, as agreed, prior to your return to the field.