

# APPLICATION PROCESS

## QUALIFICATIONS REQUIRED

All applicants should be familiar with the Iris mission and spiritual ethos as a Spirit-directed, Kingdom ministry and be people whose calling and qualifications will help advance Iris' strategic priorities. Long-term missionaries at Iris must have the following character traits:

- Teachable
- Culturally adaptable
- Wise
- A positive attitude toward national leadership
- Willingness to work under the Iris vision and values
- Accountable
- Able to receive direction well versus having a “long-ranger” attitude.
- A servant heart which shares the day-to-day responsibilities of community living, walks in God's love, and gives out of overflow

## HOW LONG IS LONG-TERM?

Long-term service at Iris is generally defined as a commitment of two years or more.

## HOW LONG IS SHORT TERM?

Short-term service is generally 3 months – 6 months. We will consider a shorter duration based on the individual's skill set, which is mostly for those able to train our staff in a particular area.

## SUPPORT

Long-term missionaries are responsible for their own financial support and come to Iris as volunteers. You must meet the required level of support needed before joining our team. The minimum monthly

required is set at \$800 USD for individuals & \$1000 for couples. Even so, long-term workers are still accountable to the leadership of Iris Cambodia and should seek to function in an interdependent and submissive manner within the Iris community – including the scheduling of travel, holidays and breaks.

## HEALTH

Applicants should be able-bodied and in good health due to the demanding physical conditions of the areas where we minister. Medical insurance coverage will be verified before your acceptance.

## APPLICATION AND MORE INFORMATION

We prefer long-term missions applicants to have successfully completed Holy Given School, Iris Harvest School or Bethel's BSSM and have visited one or more Iris bases. This ensures that we know you and you know us before committing to a longer-term association. The Long-Term Missions Committee of Iris Ministries receives all applications and works under the Holy Spirit's direction to match prospective missionaries with the current needs and opportunities at the Iris bases. We at Iris Cambodia follow their leading and guidance with the application for staff. If you have not completed any of the schools we will still process and consider your application.

## APPLICATIONS

The long-term service application process ensures that all Iris missionaries have a deep understanding of and commitment to Iris's vision and core values and has four phases:

## 1. FAMILIARISE YOURSELF WITH IRIS

Become aware of Iris' history by reading "There Is Always Enough," by Rolland and Heidi Baker, and "Visions Beyond the Veil," by H. A. Baker, Rolland's grandfather. We also recommend viewing the videos "The Face of Revival," "Stopping for the One" and "Mama Heidi." Viewing photo galleries and reading newsletters on the Iris, and Iris Cambodia website are also highly recommended. This is to help you know the heart in which Iris has been established and to understand the mother and father of this movement of missions we all serve. Doing this will help you to understand how to truly lay down your life, and stop for the one.

## 2. COMPLETE THE HARVEST SCHOOL OF MISSIONS

We prefer that all our Long-term staff complete the Harvest School before coming to work for us. This three-month immersive missions training program in Pemba, Mozambique, is essential to integrate with the spiritual dynamics at Iris. More information on the Harvest School of Missions can be found on the [HARVEST SCHOOL WEB PAGE](#).

## 3. ENGAGE IN PRE-APPLICATION PREPARATIONS

Seek the Lord for a definitive confirmation of your call to service with Iris Ministries. Seek the counsel of mature Christians who have experienced the difficulties of severe cultural changes that may be experienced on the mission field. Study the language of the area where you hope to enter long-term service. Take a short-term trip to an Iris base. Be responsible in faith for your financial support. Develop a team of intercessors who will support you in prayer.

## 4. BEGIN THE APPLICATION PROCESS

If you have completed steps one, two and three and would like to pursue a long-term position with Iris Cambodia, get in touch via email and

attach your application form. Don't forget to ask your pastor to fill in a reference form and have them forward it to us.

## YOU MAY HAVE DONE THE SCHOOL

If you have completed a school and haven't filled out a long-term application form and Cambodia is where you are called please do so ASAP. Submit your application and remind those giving you a reference to send it in. (We understand pastors can be busy and sometimes need a gentle nudge.

If you filled out an application and had your interviews during the School please email us with your information, via the contact form, to see how to move forward with the process.

[director@iriscambodia.org](mailto:director@iriscambodia.org)

---