

asiaconnect

Welcome to the application procedure for Asia Connect. We look forward to receiving your application forms and will attempt to return a decision to you when we have received all of the required forms, references, and application fees within 30 days. The application form gives a few pointers on completing that process but here we wanted to provide you with some background information, policies, and areas that we have learned to communicate clearly from the outset. It's good for you, as a potential candidate to join Asia Connect, to know everything up-front, and it's also good for the organization to be clear about the standards we have set. Our standards are purposefully high and consequently some who show interest in joining Asia Connect never get to filling out an application.

Please first read the following documents which can be found online:

Asia Connect's Core Values
Asia Connect's Statement of Faith
Asia Connect's Organizational Structure Document

Please click [here](#) to apply and read Asia Connect's Child Protection Policy (below) before starting your application. We take child protection very seriously and you will be requested, as will your referees, to declare a full understanding of this policy.

There are some other things you will want to know too before you apply. Here they are...

Asia Connect is a faith organization and its leadership do not get paid for what they invest into the group. It provides great services (please see below) to its members but they do cost a little to administer. We ask each individual to pay \$450USD/semester and each couple/family \$800USD/semester to help the organization keep on making sure its members thrive.

There are a few non-negotiable items to discuss:

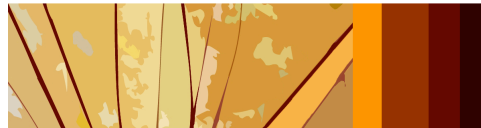
- Every new candidate must attend and pass the Connect Course or PereMission training - a six to eight weeklong (or six to eight month long) training process where we prepare our future members for deployment to their team before becoming fully accepted Members. It costs \$2,200USD/individual for everything (housing, food, teaching etc.) and is held on the field in Asia. It's been a highlight for many of our members.
- Also coming to the Asia Connect annual conference is mandatory. Its 7 days long and a wonderful time of connecting, sharing, and being equipped. It's the highlight of our year.
- We will not let anyone join us without medical insurance. Contact us for our preferred provider that now gives a 20% discount for new Members joining AC on their listed prices. Insurance policy arrangements, or options, are for you to sort out before you come out to join us on the field.
- We will encourage you to actively stick in with language study for at least two years before considering employment or stepping into a ministry opportunity full time (alongside studies engaging ministry opportunities is actually complimentary to learning language and encouraged providing it doesn't become the main focus). All of our veterans wish they'd spent more time in the books. Long-term work requires good language.

- We will also actively discourage you to enter a relationship for the first six months you are deployed. That window is the make or break period for many. It's a time to settle, deal with culture shock, and build broad relationships. That girl/guy will still be there six months down the road.
- Finally, the Statement of Faith is pretty broad you'll have noticed. Asia Connect really is international and interdenominational, and because of that each of us is faced with the cultural baggage we've carried into our faith. We have Catholic nuns, we have "down the line" Evangelicals, we have Pentecostals, we have spirit-filled wannabe martyrs. So you need to know a few things up-front regarding some common evangelical hot potatoes.
- We don't have a problem with Members drinking alcohol in AC. What we do have a problem with is addiction, whether to drink, tobacco, food, pornography, or anything else that comes to hinder a growing walk with Jesus.
- We don't have a problem with women leading in AC. In fact, women make-up a good proportion of our leadership team and we celebrate their contribution.
- We don't discourage the use of Spiritual Gifts. In fact we believe they are tools for us to use in our ministry and actively encourage their use, whether speaking in tongues, prophesy, or healing, the Holy Spirit is our main ally in building the Kingdom.

If you are good with all that – then we are really looking forward to getting your application. You'll be hearing back from us really soon! So please [click here](#) to start your application process and we will look forward to getting your application soon.



Chris Turner
General Director
Asia Connect



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Asia Connect Child Protection Policy

Definitions

For the purposes of this document:

- The term 'child' will be used to describe all children and young people under the age of 18 years.
- The term 'member' will broadly cover all Asia Connect members, short-term volunteers and interns.
- The term 'abuse' is taken from the National Society for the Protection of Children (UK) (1999) which states abuse as "*describ[ing] a range of ways in which people, usually adults, harm children. Often the adult is a person who is known and trusted by the child. Child abuse is neglect, physical injury, sexual abuse or emotional abuse inflicted or knowingly not prevented, which causes significant harm or death.*" Please see below for clarification.

Commitment to child safety

Asia Connect has a duty to safeguard all children in the organization and where possible those children with whom its members will come into contact while on the field. All children have a right to protection.

All children who are a part of and come into contact with Members from Asia Connect have a right to feel and be safe. Asia Connect is committed to the safety and well-being of all children and young people who access our services. The welfare of the children in our care will always be our first priority. Asia Connect aims to create a child friendly environment where children feel safe and have fun.

Recruitment, Screening and Training

Asia Connect applies the best practice standards in the recruitment and screening of existing and potential Members. This will be done by:

- Requiring all candidate Members to attest to any previous convictions, particularly if they have been convicted of any crime against children or other violent crime. Asia Connect will weigh the relevance and recency of any disclosure. The organization will also review any demonstration of rehabilitation through counseling or psychiatric support. Any Members' failure to fully disclose previous convictions will be considered grounds for being asked to leave the organization. The application process may also utilize phone interviews and follow up questions if needed.
- Requiring all candidate Members to provide three personal references. One reference must be provided by a person on their sending organizations leadership team. Asia Connect will take the time to review these references and follow up with questions through email, phone interview and if possible face to face communications where necessary.
- Requiring all candidate Members to complete the Connect Course and following probationary period as defined in the Asia Connect Handbook and Policy Guide on page X.

Asia Connect is responsible for ensuring that all Members are aware how to make appropriate reports of abuse or neglect. A short training on Child Protection will be held for all Members during

the Connect Course and a refresher training will be held at the conference every two years. All Members will be required to sign the MoU between Asia Connect and the Asia Connect Member to clearly indicate they have read, understood and agreed with the issues and guidelines stipulated in Asia Connect's Child Protection Policy.

Guidelines for Asia Connect Members

Asia Connect does not tolerate incidents of child abuse. Based on the definition above, abuse and neglect includes:

1. Physical abuse – when a person purposefully and intentionally injures or threatens to injure a child or young person.
2. Emotional abuse – when a person attacks a child or a young person's self esteem through bullying, name calling, threatening, ridiculing, intimidating or isolating the child.
3. Sexual abuse – when a person sexually imposes upon a child or young person, by action or in threat.
4. Neglect – when a child or young person is harmed by the failure to provide the basic physical or emotional necessities.

If a member has a reasonable suspicion that a child is being abused or neglected, or a child discloses abuse, they must immediately and confidentially notify the Geographic Team Leader and/or the Senior Leadership Team. ***It is the Members duty to report any suspicion or disclosure of abuse.*** It is not the Members responsibility to decide whether a suspicion or allegation of abuse is true. All suspicions or allegations must be taken seriously and dealt with according to this procedure. It is important that all accusations of abuse or neglect be written, dated and signed by the person or persons making the allegation. If notification is first made verbally, a written statement is required also.

Guidelines for Geographic Team Leaders

If a member reports a suspected case of child abuse the Geographic Team Leader must immediately and confidentially contact a member of the Senior Leadership Team giving full details of the alleged abuse. This will include:

- The name of the person reporting the alleged abuse.
- The name of the person suspected of perpetrating the abuse.
- The name of the child allegedly being abused and specific details of the nature of the abuse (under the four categories listed above) including time, place, person and specific observed or reported behaviors.
- The accusation of the abuse must be written, dated and signed by the person or persons making the allegation. A written statement is required before any investigation is initiated. The Geographic Team leader must send the written statement by fax, or scanned and sent by email to a member of the SLT. The hard copy must be sent by mail or given directly to the SLT Member.

The Geographic Team Leader will follow the recommended course of action as decided by the Senior Leadership Team.

Actions of the Senior Leadership Team

If a case of suspected or alleged child abuse is reported to the Senior Leadership Team, Asia Connect is committed to take steps to protect the child and provide due process for the accused. Differing national laws exist in each of the countries that Asia Connect Members originate from. Standard

practice is to immediately involve local authorities that deal with Child Protection. Responsibility for further action is then carried out by the relevant statutory agency. In an international context this is however not always an option, although sometimes may be available and is the best option. The Senior Leadership will immediately seek the input and guidance of Member Care to walk through the allegations and any action if required. Should further action be taken the process will defer to the Discipline and Grievance Policy in the Asia Connect Handbook and Policy Guide.