



FIELD LOCATION, MINISTRY & PROJECT FOCUS AREA POLICY

APPLICABILITY: ACCI Missions & Relief Staff, Volunteers, Field Workers, Associates, Strategic Partners & Board Members (See Scope)

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PREAMBLE

ACCI considers our Field Workers alignment with our mission, vision, values and culture to be a high priority. We also assess their field strategy for alignment with our mission and vision. This alignment is important for ACCI as an Organisation and for our broader pool of stakeholders. This alignment flows through to our donors, supporters and the Australian Christian Churches Movement.

1.1 LEVEL OF ALIGNMENT

A low level of alignment will indicate a low level of relevance to ACCI programs, activities or ACC donors and churches. We have observed that many of our Field Workers are drawn to particular field locations that exhibit a common set of characteristics.

- **High level of alignment** – When a high number of those characteristics are present, ACCI programs and activities will have a much higher level of relevance and ACC donor and church engagement will be naturally higher.
- **Low level of alignment** – The opposite is also true, where a lower number of those characteristics are present, ACCI programs and activities will have a much lower level of relevance, and as a general rule, ACC donor and church engagement will also be significantly lower.
- **No alignment** – Where one or none of these characteristics are present, there is really no alignment. Even if ACCI programs and activities were to offer some relevance or benefit, ACC donors and churches are simply not going to engage.

These are the 6 field location characteristics that we have identified:

Field Location Characteristics	Higher Level of Alignment	Lower Level of Alignment
Economic levels	Developing country	Developed country
Christian population	Single digit	Double digit
Church	Limited presence, capacity or health	Presence, capacity and health
Field funding capacity	Limited	In country funding or salary opportunities exist
ACC Movement priorities	Church planting or movements	Itinerant ministry
Skills	Skills gap or deficit in-country	Skills already available in country

There will be interplay between the choice of field location and the field strategy that is being developed by the Field Workers.

- **High level of alignment** – In field locations that exhibit a high level of alignment, a Field Worker will have a much better chance of engaging donors and supporters, even when they are still in the very early stages of developing their field strategy. This will place them in a position of being able to engage supporters early on and take them on the journey with them as their field strategy comes into focus over time.
- **Low level of alignment** – In field locations that exhibit a low level of alignment, a Field Worker will need to lead with a strong field strategy if they hope to have a chance of engaging supporters. Without a clear and compelling reason for being on the field or an engaging impact they hope to make in that field,

prospective supporters are more likely to take a wait and see approach. Only those with a close, personal connection are likely to take that journey with you.

- **No alignment** – In field locations with no alignment, no matter how strong your field strategy, prospective supporters simply will not see a compelling need to be involved and therefore will not engage.

ACCI has made the following decisions in regards to field locations and our Field Workers:

- Where we identify that a field location has a **low level of alignment**, we will require applicant Field Workers to develop strong, clear and compelling field strategies up front before attempting to engage supporters.
- Where we identify that **no alignment** exists, we will not facilitate either an applicant or existing Field Worker to serve in that field location. We realize that on the surface, this might sound like a harsh decision. However, we believe that if someone has a call from God to a particular field location, then God will also reveal at the right time appropriate individuals or groups with whom there is alignment in the exercise of that call.

ACCI has made the following decision in regards to field locations and our Associates:

- Where we identify that **no alignment** exists, ACCI will allow an Associate to serve in that field location where they are involved in church planting or play a strategic role in a church movement.

1.2 TRAFFIC LIGHT SYSTEM

A traffic light system has been developed for Field workers as a framework for developing their ministry strategy and project design.

THE GREEN LIGHT CATEGORY

These are areas that are considered a focus for the Organisation and field workers are encouraged to pursue ministries which fit within this category.

Category	Activities
<i>Green Light</i>	<ul style="list-style-type: none"> • Church planting • Leadership training • Discipleship • Developing church based materials (including evangelistic and pre evangelistic) • Capacity building of church based personnel (such as youth workers, children’s workers, specialized ministry workers and departments) • Engaging in outreach based activities • Bible training • Developing Bible training material • Education projects • Vocational training

	<ul style="list-style-type: none"> • Skills training • Capacity building projects • Community development programs • Income generation activities • Health and sanitation projects • Social programs (Moral education) • Community education • Human rights advocacy and prevention work • Disaster preparedness • Child sponsorship programs (community based) • Community strengthening and family strengthening initiatives • Caring for orphans and vulnerable children in a community context
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THE ORANGE LIGHT CATEGORY

These are for areas of ministry where further discussion is required with the Organisation prior to commencing new activities, to determine if a field worker should develop this area ministry. Existing activities that fall into the orange category are encouraged to re-assess these activities to ensure suitability.

Category	Activities
<i>Orange Light</i>	<ul style="list-style-type: none"> • Medical projects (factors will include the need for specialist skills, compliance with local laws and regulations, working with local medical organisations) • Rehabilitation (addiction or trauma- requires specialized training) • Disaster response (size, scope, severity of disaster and coordinating efforts with government and other responding agencies) • English teaching (Acceptable if it is linked with a broader strategy) • Working with existing residential care facilities (depending on the role and nature of the residential care facility) • Volunteer work in existing children’s residential facilities (factors will include the need for skilled volunteering, compliance with local laws and regulations, placing the best interests of the child first) • Friendship evangelism • Shelters, boarding homes and transitional homes (child protection, working with highly vulnerable people, compliance with local laws and regulations)

	<ul style="list-style-type: none"> • Trafficking and prostitution intervention and rehab programs (require specialized skills) • Academic and research funding (requires specialized skills)
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THE RED LIGHT CATEGORY

This is for areas of work, ministry or methods of ministry that the Organisation does not endorse. Existing activities that fall into this category need to develop a transition strategy for these activities into the green light category.

Category	Activities
<i>RED LIGHT</i>	<ul style="list-style-type: none"> • Establishment of new residential care facilities and orphanages • ACCIR projects with residential care facilities and orphanages (except Kinected Projects) • Involvement in politics

SOME CASES

In some cases, the area of ministry focus may be completely acceptable, but an unacceptable strategy or methodology is being used or proposed. This would include:

- Inappropriate use of welfare or relief strategies that create community dependence on external support;
- Inappropriate use of funding to secure measurable results (such as purchasing churches, paying members);
- Inappropriate use of power as a donor or perceived patron which undermines the community's ability to participate in their own development, or exercise their rights, free will or civil liberties;
- Projects which are in conflict with the host governments protocols or laws OR are operating illegally or are not registered in the right manner with the appropriate ministerial body within the country; and
- Donor driven project designs that propose inappropriate responses to community issues that are not in the best interest of the community.