



Mailing Address: HC 2, Box 269 Tucson, AZ 85735-9706  
Shipping Address: 6230 S. Airfield Drive, Hangar 1, Ryan Airfield, Tucson, AZ 85735  
Phone: (520) 883-4920  
Fax: (520) 883-4499  
E-mail: [aviation@uim.org](mailto:aviation@uim.org)  
UIM Aviation Director: Bryon Brock

## THE PROCESS OF BECOMING A UIM AVIATION MISSIONARY

First of all, you must meet the basic requirements of the UIM Aviation Department. Variations to some of the technical requirements may be permitted for a person who has other qualifying factors or skills.

Our **General** requirements are:

- ◆ Good Christian testimony
- ◆ Local church membership
- ◆ Missionary “call” and commitment
- ◆ The equivalent of one year of Bible training
- ◆ A desire to minister cross-culturally
- ◆ Training and experience in the position sought

Our **Pilot** requirements are:

- ◆ Commercial Certificate with instrument rating
- ◆ Minimum of 500 hours
- ◆ A&P Certificate.

Our **Mechanic** requirements are:

- ◆ A&P Certificate
- ◆ Two years experience with light aircraft

The process of becoming a missionary with UIM International involves a substantial investment of time, travel, funds, and energy. The process from the time of initial inquiry to the time of actual long-term missionary service on a UIM field can take several years. Funds for the costs of this process may be raised through donors who send funds through UIM. The funds will be subject to the financial policies of UIM. (UIM Policy Manual)

There are 5 stages of the process.

1. The Applicant stage – pre-acceptance.
2. The Candidate stage – pre-acceptance.
3. The Missionary Appointee stage – pre-field assignment.
4. The Field Missionary stage – two year, first term.
5. The Senior Missionary stage – long term.

The purpose of this correspondence is to deal mainly with the first three stages in relation to the aviation department. The specifics of this process in relation to UIM, in general, are found in the UIM Policy Manual that accompanies the application you have or will have received.

### The Applicant Stage

1. Initial visit – After the first inquiries about UIM Aviation, we encourage a personal visit. This will help in getting aquatinted and also begins the process of evaluating compatibility.
2. Application Completed – All paperwork needs to be sent into UIM.
  - Try and send in the personal info part of the application including the references as quickly as possible. This will help speed up the process of checking references and thus save time. Next you can then complete and send in the doctrinal questionnaire. If married, both husband and wife need to fill out separate applications and doctrinal questionnaires.
  - You must send in the completed application in order to begin step #3.
3. Additional Paper Work - Taylor & Johnson Psychological Profile completed and returned to UIM along with a background check that we required.
  - The application and the psychological profile must be received by UIM at least a month before OTUS (Orientation to UIM Seminar) in order to be invited. You must receive an invitation to attend.
4. Technical Evaluation – This evaluation helps us evaluate attitude and aptitude. We do recognize evaluations from other Christian Organizations such as MAF but we would still like to interact with you personally to evaluate how you would fit as part of our overall aviation team. If you have had a prior evaluation from another mission organization then we would request that you submit to us a copy of your evaluation with contact information so that we can inquire about it. Please plan on about 8 to 10 hours in a Cessna 206 at around \$200 an hour for your flight evaluation. The Chief pilot will adjust this amount based on his discretion. The maintenance evaluation is comprised of a week or more in the shop working on various projects. We would like you to free up your schedule to be able to spend at least a week for each of the two phases of evaluation. Please allow additional time for interruptions such as sightseeing or any hospitality that might take place. If applicable, we also request that your wife and children attend with you.
  - The initial visit and the technical evaluation can be combined in the same trip if requested and invited to do so.
  - You may or may not have food and motel costs during this time depending upon the amount of people visiting and the availability of hospitality.
  - The aviation department would like at least three work-related references along with the references requested in the UIM application.

## The Candidate Stage

5. Attend OTUS (Orientation to UIM Seminars) – a 3-5 day seminar normally held at our headquarters in Greeley, CO. This seminar is designed to introduce you to UIM, its purpose as a mission and its ministries. We will begin during this seminar to prepare you for the appointee phase of ministry with UIM. We will talk about support raising, prayer letters/cards as well as discuss the call to full time ministry, working in a cross cultural team and much more. We will also work through some pre-interview questions to prepare you for the Personnel Committee interview. UIM administrators that will be in attendance include MDDD Ernie Geeting, Executive Director Dan Fredericks, seminar facilitators and possibly a Field Director or two.
6. Interview - Interview with the Personnel Committee of the UIM International Board will be held near the end of OTUS. This interview will take place with the MDDD Ernie Geeting, Executive Director Dan Fredericks, at least one Board Member from the Personnel Committee and possibly a Field Director or two. You will know on this day if you are going to be recommended to the International Board.
  - You may or may not have food and motel costs during this time of OTUS and interview depending upon the amount of people attending and the availability of hospitality.
7. Acceptance - A recommendation is sent to the International Board for final vote. This vote will determine whether or not you are invited to become a Missionary Appointee with UIM, International.

## The Missionary Appointee Stage

8. Attend MDP (Ministry Development Program) – MDP consists of eight weeks of cross-cultural ministry training. It is usually held every two years in Saskatchewan, Canada beginning in late April or early May.
9. Additional Assignments - You would also need to complete any additional requirements determined by UIM's International Board and/or the Aviation Department.
  - These requirements may include additional Bible school training, debt reduction, more flight time, or additional hands on maintenance experience.
10. Full support raised – At this time the, monthly support required to be raised is around \$5500 a month. This figure includes salary, taxes, housing allowance, ministry expenses, insurance, and 9.5% to UIM for your missionary services.
  - You are required to raise 100% of your financial support before you are given a field assignment.

I hope this memo answers any questions that you may have. It will be updated as changes develop.

The process may seem long and expensive but do not let money deter you from answering God's call to missions. We experience God's provision many times over as we step forward in obedience to Him.

If you need more information please contact:

Tim Ried  
UIM Aviation  
HC 2 Box 269  
Tucson, AZ 85735  
(520) 883-4920  
[Aviation@uim.org](mailto:Aviation@uim.org)  
[www.uimaviation.org](http://www.uimaviation.org)