



UIMA Application Process Overview

UIM Aviation is a division of UIM international. In order to become a UIM Aviation missionary, you must meet the basic requirements set forth by 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
- ◆ A desire to pursue and foster ministerial growth and unity within UIM

Our **Pilot** requirements are:

- ◆ Commercial Certificate with Instrument Rating
- ◆ CFI recommended (but not required)
- ◆ Minimum of 500 hours
- ◆ A&P Certificate

Our **Maintenance Specialist** requirements are:

- ◆ A&P Certificate
- ◆ Two years experience with light aircraft
- ◆ I.A. recommended (but not required)

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 (see detailed description on page 2):

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 – first term
5. The Senior Missionary stage – long term

The purpose of this correspondence is to provide information for the applicant concerning 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 & preliminary application – After first inquiring about UIM Aviation, we encourage a personal visit to a field location. UIM Aviation is headquartered in Tucson, AZ and has several satellite bases in Mexico. Visiting UIM Aviation will help you become acquainted with the organization and its personnel, and will aid you and UIM in evaluating your compatibility. We also suggest that you fill out a brief preliminary application prior to visiting and review UIM’s statement of faith to ensure that you are in agreement.
2. Invited by UIM to fill out a full application – Application will be completed and all paperwork sent to UIM. Try to submit the personal info section 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 complete and send in the doctrinal questionnaire. If married, both husband and wife need to fill out separate applications and doctrinal questionnaires. The application can take a week or more to complete depending on how quickly you can gather references and answer all the doctrinal questions. You must send in the completed application in order to begin step #3.
3. Additional Paper Work – A Taylor-Johnson Psychological Profile must be completed and returned to UIM along with the information required for a background check.
 - 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 to orientation. You must receive an invitation to attend.
4. Technical Evaluation (T.E.) – The T.E. is an evaluation of technical skills, aptitude and attitude, and is meant to give UIM Aviation members a well-rounded picture of how you would fit into our program. Depending on whether you are applying as a pilot/mechanic or maintenance specialist, the T.E. typically lasts no longer than two weeks. We ask that you free up your schedule to allow ample time for these evaluations. Normally, the maintenance portion of the T.E. is accomplished in Tucson, AZ at the main maintenance facility. Projects will evaluate your maintenance knowledge and aptitude, as well as your ability to be teachable with new skills as taught by UIMA personnel. A flight T.E. may take place in Tucson or at a base in Mexico depending on staff schedules. The flight portion will review skills learned as a commercial pilot and will introduce new skills to determine your ability to learn and be teachable. You can plan on about 8 to 10 hours in a Cessna 206 at around \$300 per hour. The Chief pilot will adjust the amount of time based on his discretion. UIM recommends some kind of T.E. preparation if you do not specifically come from a missionary training background.

We do accept evaluations from other Christian organizations such as MAF, but we would still need to interact with you personally to evaluate how you would fit as a member of our aviation team. If you have had a prior evaluation from another mission organization, we request that you submit to us a copy of your evaluation with contact information for the evaluating organization. We may need your permission to talk with the previous evaluating organization. Please allow additional time on the T.E. 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 hotel costs during this time depending upon the number of people visiting and the availability of hospitality. The aviation department needs at least three work-related references along with the references requested in the UIM application.

The Candidate Stage

5. Attend OTUS (Orientation to UIM Seminar) – This is a 3- to 5-day seminar normally held at our International mission headquarters in Glendale, AZ. This seminar is designed to introduce you to UIM, its purpose as a mission and its different ministries. The seminar will also begin to prepare you for the appointee phase of ministry with UIM. We will talk about support raising and prayer letters/cards and

discuss the call to full time ministry, working in a cross-cultural team and much more. Some UIM administrators that will be in attendance include the Missionary Development Director, Executive Director, Chief Financial Officer, seminar facilitators and a Field Director.

6. Interview - Interview with the attending administration will be held near the end of OTUS. This interview will take place with the Missionary Development Director, Executive Director, and possibly a Field Director. 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 OTUS and the interview, depending upon the number 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 Specialized Missionary Training– This missionary development training will consist of cross-cultural ministry training, how to learn a language, how to deal with stressors on the field, and team dynamics. More information will be provided by your field director.
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. Fully Supported – At this time, the monthly support required to be raised is around \$6000 per month. This figure includes salary, taxes, housing allowance, ministry expenses, retirement, insurance, and 10.0% to UIM for your missionary services. You can request an adjustment to that figure if you feel a different amount more accurately fits your specific situation. You are required to raise 100% of your financial support before you are given a field assignment.

Keep in mind that once you join our aviation team you will be required to attend security training along with any special field orientation in the area of flight and maintenance. Also, if you will be living in Mexico, language study will be required. 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:

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