

Sparrows College International Screening Process

To ensure our resources are invested in genuine, fruitful, and sustainable ministry opportunities, all overseas applicants are required to complete the following screening process. This extensive application is intentionally designed to identify those who are serious about discipleship, long-term impact, and alignment with our values. Please note that incomplete or rushed applications may not be considered.

Section 1: Initial Online Application (Full Written Submission Required)

Applicants must complete and upload the following:

- A written testimony of salvation and calling to ministry (800–1000 words)
- A detailed ministry history outlining past and current involvement (500–700 words)
- A vision statement for how Sparrows College could support your mission (400–600 words)
- Organisational structure (if applicable) including key leaders and roles
- 2 written pastoral or ministry leader references (300+ words each)
- Doctrinal Statement: What you believe about Jesus, the Bible, the Holy Spirit, and the Church (500+ words)
- Proof of identity (Government-issued ID or passport)
- 3–5 photos of ministry activity or church gatherings
- 2-minute video introduction stating who you are and why you want to connect with Sparrows College

Section 2: Internal Review by Sparrows College Team

Internal review will be conducted based on all written submissions and materials provided.

- Review form submissions for clarity and completeness
- Conduct reference checks via provided contacts
- Evaluate doctrinal alignment and mission fit
- Cross-reference any red flags (false claims, inconsistencies)
- Look for patterns of long-term fruitfulness and spiritual maturity
- Priority given to applicants demonstrating clarity, preparation, and long-term vision.

Section 3: Online Interview (30–45 minutes)

- Conducted by at least two Sparrows College team members
- Discussion of submitted documents and questions about ministry practices
- Applicants will be asked to articulate specific Scriptures that guide their ministry philosophy
- Further questions may include church discipline, outreach models, and financial accountability
- Assess communication clarity, humility, and spiritual maturity

Section 4: Key Review Criteria

- Spiritual maturity and fruit of ministry

- Proven character and leadership integrity
- Ability to multiply or disciple others
- Alignment with theological values and biblical foundation
- Local credibility and endorsement from known leaders
- Strategic viability (Can we genuinely assist them? Is it sustainable?)
- Willingness to engage in theological learning, accountability, and discipleship
- Quality and depth of written application and reflections
- Openness to work collaboratively and transparently with Sparrows College leadership

Section 5: Decision and Next Steps

- Approve for collaboration or training (with action plan)
- Defer with feedback (potential follow-up in future)
- Decline respectfully (if outside of mission scope)
- Maintain record in database for future contact

Section 6: Ongoing Partnership Expectations (Post-Approval)

- Submit quarterly written updates with photos and outcomes
- Provide regular feedback on course usage, discipleship outcomes, and church growth
- Remain accountable to biblical teaching and covenant agreement
- Represent the 'Freely Received, Freely Given' model in all aspects of ministry
- Participate in periodic Zoom calls for support, fellowship, and prayer