



Volunteer Manual  
for  
**ETHIOPIA**

ABRIDGED

Updated January 2019

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*There is an expanded edition of the volunteer manual that is provided to all interns and team leaders. It contains the history of Ethiopia and other useful information. It is available in pdf format for all volunteers by contacting [info@ioiusa.org](mailto:info@ioiusa.org) or download a copy from our website [www.ioiusa.org](http://www.ioiusa.org)*





## Preparation

### Statement of Faith & Purpose

IOI is in agreement with the Apostles' Creed and the Nicene Creed which describe for us the true faith.

We believe in the Holy Scriptures of the Old and New Testaments as inspired of God and without error in the original manuscripts and that they are of supreme and final authority in faith and life.

We believe and teach the Gospel as revealed in I Corinthians 15:1-6, "Jesus died according to Scripture, was buried and was (physically) resurrected on the third day according to Scripture."

We believe in and expect the glorious bodily return of Jesus the Christ.

We exist for the purpose of making disciples for Jesus through the support of indigenous ministers.

### Spiritual Preparedness

A vital part of your preparation should be prayer. You will most certainly encounter opposition to your decision both at home and possibly on the ground in Ethiopia. You must keep in mind that your struggle is not against flesh and blood, but against powers and principalities.

Inform close family members of your plan to travel, and give them the contact information both in the US and Ethiopia. When fears are voiced, encourage your family to pray for you.

### It's a Faith D.E.A.L.

Indigenous Outreach International was founded in 1999 for the express purpose of making disciples for Christ through the support of indigenous missionaries in finance, prayer, education and technology.

IOI was founded by **faith** to proclaim faith in Christ (the resurrected Son of God) alone for our salvation.

**Discipleship** is a primary emphasis of the ministry, this involves long term relationships that include prayer, fellowship, Bible study and worship. It also includes membership and participation in a local congregation.

**Edification** - We encourage the biblical exercise of spiritual gifts for the edification of the Church.

**Authority** - To have authority we must be under authority both at home and abroad. We promote submission to all authorities that God has established, and only support missionaries who themselves are under local authority.

**Love** - If we do all of the above without love we are profited nothing. Love is the great command of the God who is Love. We love God by loving His Bride and our fellow man in tangible ways. Our love for Him is a gift from Him who loved us while we were yet in our sins.

## **Philosophy of Missions**

Our philosophy of missions is very simple. We believe that Christ has commanded and gifted all believers to be fruitful, abounding in good works. The mandate of the Church is to make disciples and love God. God has given various spiritual gifts to believers for the edification of the Church, the manifestation of His love and glory, and the proclamation of the Gospel. God has also established offices (or ministries) in the Church for the same purposes. IOI is simply a missionary extension of the local Body of Christ. We do not consider ourselves to be a “para-Church” (meaning outside of the Church) organization, but rather we are an intra-Church ministry working in and through churches.

## **The Ministry of IOI and YOU**

Indigenous Outreach International was established as a missionary support organization in January of 1999. Our main purpose is to make disciples through supporting the work of indigenous (native) pastors and missionaries.

As you enter the mission field of Ethiopia we demand that you view yourself as a servant to the Ethiopians. You have not come to be served, nor have you come to fulfill your agenda. You have come to serve.

You come from a culture where worship, evangelism and authority are all viewed differently than they are in Ethiopia. A wise person will spend the majority of his time observing and assisting, rather than directing and complaining.

## **Timeline for Travel to Ethiopia (3 to 4 month process)**

<b>Volunteer Application</b> <i>All forms must be signed and returned before next step</i> <i>\$200 Initial deposit due</i>	<b>3-5 months before departure</b>
<b>First Installment</b> <i>\$700 payment due toward your airfare</i>	<b>3-5 months before departure</b>
<b>Apply for Passport</b> <i>(at most US Post Offices - takes 4 to 6 weeks)</i>	<b>3 months before departure</b>
<b>Begin Vaccinations</b> <i>(some vaccines may take longer than 3 months to work – call your Health Department for details)</i>	<b>3 months before departure</b>
<b>Remainder of \$1,600 Deposit Due*</b>	<b>3 months before departure</b>
<b>Purchase Airline Tickets</b> <i>(Completed by IOI for teams)</i>	<b>2-3 months before departure</b>
<b>Apply for Ethiopian Visa (if applicable)</b>	<b>4-5 weeks before departure</b>
<b>Balance of funds due</b> <i>(Balance varies dependent upon term length and season)</i>	<b>4 weeks before departure</b>
<b>Travel Insurance purchased by IOI</b>	<b>4 weeks before departure</b>
<b>Church commission service</b>	<b>1-2 weeks before departure</b>

\*Deposit is non-refundable once tickets have been purchased & may vary depending on the cost of your airline ticket. If you cancel your trip after your tickets have been purchased, you will receive your unused ticket which is also non-refundable in most cases.

## Medical Concerns

IOI requests that you be current on all “childhood” vaccinations. **A current (within the past 10 years) Tetanus shot is a must!**

Check [www.cdc.gov](http://www.cdc.gov) for the latest health information for travel.

Some basic prescription meds are available at local pharmacies. Antibiotics are abundant. However, over the counter meds are hard to find. Take meds like Tylenol, Tums, Pepto-Bismol and cough drops with you from the States. **You should also take an adequate supply of any prescription meds that you currently use (Be sure to bring a copy of your prescription).**

## Travel Insurance

**IOI requires all volunteers and missionaries to obtain medical/evacuation insurance.** If you are traveling with a team the staff member assigned to your team will purchase the insurance. Various companies offer coverage; we recommend the following:

**Allianz**

[www.allianztravelinsurance.com](http://www.allianztravelinsurance.com)

## Using your Travel Insurance

You will be required to pay for services in Ethiopia and request reimbursement from the insurance company. CALL or contact the insurance company **before** or as soon as possible after treatment to ensure coverage.

## Financial Matters

### BUDGETING AND FINANCIAL NEEDS

Lodging* (guesthouse/camping includes breakfast)	\$ 30.00	X ____	Night	=	_____
Meals & Beverages*	\$ 20.00	X ____	Day	=	_____
Mission Fee (Transport/translators/taxes/tips/TP)*	\$ 15.00	X ____	Day	=	_____
IOI Fee (for logistics & support)*	\$ 10.00	X ____	Day	=	_____
Project Expenses (Optional)	\$ 15.00	X ____	Day	=	_____
Administration Fee (Covers costs incurred by IOI)	\$ 600.00			=	_____
Stopover Surcharge (Optional)	\$ 100.00	X ____	Day	=	_____
Internship Fee (Interns only – No Admin Fee)	\$ 775.00			=	_____
AIRFARE & TRAVEL INSURANCE**	\$ 1,600.00	(Varies)		+	_____
<b>TOTAL</b>				=	_____

*\*Lodging, meals, beverages, Mission and IOI fees paid by all volunteers. 20% discount for stays of 10 nights or more. 40% discount for interns. (There are no discounts on airfare or insurance).*

## Documents

**You will need a passport that is valid for at least six months after your arrival in Ethiopia.** You must provide a copy of the information page of your Passport to IOI to be held on file at the home office in event of an emergency.

## Visas

**When traveling with a team you will most likely collect your visa on arrival at the airport in Ethiopia. The cost is \$50 US and paid directly by the volunteer.**

If you need to apply for your visa before travel you will need to apply to the Ethiopian embassy for a multiple entry tourist visa. [www.ethiopianembassy.org](http://www.ethiopianembassy.org) Look for the Counselor section and click on "Visa".

**You should apply for a "Tourist" visa** as you will be serving as a volunteer, and visiting Christian friends. You will not be making money, nor will you be conducting business. If you intend to do business or collect money you will need to apply for a "Business" visa.

## Tickets

**Team travel will be arranged through the IOI office unless otherwise indicated. You should receive an itinerary by email once tickets have been purchased.**

## Packing

You are generally allowed one small carry-on and a computer bag or purse. One or two checked bags of 50 lbs are allowed if your final destination is foreign. (Maximum weight of 70lbs for each checked bag for flights originating in the USA and **50 lbs TOTAL** for flights that originate in Europe).

**CHECK WITH THE AIRLINE FOR SPECIFIC GUIDELINES.**

We recommend that you pack light and use your second checked bag to transport items for the missionaries or children in an IOI supported project. **If you travel with a team we will be using your second checked bag for team purposes.**

### Your Carry On Bag

A change of clothes (for Europe or in case your bags are lost – VERY important!)

Toiletry bag - toothbrush, toothpaste and comb

Prescription medicine, Gum or mints

Swimsuit (never know when you will need it)

Bible, a good book, pen and paper

1-1-3 Rule: Each liquid must be 3.4 ounces or less, and placed in 1 clear plastic quart size container

### Checked Bag (50 lbs. maximum)

Clothing, T-shirts, underwear and socks (2 or 3 wash and wear outfits are sufficient)

Shoes & Waterproof Boots

Something to sleep in

Shower shoes

A towel and washcloth are not required, but are handy

### Modesty is essential for both men and women in the ministry of IOI.

Over the years a growing number of evangelical Ethiopian women have started wearing Western style clothing. This has been tolerated in some congregations to the detriment of the proclamation of the Gospel – especially among the conservative Islamic and Orthodox communities. Many older Ethiopians accuse evangelicals of bringing loose morals into Ethiopia and promoting unrighteousness.



In obedience to Scripture and in an attempt to promote Christ - we expect **men to take hats off while in buildings, or any time you are sharing or praying.** We expect **women to cover their heads with a shawl when speaking or praying in a public service.**

All **body art (tattoos) must be fully covered at all times!** Piercings (other than earrings) should be removed. Furthermore, it is a sign of disrespect to chew gum or place your hands in your pockets when speaking in Ethiopia.

We do **NOT** allow women to wear pants in public in the countryside of Ethiopia – skirts or dresses are required. **If you wear pants in the city you must wear a long shirt that completely covers your backside.**

**Suggested items to take for gifts:**

Small gift items for missionaries - T-shirts, jackets, hats, candy, etc.  
Used Bibles, Commentaries, Study Aids, Good Used Clothes or Shoes  
Crayons and Used VBS Materials - Felt Boards, Pictures and other visuals  
Coloring books and note pads

**Other Items you may want to pack:**

Family and Church photos to share with your new friends  
**Sunglasses, a hat and Sunblock.** A raincoat and umbrella (during rainy season).  
Spending money (You can take as much as you like, but \$10/day should be more than enough.)

**Flashlight and Batteries**

Your cell phone – depending on carrier  
(AT&T service works well in Ethiopia. You must have the right kind of phone, and it is very expensive. We suggest you only use it for emergencies).

**Other Packing Hints**

**Make copies of all documents and carry them in your suitcase.** Also provide a copy of your documents to IOI along with your application. *(Since 9-11 we recommend that you always have your passport with you in foreign nations).*

**Stop Overs in Europe may change your baggage allowance!** If you make a stop in Europe your baggage allowance may be affected. Check with your airline for details.

**Electronics** - Too many electronics or spare parts make you look like a dealer or salesman and it will cause you problems in customs at the airport in Ethiopia. All electronics brought into Ethiopia are subject to 200% + import tax.

## Contact Information

### UNITED STATES

Indigenous Outreach International - USA  
P.O. Box 10173  
Jackson, TN 38308-0102  
(731)217-0750 (Patrick Beard)  
(318)423-6195 (Russ Cooper)

### ADDIS ABEBA

Negash Gemedo  
P.O. Box 70848  
Addis Ababa, Ethiopia  
Negash Gemedo (Coord) 13-48-23-57 or 09-11-14-14-10  
Fikadu Assefa 09-11-64-63-31  
Stephen Kennedy (in Ethiopia) 09-21-807-991

## Email Addresses

Brian Denker	<a href="mailto:bdenker@gmail.com">bdenker@gmail.com</a>
Stephen Kennedy	<a href="mailto:sandskennedy@gmail.com">sandskennedy@gmail.com</a>
Patrick Beard	<a href="mailto:Patrick@ioiusa.org">Patrick@ioiusa.org</a>
Russ Cooper	<a href="mailto:Russ@ioiusa.org">Russ@ioiusa.org</a>



## Ground Rules in Ethiopia

### Health

**Do NOT drink tap water in Ethiopia.** Always drink filtered or bottled water (making sure that the bottled water has been properly sealed).

**Do NOT eat uncooked foods** unless your IOI representative tells you it is OK to eat.

**DO drink lots of clean water.** You can become dehydrated very easily in Ethiopia.

If you become ill in Ethiopia there are several clinics and hospitals that are trusted. Contact your IOI representative if you become ill.

### A Few Rules

#### Do's and Don'ts

This is a life and death struggle that you have entered into. It is our hope that you have counted the cost and are willing to deny yourself for the sake of the Gospel. That having been said IOI asks that you:

**DO NOT** smoke at any time while you are in ETHIOPIA.

**DO NOT** consume beverage alcohol publicly in Ethiopia, other than Holy Communion.

**DO NOT** carry secular or “rocky” Christian music.

Ethiopians cannot distinguish between secular and contemporary Christian music. Again, this is an area of major concern for church leaders.

**DO NOT** talk politics. Jesus’ kingdom is not of this world. You might find yourself in very hot water over this issue.

**DO NOT MAKE PROMISES!** Don’t say things like, “When I get back to American I’m going to...” You do not know what tomorrow holds, and these things that we say flippantly can do much damage to a relationship.

**DO NOT** use electronics for more than quick communication with home. Please do not surf the internet or spend more than a few moments on your communication device. **If you have an emergency you need to contact IOI staff and seek their counsel concerning communication with people back home.**

- DO** dress modestly
- DO** take precautions for your health.
- DO** drink lots of clean liquids.
- DO** spend time in prayer each day.
- DO** ask the Ethiopian leader about the appropriateness of gifts and giving to beggars.

### **A word about modesty, piercings, hair styles and body art**

While “body art” and multiple piercings may be considered an issue of personal freedom in the USA, they are very closely associated with the occult and rebellion in Ethiopia. Even what some may call “Christian” tattoos are viewed as being associated with witchcraft. While you may see many people in Ethiopia with tattoos, even some with multiple piercings, you should understand that there are two reasons for this – (1) the syncretism of mixing voodoo with Islam and Christianity or (2) Western influence that promotes rebellion. In either case, you will unintentionally communicate your association with the occult or at the very least your lack of concern for cultural norms. For this reason – **WE DO NOT ALLOW VOLUNTEERS TO DISPLAY BODY ART OR MULTIPLE PIERCINGS.** We understand that other agencies may not have this rule, but we do and we follow it **absolutely**. Our mission is to make disciples for Christ, not to express personal freedom.

We expect all volunteers be neatly and reasonably groomed. Hair styles should be in keeping with good taste and modesty. Women should cover their heads when speaking or praying publicly and men should remove hats when indoors or speaking.

### **A word about social media and computer use**

**We ask that short-term team members refrain from posting on social media while you are in Ethiopia and you limit your electronic device usage.**

Social media can be a great tool in sharing what God is doing in your life, but we have found that it can be a distraction from the mission you have come to fulfill. There are mostly negative feelings about posting “selfies” with the people you have come to minister to.

We encourage you to consider your time in Ethiopia as kind of a sabbatical from the electronic world and focus on the people before you.

### **When you have a Question**

**ASK!**  
**ASK NEGASH or AYELE! ASK YOUR IOI REPRESENTATIVE!**



## Forms & Checklist

### TEAM/VOLUNTEER CHECK LIST

#### FORMS TO BE TURNED IN TO IOI OFFICE

- Volunteer Application (all volunteers)
- Release (all volunteers)
- Parental Consent Form (if single under 21)
- Local Church Endorsement (all volunteers)
- Policy for the Protection of Children (All volunteers 18 and over)
- Visa Application (if applicable)
- Copy of Passport information page

#### INFORMATION TO FILE WITH FAMILY MEMBER

- Copy of Itinerary with contact numbers
- Copy of Passport information page
- Copy of Travel Insurance card

#### INFORMATION TO PACK IN YOUR SUITCASE

- Copy of Passport information page
- Copy of Airline Ticket Receipt
- Copy of Itinerary with contact numbers
- Copy of Insurance information

#### ITEMS TO CARRY ON YOUR PERSON

- Passport  Airline Tickets
- Copy of Itinerary with contact numbers
- Spending Cash
- Volunteer Manual
- Any Prescription Meds you take



Volunteer Application - ALL VOLUNTEERS

Name (as listed on passport): \_\_\_\_\_ Title: \_\_\_ Sex: \_\_\_ Age: \_\_\_

DOB: \_\_\_\_\_ Blood Type: \_\_\_\_\_ Maiden Name: \_\_\_\_\_ T-Shirt Size: \_\_\_

Any medications/medical conditions? \_\_\_ Explain \_\_\_\_\_

US Passport Number: \_\_\_\_\_ Expiration: \_\_\_\_\_ Other: \_\_\_\_\_

Nation of Residence: \_\_\_\_\_ Passport Issued from: \_\_\_\_\_

Permanent Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_ Zip: \_\_\_\_\_ Email: \_\_\_\_\_

Mailing Address (if different) \_\_\_\_\_

Phone: \_\_\_\_\_ Mobile: \_\_\_\_\_ Work: \_\_\_\_\_

Marital Status: \_\_\_\_\_ Spouse's Name: \_\_\_\_\_

Your Occupation: \_\_\_\_\_ Certification: \_\_\_\_\_

Church Membership: \_\_\_\_\_

Church Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_ Zip: \_\_\_\_\_ Email: \_\_\_\_\_

Church Phone: \_\_\_\_\_ Emergency Phone (if known): \_\_\_\_\_

Pastor(s): \_\_\_\_\_

Team Leader (if applicable): \_\_\_\_\_ Date for travel: \_\_\_\_\_

Talents, gifts, skills: \_\_\_\_\_

Other: \_\_\_\_\_

Emergency Contact: \_\_\_\_\_ Phone: \_\_\_\_\_

Contact's Email: \_\_\_\_\_ Relationship to you: \_\_\_\_\_

Beneficiary: \_\_\_\_\_ Phone: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please attach:

Photocopy of Passport Info Page

This Application & Additional forms -

Church Endorsement

Release (and Parental Consent Form if under 21)

Policy for Protection of Children

MAIL TO:

Volunteer Coordinator, Indigenous Outreach, PO Box 10173, Jackson, TN 38308-0102

## LOCAL CHURCH ENDORSEMENT All Volunteers

The ministry of Indigenous Outreach International has been founded on the principle of spiritual authority. We believe that it would be dangerous and foolish to knowingly facilitate rebellion in any shape, form or fashion. Therefore it is a requirement that all volunteers, employees, members, and/or missionaries who serve with/through Indigenous Outreach International should be set apart, commissioned, appointed and/or ordained for the task for which they feel called to serve through Indigenous Outreach International.

While we respect the methodological differences of the various denominations and local expressions of the Church, with which we co-labor, and without prejudice toward liturgical or clerical rites of said denominations/churches, we do respectfully ask that all volunteers, employees, members, and/or missionaries who serve with/through Indigenous Outreach International should be “set apart” for their task by the laying on of hands and prayer in obedience to scripture and congruent with said tasks and/or offices.

Our desire in this action is not simply the fulfillment of an obligation, but rather the empowerment for the said task(s), ministries and/or office through the spiritual authority given to the local church. With this in mind we humbly ask for the written endorsement of, and the congregation’s commitment to the undersigned volunteer, employee, member and/or missionary.

Volunteer’s Name \_\_\_\_\_ Date \_\_\_\_\_  
Ministry/Purpose/Task \_\_\_\_\_  
Local Church Membership at \_\_\_\_\_  
Church Contact/Address Information: \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Church Phone (\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

We, the undersigned, as elder(s), pastor(s), bishop(s) and/or undershepherd(s), entrusted with authority for this task, do recommend and endorse the service of the named volunteer, employee, member and/or missionary for the stated task for which he/she has been appointed. Furthermore we do, as God wills, commit to pray for and encourage the ministry of the undersigned for the furtherance of the Gospel and the building of Christ’s Kingdom.

*(only one signature is required, others are encouraged)*

Signature (Pastor) #1 \_\_\_\_\_  
Signature #2 \_\_\_\_\_ Office/position \_\_\_\_\_  
Signature #3 \_\_\_\_\_ Office/position \_\_\_\_\_  
Signature #4 \_\_\_\_\_ Office/position \_\_\_\_\_  
Signature #5 \_\_\_\_\_ Office/position \_\_\_\_\_  
Signature #6 \_\_\_\_\_ Office/position \_\_\_\_\_  
Signature #7 \_\_\_\_\_ Office/position \_\_\_\_\_



IOICRCEN 2013



## **Policy for the Protection of Children**

The Scripture is clear that children are a blessing from and beloved by the Lord. We also see harsh warnings to those who would cause any little one to stumble. In an effort to take our charge seriously, IOI requires all staff and volunteers to read, agree to and abide by the following policy:

### **General**

1. As a Christian ministry, IOI is committed to providing a safe and secure environment for all children entrusted to our care. This includes protecting children from anyone whose history or character suggests that they reasonably pose a risk to the health and well-being of children with whom they may come in contact in connection with their service to or with IOI.

2. All of us share a responsibility to protect children from those for whom children are perceived as objects of sexual desire or fascination.

3. The primary goal of this policy is to reduce the risk of harm to children. By implementing sound child protection procedures, it is also the aim to reduce the risk of false accusations against staff, volunteers, and short-term mission trip participants who work with or interact with children. Because all short-term mission trip participants have the potential to interact with children, whether in formal or informal settings, this policy applies to all participants ages eighteen and older who serve with IOI.

### **Definitions**

1. The term "Child" in this policy shall refer to any individual under eighteen years of age.

2. The term "Physical Abuse" of a child in this policy includes but is not limited to the following: any action that causes or threatens to cause a non-accidental physical injury to a child; placing a child in a situation where the child is likely to be injured; neglecting or refusing to provide for a child's basic needs; failing to provide adequate supervision in relation to the child's age or development level.

3. The term "Sexual Abuse" of a child in this policy includes but is not limited to the following: committing, allowing to be committed, or threatening any sexual act upon a child which is meant to arouse or gratify the sexual desires of the perpetrator; indecent exposure in the presence of a child; allowing a child to view sexually explicit or pornographic material; allowing a child to be used in creating any sexually explicit or pornographic material; or allowing a child to witness a sexual act.

### **Requirements for Staff and Volunteers**

1. All staff and short-term mission trip participants ages eighteen and older will, prior to commencement of service in collaboration with IOI, voluntarily submit to background screening and will read and agree to abide by IOI's Policy for the Protection of Children. Signing and submitting the attached form to the IOI office shall indicate consent. The background screening will include but not be limited to the following: an independent background check that includes a nationwide review of criminal history information and sexual predator databases.

2. An individual shall not be allowed to serve as a staff member, volunteer, or short-term mission trip participant engaged in work in collaboration with IOI if the background screening or any other source reveals any information demonstrating that the individual engaged in (A) any prior behavior constituting sexual abuse of a child, (B) any crime of a sexual nature, or (C) any other behavior that reasonably indicates that this individual would pose a risk of sexually or physically abusing a child.

#### **Supervision of Children**

1. **The general rule is that at least two adults shall provide for the care and supervision of children entrusted to our care.** This could mean one team member and one local staff or volunteer. Children are to be supervised at all times; it is never appropriate to leave children unattended. Only where written parental consent is obtained is private one-on-one contact between adults and children permitted. Where such permission is given, the meetings should occur in a public place.

2. **Staff, volunteers, or short-term mission trip participants shall never administer discipline to children not their own through spanking or other forms of corporal punishment.**

3. **The following standards of interaction with children shall be carefully followed at all times:**

A. Some positive and appropriate forms of affection and physical interactions may include but are not limited to:

- Cultural greetings
- High-fives
- Handshakes
- Side hugs
- Pats on the back
- Groups holding hands during prayer
- Holding the hand of a small child while walking
- Verbal praise
- Sitting beside small children

B. The following forms of affection and physical interaction are **considered inappropriate** with children and youth in a ministry setting because many of them are behaviors that child molesters use to groom children for later molestation or can be, in and of themselves sexual abuse. These inappropriate interactions may include but are not limited to:

- Wrestling or Tickling
- Sitting in laps (except for children aged three and under)
- Kissing on the lips
- Full frontal hugs
- Commenting on children's bodies
- Forcing unwanted affection
- Piggy-back rides
- Touching or hugging from behind
- Laying down with a child
- Playing games that involve inappropriate touching
- Showing affection in isolated areas such as bedrooms, closets, or private rooms

**Certification of Screening and Training**

Before a mission team leaves for the field, the trip team leader will work with the IOI office to certify in writing (email is acceptable) that every member of the mission team has:

- 1. **Completed and passed the required background screening.**

<http://true-hire.com/volunteer> organization is "Indigenous Outreach International"

- 2. **Completed reading this policy manual and signified their consent by signing and returning the attached form.**

**Responding to Allegations or Incidents of Physical or Sexual Abuse of a Child**

1. Sexual or physical abuse of a child by a staff member, volunteer, or short-term mission trip participant will not be tolerated. A single act of sexual abuse, regardless of when that act occurred, will result in appropriate legal/administrative action, including the permanent and immediate cessation of ministry participation with IOI.

2. Any suspected incident of sexual or physical abuse of a child should be reported immediately. Appropriate means of reporting include the following: Reporting to team leader, host family and IOI staff.

3. All allegations will be taken seriously and investigated expeditiously by the appointed authorities.

4. All situations will be handled forthrightly and handled with due respect for privacy and confidentiality.

5. Full cooperation will be given to civil authorities when applicable.

----- Detach and mail or scan and email to IOI office -----

I, \_\_\_\_\_, have read and agree to abide by Indigenous Outreach International's Policy for the Protection of Children.

\_\_\_\_\_  
signature

\_\_\_\_\_  
date



**RELEASE**  
**For ALL Volunteers**

WHEREAS, the undersigned will be traveling to various countries and participating in various mission projects while in said countries which are sponsored in whole or in part by INDIGENOUS OUTREACH INTERNATIONAL, INC., a non-profit corporation; and

WHEREAS, the undersigned desires to release and hold harmless INDIGENOUS OUTREACH INTERNATIONAL, INC., its directors, officers, administrators, employees, members, team captain(s) or coordinators, and/or team members from any and all liability, claims, demands or actions which may occur as a result of any injury, whether accidental or otherwise, illness or other loss which the undersigned may sustain as a result, directly or indirectly, while participating in any of said mission projects and/or activities, or while traveling to, from and during said mission project by any mode of transportation;

NOW THEREFORE, in consideration of the participation by the undersigned in said mission projects and the benefits flowing from INDIGENOUS OUTREACH INTERNATIONAL, INC., as sponsor and coordinator, and other good and valuable considerations, the undersigned does hereby release, discharge and save harmless INDIGENOUS OUTREACH INTERNATIONAL, INC., its directors, officers, administrators, employees, members, team captain(s) or coordinators, and/or team members from any and all liability, claims, demands or actions which may occur as a result of any injury, whether accidental or otherwise, illness or other loss which the undersigned may sustain as a result, directly or indirectly, while participating in any of said mission projects and/or activities, or participating in any and all types of activities, while in any country, or while traveling to and from said countries, to and from mission project sites, or any other traveling by the undersigned from departure from any airport in the United States until the time of return to any airport in the United States by any mode of transportation.

The undersigned further agrees that he/she will not institute any action or suit at law, or in equity, against INDIGENOUS OUTREACH INTERNATIONAL, INC., its directors, officers, administrators, employees, members, team captain(s) or coordinators, and/or team members at any time, and will not institute, prosecute or in any way aid in the damages, cost, loss of services, expenses or compensation for or on account of any alleged damage, loss, injury, health problem, disease or illness to any person or property, or both, whether developed or undeveloped, resulting from or to result from, known, unknown, past, present or future by the undersigned's participation in mission projects sponsored by INDIGENOUS OUTREACH INTERNATIONAL, INC.

The undersigned further acknowledges that he/she has been fully advised of the hazards, conditions and environments existing in said countries in which the mission projects will be conducted and of various health and safe hazards which exist, and he/she fully understands and assumes all the risks involved in participation on said mission projects.

This release shall be binding on all the heirs at law, beneficiaries, or any party in interest of the undersigned and shall insure the benefit of any successor directors, officers, administrators, employees, members, team captain(s) or coordinators, and/or team members of said INDIGENOUS OUTREACH INTERNATIONAL, INC.

Signature: \_\_\_\_\_

Signed on this day of \_\_\_\_\_, 20\_\_

Print Name: \_\_\_\_\_

Team Captain's Name: \_\_\_\_\_

**MINORS**

**In addition to the parental permission form - If under the age of 21 years, release must be signed by you and both parent(s) and/or guardian(s), or spouse.**

\_\_\_\_\_  
Signature of Minor's Parent or Guardian #1

\_\_\_\_\_  
Signature of Minor's Parent or Guardian #2



## PARENTAL CONSENT & NOTIFICATION

Minors (under 14) are not allowed to travel as a volunteer through Indigenous Outreach International unless accompanied by a parent or guardian. **All** single persons under the age of 21, who travel with Indigenous Outreach International, are required to have this form completed. **This form must be signed by BOTH PARENT(s) and/or GUARDIAN(s).**

While every effort is made to provide a safe and enjoyable journey your son/daughter is traveling to what can be considered a hostile environment. In Ethiopia the presence of extremist Islamic groups and fundamentalist Orthodox resistance to evangelical Christianity has presented some level of physical danger, especially for Ethiopian evangelicals. There is danger present in the form of a high level of disease and low level of sanitation. International travel also presents possible danger in the form of terrorism; mechanical or operator failure of airplane, bus, taxi, train and pack animal; and outbreak of war, natural disaster and what may be referred to as acts of God.

Indigenous Outreach International does not provide medical services, health insurance or life insurance. Should your son/daughter require medical attention we will refer to the Emergency Services provided by AIG International Services, in connection with the policy purchased from Adams and Associates.

Team participation remains at the discretion of the Executive Director and Board of Directors of Indigenous Outreach International.

**Difficulty in Contact -**

I understand that once my son/daughter has arrived in Ethiopia he/she will be virtually unreachable. The phone numbers provided are for emergency contact, but as the phone system in Ethiopia is extremely unreliable these numbers may not work.

**Family Emergency -**

In the event of a family emergency I understand that my son/daughter may not be able to return to the United States in a timely manner. (A minimum of 72 hours for travel should be expected in the best case and airlines may charge extreme fees for such “emergency” travel. Most airlines that do fly into Ethiopia are overbooked and only fly two or three days per week into and out of the country).

**Dismissal from Participation -**

I understand that my son/daughter may be sent home unaccompanied by an IOI or team representative should his/her presence becomes a hindrance to IOI’s or the team’s safety or ability to function.

**Physical and Mortal Danger -**

I understand that that my son/daughter may be exposed to physical and mortal danger as a result of travel to Ethiopia with Indigenous Outreach International.

**Travel Insurance -**

I understand that my son/daughter has been required to purchase Travel Insurance. This policy covers accidental death and dismemberment, medical expense, and emergency evacuation transportation (see attached for limits and amounts of coverage). I understand that although this policy covers repatriation of mortal remains it will be impossible for such a service to originate in Ethiopia.

**I do hereby give my permission, consent and blessing for my son/daughter to travel as a volunteer with Indigenous Outreach International.**

Minor Volunteer’s Name \_\_\_\_\_ Date \_\_\_\_\_

Parent or Guardian #1 \_\_\_\_\_ Relationship \_\_\_\_\_

Parent or Guardian #2 \_\_\_\_\_ Relationship \_\_\_\_\_



## STATEMENT OF BELIEF & PRACTICE

IOI was birthed at Woodland Baptist Church in Jackson, TN and has since grown to include supporters from a wide variety of Christian denominations. Our support base is mainly in the mid-South and mid-Western regions of the United States, but also includes supporters from at least 25 states and 4 nations.

We work with ministers from at least 13 legally recognized evangelical denominations in Ethiopia, Brazil, Germany, the UK and Togo.

Although our base and breadth are diverse we ascribe to the following:

### **Nicene Creed:**

We believe in one God the Father Almighty, Maker of heaven and earth, and of all things visible and invisible.

And in one Lord Jesus Christ, the only-begotten Son of God, begotten of the Father before all worlds, God of God, Light of Light, Very God of Very God, begotten, not made, being of one substance with the Father by whom all things were made; who for us men, and for our salvation, came down from heaven, and was incarnate by the Holy Spirit of the Virgin Mary, and was made man, and was crucified also for us under Pontius Pilate. He suffered and was buried, and the third day he rose again according to the Scriptures, and ascended into heaven, and sitteth on the right hand of the Father. And he shall come again with glory to judge both the quick and the dead, whose kingdom shall have no end.

And we believe in the Holy Spirit, the Lord and Giver of Life, who proceedeth from the Father and the Son, who with the Father and the Son together is worshiped and glorified, who spoke by the prophets. And we believe one holy catholic and apostolic Church. We acknowledge one baptism for the remission of sins. And we look for the resurrection of the dead, and the life of the world to come. Amen.

### **The Authority of Scripture:**

The whole counsel of God concerning all things necessary for His own glory, man's salvation, faith and life, is either expressly set down in Scripture, or by good and necessary consequence may be deduced from Scripture: unto which nothing at any time is to be added, whether by new revelations of the Spirit, or traditions of men. (The Westminster Confession of Faith - 1647)

### **The Gospel:**

Corinthians 15: 1-4

*"Moreover, brethren, I declare unto you the gospel which I preached unto you, which also ye have received, and wherein ye stand;*

*By which also ye are saved, if ye keep in memory what I preached unto you, unless ye have believed in vain.*

*For I delivered unto you first of all that which I also received, how that Christ died for our sins according to the scriptures;*

*And that he was buried, and that he rose again the third day according to the scriptures."*

### **Dependency and Authority:**

While we understand that there are dangers in providing support for natives of developing nations we seek to foster interdependent relationships that promote faith in and dependence upon God.

As the old saying goes, "No man is an island". Likewise no Christian is self-sufficient. We are members of Christ's Body and we need each other to fulfill God's purpose in our lives.

We stress the need for and importance of local authority and accountability. **IOI works under and through local legally registered churches and organizations in Ethiopia, Brazil, Togo, and Europe.**

### **Orthodox and Catholic:**

Indigenous Outreach is unapologetically evangelical (stressing the authority of the Bible, the importance of believing that Jesus Christ saved you personally from sin, and proclaiming the Gospel). Our duty and mission is to make disciples for Christ.

As believers in the Gospel of Jesus the Christ we embrace all those who proclaim Jesus as Lord (a title which is inclusive of His deity and humanity) and believe in His incarnation, death, burial and resurrection.

Both the Orthodox and Catholic churches have a long history and are rich in tradition. It is **not** our desire to “convert” anyone to religion, but rather that we might be used by God to promote discipleship, the proclamation of the Gospel, and salvation by faith in Jesus.

We identify as both orthodox and catholic in that we adhere to the historically orthodox (or fundamental) beliefs of Christianity as found in the Nicene Creed, and catholic in that we are part of Christ's Church the world over through all time.

Unity in the essential doctrines, liberty in non-essentials, and love in all.

### **The Gifts of the Spirit:**

We believe the Bible is clear in what the gifts of the Holy Spirit are and how they are to be exercised. All things are to be done in order for the edification of the Church, to the glory of God and the propagation of the Gospel.

All who believe the Gospel by faith have the Spirit of God, and His Spirit manifest in love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.

### **Humanity and Sexuality:**

We believe that God created humanity male and female; that we are created to reflect God's glory in our sexuality either through self-control in celibate singleness, or fidelity to the lifelong covenantal union of one man and one woman in marriage; and that all forms of sexual immorality are transgression of God's law from which we, as believers are called to abstain. (Matthew 19:3-6; 1 Corinthians 6:9-7:16).

I \_\_\_\_\_ do affirm this statement of belief and agree to abide by the stated practices while serving with or through Indigenous Outreach International. To the best of my ability I agree to follow the rules as stated in the Volunteer Manual and teach (if applicable) in accordance with the stated beliefs of IOI.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date