

REACH MALLORCA MISSION SCHOOL

Vision - Goals - Team - Staff



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Reach Mallorca Mission School (RMS)

Hi! Thank you for your interest in working at the RMS. We're so glad that you're holding this document in your hands and you're interested in our programme. We'd like to share our vision for Reach Mallorca with you on the next few pages. You'll also discover exactly how we want to run the RMS and what kind of staff we're looking for.

The sponsors of the Reach Mallorca Ministry Initiative are GOSPELTRIBE e.V., JMG Bielefeld and THE FOUR Switzerland.¹

Feel free to contact us if you have any further questions: info@reachmallorca.com

Our vision for Reach Mallorca

Not only are we passionate about Mallorca's natural beauty, but we also see the island as a key strategic place to reach people from all over Europe with the gospel.

Around 15 million tourists visit the island every year, mostly from Germany, Spain and the UK. 70% of Germans name Mallorca's stunning scenery and natural beauty, while 12% name party tourism as the reason for their trip.

People from over 150 different countries² live permanently on the island and together form the community of 920,000 islanders.

Most people come from Germany, Great Britain, Italy, France, Morocco, Senegal and South America. There are now flights to Mallorca from over 130 airports, mainly from Europe, but also from countries such as Algeria, Morocco, Israel, and more recently, directly from the USA.

Our vision is to reach tourists as well as Catalans and ex-pats on the island with the gospel using a number of different tools. The main way we plan on doing this is by:

1. Holding our Reach Mallorca outreaches in August with an international focus and around 150 team workers³
2. Running the RMS as an international five-month discipleship and evangelism training school. Through mature graduates, we also see the school as a platform for establishing and running new "Reach" outreaches and training schools in places with a similar tourist profile to Mallorca, including Cancun, Phuket, Sunny Beach in Bulgaria, Dubai and Tel Aviv.
3. Supporting and working closely with the Spanish and international churches in Mallorca by reaching target groups and mobilising people for evangelism. Mallorca has two of the largest churches in Spain.

¹www.gospeltribe.de, www.jmg.de, www.jmg.de, www.thefour.com

² <https://www.majorcadailybulletin.com/news/local/2016/12/03/46200/twenty-per-cent-palma-population-foreign.html>

³ www.reachmallorca.com

4. Being a receiving base for mission outreach initiatives from all over Europe and supporting short-term outreach teams to reach the island with the gospel.
5. Taking inspiration from Ramon Lull⁴, a historical figure in Mallorca and the first Islamic pioneer missionary in church history, we want to develop training courses and outreach programmes for ministry in the Muslim world.⁵
6. Mobilising Spanish-speaking and foreign Christians on the island to promote evangelism through innovative ideas, business models and current networks.

Our aim is for Reach Mallorca to act as an umbrella, magnet and network for other evangelistic ideas and projects from abroad. These ministries may or may not be related to Reach Mallorca in organisational terms.

Our goal is for the Mallorcan government to view the Reach Mallorca Ministry Initiative as something that makes a positive contribution to the life of the island.

People who hear the gospel on the island through our outreaches take home personal inspiration and influence their communities, families and churches.

Our mission: The role of the Reach Mallorca Missions School (RMS)

The Reach Mallorca Missions School, or RMS for short, is our new project and is designed to be the platform for establishing a permanent base in Mallorca. This is a natural step for us, born out of the friendship of our ministries and the developments we have seen over the last few years.

We want the RMS to be international, held in English/German and consisting of two parts, a two-month training phase and a three-month outreach phase. Unlike a DTS⁶, however, the outreach phase will also take place in Mallorca.

During the training phase, students will receive approx. 12 - 15 hours of teaching per week on ten topics that build on each other. The training phase also consists of

⁴ <http://www.unashamedofthegospel.org/tribute-raymond-luli.cfm>

⁵ A number of North African countries can be reached directly from Mallorca by boat or plane.

⁶ www.ywam.org

worship and intercession times, personal mentoring, practical work and church contact with international and Spanish churches. Evangelistic outreaches will also take place twice a week during the training phase. Students are also expected to practise spiritual disciplines personally and corporately, and to find their own way around the island.

During the outreach phase, the focus of the teaching hours, which are substantially reduced, shifts to a wide and varied range of evangelistic outreaches:

1. Evangelism in the British and German party zones i.e., at Ballermann and in Magaluf.
2. Working with existing mercy or evangelistic ministries in Mallorca that we are already in contact with, such as Street Angels, ⁷Ministry to the Homeless, or ministries dedicated to victims of human trafficking.⁸
3. Working with the evangelistic ministries of existing churches in Mallorca that are trying to reach Spanish speakers or other nationalities, such as Nigerians or Muslim Senegalese.⁹
4. Hosting the large Mallorca outreach team and potentially other teams from Europe who are looking to do short-term outreaches on the island.

During the five months of the Reach Mallorca Mission School, we hope that students will have developed a love for Jesus, been shaped by a spirit-filled and loving community, practised a lifestyle of worship, prayer and intercession, and received practical equipping for an evangelistic and missions-based ministry.

It is our desire that the values set out for us (see below) are put into practice on an individual and corporate level by both students and staff. Students and staff see themselves as a spiritual community.

Graduates of the RMS will either have the chance to join the RMS as a staff member, work in our supporting ministries, invest in new Reach projects or be placed in missions work and churches.

Potential courses:

Week 1: Welcome week

Week 2: The character of God: Character and identity

Week 3: Hearing God's voice

Week 4: Central themes of the Bible

Week 5: Christian community and church

Week 6: Leadership through discipleship

Week 7: The Holy Spirit

Week 8: World mission

⁷ <https://streetangels.es>

⁸ <https://asociacionnuevavida.org/>

⁹ We have a long-standing friendship with the Santa Ponsa Community Church, <https://www.santaponsacomunitychurch.com>, and are in contact with churches such as: <https://www.igl-angelica.org> and other churches.

Week 9: Small-group evangelism???

Week 10: Calling

Week 11: Preparing and leading outreaches

The courses will be taught by staff or international guest speakers. Teaching will be 12-15 hours a week. Besides these training courses, a weekly community service evening will also be held, where guest speakers will occasionally be invited to preach. On these evenings, we want to place a focus on “God’s Word for now”.

Our values: We feel these values are important for both students and staff.

We want our RMS community of students and staff to have a culture that is about loving God, people and reaching the lost. The following values should be lived out and cultivated at the RMS.

- (1) Personally knowing God and his character.
- (2) Passionate love for Jesus
- (3) Spirit-filled worship, passionate prayer and intercession for the nations
- (4) Target-group evangelism
- (5) Commitment to serving the Lord and others
- (6) Visionary and faith-filled focus
- (7) Living as a loving and committed community of believers
- (8) Cultural adaptability
- (9) Working together with the church in Mallorca
- (10) A focus on our God-given authority and multiplication
- (11) Leading by sharing our lives with others and by example
- (12) Hearing God’s voice
- (13) Empowering young people

Goals: We have the following learning goals for RMS graduates.

We want to run the RMS in a way that enables students to learn, internalise, apply and develop the following. We take care to ensure that the topics we teach are internally related to our goals and the spiritual disciplines that each person and we as an RMS community live by.

- (1) **Understanding of God:** Students will grow in a greater understanding and appreciation of God's nature and character.
- (2) **Becoming like Jesus** Students will become more Christ-like in their relationship with God and their treatment of others.
- (3) **Cooperating with the Holy Spirit** Students will get to know the Holy Spirit more intimately, resulting in a transformation of their character. They will discover and use personal spiritual gifts. Students will experience that a spirit-filled life means friendship with the Holy Spirit, which affects all areas of everyday life.
- (4) **Hearing and obeying God's voice:** Students will expect God to speak to them and will learn to hear and obey God's voice.
- (5) **A lifestyle of worship and prayer:** Students will practise a lifestyle of corporate worship, personal prayer and regular intercession.
- (6) **Understanding the Bible:** Students will be able to read the Bible in a self-motivated and independent way, which will inspire them in their personal walk of faith, and they will be able to identify central biblical themes and general contexts.
- (7) **Teamwork skills:** Students will be able to work with people of different ages and from other cultures.
- (8) **Evangelism:** Students will be able to explain the gospel to people from different ethnic backgrounds and social classes using a variety of methods that are culturally adapted. This will be done in such a way that a person can develop a relationship with Jesus. Evangelism will become a way of life.
- (9) **Mission:** Students will be given an overview of the major trends in mission work and will be on fire for world mission.
- (10) **Calling:** Students will receive a compass for their future calling in life and have a clear understanding of specific ways in which they can make this a reality through churches, ministries and the Reach Mallorca Mission Initiative.
- (11) **Multiplication:** RMS graduates will be able to independently plan and hold, as well as recruit for a Reach outreach in Mallorca, or anywhere else in the world, as part of a team.
- (12) **Spiritual community and church:** Students will develop a passion for a living spiritual community during their time with us and gain an appreciation for the diversity of the church of Jesus Christ.
- (13) **Release into ministry** Our students will be rooted in an inspirational faith culture where they are mentored and empowered. They will be released into ministry to dream of and pursue faith projects of their own.

RMS weekly schedule

The RMS weekly schedule changes between the teaching and the outreach phase, which is timed to coincide with the peak tourist season (June-August) in Mallorca. The following aspects will play a role during both phases but will be weighted differently.

- Quiet time with God
- Corporate worship, prayer and intercession
- Evangelism
- Teaching on topics relevant to RMS
- Practical work assignments
- Study time to work on assignments
- Personal reflection time
- Mentoring
- Going to church
- Spare time
- Weekly community evening with speakers

Two "tracks" are planned for the outreach phase: Track 1: Evangelising tourists, Track 2: Evangelising islanders

Date, price and enrolment

Date for students: 1 April 2023 - 27 August 2023

Price: 5900 euros

Enrolment process: Enrolments should be submitted via our website and will be accepted by the Executive Team that will lead the school. They will then be assessed via an enrolment process.

PART 2

Information for staff members

We're glad that you're interested in working for the RMS. The following pages should explain the things we feel are important for our staff and what we can offer you. The different points are there to help you to discover if a staff role could be something that God is calling you to do. We look forward to hearing from you.

What qualities are we looking for in our team members?

We've been thinking about what qualities we'd like to see in our team members. And of course, we're aware that not every team member has the same qualities. That wouldn't be in the interest of a team of people that complement each other. We're

also not looking for supermen or superwomen. We're all still growing and have our weaknesses and failures. However, the following qualities are very important to us.

1. Spiritual passion: Living a life of hunger for God, his Word, teaching, worship and intercession

2. Living evangelism as a core value: Having a heart for the nations and a passion for world mission.

3. Loving others: We want students and staff members to show love to each other and other people, especially during outreaches and when working with local churches.

4. Character qualities: A desire to cultivate in our lives the qualities listed by Paul for elders and deacons in 1 Timothy 3:1 etc.

5. Willingness to live out servant leadership: Investing in students, being a servant who enables others. Partnering with students to do the things that need to be done.

6. Cultivating relationships: Building relationships and trust and being able to act as a personal mentor and contact person.

7. Flexibility: The RMS is in a pioneering phase and trial and error is sometimes necessary. Everyone will be meeting lots of new people and trying out ideas or strategies that turn out differently than planned.

8. Bilingualism: English/German. The team language should be English if staff members are not in a solely German-speaking team.

9. Other cultures: Experience in dealing with different cultures within the team and ministry.

10. Organisational skills: Drafting plans and schedules, and organising the logistics for living, learning and outreaches. Staff members do not need to be equally gifted in every area.

We want our staff to have an appreciation of both parachurch structures, such as the RMS, and local church structures. Our ministry initiative is there to serve churches.

We very much hope you'll be willing to co-lead the RMS at least twice. (2023 and 2024) This will allow us to maintain at least some level of continuity and will also give you the chance to do your job with more confidence and assurance in year 2. As our goal is to establish a base and not just a school in Mallorca, we also want to give you the opportunity to live in Mallorca all year round - apart from holidays or travelling to recruit for the RMS. **Even when the RMS team is not in Mallorca**, there are lots of ministry opportunities on and off the island.

Ministry experience

For staff who are an integral part of the team, it would be a huge bonus if they had already attended some kind of discipleship or evangelism training school, such as BMS, a DTS, ISTL, or similar. Ideally, such a school would also have practised communal living and have had a strong focus on evangelism and mission. However, this is not an exclusion criterion if you already have long-term experience in leading people in other ways.

If you have never been on a Reach Mallorca mission and are interested in joining us in 2023, we would ask you to think about taking part in this summer's outreach to see for yourself how we practically live out our ministry.

RMS working areas in Mallorca

The RMS is run by a 5–6-member Executive Team (ET) and a Development Team (DT), which is responsible for producing a conceptual strategy for the school.

Here we want to describe the different areas the Executive Team (ET) is responsible for in Mallorca. We'll explain the Development Team's role later on.

1. Pastoral areas: Weekly mentoring talks, leading small groups and commitment groups, counselling situations, implementing the rules, men's and women's evenings.

2. Organisation: Annual planning, calendar management, looking after guest speakers, communal meals, sick leave, the enrolment process, work afternoons, welcome days.

3. Evangelism: Communication with churches, Ballermann outreach, English-speaking outreach in Magaluf, target-group evangelism

4. Spiritual life: Worship, organising prayer and intercession times, assigning times of reflection

5. Teaching: Implementing the curriculum, consulting with guest speakers, selecting books, assignments

6. Specials and events: Welcome week, final week, focus days, vision days, leisure activities

7. Publicity: In cooperation with **DT**: Updating our website, Facebook and Instagram, Google Ads, flyers, brochures, PDF printouts for students, press relations and establishing ties with European leaders.

8. Staff coordination: (Especially for development team leaders) Staff leadership, recruitment, regular communication of vision and values, staff meeting, communication with the development team

9. Logistics and Administration: In cooperation with **DT**: Maintaining:- Buildings, contact with the church, training rooms, contracts

10. Finance: In cooperation with **DT**: Complying with the budgeting process, financial accounting, tax consultant, maintaining the budget

The supporting ministries of the Reach Mallorca ministry initiative will assume an administrative, financial and legal role for the RMS, especially in the first year.

The Development Team (DT)

The development team consists of Gernot and Sabine Elsner, Johannes and Esther Baumann and Manuel and Lea Leiser.

All three couples have the duty of ensuring that one of us is present to support the Executive Team throughout the entire RMS period.

Our family situations mean that none of us can move permanently to Mallorca, at least not in the first year of the RMS.

However, we feel our job is to train and support the Executive Team, so that it can grow in its role and work independently in the second year of school.

Otherwise, our work mainly consists of the following areas:

- Managing the entire process and recruiting the Executive Team
- Team building: Forming, training and briefing the team
- Publicity: Strategy and implementation, recruiting students
- Providing an enrolment procedure
- Logistics for organisations: Finance, building, legal
- Finding properties for the RMS
- Coordinating speakers and enquiries
- Developing websites and graphics
- Developing an organisational interface

- Fundraising
- Financial administration

Qualities of main leaders of the RMS (ET)

In practice, the large team on the ground in Mallorca consists of the following people:

Helpers - people who live in Mallorca and help out any way they can for a few hours a week

Staff members - this means the Executive Team. These are full-time staff members at the RMS.

Main leaders - we want to select one or two persons from our staff to take the main responsibility for the RMS and other staff members. This person will work closely with the Development Team.

The main leader (ML) is responsible for the following areas, supported by the Development Team:

(1) **Staff team leadership:** Guiding and coordinating the international team. Together with the DT, leading staff meetings and personally supporting staff members. Together with the DT, the point person looks after staff members and helps them to grow into their positions.

(2) **Pastoral care for students:** Last point of contact for concerns, needs and decisions about RMS students. In particular, the ML communicates vision, values and goals to staff and students alike.

(3) **Implementation:** The ML is responsible for ensuring the effective and dynamic implementation of vision, values, goals and RMS procedures in all areas. He/She is nearly always present at teaching seminars and outreaches.

(4) **Contact person for guest speakers:** The ML is the host and contact person for guest speakers if there is no natural close relationship to another member of staff. This does not mean that he/she is responsible for organising their stay.

(5) **Contact person for municipalities/churches?? and local authorities:** Communicative and cooperative contact person for **local communities/churches???** and minor enquiries from local authorities or administrative procedures.

(6) **Finance:** the ML is responsible for finance issues on the mission field. Accurate billing, budget maintenance etc. He/She consults with the ET about the need for adjusting finances based on actual requirements.

(7) **Responsibility for properties** that are used or rented: Cleanliness, minor repairs

(8) **Teaching, evangelism, spiritual programme:** The ML is responsible for ensuring that these three ministry areas are implemented.

(9) **Working with the Development Team:** Regular consultation and feedback. The ML should always view his/her role as ensuring that all ministry areas are staffed and implemented in an effective, dynamic and diligent way by all leaders.

Of course, this does not mean that he/she has to do everything himself/herself.

Schedule

In order for us to prepare the RMS well and also bond as a team beforehand, we have come up with the following schedule.

Our goal is to form a 5-7-member staff team in Mallorca by 15 October and then to begin with the team building process and assign the first tasks.

As the ET, we feel it is our job to prepare you well for your tasks and work closely together with you.

Four in-person days a month have been planned for October, November, December and January, when the team will get together. We will also have weekly two-hour Zoom meetings, which are compulsory for team members.

From mid-February 2023, the entire team will need to live on the island, settle in and together prepare the RMS from a spiritual, practical and organisational point of view.

Financial matters

As we run our RMS on a holiday island in the high season, finances are a real challenge for all of us and is an area where we have to trust God.

Despite this, we still want staff members to be able to live and eat at the RMS free of charge, unless they receive a full salary from a circle of friends.

Paid employment is possible in Switzerland through Campus für Christus and in Germany through JMG or GOSPELTRIBE. Simply contact the ministry which you have the closest personal relationship with.

We would ask staff members who are unable to obtain a full salary from their circle of friends in such a short time to try and raise enough funds, so that, including the

employer's contribution, at least 520 euros can be paid out and insurance issues are also settled.

Thank you for your interest in the RMS!

We look forward to hearing from you! For all those interested in working with us, we'll be holding an initial information meeting on the **evening of 6 July at 7pm via Zoom**. Just follow the link at info@reachmallorca.com. The evening will be a good opportunity for us to answer any further questions you might have.