



# **WEC SPAIN - ORIENTATION MANUAL**

## **JANUARY 2008**

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## **WELCOME TO SPAIN!**

Welcome to Spain, on behalf of the WEC Spain Team. We are glad that you have chosen to come and join us in Spain to serve the Lord. This orientation manual seeks to help you out with some questions you may have. We hope it will be of some help!

You may be staying with families, either missionaries or local people, until a suitable flat is found. We ask that you respect your hosts and offer to help with household tasks.

## **B. THINGS TO BRING FROM HOME**

**CAR:** If you are not European, you will need an International Driving License obtainable from the motoring associations (e.g. AA) at home for a nominal fee. You will need two passport photos. The license is valid for one year and renewable, but once you have your Spanish residence permit, you should obtain a Spanish driving license. Members of the European Union can exchange their licenses for a Spanish one, but it is not possible for non-Europeans to do so where there is no agreement between the home country and Spain. The only option is to sit the Spanish driving test when you are able. However, keep in mind that it is quite an expensive process.

**SMALL ELECTRICAL GOODS:** NZers, Australians and Britons should bring continental travel adapters, as some Spanish plugs don't accommodate an earth (ground) wire. Spanish voltage is 220, so Americans will need to bring dual voltage items with a built-in switch, or bring converters/transformers. Even so, Spain has 50 cycles instead of 60, so the motor is likely to wear out more quickly. If you plan to buy new appliances, the best policy is to buy them in Spain. Items **such as kettles are not common** but it is possible to buy them here.

**MEDICINES:** If you need a particular medicine regularly, ask the manufacturing company whether it is easily obtainable in Spain. You can often buy medicines over the counter without a prescription, even if a prescription is essential in your own country. If you wear glasses, bring your prescription with you.

**FOOD:** Bring spices and essences, dried fruit (fruitcake mix), Marmite (UK) or Vegemite (Aus/Nz), and British style tea. Americans may want to bring extracts, cranberry sauce, mincemeat, pie fillings, beans for sprouting, corn syrup, un-sweetened baking chocolate, vegetable shortening (Crisco) and brown sugar for baking. The Dutch may want to bring Indonesian spices. A lot of foods specific to your own country are beginning to appear in the shops here but at a price.

**HOUSEHOLD GOODS:** Most things are now available in Spain, but if you are in doubt, ask about specific items before arriving.

**READING MATERIAL:** You may like to bring your commentaries and reference books (on CDs if you have concerns about weight allowance). Bring some light reading in your own language. It's a good idea to take out a subscription to a Christian magazine that will keep you up-to-date on the Christian scene at home. In Spain, there are limited options for obtaining literature in English.

**OTHER ITEMS:** Bring a supply of greeting cards for various occasions. Spaniards are not great card-senders, so there is little selection. For social events with fellow missionaries you may find it useful to have a few "nationalistic" items, including home-costumes, songs, flags, an illustrated book of your country, etc.

### **C. PREPARING FOR THE CULTURE**

Read as much as you can about Spain. Talk to people who have been here, and pay a visit yourself, if possible. Find out if there is a Spanish-speaking church within your own country, and visit it. Even without knowing the language, you will pick up a Spanish feel. Ask for information from the Spanish consulate at home, and visit or contact the Spanish Tourist Office, if there is one. They may give you a free map and booklets about Spain.

Study Roman Catholicism, both the doctrines and recent trends in the Church. Study not only "official" Catholicism but also the "folk religion" that mixes dogma and superstition. Begin to study Spanish. The farther you get the better. Even a grasp of the basics will help as will a few essential phrases, like "No hablo Español." – I don't speak Spanish.

Here are some study questions you might like to tackle, not to be handed in and marked, but for your own benefit:

1. With the aid of a book on the history of Spain, write your own history of the country (in note form if you like). Note, in particular, the origins of the conflicts that led to the Civil War.
2. Gather as much information as you can about the evangelical church under Franco, the transition to religious freedom, and the evangelical church today.
3. What is the present political system and situation in Spain?
4. What is the Roman Catholic teaching on the Virgin? How do many of the common people regard her? When examining the church's official teachings, read what Catholics say (especially examining their use of Bible passages about Mary), not what Protestants say that Catholics say.
5. Familiarise yourself with the map of Spain.

### **D. PREPARING FOR CULTURE SHOCK**

When you first arrive in Spain, you will probably have something of a "tourist" mentality, fascinated by the novelty of it all. Eventually, this will wear off and (unless you are unusual) culture shock will set in.

Simply described, culture shock is a depressing sense of feeling alienated and disoriented in an unfamiliar setting: you can't communicate; you can't understand what people say to you; you're not sure what to do in different situations; even the simplest tasks become baffling; you are always making mistakes; you feel too dependent on others; you feel of no use.

Gone are the days when you could witness freely to others; when you had a ministry in the church! On top of this, you're sure to be homesick, missing your family and friends, missing the pleasures and the landscape of your own country. What a wonderful country yours is! How horrible Spain is. How stupid all Spaniards are! **(Make a note about other countries) It's good that even Spaniards know they will experience the same in our home country)**

With these thoughts, feelings of guilt often follow: the guilt of feeling depressed, of feeling "useless," of not being a happy, victorious missionary. Don't worry, everyone goes through it. However bad it feels, you will eventually emerge.

**COPING WITH NEGATIVE FEELINGS:** The most important thing is to keep open your lines of communication with the Lord. Tell Him exactly how you feel, however negative and "bad". He already knows. Listen to Him by reading His Word daily. The Lord has brought you to Spain, so accept your situation as from Him. He has many things to teach you in it. He is with you even (and perhaps especially) in the difficult times, and His purpose for you remains good and loving.

It's important, too, to keep open your lines of communication with the team, and especially with the field leaders, who have pastoral responsibility of you. No one expects you to be instantly happy and settled, without battles and negative reactions. Share what you are going through, and you will encounter empathy, not condemnation. Bottling up your feelings will only

make you feel worse; sharing them will cement your fellowship with and integration into the team.

Also remember that you are in a spiritual battle. The Enemy will play on your natural feelings to disrupt your fellowship with the Lord, the team, and Spanish Christians, and to bring you to discouragement and despair.

Look out for the good things about Spaniards: their friendliness, willingness to chat, etc. Remember that there are unpleasant things about your own country and culture, however rosy it might seem to you in your homesickness.

## **2. EVERYDAY LIFE IN SPAIN**

**MEALTIMES:** You will quickly notice the cultural difference here. For breakfast (desayuno) Spaniards will typically eat bread, cookies or cakes dipped in coffee or thick chocolate, if they eat breakfast at all. It is common to do this in a bar. Most workers take a break around 10:30. Cereals are becoming more popular now and are easily available at supermarkets.

Lunch (comida) is the main meal of the day, eaten between 2 and 3 p.m.

There is often a snack (merienda) of bread, biscuits/cookies or cake with coffee (milk with chocolate-covered bread for children) at around 5:30 or 6:00 p.m., when the children come home from school.

Supper (cena) is a light meal eaten from 9:00 p.m. onwards (or even later in summer).

**TABLE MANNERS:** Some things are "bad manners" which would be acceptable in your own culture. It is expected that you will eat your chicken with your fingers, and in working-class homes, don't worry if the bones go on the tablecloth. On no account must you lick your fingers. Clean them with a serviette (napkin). Keep your hands on the tabletop. Slurp your soup, but don't yawn or stretch. Don't be afraid to ask someone to pass you something; they may not pass you things otherwise. Spanish hosts will press food on you, but it is acceptable to refuse. They may pile your plate high, but if you can't eat it all, they won't be offended if you leave some of it. The salad and other dishes may be placed in the middle of the table and you help yourself. Often salad is eaten separately.

**CLOTHES:** You will need clothes for very hot and very cold weather (up to about 40° C on summer afternoons, and down to -5° C or so on winter nights). Ladies don't tend to wear baggy clothes. Generally shorts are only worn on the beach, at the swimming pool or on picnic outings. Jogging outfits with athletic shoes are the common attire for church camps. At summer camps, t-shirts and shorts are fine. (Now a days it's very acceptable to where ¾ trousers)

Observe the Spaniards styles of dress and try to fit in with them, not stocking up with lots of "foreign" clothes before you come, but gradually replacing your clothes with Spanish ones. This is particularly important for children who need to feel that they are dressed like their friends and schoolmates.

Most Spaniards dress well for even casual, day-to-day activities like shopping or an evening walk. It is quite difficult to find bigger sizes, especially for women.

**GREETINGS:** When greeting people you know (even if they are not friends), the forms are:

-man to man: handshake (and possibly a slap on the back). If you know each other well then a strong hug is definitely in order. You might even see men kissing cheek to cheek but usually they are family members.

-woman to woman: kiss on both cheeks.

-man to woman and vice versa: kiss on both cheeks if there is a sufficiently close relationship, or for a special welcome or farewell. Among church members, men and women generally greet each other with a kiss. A handshake is acceptable when greeting strangers.

To avoid collision of heads when kissing, go to the left first. Most simply touch cheeks instead of actually kissing.

**BARS:** These serve alcoholic and soft drinks, coffee, snacks and often meals, so you would expect to see families eating and drinking in them. It is acceptable for Christians to visit bars and to drink alcohol in moderation, so don't let this shock you and don't be quick to judge. It is a strong part of the culture in Spain. The person who invites pays; there's no question of each paying for himself.

### **SPECIAL OCCASIONS:**

**Christmas:** The main celebration is on Christmas Eve (Noche Buena). Christmas Day itself is quieter, a day of rest and recuperation. Traditionally the children receive presents on Epiphany (Los Reyes) on January 6th by the three Kings who brought gifts to the infant Jesus. Christmas Day, January 1, and January 6 are public holidays.

**New Year's Eve (Noche Vieja):** The traditional way of marking the beginning of the New Year is to eat one grape on each stroke of midnight.

Throughout the year there are various saints' days and other public holidays, some national, some regional and some local. If such a holiday falls on a Thursday, Friday is usually a holiday too, making a "puente" (long weekend).

**Birth of a Baby:** You should call on the family, maybe with a small gift of flowers. It is common practise to know both the sex and the name of the baby before it is born. Baby girls have their ears pieced almost immediately after birth.

**Death:** If someone you know or someone's relative dies, it is appreciated if you visit with the relatives to give your condolences at the state funeral home (tanatorio).

**YOUR HOME:** Most Spaniards, at least in cities, live in flats/apartments. You may find homes a lot smaller than what you are used to. Floors are either tiled or made of "parquet", varnished wood.

**Heating:** If the flat doesn't have heating you can buy portable gas or electric heaters.

**Electricity:** Your flat may have a limit on the amount of power that can be consumed at one time. The limit in some older flats is as low as 1.5 kW. More typical would be 3.5 kW. Your electricity bill will tell you what your limit is. You can get it raised by taking the contract along to the company's office and paying for an increase, but this is quite expensive.

**Gas:** Natural (piped) gas is becoming more common in the newer flats. Trucks carrying bottled gas (butano) come around weekly and sometimes in the inner city, daily. When you need a new bottle, listen for a long horn blast and the loud clanging of bottles, call out from your balcony, "Una aqui!" Also, you can call a number with a recorded message and leave your address. They will bring it the next morning. It is wise to turn off all bottles at night or when you go out for safety and economical reasons.

**Water:** Sometimes included in the "comunidad" cost of services to the flats.

**Telephone and Internet:** There are too many possibilities to mention them here. We will advise you when you arrive.

**SIESTA:** This is the "long lunch hour". Few Spaniards actually sleep, but they do take it easy and don't like to be disturbed. Many shops and businesses close from 2-5 p.m. except for bars and some big shopping centres.

### **SHOPPING TIMETABLE**

Most shops are open from Monday to Friday, from 10 am until 1:30 or 2:00 pm and then from 4:30 or 5:00 pm until 8:00 pm. On Saturdays they are generally only open in the morning, and on Sundays most stores are closed except for small bread shops and bars. There are a few major department stores and shopping malls open in the Madrid area.

When you go to the small shops to purchase things, you may see a jumble of people instead of a line (queue). Spaniards do not quietly wait their turn at the end of an orderly line of people. If you want to be served in turn (and not cause any problems), you must boldly ask (or shout!) "¿La última?", which means "who is the last one?". When someone answers, keep your eye on him or her and make sure you are served after that person. At meat, poultry, fish or vegetable stalls in larger supermarkets, this initially unnerving experience is made easier by simply taking a number from a little machine and waiting your turn. In the checkout line ladies sometimes leave their baskets or trolleys to save their place while they go off and pick up some more goods. Be polite and let them do so, even if you think it's unfair.

If you shop at the bigger supermarkets you can usually get by without Spanish. You can always point at fruits, vegetables, lunch meats and cheese and say "*un kilo*" or "*medio kilo*". (Americans remember we're on the metric system here, one kilo equals 2.2 pounds. So if you want a pound of something, you're safe to ask for half a kilo, "*medio kilo*").

### **STAMPS AND LETTERS**

You can purchase stamps (*sellos*) at the *estancos* (tobacco shops.) or at the post office (*correos*). If you can't ask for that amount, show them the letter and say "*Necesito un sello*". If the letter is more bulky than usual they need to weigh it in order to give you the correct stamp. They are helpful enough. Of course, you can always take them to the *correo* post office. The nearest post office to the local is in the "Centro Commercial Las Rosas", which is a short bus ride or 20 minute walk away. It is open all day including Saturdays. The main Post Office of Madrid is located at Plaza Cibeles (Metro: Banco de España) and is open all day. All other post offices are only open in the mornings. You can post letters in the yellow mailboxes.

### **TELEPHONE**

The Spanish phone system is expensive for overseas calls. It is best if you use a phone calling card which you can purchase from locutorios, or find a cheap deal once you have the phone connected at home. If you don't have one and really need to call home, call collect. The public phones take coins or cards, which can be purchased in the tobacco shops. This could be a way to call home if you don't have a phone credit card because you would be able to control how much you spend.

### **MADRID:**

Usually new workers arrive and spend their orientation time in Madrid, so it is good to know a bit about the capital city. Madrid is situated in the geographic centre of the Iberian peninsula at 660 metres (2,178 feet) above sea level. The city is situated at the foothills of "Sierra de Guadarrama" (maximum height 2,430 metres – 8,019 feet) on the bank of the river Manzanares.

Its climate is Mediterranean-Continental, influenced by its shape of hills and valleys. The annual average temperature is about 13°C (55°F) . The most pleasant seasons are Spring

and Autumn (Fall) with an average temperature of 18-20°C. It is a city without many rainy periods. It mainly rains in May and October. Winters are cold and dry with an average temperature of 5°C (41°F), and summers are quite dry and hot reaching over 40°C (over 104°F). The proximity of the mountains of Toledo to the south of Madrid and Guadalajara and Mirasierra to the north, make for one of the healthiest climates in Europe. This is in spite of its pollution problems, which of course most big cities have. The population of Madrid including its suburban area is approaching 5 million.

There are lots of things to see in Madrid and you can get around easily on the Metro (subway) and the buses.

## PUBLIC TRANSPORTATION

**a) Metro** Madrid provides a complete network of 12 lines, which are colour-coded for easier use (see Metro map - `plano`). It is the easiest, fastest and cheapest way to travel around the city. It is open from 6:00 a.m. to 1:30 a.m. and trains run every 3-5 minutes during the day and every 10-15 minutes at night (from 11:00 pm onwards). The price of a single ticket (sencillo) is 1.00 euro, but you can buy a ten-ride ticket (bono-metro) for 6.40 euros. Both of them can be acquired at the metro counter and at vending machines in the stations. If you plan on using the metro/bus regularly you can also buy a monthly pass (`abono`). To obtain one, you need to go to the `estanco` with a copy of your passport and a passport-sized photo. The closest Metro station to the WEC local is **San Blas**, on **Line #7**, the orange line. If you are going somewhere by yourself at night, you should walk over to **Las Musas** metro as at times there are drug-addicts hanging around the San Blas metro station. If there are a group of people traveling together it is safe, but if you are by yourself, go to Las Musas. (see section on "Safety")

**b) Bus** The EMT (Municipal Transport Company) covers the whole city with its 150 lines. Buses are red, and bus stops are marked with signposts, where it is possible to see the number and route of each bus. Ticket prices are the same as the metro and can be used on both. Apart from the metro, tickets can be purchased from *estancos* - tobacco shops, newspaper kiosks, and at an EMT bureau. The closest bus to the WEC local is the **#48**, which runs along Avenida de Canillejas a Vicálvaro. Other local bus routes are **#140** and **#38**.

There are other buses (green in colour) which go to places outside of the Madrid city limits. These are more expensive, but a 10-ride `bono` can also be purchased.

**c) Trains and Buses** There are various private bus companies (Continental) which will take you to the towns outside of Madrid as well as the state run train system (RENFE). In Madrid there are three railway stations which connect Madrid with the rest of Spain and Europe.

**Chamartin** is the most modern, with destinations to the northeast and south of Spain and to most of the European capitals. You can get there by metro. The "Chamartin" metro stop is located on Line #10, the dark blue line. **Atocha** station is located in the south of Madrid, and trains go to the south and southeast of Spain as well as to Portugal. There is a metro stop for "Atocha RENFE" station on Line #1, the light blue line.

**Príncipe Pío** or **Norte** is the third train station, located in the west of Madrid near the Royal Palace (Palacio Real). It is located on #10, the dark blue line and #6, the grey line. Trains destined for the north and northwest of Spain leave from here.

**Estación Sur** at Méndez Alvaro and **Avenida de America** are the main bus stations in Madrid.

**CRIME:** There is a lot of petty crime in Madrid. Don't wear valuable jewellery or carry large sums of money. Keep your wallet safe, preferably in your front pocket, and never let go of your bag. Shut windows and doors when you are out. Never leave the door open and unguarded, and don't open it until you know who is on the other side. Never leave valuables in your car.

**EMERGENCY SERVICES:** 112 is the nation-wide emergency phone number.

### **3. LEGAL MATTERS**

**VISA:** For non-Europeans, you must obtain this before leaving your home country. It allows you to stay in Spain for 3 months and then apply for a residence permit without having to leave the country. The process can be complicated therefore you must be in contact with the field before arriving.

**RESIDENCE PERMIT:** The field has a summary of recent WEC experience to guide you.

**REGISTRATION AT YOUR EMBASSY:** Go to your country's embassy in Madrid after arrival (taking your passport), to register yourself and your family if it is possible to do so.

**YOUR STATUS:** As a resident alien in Spain, you have all the constitutional rights of a Spaniard.

**IDENTIFICATION:** You are required to carry your passport or residency card with you at all times.

**REGISTERING A BIRTH:** The maternity clinic will give you a form which must be signed by the officiating doctor or midwife. Take it to the local registry (the clinic will tell you where it is), along with your marriage certificate and residency. Two or three days later, you go back there to collect the "literal", which is a copy of the entry in the Spanish register. Take this copy, with your own and your wife's birth certificates, marriage certificate, and passports, to your own embassy to obtain your baby's birth certificate. There is a small fee for both registrations. While at your embassy, have the baby put on your passport or your wife's, or obtain a separate passport for the baby.

**INFORMATION SHEET:** At the end of this manual there is an Information Sheet. Please fill it in and give to the Field Leaders who will keep it on file at the office.

### **4. MONEY MATTERS**

The unit of currency is the Euro. Bring some Euros or access to an account for withdrawals, to cover your rent, food, language school and other expenses until your first payment arrives from your sending base. It is a good idea to send money ahead of you as well. The field leadership will help you to open a bank account. Current and deposit accounts are available but the interest on deposit accounts is negligible. There are no cheque guarantee cards, so don't be surprised if shops are unwilling to take a cheque. You also have to pay a fee to cash a cheque or pay it into your account if that cheque is from outside your province. Don't be surprised if a shop won't accept any credit/debit cards at all, only cash.

Strongly encourage your supporters to channel their giving through your WEC sending base. If you do need money in a hurry for some emergency, supporters can send money orders from a bank, which are easy to cash at your local bank. Alternatively, money can be wired directly to your bank account or the WEC bank account using the IBAN (International Bank

Account Number). After the first two months, your money will come through monthly (every 2 months for Dutch workers) into the team account. The treasurer will transfer it into your personal account, after processing it in line with the field financial policy. (See Financial Policy)

## **5. MEDICAL MATTERS**

**INSURANCE:** Insurance is for the cost of treatment and hospitalisation. It does not cover the cost of medicines, some dental treatment (depending on the policy), or glasses. Medical insurance is compulsory, without it you cannot obtain a residence permit. You may use your own if it covers living in Spain, but we recommend joining ADESLAS where WEC Spain has a group policy.

**TREATMENT AND HOSPITALS:** If a doctor sends you for a blood test, a urine analysis or an x-ray they may all be in different places. (Your insurance company will have its own regularly used centres for these). When someone is in the hospital or maternity clinic, it is normal for someone to stay with them to carry out small services often done by nurses in other countries. It is not usual for a husband to be present at a birth, but if you ask they may allow it.

**PREGNANCY:** Most pharmacies carry out pregnancy testing. For prenatal care, get in touch with a (tocologo/a) used by your insurance company.

## **6. FINDING A FLAT/APARTMENT**

As a new arrival, a temporary flat can be found for you if you wish. Singles can expect to pay for a flat between 185 and 370 Euros per month (depending on how many people you share with). For a family it could be from 420 to above 800 Euros. The leadership and other team members will be available to help you find a suitable flat.

You may need to go with the landlord to a lawyer who will have the agreement drawn up, which the landlord and you will sign and then receive a copy of. Take your residency card or passport with you. You can rent flats furnished or unfurnished. An unfurnished flat may be completely bare, without even light fittings or a water heater, whereas some furnished flats include everything down to bedding and kitchen equipment. You may have to pay for contracts for electricity and gas.

## **7. CHILDREN'S EDUCATION**

WEC missionaries in Spain have discovered the value of educating their children in Spanish schools. The standard of education is comparable to that of other countries in Europe.

The options open to you are:

- \* Spanish schools - state-run (public) or private.
- \* The two Spanish evangelical (ecumenical) schools in Madrid which really function as ordinary state schools. Not all the teachers are evangelical, nor are all children from Christian homes.
- \* The American Christian School (ECA) half an hour east of Madrid (fee-paying, English speaking).
- \* Private secular schools in other languages, e.g. English, German. Very expensive.
- \* Correspondence education from your own country (e.g. ACE), although we would discourage this option.

Most Spanish children start at nursery (age 3) or pre-school (age 4). At age six they start EGB (Enseñanza General Básica or elementary school), which consists of 8 grades. The

academic year runs from mid September to June. There are end-of-year exams, which can be repeated in September if failed in June. If the child fails more than 3 subjects, he may have to repeat the whole year. A year may be repeated twice. If all goes well, the child finishes EGB at 14 or just before. However, a new age structure is now being introduced and further change is expected.

Following EGB, the parents may select one of three options: (a) cease education altogether, (b) FP (Formacion Profesional), or (c) BUP (Bachillerato Unificado Polivalente). FP is open to all children and offers technical and vocational training. The first grade consists of 2 years, and the second grade of 3 years, a qualification being gained at the end of each. BUP is open only to children who have successfully completed EGB and provides 3 years of academic education.

At the end of both FP and BUP, the student may do COU (Curso de Orientación Universitario), a one-year University preparation course concluded by a selection exam for University entrance.

Education in state schools is free, but you must provide all textbooks and materials. Generally speaking, Spanish education is strong on the "3Rs" (reading, writing, and arithmetic) and in getting the child to assimilate information. It is weaker than in some countries in encouraging creativity and thinking for oneself.

Music, sports and computers are not usually provided by state schools. You can pay for sports classes in the local sports centre and you can find private music lessons at a price.

Religious education in Spanish State schools (not just church schools) is Catholic, and designed to encourage Catholic piety in the child. In Madrid and large towns, an alternative "etica" (moral education) is offered, and evangelical children usually do this course. In smaller towns, which tend to be more religiously conservative, etica may not be available due to lack of demand. You then have the option of withdrawing your child from religion, although in practice this may mean only that the child is exempt from taking part in lessons and exams, while remaining in the classroom with a book to read. In some schools, depending on availability of teachers and demand, ERE (Evangelical Religious Education) is an option.

How to get your child into a Spanish state school:

(a) If they are starting school for the first time: Go to the school of your choice before the end of the academic year and put the child's name down for the following September. This is usually done in the spring.

(b) If they have had some schooling at home: If your child is old enough for Spanish grades 6-8, he will need proof of previous education from your own country. By this age, however, it is increasingly difficult for a non-Spanish-speaking child to adjust to schooling in Spanish and to the Spanish system. If you wish to do this the process to follow is:

1. Bring all the child's school reports/transcripts from home. These will be translated by an official translator.
2. Bring their birth certificate.
3. Before you leave your country, contact the Spanish Embassy for legal validation of your records.
4. Once in Spain, contact the Ministerio de Educación in Madrid to follow their instructions.

## **8. WEC IN SPAIN**

WEC in Spain is known as Evangelización Mundial para Cristo (EMC), although some Spaniards know it as "la WEC". We are registered as an "entidad religiosa/iglesia" with the Spanish Ministry of Justice. The early story of WEC's work in Spain is told in SPAIN - A NEW DAY by Glenn Myers.

**Administrative Structure:** The WEC Spain team of 30 workers is led by the Field Leaders, Deputy Field Leaders and a Field Committee, including the Treasurer. All offices are held for 3 years. Elections take place at the field conference, and all full missionaries (not new workers or short-termers) may nominate, be nominated and vote.

**Field Conference:** This takes place in March/April every year. All WECers must attend the conference. The purpose of the conference is two-fold: (a) to meet together for fellowship and teaching, and (b) to attend to business and policy decisions such as acceptance of workers, movement of personnel, establishment of goals, etc. All workers, including NWs in language study should bring a report of the previous year (35 copies) and a Job Description for the following year (3 copies to be signed by him/her and the F/L).

**Prayer Days:** There are normally 2 full prayer days a year for all team members, usually in February and September, 2 regional prayer days (northern and central) in June and towards the end of the year, plus the Fellowship Days in November or December. All team members are encouraged to attend, although it is understood that distance may prohibit this and that one member of a couple will often need to stay at home for family reasons.

**WEC Office:** The headquarters of WEC in Spain is at Avenida de Canillejas a Vicálvaro, 131, local 6, 28022 Madrid.

**WEC** is currently working in the following areas:

**Madrid:** Local church support, Rainbows of Hope a ministry to children, Counselling, Theological training and teaching, Ministry to immigrants.

**Basque Country (Guipúzcoa):** working in two towns with a view to facilitate multiplying church communities.

**Galicia:** Church planting

**Asturias, Gijón:** in local church support and working with a view to facilitate multiplying church communities.

**Talavera de la Reina:** local church support.

**South of Spain:** Extension of Rainbows of Hope ministry. Working with World Horizons to church plant with immigrants.....

**Team Church Planting Policy:** The main purpose of WEC Spain is to plant churches eventually handing them over to trained Spanish leadership. See the "Bye Laws" for specific vision and mission statements.

## **9. THE FIRST TWO YEARS**

As a NW, your priorities are:

- to learn the language well.
- to adapt to the Spanish culture.
- to become an integrated member of the team.
- to discover your ministry in the dual contexts of Spain and WEC.
- to visit the different WEC workers and ministries.
- to visit a variety of Spanish churches in order to better understand the way the national church functions (see separate document on list of Spanish evangelical churches)

In addition to these priorities, you will have opportunity to contribute to the team, depending on gifts, availability, need etc. Such involvement could include:

- Updating and maintaining the WEC website.
- Cleaning and maintenance of the local.
- Conference preparation (e.g. decorations, welcome packs, token gifts, etc.)
- Responsibility for “one off” events (e.g. Christmas, summer, during conference, fellowship days, etc.)
- Practical jobs.
- Administration.
- Helping with WEC short term programs.
- Helping out the various WEC Teams and “one off” events that occur.
- Supporting families on the team.

The term New Worker is applied to team members in their orientation (or probationary) period. This normally lasts 2 years after which the New Worker will be accepted as a full team member at the subsequent conference or the Fellowship Days.

**New Worker’s Meetings:** These take place frequently with the FL’s and are for fellowship, prayer, sharing on useful themes, input from other team members, etc.

**Six Monthly Evaluations:** These evaluations are designed to ensure that things are going OK. They should not be seen as a threat but as an opportunity to share openly with your FL’s. Remember the dates when these evaluations are due.

## **10. LANGUAGE LEARNING**

It is strongly recommended that you study some basic Spanish before arriving on the field.

After arrival the options are:

- \* Language schools - they are numerous around Madrid.
- \* Classes through the university (Madrid or Alcalá)
- \* The L.A.M.P. (Language Acquisition Made Easy) method.
- \* Private classes – only recommended when your language is more advanced.
- \* Intercambios – language exchange, generally for when you are able to communicate even on a limited level.
- \* Classes organised through the city council.

The prices of schools and private classes can vary dramatically

**LANGUAGE ASSESSMENT:** The leadership will monitor your progress throughout the 2 years. At the end of both the first and second years you will be tested on your proficiency by a WEC appointed person.

## **11. RELATIONSHIPS WITH THE SPANISH CHURCH**

NWs are assisted in choosing a local Spanish church for relationship building, language practise and cultural adaptation. The FL, NW and church leader should meet together near the beginning of the NW’s involvement. Ministry involvement should be limited.

Regular visits to other WEC ministries and Spanish churches should be made at least once every 4-6 weeks. Out of courtesy the church leader should be informed of the NW's absence from the church.

Almost all Spanish evangelical churches are small and relatively lacking in resources. Be prepared for the large amount of South Americans in the church. Most evangelical pastors lack financial support and training opportunities, and may work in full- or part-time secular employment to maintain themselves and their families. In some churches there may be small Bible study groups but they do not generally meet in private homes. Don't feel that the people are rejecting you if you do not receive an invitation to someone's home following a service.

## **12. RELATIONSHIPS WITHIN THE TEAM**

"Strive to maintain the unity of the Spirit in the bond of peace." The enemy always wants to divide us, so work at being one with the team. We are a big team, with some members living at a considerable distance from others, so make an effort to get to know them all. Pray for and take an interest in what they are doing. Drop in on those who live within easy reach, and phone those who don't.

Make it a rule not to hear or speak gossip, or to bear resentment. You will not always agree with every team member on all points of doctrine and practice. Be tolerant, remembering that we are an interdenominational fellowship. We are also from many countries and cultures. If you find some characteristic of another missionary objectionable, assume that in his country it is perfectly acceptable and that he never meant to give offence.

We do have different ideas about table manners and proper topics for conversation! If something really annoys or upsets you, talk about it to the person concerned, and be prepared for others to be equally frank with you. You, too, probably have cultural idiosyncrasies that others won't understand!

A personality clash with another missionary can be overcome by praying for that person in his ministry and thanking the Lord for the person's gifts.

## **13. RELATIONSHIP WITH HOME CHURCH AND SENDING BASE**

Even overseas you are still part of your home church and have a responsibility to them just as they have to you. You are partners - they with you in your work, and you with them in their work. In fact, your ministry is an integral part of the church's ministry and vice versa. They can't be aware of your needs or pray for you intelligently unless you keep them up to date. Regularly send informative, honest prayer letters, as well as personal letters/e-mails, photos, dvds or videos. Just as you want the church to pray for you, pray too for your church, taking a real interest in what is happening.

Before you set off for Spain, discuss with your pastor the whole area of communication between you and your church: How often would they like a prayer letter? Will someone produce and distribute it for you? Who will be responsible for sending you the church magazine or receiving and passing on urgent prayer requests, etc.? How about a house group and/or Sunday School class adopting you? Make sure the church has a contact address for you on the field (if you don't know where you'll be living, give the WEC office address). Make sure the treasurer knows how to get financial support to you (if your sending base produces a leaflet about "money matters" give your church treasurer a copy).

The better the communication between you and your church, the more fruitful will be your mutual relationship. Good communication while you're away will also make it easier when you spend time with the church on furlough.

Just because you receive money and prayer support from your church, don't get into the habit of thinking that your role is now just one of passively receiving. See it as part of your missionary ministry, to deepen the concern for world evangelism within your home church. You can play a valuable part in educating them in the need for missionary work and all that it involves.

Good communication is at the heart of your relationship with your sending base too. Make sure you know how many copies of your prayer letter should be sent to your sending base and to whom they should be addressed. Send regular reports to your SB leader, as required by Ps & P. Communicate your prayer needs. Don't think you have to make everything sound rosy and wonderful. Share your homesickness, culture shock and other difficulties too. No one expects you to find it easy, and they do want to pray for you intelligently.

A copy of your prayer/news letter should also be forwarded to the F/L's and D/FL's.

#### **14. TIME OFF AND HOMELEAVE**

From the moment you arrive in Spain, start thinking (not talking) about your furlough. In the early days, as you see the sights, jot down your first impressions or take photos. You will be surprised how soon the novelty wears off and the differences come to be taken for granted. Before this happens, build up a store of material that will help you paint a living picture of your life and work in Spain for your supporters at home.

In your enthusiasm as a NW, and perhaps under pressure to conform to others' image of missionary life, do not dismiss your need for proper rest and relaxation. In particular, don't be ashamed of feeling abnormally tired while in language school. It is tiring to adjust to a new culture where you are unsure of how to do things. Even the simplest things can require a much greater effort than at home. Don't be afraid to go to bed "ridiculously early" or to spend half of Saturday asleep if you need to.

As regards your weekly day off, while you are in language school it will inevitably be Saturday, but many missionaries take Monday. You have one calendar month's holiday each year. It can be taken all together, or split up but not carried forward to the following year. If you do go home for your holiday, ensure that it does not turn into an unofficial deputation tour.

All absences from the field (home leave, holiday, other) should be communicated to the FLs and the treasurer.