



Team Training Course ~ Facilitator Notes

Facilitator Notes: All facilitator notes will be bold and highlighted. These notes are to help you lead your team through the training modules and prepare them for their mission experience. Please read all instructions out loud to your team and make sure they have a clear understanding of the training before moving on. All participants will need a personal journal and a writing utensil.

The BWM is about the work of God in the world through serving and sending God's people to bring others to know and follow Christ. We disciple people in mission by walking with individuals, churches, and global partners so that together we may provide opportunities for people to be God's instruments of grace, peace and justice in the world.

PARTICIPANT COMPETENCIES & OUTCOMES

- **(Inquire)** Learner with a servant heart to understand context of service (geographical, structural, theological, social, cultural, etc.) with respect and adaptability
- **(Inform)** Confident in sharing their personal stories (their faith journey and their motivation for service)
- **(Invite)** Willingness to explore their own gifts and abilities and encourage others to do the same while learning together in community
- **(Invest)** Approach service with clear goals for spiritual growth and desire for application of learning in broader life and ministry contexts

**Funding processed through the Board of World Mission will not be released until modules 1-9 have been completed. **

Training through the Board of World Mission is a reflective process aimed at spiritual growth. Each participant should keep a journal to complete their training and carry it with them through their mission experience.

Explain that they will use this journal to set goals during the training, but they are also expected to keep it as a diary during the mission experience. The following is just an overview of the program, you are not expected to answer these questions.

Training overview:

1. Trip Logistics

There are so many details involved in planning a meaningful mission trip: Where are we going? When will we go? Who will go? How will we prepare for the experience? How will we get there? How much

will it cost? How will we raise the money? What will we be doing when we get there? Where will we stay? What will we eat? What do we need to take with us? What should we *not* take with us? What type of visa, passport or other travel documents will we need? The Board of World Mission uses a process called the “7 T’s” as a checklist for addressing these details (target, task, team, talents, term, training, treasure). The process for dealing with these details will need to begin well in advance of the trip.

2. Application: Contact info; Medical Needs; Passport Info; Emergency Contact

Before you go on a trip, you have to sign up! Make sure to complete an application with copies to your team leader and the BWM. Having information on your Passport (internationally), medical needs and an emergency contact will help simplify any response needed if (and more likely when) things do not go exactly to plan. Plus, if the BWM has your contact information, you can be contacted when new, exciting opportunities to serve become available!

3. Spiritual / Biblical Foundation

Mission teams are often seen as ambassadors for Christ and representatives of the churches from which they are sent. While team members are not expected to be Bible scholars or theologians, it is important for them to have at least some spiritual and biblical foundations. The Board of World Mission offers a guide for reflecting on individual spiritual formation (the “SHEETS Sheet”) and some basic Bible Studies that can be used in team preparation. Teams are always invited to take part in local church services and often invited to preach or share personal testimonies and stories with the congregation. Preparing for this in advance can be very helpful!

4. Goals: Setting Personal & Spiritual Goals

What makes a service-learning mission trip different from regular volunteering or just a vacation? Actively working towards learning and growing throughout the experience. To do this you need to have a target to aim at, and that target is your personal and spiritual goals for the experience. Do you hope to gain leadership skills by helping others complete tasks? Do you hope to learn about how another community of faith worships in their context to enrich your personal worship and devotion time? Setting these goals ahead of time allow you to assess your progress while traveling, and to reflect on your experience and the impact it has had on you after you return.

5. Community Roles (What does everyone do?)

The team is comprised of people who can offer a variety of gifts and skills to the efforts of the team. It will be important to identify what each person can contribute through a gift assessments activity and discussion during the pre-planning. Through these discussions, leadership roles will be identified. Remember to include your congregation and community partners with the team in a variety of ways. The team can create ways for the congregation and partners to have a sense of awareness and ownership of the many aspects of the service experience.

6. Expectations of the BWM (What can you expect from the BWM?)

There are many details involved in planning a mission trip. It is important to establish and clarify roles and expectations related to the team and the Board of World Mission. Who is responsible for purchasing tickets, contacting church leaders in the area to be visited, checking on visa requirements, arranging for meals and housing, etc.? Attention to these roles and expectations in a timely manner will help to avoid confusion and misunderstandings.

7. BWM Favored Practices / Moravian Approach to Mission / Worldwide Unity Context

As Moravians, we are part of what is called a Worldwide Unity that consists of more than a million people in more than 40 countries around the world. When you take a team to another part of the world, it is important to understand the context (geographical, structural and cultural) and also understand the approach that we like to take when we minister together with brothers and sisters in other parts of our “Unity.” Is the place you are visiting part of a Unity Province, a Mission Province or a Mission Area? Is it a Partner Province of the Board of World Mission? You will need to be aware of the BWM’s “Favored Practices” and have a basic understanding of what we believe is a “Moravian” approach to mission.

8. Site Specific Education (Know about where you are going / can you find it on a map?)

The Board of World Mission has prepared “Site Guides” for most places that mission teams might be serving. These guides cover a great deal of important information regarding the site: contact information, travel, housing, local currency, communication concerns, health concerns, visa information, language issues, etc. It is important to review this information before making final plans for a mission team trip. Take some time to learn a bit about the cultural differences you may be facing. Language, economic development, food and bathrooms are just some of the things that may be different from what you are used to at home. Take some time to study and learn so you don’t literally or figuratively put your foot in your mouth when you aren’t supposed to!

9. Team Covenant

Before your team travels, it is best to set some ground rules for your group. Take some time to decide what is important to your group, and how you plan to interact when things are going to plan, and when they aren’t. Decide how you will make sure everyone has a meaningful role, and the ways you will support individual and group learning. Make sure everyone has input in creating the covenant, and that everyone agrees to it, and how you will hold each other accountable to follow it.

10. Liturgy of Co-missioning

Get your congregation involved in the mission experience.

11. Follow up Expectations

Much energy is put into the preparation prior to service and during service, however, there is an equally important component -- returning home, debriefing with the team, and sharing the story of the experience with those who have supported the team and individuals through prayers and finances.

Take time here to really prepare your team for the task of sharing their story.

“Pay attention, be amazed, share your story!” - Mary Oliver

Take time before you leave to plan how you will share your story when you get back! Knowing you have to make a movie or slideshow with a certain goal in mind will help you to get the pictures and

footage you need. (ex. Get questions from your congregation ahead of time so you can ask them as you travel!) Make your reflection times, a time of processing your story to be ready to share!

You will need to think about how you will evaluate your experience when you return. It is valuable for the team members to share their perceptions of how the team was prepared and functioned together. An evaluation will be provided to each member in order to share those perspectives and help prepare future teams.



Module 1:

Trip Logistics

7 T's of Mission Trips

Training through the Board of World Mission is a reflective process aimed at spiritual growth. We encourage each participant to keep a journal for both the training and mission experience. Have your team members answer the questions below, really encourage them to think through all of the details of planning a trip. Some of these questions are more individual than others, encourage sharing and teamwork where you feel it is applicable.

The 7 T's of missions is a process to guide your team through the planning stages of a mission experience. Please record your answers in your journal and be sure to take advantage of the resources provided by the BWM.

1. Talents

- What special gifts has God given the team or individual? How can they be used to serve and build up the Body of Christ?
 - Special abilities and skills of team members; language skills, building maintenance skills, teachers, nurses, etc.
 - Individual responsibilities of team members (team structure and organization)
 - Any additional training or preparation that would be helpful

2. Target

- What need has God called you to meet? Is it local or somewhere farther away?
- How will your talents or assets help to meet that need?
- How many people will be needed to staff your team?
- Any special considerations related to the country or region to which you will be going?
 - Travel arrangements
 - Who is responsible for booking the flights? What is the timeline for booking?
 - What are the expectations, if any, of BWM?
 - Do all team members have passports valid for more than 6 months from date of departure? It is good to take along a photocopy (or 2) of the first pages of the passport and store it separately from your passport.

3. Task

- Is our primary task to share the love of God and the Good News of salvation in Jesus Christ in **word** and **deed** by building **relationships**?
 - Platform or context in which this will take place:
 - Medical, construction, music, preaching, teaching, VBS, retreats, camps, sports, etc.
 - “If a house is built but relationships are destroyed, then we’ve missed the point!”

- How are we called to “be Christ” in this particular context?
 - What is our secondary task? What materials are needed to complete it?
 - Where, how and by whom will these be purchased?
 - Are the materials available in the target region?
 - Participation and involvement of local people
 - Is this meeting *their* need or *ours*?
 - “Ownership” of the project
 - Sustainability - How can you make sure what you have done will have long-term results?

4. Team

- Who are the ones that God is calling to be part of this particular mission?
 - Selection of team members
 - By region, by congregation, by special gifts or abilities, by age, etc.
 - Who is (are) the team leader(s) and what is their role?
 - References and recommendations
 - Local church leaders
 - Team leader
 - BWM or other church agency
 - Who makes the final decision concerning participation on the team?
 - Affirmation of leaders in target country or region
 - Any health, dietary or other concerns related to a specific individual on the team?

5. Term

- How much time is needed for this mission?
 - Travel time and on-site time
 - Extra time for rest, relaxation, getting to know the area and fellowship
 - How much time is needed to accomplish the task (especially the more important task of beginning to build relationships)?

6. Training

- Are you prepared in heart, mind and body for this experience?
 - Spiritual preparation
 - Mental preparation
 - Body (physical readiness)
- Are you able to complete the online training through the BWM website?

7. Treasure

- How much will it cost?
- How will funds be raised?
- How can support of this mission be a part of the mission?
- Sources of funding:
 - Local congregation and congregational groups, classes and committees
 - Fundraising events
 - (for Antioch Servants): Fundraising letter template from BWM
 - Friends and family (let them be a part of the mission “in spirit” or, as someone has said, “Put your money where your motto is!”)
 - [Southern Province Mission Society](#)
 - [Aldridge Fund](#)
 - NE Pennsylvania and other local mission societies
 - BWM Antioch team grants
 - Regional Conferences of Churches

- Other sources

**Applications should be digitized and uploaded to moravianmission.org/app
A copy of your insurance card and passport should also be uploaded**



Module 2: Application

Legal Name: _____ Date: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

Gender: _____ Age: _____ DOB: _____

Occupation: _____ Congregation: _____

Mission City: _____ Mission Country: _____

Parent or Guardian / Emergency Contact:

Legal Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

If traveling internationally, please submit with a copy of your passport.

Mission Philosophy Agreement and Waivers

I **understand** that I (my child) may be involved in the following types of work as a part of a service experience: simple carpentry, simple plumbing, ceramic tile work, which will include lifting of moderate weights or possibly food service and hospitality services such as: soup kitchen, food pantry, or distribution center. Are there any specific activities to be restricted? If so, please describe: _____

The undersigned does hereby give permission to (my child), _____, to participate in a service opportunity sponsored by the **Board of World Mission, Moravian Church, N.A.**

I (**authorize** an adult, in whose care the minor has been entrusted, to) **consent** to any X-ray examination, anesthetic, medical, surgical or dental diagnosis or treatment, and hospital care, to be rendered to the minor under the general or special supervision and on the advice of any physician or dentist licensed under the provisions of the Medical Practice Act on the medical staff of a licensed hospital, whether such diagnosis or treatment is rendered at the office of said physician or at said hospital.

The undersigned shall be liable and agree(s) to pay all costs and expenses incurred in connection with such medical and dental services rendered to the aforementioned child pursuant to this authorization.

Should it be necessary for my child to return home due to medical reasons the undersigned shall assume all transportation costs.

My child understands that he/she must abide by the rules established by the youth group leaders. In the event of his/her failure to abide by the rules I understand that I will be contacted and be expected to come and pick him/her up.

The undersigned also does hereby give permission for my child to ride in any vehicle designated by the adult in whose care the minor has been entrusted while attending and participating in activities sponsored by the Board of World Mission, Moravian Church, N.A.

I, as an adult participant, or being parent/guardian of _____, hereby consent that my/his/her image, and likeness, as shown in videotapes, photographs, and/or electronic images in which I/he/she appear(s), and/or audio recordings made of my/his/her voice may be used by the Moravian Church and Board of World Mission in publication, on official BWM web page, or social media for mission trip promotion and informational sharing.

Participant's signature: _____ Date: _____

Parent's/Guardian's signature: _____ Date: _____

Health Information

Participant's Name: _____ Sex: M F

Age: _____ DOB: _____ Cell Phone: _____

Address: _____

City: _____ State: _____ Zip: _____

Emergency Contact Name: _____ Cell Phone: _____

Insurance Information (Attach copy of insurance card)

Insurance Company: _____

Policy Holder: _____ Preauthorization #: _____

Group #: _____ Policy/I.D. Number: _____

Medication: Will participant be taking medication during the experience?

Yes: _____ No: _____

If participant will be taking any type of medication, including vitamins & natural remedies:

-be sure participant name, medication name & how medication is to be given is clearly marked on container(s).

-bring prescription medicines in the original pharmacy containers with directions & dosage label.

-please bring only the amount of each medication the participant will need for time of experience.

-fill out medication form below.

| Name of Medication | Reason for taking | Dosage | How / When given |
|--------------------|-------------------|--------|------------------|
| | | | |
| | | | |
| | | | |

Special Considerations / Allergies / Dietary Restrictions:



Module 3: Spiritual & Biblical Foundation

The best way to facilitate this module is to lead by example. Answer some of the questions out loud with the group, encourage them to write their answers in their journal but also to share with the team.

Take a few minutes to write out your answers to the SHEETS in your journal. After you are done, share your answers with your team and discuss the following three questions:

- What or whom does God want me to be?*
- What does God want to do in me and through me?*
- Where do I need to be in order for that to happen?*

Spiritual Formation

- Say a little bit about your Christian walk and witness. How has God been working in you and through you? What can you say about your relationship with Jesus Christ?

Home Experience

- Talk about some ways that God has been working through you in your local congregation. What are some gifts that the Spirit has given you and how have you been able to use them for the building up of Christ's church?

Exposure

- List some opportunities that you may have had to be involved with or exposed to other cultures. Have you had the privilege of interacting with folks from different cultures? What did you learn about them (and about yourself) from these experiences? Have you taken part in any short-term "mission trips" or other mission experiences?

Education

- Where are you in your academic preparation and studies? Say a little about courses you may have taken that have prepared you (or sparked an interest in you) for cross-cultural serving experiences. List any degrees, diplomas, etc.

Training

- What types of training in language, culture, specific skills, etc. have you had that would be helpful for your cross-cultural ministry? Have you had any field experience, internships, etc. that have helped to prepare you? What kinds of training and further experience might you need?

Service

- Have you had the opportunity to serve in a longer-range setting (more than one month in a cross-cultural experience)? Have you been involved in any on-going ministries of the church

through your congregation or a mission sending agency? How have these experiences helped to prepare you and guide you in terms of understanding what God wants to do in you and through you?



Module 4: Setting Personal & Spiritual Goals

You may read this article aloud or choose team members to read specific paragraphs aloud.

Read the following article and answer the questions in your journal.

Misguided Missions

Ten Worst Practices

Mark Wm. Radecke

Short-term mission trips continue to rise in popularity. In leading such trips and researching their impact, I've found that they can have a profound effect on the faith and life of participants, and good work is often done: people living in poverty have their needs addressed by energetic and caring people.

But the liability of badly implemented mission trips far exceeds the missed opportunities of staying home. Poorly conceived trips can distract hosts from their primary ministries, use up significant sums of money and energy on low-priority tasks and create unreasonable expectations for visible results in a short period of time. These are familiar criticisms; it's well known that short-term mission trips can be done poorly or well. Here is a brief inventory of the worst practices that can undermine the best intentions.

Here to ogle: Participants in short-term missions routinely report that what affects them most profoundly is getting to know their hosts, enjoying their hospitality, hearing their stories and witnessing the vitality of their faith. Hosts and partners are not like animals in a zoo. We visitors do not go to observe them; we go, at their invitation, to enter into their world and to experience—however briefly and incompletely—their realities. Dean Brackley writes eloquently about the potential impact of norteenos' encounters with the campesinos of El Salvador:

If we allow them to share their suffering with us, they communicate some of their hope to us as well. The smile that seems to have no foundation in the facts is not phony; the spirit of fiesta is not an escape but a recognition that something else is going on in the world besides injustice and destruction. The poor smile because they suspect that this something is more powerful than the injustice. When they insist on sharing their tortilla with a visiting gringo, we recognize there is something going on in the world that is more wonderful than we dared to imagine.

This is the sort of encounter we want for short-term missionaries. But taking photos of makeshift dwellings and ill-clad children without permission—and without inquiring into the conditions that compel human beings to live in such circumstances in the first place—turns a mission trip into socioeconomic voyeurism.

It's all about me: Martin Luther described the essence of sinfulness with the phrase *homo incurvatus in se*: the person curved in on himself or herself. Of all the potential ironies of a short-term mission trip, objectifying people is perhaps the most spiritually damaging. When we fail to become acquainted with our hosts and their communities, we not only forfeit rich opportunities for accompanying them but inadvertently commodify the very people we intend to help. We take interest in them only insofar as they can help us achieve something else—which, too often, is feeling good about ourselves and what we're doing. With our culture's values as part of our baggage, we treat the mission trip as a thing to be consumed for our entertainment, edification and enjoyment.

If this is 2010, then we must be in Tanzania: Tanzania this year, Bosnia next year, Nicaragua the year after that, and the Philippines in year four: a different country on a different continent every year! Changing the mission trip location each year may provide variety for participants, but it subverts the goal of establishing deep and lasting relationships. Better to make a commitment to one community.

Naturally, team members will change from year to year. Different leaders may take turns. Reciprocal visits by members of the host communities may or may not be possible, given the ever-tightening constraints of border controls. The goal, however, should be to establish meaningful, mutual and ongoing relationships.

Ethnocentrism, or “that's dumb”: When the teams I take to Central America complete their home stays, they give each host family a small gift. Their hosts often react in a way that seems unappreciative to Americans—which has prompted more than a few participants to take offense. But that's simply the way people in that culture respond to gifts. They regard the way we gush at the mementoes they give us as peculiar, even childish. This is ethnocentrism: each is judging the other's actions by the standards of his or her own culture.

The gifts we take on these trips often have to do with time: an engraved clock, a photo calendar of Pennsylvania. But punctuality is not valued in Latin America the way it is in North America. “Where's the bus?” a participant might ask. “The driver said she'd be here at 3:00. It's already 3:15!” I encourage participants to turn their perturbation into a question, to suspend judgment and simply ask why things are the way they are. Maybe a friend stopped by as the driver was preparing to leave home and pick us up. In her culture, it would be unthinkable rude for her to abbreviate that visit just to pick us up at three on the dot.

Who am I to judge? On the other hand, it's a false sense of multiculturalism that suggests that it is always inappropriate for participants to form any moral judgment about another culture. This cultural relativism is the flip side of ethnocentrism: both preclude actually taking another culture seriously.

To be sure, two weeks is far too short to understand another society's complexities. But that doesn't mean that participants must suspend all moral judgment. If the goal is to promote global awareness, then we need to equip short-term missionaries with the tools required to think critically about what they experience abroad.

I see what your problem is: Having an engineer on your mission team can be a mixed blessing. Engineers are trained to diagnose and repair problems; it's part of their professional DNA. They will typically go to a service site and immediately begin to calculate the most efficient approach to the tasks at hand—most efficient, that is, in their world of meaning and reference. This won't always work in another culture, and it may even be offensive.

A team I led a decade ago agreed to help lay the foundation for a modest new church. I sent a check ahead to hire someone to dig the foundation trenches before we arrived—a half day's work at most, with the proper equipment. When we got there, there was no such equipment to be seen, the job was less than half finished, and I was less than half thrilled. But as my Costa Rican friends saw it, it would be crazy to give the money to someone already rich enough to own a Bobcat; there were six unemployed adults in the community who were eager to do the work with picks and shovels for the same sum, even though it would take all six of them three full days to do it.

When we enter into our hosts' world, we do things their way.

I have, you need: A truck pulls into a poor community, and visitors open the back door and begin to distribute whatever it is they've brought: vitamins, food, toiletries, clothing. This may be a good model for first responders to a natural disaster. It is seldom if ever an acceptable one for mission teams. For one thing, it is undignified. For another, it casts the norteamericanos in the role of beneficent givers and the recipients in the role of charity cases.

A better model is to give the donated materials to a local congregation or social-service agency and ask that local leaders distribute it. They may know the people of the community and their degree of need; they may also be familiar with unscrupulous individuals who might attempt to exploit the opportunity. What's more, this approach feeds two birds with one crumb: along with getting the donated materials to the intended recipients, it enhances the local group's ministry.

Let's see some results: Noel Becchetti of the Center for Student Missions tells of a local pastor in Mexico who tries to get visiting teams to help with his mission of outreach to men. Some teams, however, are dead set on building something: they want to see some (literally) concrete results. So the pastor has a wall that he has such teams work on. He has no idea what the wall will ever be or become, but building it keeps the visiting teams busy and out of his hair, and at the end of their time they can rejoice and be glad that they accomplished something tangible.

I have the privilege of seeing projects grow over the years. Team members, however, have only the perspective of their two weeks, and it isn't wrong to want to see results. When I sent photos of the church that was eventually constructed to the team members that did the foundation work described above, they were delighted and got a new perspective on the value of their labors. I now try to manage expectations, so that team members know if they are likely to begin, advance or finish a project; few are the projects that can be begun and completed in a week or two. As Paul wrote to the Corinthians, "I planted, Apollo watered, but God gave the increase."

Where did you go to grad school? It is certainly appropriate to draw on the expertise of local professors, pastors and others with advanced degrees. Some of our most powerful learning experiences, however, have come through presentations by Nicaraguan refugees and immigrants living in Costa Rica, only one of whom has completed high school. These friends have told us powerful stories of civil war and unemployment in their native land, and they have eloquently explained to us what Christ and his church have meant to them in the midst of tragic, trying and life-altering experiences.

Carbon footprints in the sand: The apostle Paul describes an irony that lies close to the heart of short-term mission trips: we want to do what is good, but various forms of evil can compromise our efforts. The air, bus and boat travel for one Central American trip may generate more than 41 metric tons of carbon dioxide. Contributing to the degradation of the environment is hardly consistent with the Christian faith. In an effort to offset our carbon emissions, we have made tree-planting—directed by local officials—part of recent ventures. (We’re aware, however, that experts disagree as to how effective this is.)

Or consider the practice of purchasing T-shirts for team members. How ironic would it be if such purchases supported companies that operate sweatshops exploiting the very people whose lives the mission team seeks to improve? It requires only a little research to make sure you’re buying sweatshop-free materials.

They’ll figure it out: When I began leading mission trips, I assumed that participants would naturally come to new understandings and integrate them into their faith and life. What I failed to appreciate was the importance of reflection—so critical that some practitioners refer to it as the “hyphen in service-learning.” When reflection is minimal or missing—when those involved in short-term missions do not ruminate on their experiences, ponder the situations of those served and relate them to their own faith—a precious opportunity is lost.

Often because of time constraints or the simple disinclination to expend mental and spiritual energy, we complete each day’s work, say a prayer and go our separate ways. Like the servant who buries the master’s treasure, we play it safe. We know we have encountered something that can challenge our convictions, deepen our discipleship and shape the contours of our own and others’ lives. Such encounters disturb our spiritual status quo. It is one thing to work alongside people living in humble circumstances; it is quite another to ask why the prosperity of a relative few is predicated upon the existence of a permanent global underclass.

We often consent to dispense with reflection or at least keep it superficial, preferring the comfort of knowing that we have done a good work—which, in most cases, we truly have—and that those we have served are at least a little better off. Their need is addressed, our guilt is assuaged, and all can return to life as we know it. But this is not transformation; it’s deformation.

Short-term mission teams travel down roads paved with good intentions; it’s important to avoid these wrong turns. Instead, those of us who lead such trips can foster solidarity and Christian friendship with the partners alongside whom we serve, and we can create space in which all participants—guests and hosts—can ponder, reflect and grow.

Open up a dialogue about the problematic reasons some people go on mission trips. Make sure that

After reading that article, perhaps you have a better understanding of the true nature of mission trips. Now it is time to set personal goals. Write them out in your journal so you can reference them throughout your trip. Here are a few questions to get you started:

- How do you hope to grow throughout the trip?
- What kind of relationships are you hoping to build?
- What makes this experience different than volunteering or taking a vacation?
- What do you want to learn during this trip?

- How can your faith journey be impacted by this trip?

Make sure your goals are:

Specific

Meaningful

Attainable

Relevant

Trackable



Module 5: Community Roles

This is one of the most important modules in the training. This is your chance as a leader to communicate your goals and expectations for the team. Make strengths and weaknesses known and start to delegate tasks based on skill sets.

A make-it or break-it factor for any group activity is team chemistry. Realize that the people in your mission team will be with you for the entire trip. It is important to be honest with one another about your emotions and skills relating to the trip. In your journal, answer the following questions:

What are my strengths and how can I use them?

What are my weaknesses and how can I overcome them?

Do I have any strengths that are someone else's weakness?

Do I have any weaknesses that are someone else's strength?

As a group, make a list of tasks that you think are relevant to your mission experience. Individually, label the tasks as "I have never done this but would love to learn," "I have done this and feel okay about doing it with a little help," or "I can teach others how to do this." There is a template below to help you get started.

After you are finished, compare your skills to the rest of your team. This should give you a better idea of who is comfortable doing which tasks.

| TASK | I have never done this but would love to learn | I have done this and feel okay about doing it with a little help | I can teach others how to do this |
|---|--|--|-----------------------------------|
| Outdoor painting (like a building) | | | |
| Indoor painting (like a wall or room) | | | |
| Using a hammer | | | |
| Leading or teaching songs | | | |
| Washing windows | | | |
| Cleaning a kitchen | | | |
| Speaking in a worship service | | | |
| Cleaning a bathroom | | | |
| Serving food on a serving line | | | |
| Washing and preparing fruits or vegetables (using a paring knife) | | | |
| Washing dishes by hand | | | |
| Using measuring cups to follow a recipe | | | |
| Doing math to multiple a recipe | | | |
| Making and packing sandwiches and other lunch foods | | | |
| Pulling weeds, raking, and other light yard work | | | |
| Using a shovel and wheelbarrow | | | |
| Trimming bushes | | | |
| Picking up garbage to clean up an outdoor area | | | |
| Measuring with a tape measure | | | |
| Playing with small groups of young children | | | |
| Organizing games for young children | | | |
| Using a staple gun | | | |
| Sharing your faith story with a group | | | |
| Sharing your personal story with someone | | | |
| Using a washing machine and dryer to do laundry | | | |
| Doing math to determine unit prices when grocery shopping for the group | | | |
| Leading prayer | | | |
| Leading a discussion of the Daily Text | | | |
| Listening to someone's problems | | | |
| Praying one-on-one with someone | | | |
| Offering counsel or guidance to someone who requests it | | | |
| Setting a table for meals | | | |
| Leading meal prayers | | | |
| Being a good listener to someone who is homesick or lonely | | | |
| Using power tools like a drill or saw | | | |
| Carrying heavy items as a team | | | |



Module 6: BWM Expectations

Keep a copy of the signed covenants for your records.

I, _____, understand that by going on a mission trip in partnership with the Board of World Mission, that I am expected to represent the BWM and Moravian community respectfully.

I agree to conduct myself according to Jesus's teachings of faith, hope and love. I will keep in mind the Moravian motto, "In Essentials Unity, In Non-Essentials Liberty, In All Things Love."

I will be respectful of the culture that I am entering. I understand that I am an outsider and I may not understand the social customs and norms of the mission destination. I will approach new opportunities with an open mind and encourage my team to do the same.

I understand that an important part of the mission experience is telling my story to others when I return home. I agree to keep a journal of my experiences—this includes not only daily activities, but also my feelings throughout the day. I agree to speak for congregations and groups if asked and will assist my team members if they are asked.

I will use this opportunity to grow as a Christian, build relationships, and promote love.

Signature

Date



Module 7: Moravian Approach to Mission

As you go over this module, keep in mind *how* your team plans on keeping these principles at the forefront of your mission experience.

The Favored Practices delineate the values that undergird our work in missions, be that with congregations or with our global partners.

Spirit/Faith – centered on Christ and open to others

The BWM encourages that mission endeavors:

1. Are grounded in faith and the desire to serve Christ as the central reason for mission.
2. Begin, continue, and reach maturity through prayer.
3. Understand the endeavor as just one part, connecting with the larger work of Christ today.
4. Are not dependent upon one individual or personality for success.
5. Incorporate persons who:
 - are open to being changed by the experience and to learn from it;
 - are open to others' input, perspectives, constructive criticism, and ways of doing things;
 - believe that all people are equal in the eyes of God, that God provides all people with talents, and that we need each other to be whole;
 - are willing to risk transparency in their approach and attitudes;
 - are flexible with regard to plans changing and unexpected setbacks; and

Mutuality – affirming all voices at the table

“It will only be in that place of respectful dialogue where we begin to find the grace and creativity to meet the challenges we face.” ~ Mary Lederleitner, *Cross-Cultural Partnerships*, p. 57

The BWM encourages that mission endeavors:

1. Are approached in a partnership in which all parties give and receive;
2. Begin with us listening to others' strengths and needs as they are expressed to us;
3. Develop together goals and strategies consistent with the local culture and using local resources when possible;
4. Work with the understanding that a good approach in our culture is not always a good approach in other cultures, and that our partners are a valuable resource in helping us identify what effective, culturally appropriate approaches could be;
5. Address openly the positive and negative aspects of financial support;
6. Are those which have the blessing of both partner churches and judicatory bodies;
7. Include those that recognize that Christian practices and traditions vary from place to place, and do not insist upon “How we do it in our context.”

Network and Oversight – *providing for effective accountability*

The BWM encourages that mission endeavors:

1. Recognize that all resources originate from God for the benefit of all of God's children, and are entrusted to all of God's children to steward faithfully.
2. Incorporate a willingness to operate under the oversight of an independent board or sponsoring organization;
3. Share decision making and responsibility among all partners;
4. Make maintaining good communication and transparent reporting among all partners a high priority.
5. Are very attentive and careful to the methods used with regard to the handling, accounting, receipting, and disbursing of funds among all partners.
6. Are well-organized and don't rely solely on the participation of one or a select few individuals.
7. Anticipate and make provision for transitions in leadership.
8. Provide clarity to how others can become part of the ministry.
9. Allow for margin for people to make mistakes and to learn.
10. Are willing to give themselves permission to conclude the ministry.

Sustainability – *promoting self-reliance and long-term viability*

The BWM encourages that mission endeavors:

1. Envision an end to their endeavor and have given serious consideration as to how that might happen well (have an exit plan).
2. Strive to equip all partners to sustain their (our) own future.
3. Are not dependent on outside resources being provided indefinitely.
4. Have identified the resources necessary to both begin and continue their endeavor and identified from where those resources will come, looking first to their own gifts and abilities.
5. Depend upon definite, well-defined commitments from participants.
6. Encourage local people to provide for their own leaders prior to depending upon outside funding.
7. Invite local people to handle issues at hand, rather than immediately stepping in to solve their problems.
8. Do not give the impression that the Gospel is about the benefits that come with outside resources.
9. Encourage others to claim the blessing of doing what they can do for themselves, rather than insisting on doing it for them.

Principles of Self-Reliance

Underlying principles that frame our partnership relationships:

1. Recognition of the potential detrimental effect of outside funding on local ownership and growth of the ministry, but also the potential benefits of outside funding if set up in ways that promote local ownership and decision making.
2. Acknowledgement of the importance of intentionally strategizing for sustainability at the beginning of the partnership;
3. Incorporation of the *concept of relative percentage*, providing only partial funding for basic operations when necessary or *matched-funding*;
4. Sensitivity to the *duration of funding*, with gradual decrease in outside funding over a specified time period;
5. Facilitation of the local church to develop strategies and forms that are relevant and sustainable in their context;
6. Promotion of sound principles of stewardship, focusing on what one has to create what one needs;
7. Facilitation of the mobilization of local vision, local-local interdependence, resources, capacity-building and bottom-up planning;
8. Consideration of methods of empowerment through employment, microenterprise, etc. to help the churches help themselves.
9. The importance of moving from maintenance to mission, with partnerships moving from supporting basic operations to a *focus on leadership development, economic strengthening and mission outreach*.



Module 8: Site-Specific Education

Be sure to print out enough site guides for your team before you begin your training session.

Site-Specific guides can be found at moravianmission.org/siteguides



Module 9: Team Covenant

The team covenant will be your governing document on the mission experience, be sure that all team members understand the behavior they are committing to on the trip. This is the teams chance to convey their expectations for one another.

Participating in a Short-Term Mission Team is an exciting opportunity to stretch your faith and see Christ use you in new ways. It's also a serious responsibility because by making a commitment to a team you are representing Christ, your church, and in some cases a hosting ministry. As a group, create a covenant that is relevant to your mission experience. Include expectations you have for one another and yourself. Below is an example covenant, you can modify this one or start from scratch.

As a Member of this Short-Term Mission team, I commit myself to:

- Daily cultivating my walk with the Lord.
- Attempting to live above reproach publicly and privately.
- Submitting to my team and church leaders.
- Respecting and honoring the culture in which I am serving.
- Participating fully in team preparation and training.
- Meeting my portion of team costs either through support raising or personal payment.

Team commitment and Covenant

- I agree to attend all training sessions prior to our departure.
- I agree to complete all training assignments prior to our departure.
- I agree to read the following statements, then sign and date:

I realize that being a part of this team is a responsibility as well as a privilege. I realize that I will be expected to...

- Be committed to the team.
- Have a positive attitude in all circumstances.
- Be an ambassador of Jesus Christ as I proclaim His name in all the earth.
- Obey the direction and leadership of those leading the trip.
- Proactively serve during training, in mission, and at home.
- Strive to be culturally sensitive to my host culture at all times.
- Complete all tasks and studies as directed by the leadership of this team.

Team Leader: _____ Date: _____

Team Member: _____ Date: _____

With the completion of Module 9 it is time to contact the BWM so we can begin releasing funds to your team. Do not forget to complete Module 10 with your congregation and Module 11 on your journey back home



Module 10: Liturgy of Co-missioning

The following liturgy can be used in a Sunday morning worship service to include your congregation in the mission experience. It is intended to get your congregation involved and thank them for the support and blessings.

God, you are our God, and we will ever praise you.

We will seek you in the morning, and we will learn to walk in your ways.

You are the one we turn to when we hear your invitation to be your disciples; when we feel the call to mission.

You, O Lord, provide strength and wisdom for each day and hope for the journey.

It is by faith in you that we respond to your call to serve.

We believe that you are our source of love and provide the resources for loving. We believe that you redeem not only our lives but also our actions so that our small human offerings have divine results. We believe that your Spirit empowers us to be all that you created us to be for your purpose.

Yet the call to serve can, at times, be overwhelming. The need before us is more than one person can handle alone.

We thank you, Lord, for calling us to work as one body. You call us to be in mission together – together with you, and together with each other.

Lord, we thank you for people whom you have joined together for your purpose. We thank you for those who are willing to step out in mission – your mission, our mission.

We thank you for people who live what they believe and believe what they live.

We thank you for the Spirit of Christ that dwells in us and is always with us, in *(call out names of the mission fields)* or wherever we might be.

(Team members): **Go with us, O God, as we step out in faith.**

(Congregation): **Be with us, O God, as we support them in our thoughts and prayers.**

(All) **Bless and keep us all, O God, in your grace. May we all be protected by your power, comforted by your love, and strengthened for witness and service to all of creation in Christ's name.**

Amen



Module 11: Share Your Story

The best time to complete this Module is as soon as you return home. The airport is even a good option if you have some down time. As a team, talk about who would be willing to speak at different congregations and who would be willing to write an article for the BWM. Be sure to have an efficient way to share any picture of your mission experience.

Mission Crew Reflection Guide

Simple Guide for Leading the Reflection Process in Service and Mission Experiences

What? Describe, without judgement or evaluation, your observations and experiences- using examples when possible.

- What did you do today? What was your role? What did you contribute?
- What was the best/worst/most challenging thing that happened?
- Describe the people you met today. What were your interactions like?
- *Invite reflection on the senses:* What did you see? Hear? Smell? Taste? Touch?
- Were you comfortable or uncomfortable today?
- Did anything frustrate you?
- Where did you see God at work?
- How does this experience compare to others you've had?

So what? Reflect on experiences- Both feelings and thoughts that allow you to think about, process and interpret the experience.

- What feelings or emotions did you experience while serving? What impact did it have on you?"
- What did you appreciate (about another person, the site, your experience, etc.)?
- What is new in your relationship with God?
- Do you feel like you were able to contribute as a part of the team?
- How did it change your thinking about (*choose a topic or issue*)?
- Who determines what is best (for people, for the community, for the Earth, etc.)?
- In what ways has your understanding of service/servanthood changed?
- Is service always helpful or effective?

Now what? Consider the implications of the experience and how learning might influence changes in your life.

- Where do we go from here? What's the next step?
- What changes might you make in your life?
- What are you interested in learning more about?

- How might you (or our group) become involved in advocacy issues related to the service experience?
- How does this experience challenge you to live as a Christian in the world?
- How might God be calling you to use your gifts in light of this experience?
- In what ways can you share your experience and your learning with others?

Now that you have returned, it is time to share your story. This means using the notes you took in your journal and any picture you may have to tell about your mission experience. We encourage participants to share their story with their congregation when asked or to any other group that is interested. If you would rather write something, the BWM is always looking for articles to share on our website.

The main point is, you've done it! Now it is time to share the experience with those at home, be sure to utilize your journal.

Don't forget to send thank you cards to those who supported your journey!