



SHORT-TERM TRIP PARTICIPANT GUIDE

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OUTREACH MINISTRY PHILOSOPHY

MISSION: To help people become like Jesus and join Him on mission by using their gifts to impact God's Kingdom.

VALUES: Crazy Generous, Intentionally Improving, Daringly Creative, Bible-Driven, Kingdom-Minded, Tribe

VISION: Mobilize and equip the church to reach every lost person in the Front Range and around the world through partnering with culturally relevant ministries.

Global Outreach focuses on two primary areas - partner development and mobilizing the church through praying, sending, and going. We participate with all our partners around the world to reach the lost.

AT MISSION HILLS, WE ARE:

- Continuing to reflect on our partnerships to utilize the resources he has blessed us with so that we can make the greatest Kingdom impact as possible.
- Striving to further our partnership awareness through a variety of environments: global experience, missionary visits, global updates, and short-term trips.
- Developing a Global Partner Serve team who “ Invests in the vitality of our partners by helping to meet their physical, spiritual, and emotional needs.”
- Sending short-term trips with opportunities for families, youth, women, and men to serve through a variety of ways.

PARTNERSHIP CONSIDERATIONS:

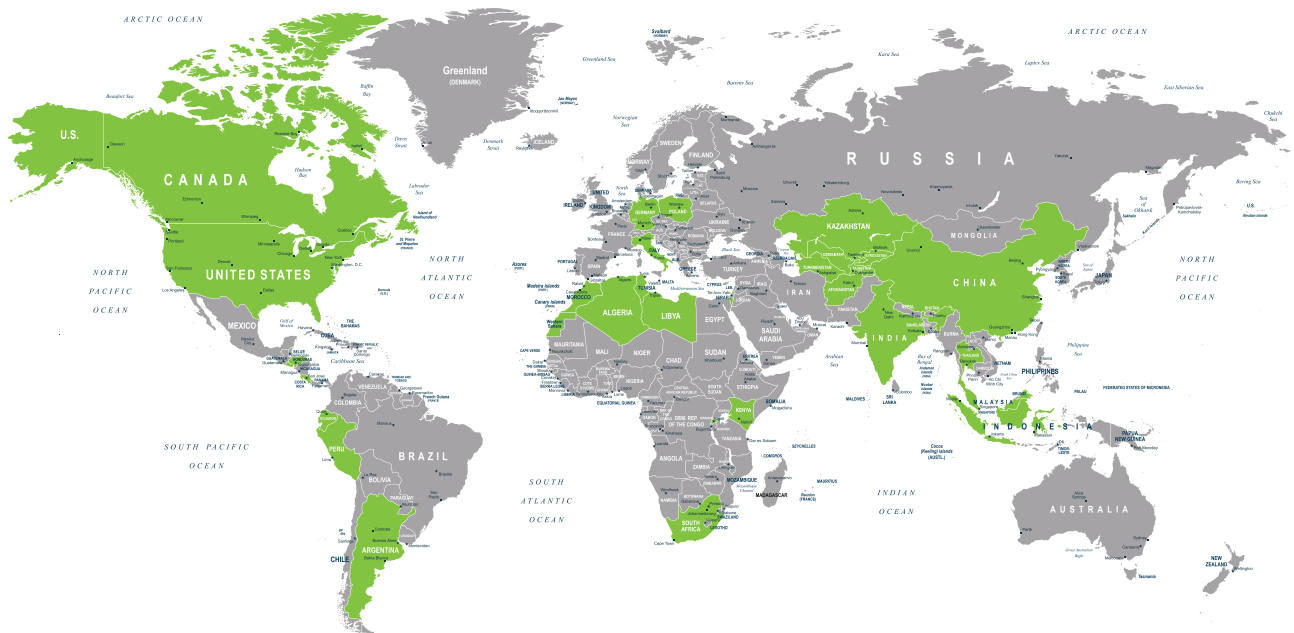
- Provide mobilization (short-term trips / interns)
- Core values are in alignment with MHC
- Consistent and clear communication with MHC
- Financial transparency

KEY FOCUS AREAS (KFA):

- **Community Transformation** – Partnering with ministries to provide a spiritual foundation to transform lives; meeting the needs of the community. (Matthew 25:35-36)
- **Kids at Risk** – Partnering with ministries to provide a spiritual foundation to transform lives while meeting the needs of the youth and those facing troubled lives. (Matthew 19:14)
- **Leaders of the Future** – Partnering with ministries who empower the next generation to become transformational and influential leaders. (2 Timothy 2:2)
- **Women in Need** – Partnering with ministries that provide a spiritual foundation to transform lives while empowering and encouraging women, single mothers, victims, or those facing abuse. (Proverbs 31:8-9)

GEOGRAPHIC PRIMARY FOCUS:

A strong ministry partnership in each region of the world:



Section

1

GETTING STARTED

*“For even the son of man
did not come to be served,
but to serve,
and to give his life
as a ransom for many.”*

Mark 10:45

A LETTER TO PARTICIPANTS

Dear Participant,

Our mission is simple . . . helping people become like Jesus and join him on mission. Transformation is the natural result of encountering the living God and of obedience to Jesus. As his child, you have a surplus of opportunities to grow and serve the Creator of the Universe. We are thrilled that he has led you down the path to use your gifts and talents on a short-term trip to join Jesus on mission.

This manual is designed to help you prepare for cross-cultural ministry. As you venture through the pages, you'll examine the complexities of working in different cultures and how to effectively share the gospel. You'll learn how to write support letters, work as a team, prepare your personal testimony, build a prayer team, and discover how God uniquely wired you for his glory.

We serve with a multitude of partners all over the world; each of them has a unique ministry that we desire to assist and empower. By using the resources and abilities God has given you, our partners can be encouraged, refreshed, and reinvigorated by your teams' service and love. While each trip may differ in cultural experience and project focus, every trip will be transforming as God works in you and in the lives of those we serve.

Our prayer is that your life will be so transformed by your mission trip that it will propel you forward in your journey of service with our Lord. Whether that is on home soil, along the Front Range, or in another country, you can make a transforming difference in the lives of others through your obedience to Jesus.

Together In his Service,

Mauricio Carbone
Outreach Pastor

*"Being confident of this, that he who began a good work in you
will carry it on to completion until the day of Christ Jesus."
Philippians 1:6*



FRONT RANGE VISION

To reach every lost person in the Front Range
by unleashing an army of missional followers of Jesus,
fueled by local congregations.

PARTICIPANT RESPONSIBILITIES

MEETINGS:

1. Attend all seven meetings: six preparatory and one debrief upon returning.
2. Background check permission document submitted by the first team meeting.

FINANCES:

1. You are responsible to raise the funds required for your trip.
 - a. This can be done as a team and individually
 - b. The Participant Manual will give more information
2. Airfare cost must be deposited three months prior to departure date.
3. Be on time, or early, with financial deadlines.
4. Donations through Mission Hills Church cannot be refunded per IRS regulations.

PERSONAL & TEAM DYNAMICS

1. Be a team player
2. Sensitivity to the culture in which you'll be serving; it will affect the entire team.
3. Submit to the leadership of the team.
4. Positive attitude for learning and serving with an open heart and teachable spirit.
5. Everyone on the team will have a responsibility:
 - a. This will be determined after the Colors Assessment.
 - b. Be prepared to share your personal testimony and a devotional at some time.
 - c. Be ready to provide, and maybe lead, a variety of ministries: crafts, Bible lessons, sports, child care, cleaning, physical labor, etc.

PASSPORTS

1. Must be valid for six months AFTER your trip return date.
2. Must be signed and have accurate information.
3. Copies must be submitted to team leader.

VACCINATIONS

1. Some countries have required immunizations
 - a. Proof of immunizations (yellow card) for some countries is required.
 - b. Some countries can refuse entrance if there is not proper documentation.

We serve on short-term trips for the Glory of God and to increase Kingdom impact. Being on mission with Jesus will deepen our personal walk, expand our worldview perspective, and increase our influence in the world around us.

“Whatever it is that God has gifted you to do, do it well and for the glory of God
... and then, do it somewhere strategic for the mission of God” JD Greear

TEAM READING

TEAM READ

This is for the team to read on their own.

Team Leaders: Please take some time for your own comments and some discussion. Consider having 1-2 team members share from their experience here as well.

PRAYER

Prayer is vital for any ministry and certainly should not be neglected for a short-term trip, either during preparation time or while on the field. After all, you will be God's ambassadors. Prayer is essential, not only for God's direction for the Team effort, but also for sensitivity to God's leading for you individually, within the Team, and your part while on the field.

PERSONAL PRAYER

Personal prayer is very important for the success of your trip. Spend time in prayer on your own through the days and weeks of preparation. Pray through your fears; be open and honest with God. Ask God for his leading during the months of preparation. Ask and thank God for your financial supporters. Ask for wisdom even during the packing process. Ask for strength for those times you will be out of your comfort zone. Ask God for divine appointments on the trip. You will find he will strengthen you for whatever it is he would have you do, and your faith in God will grow as a result.

SPIRITUAL WARFARE

It is important to note that we are in the midst of a spiritual battle, and Satan is at work to destroy our plans and efforts as we follow God's leading. Put on the Armor of God daily as you prepare and while you are in the field. Jesus has given us spiritual authority, so we can be bold in our prayers as we pray in the name of Jesus against Satan's schemes! Read through Ephesians 6:10-12. This will be discussed at a future team meeting.

PRAYER FOR YOUR TEAM

Pray for the Team Leaders, the Spiritual Leader, and all members of the team by name. Pray for spiritual protection and for God's hedge of protection around family members at home. Petition God for travel mercies, health, logistics, and Team unity.

PRAYER FOR YOUR MISSION COUNTRY

Pray for the country and individuals where you and your team will be involved. Pray that the eyes of the non-believers will be opened to the Truth of the gospel message as you minister to them and love them in the name of Jesus Christ. Pray that God will bring those whom he wills across your path; not only for the purpose of ministering to them, but also that you will be open to being refreshed by them as well.

PRAYER FOR THE SHORT-TERM TRIP

Pray for God's will for the trip and for wisdom to know what and where he wants you to work. It's not always about doing what feels good, but it is about doing what needs to be done to help the team finish the project. Even if it means going out of your comfort zone, do your work as unto the Lord. Colossians 3:23, "Whatever you do, work at it with all your heart, as working for the Lord, not for men." Being stretched and learning to do a new thing can bring joy plus giving you more skills to be used in future endeavors as God leads.

PRAYER AND FASTING

As believers, we are directed to pray and fast. In Matthew 6:5-7, Jesus said, “When you pray . . .” and in verses 16-17, Jesus said, “When you fast . . .” He considered it a natural part of the Christian life. Prayerfully planning to set a day aside for praying and fasting at some point during the weeks of preparation is a way to assure your sensitivity to God’s leading and direction. During this special time, the Holy Spirit will direct you to pray for things you might not have otherwise thought of. Because of all the activity before the trip, you may need to seek God’s wisdom as to which day to set aside. God is able to make a way and keep all distractions to a minimum.

A PRAYER TEAM

We encourage you to have at least 8 people that will pray for you and your Mission team. Ask your family, friends and mentors to join with you during this mission team as a prayer partner.

Team members need to give a list of their prayer team to the team leaders at least one week before the team departs.

1. What could be more important than praying for the work that God is doing at your location and will do through your team? Colossians 4:2-4 (The Message) Paul’s prayer request while he was in prison.
2. Pray diligently. Stay alert, with your eyes wide open in gratitude. Don’t forget to pray for us, that God will open doors for telling the mystery of Christ, even while I’m locked up in this jail. Pray that every time I open my mouth I’ll be able to make Christ plain as day to them.

PREPARATION

1. PASSPORTS

If you do not already have a passport, you should apply for one immediately. The most current information on obtaining a passport can be found at the State Department Website (<http://travel.state.gov/passport>). There you can apply for a passport, update information, or renew expired passports. **Your passport must be valid for 6 months past your date of departure.** You also must have at least three blank pages in your passport at the time of departure. Always have a copy of your passport with you and leave one with friends or family at home.

2. FINANCIAL:

YOUR RESPONSIBILITY Funding for this trip is the responsibility of each participant.

Each team will receive an individual "Financial Guideline" sheet with specific dollar amounts and dates when funds are due. The schedule below gives a general breakdown of deadlines.

FINANCIAL DEADLINES:

Team Leaders: Each participant will sign a financial guidelines sheet with specific dates for each team.

Online application completed	5 months before trip
Full cost of Airline Ticket	3 months before trip
75% of total trip cost	1.5 month before trip departure date
100% of total trip cost	2 weeks prior to trip departure

YOUR PERSONAL ACCOUNT

Each team member will be able to track their finances online. See the resources section for instructions. It is recommended that each participant also keep records of all donations they receive. This will assist in the accounting process and will also give each team member the opportunity to thank and communicate with donors.

DONATIONS

In order for a donation toward a mission trip to be tax deductible, **per IRS regulations**, it cannot be made payable to an individual. **Checks must be made payable to Mission Hills Church.** If there is a person's name written anywhere on the check, even if it has been crossed off, the donation will not be considered a tax deduction. Since donors are given tax deductible receipts, any fund surplus cannot be reimbursed, but will go to others in need on your team. Donations can also be given online at our Mission Hills website. Funds will not carry over from one trip to another for an individual, and cannot be returned or used for personal spending money. See the resources section for online donation procedure.

INSURANCE

Short-term trip insurance will be purchased for every participant on every short-term trip sponsored by Mission Hills Church; this includes emergency evacuation insurance. The Team Leader will have a copy of the insurance policy for each member of the team. **Neither the insurance company nor Mission Hills Church will be liable for any damage or loss of personal possessions.** It is the responsibility of the trip participant to contact either the airlines or their home owners insurance if there is damage or loss of personal possessions.

FUND RAISING

The Team Leader is responsible for coaching the team members in support letter writing as part of their team training. Each team member should have their Team Leader review their letter prior to sending it out. There are samples of support raising letters in the “Resources” section of this booklet. Fundraising will be covered over the next few pages.

NOTE: If, for any reason, an individual withdraws from a trip or is asked to withdraw, he/she is responsible for reimbursing the church for any expenses incurred on his/ her behalf up to that time. In addition, any funds raised for the purpose of the trip will stay with the team.

3. VISAS AND IMMUNIZATIONS:

It is the Team Leader’s responsibility to find out if visas and immunizations are required for each country you will either pass through or stay in. You may find it easier to work with a private visa-processing center than with the countries’ embassies directly. Visas can take as long as three months to process. Visas must be completed and approved PRIOR to the purchase of airline tickets. Failure to secure a visa will result in the delay of purchasing (and possible price increase) your individual ticket.

HELPFUL WEB SITES:

- » www.travel.state.gov - US State Department information on passports, country profiles, travel warnings, addresses of US embassies overseas, and much more.
- » www.cdc.gov - Center for Disease Control. Health information, immunization requirements, and travel tips

4. TEAM MEETINGS:

Anyone participating in a short-term trip is required to attend all team meetings. Team meetings will be held at the discretion and coordination of the team leader. After the trip, each team will hold a debrief meeting to share their experiences, process how God met them in their journey, and explore next steps.

FUND-RAISING – IT’S BIBLICAL:

Team Leaders: Please review/read this information with the team before Session 2. This is a great foundation for drafting support letters.

BIBLICAL BASIS FOR RAISING FUNDS

Support raising is not a modern invention. People of God have cared for and supported one another throughout history. Many Bible passages demonstrate how Jesus, Paul, and others received support from those who stood by them in their work. Take time to reflect:

1 CHRONICLES 28:1-29:20

- As his last act on the throne, David begins his heart’s desire to build a temple for God. He presents this vision to the people and they respond joyously with their time, talents and money.
- In response, David prays before all the people, saying, “But who am I, and who are my people, that we should be able to give as generously as this? Everything comes from you, and we have given you only what comes from your hand.” (1 Chronicles 29:14)

NEHEMIAH 1:1 - 2:9

- After hearing that the wall of Jerusalem was broken down and that the surviving Jews were in great trouble and disgrace, Nehemiah mourned, fasted, and prayed.
- He then boldly approached King Artaxerxes (a non-believer) and asked him to provide the resources needed to rebuild the wall (and in so doing, rebuild the life of God in the people of God).

MATTHEW 7:7 - 12

- God wants us to ask him for help. He wants us to come to him with our needs.
- As our faithful Father, he is eager and able to meet our needs.

ACTS 4:32 - 37

- As a community of Jews who had gathered in Jerusalem from far and wide, the first followers of Jesus shared all that they had.
- Though they had been strangers to one another in chapter 2, they became family in real and practical ways.

PHILIPPIANS 4:10 - 20

- The relationship Paul had developed with the Philippian church included their supporting his ministry and helping the Jewish Christians in Jerusalem hard hit by the famine.
- The Philippians had their own financial hardships, but despite their poverty, they gave sacrificially and generously out of what they had.
- They had compassion on their brethren in Jerusalem who were poorer than they, and they deeply loved Paul and believed in the calling God had given him to bring the gospel to other Gentiles like themselves.

2 CORINTHIANS 8:1 - 9:15

- Unlike the Philippians, the Corinthian church was in a season of plenty. Paul exhorts them to recognize that their abundance is meant to meet the needs where others are lacking.
- In turn, when their day of need presents itself, they will be provided for by the abundance that others may have.
- He references the Macedonians (Philippi was a major city in Macedonia) and their generosity in the face of their “extreme poverty,” and explains that generosity also benefits the giver.

FUNDRAISING TRUTHS:

TRUTH #1: GOD SENDS YOU AND GOD PROVIDES FOR YOU.

- “Faithful is he who calls you, and he also will bring it to pass,” 1 Thessalonians 5:24.
- God sends people into the world (Matthew 9:37-38, Romans 10:14-15) to make a significant change in the world (Matthew 9: 36; Romans 3:23, 6:23, Matthew 11:28-30, John 3:19b, John 11:25-26).
- Not only does God call you to go, but he provides for you because his resources are infinite (Psalm 50:10-12).
- He can abundantly provide (Ephesians 3:20). It’s part of God’s character to provide for your needs - especially financial and especially when on his mission (Philippians 4:19, Genesis 22:14).

TRUTH #2: ON GOD’S MISSION, YOU ARE GOD’S AMBASSADOR.

- “Therefore, we are ambassadors for Christ, God making his appeal through us,” 2 Corinthians 5:20.
- You don’t just represent yourself, but rather God, his Gospel and all of God’s people to whomever you reach.

TRUTH #3: GOD PROVIDES FOR HIS AMBASSADORS THROUGH HIS PEOPLE.

- God’s people want to invest in missions. Seriously! People work hard for 40-60 hours per week. They use a lot of that money to provide for their family, but they want their money to affect the world, too!
- God’s people are looking for ways to support God’s work in this world. In fact, he commands that his people give to his mission like the church, ministers and missionaries—to help spread the Gospel and help those in need.
- God loves working through his people to provide for his causes.
- God loves a cheerful giver! (2 Corinthians. 9:7)

FUNDRAISING MYTHS:

MYTH #1: YOU ARE BEGGING FOR MONEY.

- Think of a billboard next to the McDonald’s. Instead of saying “Invest in a Big Mac and you’ll be happy”, it said “Invest in a Missionary and you’ll change the world”. Is McDonald’s begging for money when they offer to give you food in return?
- Yet when we give God’s people a chance to put their hard-earned finances into something more amazing than French Fries (i.e. the Gospel), some call it “begging for money”? No! You are inviting others to participate in the greatest cause of all time!
- And if they don’t want to give, someone else will jump at that opportunity.

MYTH #2: GOD DOESN’T KNOW WHO IS GOING TO SUPPORT YOU.

- Okay, admittedly, this sounds ridiculous. But let’s talk about the reality: God already has your team of prayer and financial supporters lined up for you!
- Yes, now... at this point, months before you even pack your suitcase... God already knows who is going to give! It’s your job to then pray and go find those people and be amazed at his provision when you do find them.

MYTH #3: I CAN RAISE THE SUPPORT FROM MY OWN POCKET.

- If we’re talking just about financial support, then yes—you may be equipped to find the finances for yourself. But who’s going to pray for you? Who’s going to be rooting for you? Who’s going to be excited to hear about what you are doing—knowing they invested in something great?
- Your bank account cannot pray for you when you’re in the middle of the Gospel conversation. Only people can do that—people who are on your “prayer and financial support team.”

SO, FUNDRAISING IS NOT . . .

- Just for “other people”, or for full-time missionaries only
- Manipulating or convincing others
- A time to leverage someone to “do the right thing” and give

FUNDRAISING IS . . .

- Biblically based
- A recognition that everything comes from God
- An avenue for your trust and confidence in God to grow
- A way to invite others to join into God’s plans and purposes
- A way to invite others to uphold you as you GO
- An important part of your STM growth plan

Fund Raising – Practicalities

The Attitude of fundraising is to share with people what God is doing through you and invite them to be a part of it. Their part can be via prayer, finances or helping you reach your goal.

Prayer is the first place to start. Ask two or three people to commit to pray as you prepare for the short-term trip. This includes prayer for funding, health and team unity.

Ways to Raise Support

1. Support letter or email to family, friends, and co-workers.

- share where you are going, what you’ll be doing, and the dates.
- express your passion for serving Jesus
- ask for prayer before and during your trip
- explain, simply, how to make donations. (See the resource section
- a map of the country or a photo of you is a good visual reminder.

There are sample letters in the Resources section of this manual.

2. Websites:

- www.gofundme.com
- www.givesendgo.com
- www.abcfundraising.com

There are many crowdfunding websites. Check them out thoroughly before signing up.

Some keep a large percentage of what you earn, some charge a set-up fee, others give you a large percentage of what you earn.

3. Labor – Individually or as a team

- mow lawns, shovel snow, wash windows, clean houses, painting walls and fences
- child care, baby sitting and pet care
- ask around and see what people need help with.
- car wash (team effort)
- type papers for college students
- bake sale at the car wash OR at a location where home made goods can be sold without having to secure a license.

4. Yard Sale

- secure donated items and sell at a highly visible location.
- add baked goods and beverages to increase sales

5. Restaurants www.groupraise.com

- Chick-fil-A, Dairy Queen, IHOP, Papa Johns (20%)
- Wahoo Tacos (40%)
- Modern Market (50%)

6. Sponsorship ideas

- ask people to sponsor \$1.00 (or more) for every car you wash
- if you're a runner, secure sponsorship for every mile you run
- secure sponsors for serving hourly at a local outreach ministry or charity

7. Collections:

- hand out empty containers in which people can put their spare change over one or two months. Decorate the jar to represent the country of your short-term trip. Let them know when you'll be collecting the jars.
- hand out 50 decorative envelopes with a number on each one beginning with #1. Let people know that the number on the envelope will equal the dollar amount they are committing to put in for your short-term trip. If you give out and receive back 50 envelopes, you just raised \$1,275.00

8. Be creative

- if you're artistic, paint or create something to sell
- create a T-shirt or mug design, print and sell them to help finance your trip
- print scripture verses, frame them and sell to help finance your trip
- carve items out of wood and sell them.
- make candles, jewelry, hand scrubs or tote bags; people love hand-made items.
- check with local businesses to see if they're willing to donate items for yard sales or food for a fund raising dinner, etc.

TRAVEL BLOGS are a great way to keep up with donors and followers. Start the blog a few weeks before you depart for your trip. Include pictures, updates and prayer requests. Remember you are going as a representative of your donor and prayer team. This is a great way to “take them along” on the journey.

ESTABLISHING A SUPPORT TEAM

People spend about 10 seconds reviewing a letter before deciding to toss it or read it in full. You want to grab their attention in your first sentence; then, be concise and to the point. Pictures or graphics are great ways to catch someone's attention. Your team leader should approve your letter before it is sent out.

PREPARE A LIST

- Prayerfully compile a list of 80 people God wants you to petition for support. Consider asking friends, neighbors, teachers, family members, co-workers, people you have served with in ministry and other believers.
- Don't underestimate who God may choose to use!
- Only approach people with whom you already have a relationship.
- Do not use the church directory or database to find supporters.
- Keep a written record of those you contact which includes their information and how they responded. Here is an example:

Name	Address	Phone	Email	Response
John Doe	17 Main St.	555-555-555	johndoe@co.net	\$50.00
Jane Doe	20 E. Ave	444-444-444	janedoe@co.net	Will pray

WRITE THE LETTER

You are asking people to join you as partners in the mission experience. Many people are hesitant about the concept of sending support letters. Just remember, you are not "begging for money," you are building a team of prayer and financial partners. You need to communicate clearly in your letter so people will become excited about what you are doing and why you are a part of this missions experience. The more information people have, the more likely they are to give.

PREPARE THE LETTER

- See yourself as a mobilizer actively participating in the global mission of Jesus Christ. This is not only an exciting opportunity for you, but it presents a way to involve other people in the mission of Jesus.
- Remember, you are asking people to JOIN you as partners in Jesus' mission. You are not "begging for money", but rather building a team of prayer and financial partners.
- A strong team of prayer and financial supporters will advance Christ's Kingdom further than you can alone. Therefore, it is vital that you honor your supporters with thank you notes, specific prayer information and great follow-up communication.
- It's important to communicate clearly in your letter so people will become excited about what you are doing and why you are on mission with Jesus.

WHAT TO INCLUDE IN YOUR LETTER:

1. An attention grabbing first sentence.
 - keep this focus throughout your letter
2. Your passion and burden for this short-term trip
 - briefly describe why you are going
 - include how Jesus moved in your heart and led you to go
3. An overview of the mission work
 - clarify what you will be doing and how will it impact lives
 - name the organization with whom you'll be serving
 - Information about the culture and country where you will be serving
4. An invitation to join you in prayer and giving
 - let them know you are raising your own prayer and financial support
 - share the total trip cost
 - clarify the date by when all your finding needs to arrive at Mission Hills.
5. A clear way to respond
 - giving can be done online (see the Resources section "online donation procedure")
 - provide response slips (last page of this manual)
 - provide return address envelopes for convenience

TIPS for all your communication

1. Keep your letter to one page.
2. Include graphics that will draw the reader in and give them a picture of where you're going.
 - A map of the country and area of service is a good visual.
3. Make the format simple and clean.
4. Ask for prayer before, during and after the trip.
5. Include a way for people to contact you.
6. Proofread your letter several times; then have someone else proofread it.
7. Signing you name in pen makes it more personal.

FINANCIAL NECESSITIES

1. All funds must be received by the Finance Office two weeks prior to the start of your trip.
2. All checks must be made payable to Mission Hills Church:
 - Your name can NOT be written anywhere on the check. Make sure to state this in your letter.
 - Use of the response slips will ensure donations go to your trip account.
3. All donations are tax deductible.
 - Once donations have been processed, they cannot be refunded.

NOTE: There are samples of support letters in the resources section of this manual.

ACTION STEPS

Team Leaders: Ask your team to take the Colors Quiz found on the first two pages of Section 2 BEFORE the next team meeting.

▶ **1** |

▶ **2** |

▶ **3** |

Section 2

TEAMS AND TEAMWORK

*“I (Paul) planted the seed, Apollos watered the plants, but God made you grow.
It’s not the one who plants or the one who waters
who is at the center of this process but God, who makes things grow.
Planting and watering are menial servant jobs at minimum wages.
What makes them worth doing is the God we are serving.
You happen to be God’s field in which we are working.”*

1 Corinthians 3:6-9 (The Message)

Finding Your True Colors



Team Leaders: The purpose of the Color Assessment is to help with team dynamics, a better understanding of ourselves, and a reflection upon how God has created each of us uniquely.

COLORS QUIZ

Rank the four sets of words in each item, 4, 3, 2, 1 according to how well they describe you. (4 is most like you)

1. a. _____ solid, steady, careful
 b. _____ feeling, sympathetic, kind
 c. _____ cool, clever, independent
 d. _____ lively, witty, energetic

2. a. _____ reasonable, moral, hardworking
 b. _____ sensitive, sincere, caring
 c. _____ logical, abstract, moral
 d. _____ skillful, playful, fun-loving

3. a. _____ dependable, faithful, devoted
 b. _____ close, personal, involved
 c. _____ curious, scientific, thoughtful
 d. _____ daring, energetic, brave

4. a. _____ reliable, organized, serious
 b. _____ peaceful, harmonious, warm
 c. _____ impatient, perfectionist, heady
 d. _____ here-and-now, impulsive, active

5. a. _____ consistent, structured, planned
 b. _____ meaningful, spiritual, inspired
 c. _____ analyzing, testing, model making
 d. _____ high impact, persuasive, generous

6.
 - a. _____ sane, faithful, supportive
 - b. _____ poetic, musical, artistic
 - c. _____ theoretical, studious, principled
 - d. _____ performing, playing, creating

7.
 - a. _____ commit, follow through, persist
 - b. _____ communicate, encourage, nurture
 - c. _____ inform, discuss, question
 - d. _____ energize, compete, engage

8.
 - a. _____ conserve, maintain, protect
 - b. _____ inspire, understand, appreciate
 - c. _____ design, invent, construct
 - d. _____ promote, excite, activate

9.
 - a. _____ value, honor, provide
 - b. _____ share, connect, express
 - c. _____ respect, stimulate, dialogue
 - d. _____ touch, pleasure, surprise

10.
 - a. _____ traditional, loyal, conservative
 - b. _____ belonging, involved, cooperative
 - c. _____ skeptical, nonconforming, fair
 - d. _____ free, independent, rebellious

TOTALS

a. Gold _____ b. Blue _____ c. Green _____ d. Orange _____

COLORS SNAPSHOT

Gold (Protect and Serve)

"Tradition, good order, and good work"

- ◆ I am solid, traditional, hardworking and productive. I use my skills and energy to help things work and go well. I like things to run smoothly.
- ◆ I respect wisdom that has been handed down in customs and traditions. I need security in my work and in my relationships.
- ◆ Love means loyalty and responsibility. It's very easy for things to get muddled up and to fall apart, so I take good care to keep it all together.
- ◆ I make plans and lists and I follow through with them. I am on time and cooperate in groups. I try to get other people to get with the program, but I often end up carrying most of the load. People depend on me.
- ◆ I try to measure up to high standards, and I feel guilty if I don't meet them. I'm pretty successful, and I do it the old fashioned way: "I earn it!"

Orange (Just Do It!)

"Moving. Happening. Going. Doing."

- ◆ I want to be free to act. I want to make things happen. I love to be good at lots of things. I love to compete with the others and do my best. I love to win!
- ◆ I don't understand how people can sit around all day and endlessly talk, talk, talk. Live is an adventure. Action and excitement are the spice of life. I want to move, and laugh, and achieve things. I want to be with people who want to do things.
- ◆ I'm impulsive and spur-of-the moment. Too much planning, too much seriousness, too much thinking-they all get in the way of living now! I want to be respected for my skill, my creativity, and my energy.
- ◆ Live and learn that's what I say. Learn by doing. Hands on. Then do something with it, for heaven's sake, or what's the point? Now, what did you say was the next activity? Let's get going!

Blue (Create Harmony)

"True feelings and real relationships"

- ◆ I lead with my heart and dream of a better world. I feel things deeply, both joy and pain. I love to discover beauty in people and in nature. I love to nurture and care for people and things and watch them grow. I'm very romantic.
- ◆ Personal relationships are important to me. Honest sharing and real communication are some of the highest things in life. Being with other people can be hard, especially when they are selfish and uncaring.
- ◆ I always try to make peace, but I would rather be alone than with people who can't or won't get along. I am sometimes moody, and old feelings and experiences from the past stay with me a long time.
- ◆ I always want to find the best in people. I value cooperation and goodwill. I am interested in spiritual things. I wish for "the peace that passeth understanding."

Green (Figure it Out)

"Information, exploration, and analysis"

- ◆ I have to solve problems and create new ideas. I need freedom to explore, to learn, to experiment, and to gather information and knowledge.
- ◆ I need time to think and analyze before I make a decision. Getting at the truth isn't easy. It's hard to get hold. The facts won't put up with any foolishness. There are lots of possible answers to any question. I am very curious and I need my independence in order to understand.
- ◆ I like to learn about the things that interest me, and I am interested in lots of things. I don't like to be told what to do or to think about. I don't like or trust authority unless it proves itself. I don't like to do the same things over and over again. I like to create and move on, letting others handle the details.
- ◆ I am more comfortable with ideas and things than I am with feelings and relationships. I want people to appreciate my special contribution to the world. I have strong feelings and I care about what other people feel, but I prefer not to talk about it too much.

WHAT DO YOU SEE?

BLUES

OTHERS MAY SEE BLUES AS:

- Over emotional
- Mushy
- Unrealistic
- Too tenderhearted
- Wishy washy
- Smothering
- Manipulative
- Groveling
- Bleeding heart
- Talking too much
- Nosy

BLUES MAY SEE THEMSELVES AS:

- Caring
- Romantic
- Spiritual
- Having faith
- Nice
- Flexible
- Caretaker
- Pleasant, not pushy
- Polite
- Willing to work tirelessly for a cause
- Great communicator
- Genuinely interested in the welfare of others

TURN TO A BLUE FOR:

Validation
Affection

Friendship
A Confidant

HELP!!!!
Training

A Mentor
Sharing

GOLDS

OTHERS MAY SEE GOLDS AS:

- Rigid
- Boring
- Self righteous
- Restricted
- Stubborn
- System bound
- Unimaginative
- Judgmental
- Bossy
- Married to task
- Right idea of time

GOLDS MAY SEE THEMSELVES AS:

- Stable
- Providing security
- Dependable
- Firm
- Knows what's best
- Efficient
- Realistic
- Appropriate
- Responsible

TURN TO A GOLD FOR:

Supervision
Planning
Accuracy

Tradition
Organization
The rules or policy

Trust
Responsibility
Details

If you need someone to
be on time or enforce an
agenda

WHAT DO YOU SEE?

ORANGES

OTHERS MAY SEE ORANGES AS:

- Rude
- Irresponsible
- Not serious
- Selfish or self-centered
- Ignoring the rules
- Unprepared
- Flirtatious
- Taking advantage of others
- Flaky
- Easily distracted
- Impatient

ORANGES MAY SEE THEMSELVES AS:

- Straight forward
- Easy going
- Enjoying the process
- Good negotiator
- Mover and shaker
- "NOW"- oriented
- Multi-tasker
- Spontaneous
- Friendly
- Succeeding
- Flexible

TURN TO AN ORANGE FOR (EXPECT SOME SPICE):

Leadership

Trouble shooting

Fun ideas

Action

Proficiency with tools

Variety

Negotiation

Entertainment

Attention

Straight Answers

A good laugh

Tasks requiring risk and

chance

GREENS

OTHERS MAY SEE GREENS AS:

- Arrogant
- Intellectual snobs
- Heartless
- Unrealistic
- Eccentric, weird
- Unfeeling
- Anti social
- Cool, aloof
- Sarcastic
- Critical
- Lacking mercy
- Unappreciative

GREENS MAY SEE THEMSELVES AS:

- Knowledgeable
- 98% right
- Expedient
- Visionary
- Innovative
- Rational
- Independent
- Deep thinkers
- Witty
- Assume things will be done well
- Able to find flaws

TURN TO A GREEN FOR:

Information

Competence

Tenacity

Firmness

The right word

Technology

To get something fixed

Objective decisions

Critique

New Learning

To invent or create

something

COLORS AT A GLANCE:

BLUE	
Quote:	<p>"...each of us has a personal calling as unique as a fingerprint..." – Oprah Winfrey</p>
Priority:	<ul style="list-style-type: none"> • Relationships with others • Relationship with self
What Blues Think:	How will this affect the relationship or people involved?
What to Know about Blues:	<ul style="list-style-type: none"> • Fascinated by human behavior and relationships • Seek to explore themselves & how to connect w/others • Connection on deeper level than other colors • Listening goes beyond words • Compassionate, empathetic • Reading of body language • Good at "reading" the room • Looks for positive attributes in others and can usually find them • Tries to be everything to everyone • Enjoy making others feel special • Generous nature • Some of the best friends you will have • Reluctant to get involved if they don't see value
Bring out the Best in Blues:	<ul style="list-style-type: none"> • Harmonious environment • Drawn to the underdog • Self-sacrificing • Point out how others will benefit from their involvement • Grant opportunities for personal growth • Give individual attention (seek to connect w/others)
<p>Self Esteem and Stressors for Blues: <i>People who are healthy can enter into stressful situations & environments.</i></p> <p><i>The foundation of our level of confidence and self-worth is based on our beliefs about ourselves.</i></p>	<ul style="list-style-type: none"> • Can be overwhelmed by spreading themselves too thin • Conflict • Isolation or feeling left out • Rejection • Lack of trust, being "back-stabbed" • Lack of acknowledgment • Lack of tolerance • Negativity • Not able to express genuine self • Not able to share • Insincerity • Rigidity • Unsure or unsafe environment (can't ask questions w/o being put down)
	<p>How to Brighten Your Blue (using your strengths)</p>
	<ul style="list-style-type: none"> • Learn to accept "Negative" emotions • Take a stand • Foster growth in others by doing less • Recognize the need of life's personal struggles • Let it go! • Validate yourself • Set boundaries • Take care of yourself • Express your true self
What that looks like?	<ul style="list-style-type: none"> • Seeks attention • Tells white lies to save face • Daydreams excessively • Cries often and seems depressed • Engages in passive-aggressive behaviors • Expresses emotions by yelling and screaming

COLORS AT A GLANCE:

Gold			
Quote:	“Justice consists not in being neutral between right and wrong, but in finding out the right and upholding it, wherever found.” -Theodore Roosevelt-		
Priority:	Responsibility		
What Golds Think:	“What is my responsibility...What should I be doing?” “What should others be doing... What is their responsibility?”		
What to Know about Golds:	<ul style="list-style-type: none"> • Prepared • Not procrastinators • Have plan A, B & probably a C • Linear thinkers • Often have checklists • Detail oriented-notices things others may not ever think of. Sees the trees in the forest as well as the bark, bugs, and leaves • Punctual • Conscientious • Strong sense of duty • Trustworthy • Belief in policies • Conservative and stable • Values tradition • Strong shoulds and should nots • Most comfortable w/a structured environment • Don't bend rules or make exceptions to rules or traditions 		
Bring out the Best in Golds:	<ul style="list-style-type: none"> • Most dependable of friends • Enjoys opportunities for leadership • Appeal to their strong sense of right and wrong • Grant opportunities to express traditional values • Show how much you value their efforts <ul style="list-style-type: none"> o Be specific w/encouragement or criticism o Black and white 		
Self Esteem and Stressors for Golds: <i>People who are healthy can enter into stressful situations and environments.</i> <i>The foundation of our level of confidence and self-worth is based on our beliefs about ourselves.</i>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%; padding: 5px;"> <ul style="list-style-type: none"> • Lack of follow through-others not do as promised • Taking on too many responsibilities • Irresponsibility, untrustworthiness • Not adhering to schedule or plans • Lack of closure • Many things going on at the same time • Indecision • Change-especially frequent and unanticipated • Unclear expectations, instructions, or guidelines • Waste • Disorganization • Lack of cooperation • Not being appreciated </td> <td style="width: 40%; padding: 5px; background-color: #FFD700; text-align: center;"> How to Brighten Your Gold (using your strengths) <ul style="list-style-type: none"> <li style="width: 50%;">• Validate yourself <li style="width: 50%;">• Leave leeway <li style="width: 50%;">• Get involved <li style="width: 50%;">• Lighten up <li style="width: 50%;">• Enough is Enough <li style="width: 50%;">• Have patience <li style="width: 50%;">• Start new traditions <li style="width: 50%;">• Give it a break <li style="width: 50%;">• Be responsible, for yourself <li style="width: 50%;">• Focus on what you can control <li style="width: 50%;">• Give yourself a break, delegate <li style="width: 50%;">• Bring closure to past issues </td> </tr> </table>	<ul style="list-style-type: none"> • Lack of follow through-others not do as promised • Taking on too many responsibilities • Irresponsibility, untrustworthiness • Not adhering to schedule or plans • Lack of closure • Many things going on at the same time • Indecision • Change-especially frequent and unanticipated • Unclear expectations, instructions, or guidelines • Waste • Disorganization • Lack of cooperation • Not being appreciated 	How to Brighten Your Gold (using your strengths) <ul style="list-style-type: none"> <li style="width: 50%;">• Validate yourself <li style="width: 50%;">• Leave leeway <li style="width: 50%;">• Get involved <li style="width: 50%;">• Lighten up <li style="width: 50%;">• Enough is Enough <li style="width: 50%;">• Have patience <li style="width: 50%;">• Start new traditions <li style="width: 50%;">• Give it a break <li style="width: 50%;">• Be responsible, for yourself <li style="width: 50%;">• Focus on what you can control <li style="width: 50%;">• Give yourself a break, delegate <li style="width: 50%;">• Bring closure to past issues
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What that looks like?	<ul style="list-style-type: none"> • Dig in heels • Overly rigid • Exhibits anxiety and worry • Reacts physically to stress • Judges self and others harshly • Becomes controlling and close-minded • Displays negative attitude 		

COLORS AT A GLANCE:

<h1>Orange</h1>		
Quote:	“Life is either a daring adventure or nothing.” -Helen Keller-	
Priority:	Freedom	“Just Do It!”
What Oranges Think:	“What are my options?”	
What to Know about Oranges:	<ul style="list-style-type: none"> • Energetic-high need for mobility Movement sometime throughout the day • Desires change-variety, flexibility, resourcefulness, ?s status quo, takes chances • Playful-quick witted, humorous, likes to bring fun to situations • Master negotiator-charming, “NO” is often interpreted as “maybe” • Natural entertainer • Pushes boundaries-tests limits, natural non-conformists, risk taker, may live on the edge, bend rules to accomplish goals • Accepts challenge-can act in crisis, may get into situation to see if they can succeed where others fail. • Impulsive and spontaneous • Appreciates immediate feedback-delayed feedback is meaningless • Most productive in non-structured environment-variety and flexibility • Self confident-takes initiative • Quick decision-makers-quick at changing their minds • Like circumstances that are larger than life • Looks for fun everywhere • If not given choices, they will create them 	
Bring out the Best in Orange:	<ul style="list-style-type: none"> • Understand their way of relating • Understand their impulse to take each moment as it comes • Allow them to show off their skills without condemning them for their process • Avoid slowing them down when they are on a quest 	
Self Esteem and Stressors for Orange: <i>People who are healthy can enter into stressful situations and environments.</i> <i>The foundation of our level of confidence and self-worth is based on our beliefs about ourselves.</i>	<ul style="list-style-type: none"> • Lack of freedom on choices • Feeling trapped • Lack of challenges • Not being able to use their skills • Rigidity • Strict guidelines or rules • Forced to keep quiet or not participating • Limited humor in others • Waiting, slow actions • Indecisiveness • Routine • Details, paperwork • Inactivity, restriction of physical movement 	How to Brighten Your Orange (using your strengths)
What that looks like?	<ul style="list-style-type: none"> • Act rude and defiant • Breaks rules on purpose • Fails to complete things, runs away, quits job • May joke or tease inappropriately • Overly competitive, manipulative • Deceitful conduct • Violent behavior 	

COLORS AT A GLANCE:

<h1>Green</h1>	
Quote:	"I have never let my schooling interfere with my education" -Mark Twain
Priority:	Competency
What Greens Think:	<i>"Do I have all the Information?"</i>
What to Know about Greens:	<ul style="list-style-type: none"> Problem-solver-shows tenacity until solved "Why" mentality-questions the "We have always done it this way." Desires logic or theory Inquisitive Very complex-abstract Global thinker (big picture) Standard setter-visionary, idea person, insightful Cool, calm, collected-maintains composure when others become outwardly emotional Makes decisions objectively Intellectual-can never know enough Work is play and play is work Need for independence and private time <ul style="list-style-type: none"> Seeks autonomy Doesn't always see value in teamwork Works best without constant direction or coaching Driven by competence Perfectionist Approaches interpersonal relationships in a logical manner <ul style="list-style-type: none"> May seek formulas for personal relationships Prefer to discuss thoughts over feelings (head over heart)
Bring out the Best in Green:	<ul style="list-style-type: none"> Honor their need for privacy Give them time to process before sharing Understand their necessity to ? your knowledge an facts <ul style="list-style-type: none"> Let them know you value their wisdom Realize they too have feelings (will show their feelings to those they trust)
Self Esteem and Stressors for Green: <i>People who are healthy can enter into stressful situations and environments.</i> <i>The foundation of our level of confidence and self-worth is based on our beliefs about ourselves.</i>	<ul style="list-style-type: none"> Overly sensitive people No flexibility Incompetence and unfairness Not enough time to gather data Lack of mental stimulation Lack of independent thinking Blocks imposed on their ability to display intelligence When they don't understand or know something Stupidity, redundancy, routine Ignored recommendations Made to look stupid or incompetent
	How to Brighten Your Green (using your strengths)
What that looks like	<ul style="list-style-type: none"> Patience is thinner than ever Former irritations become unbearable Can shift from intelligent and rational to critical, uncompromising and harsh Typical wit can become intentional caustic ridicule Can become withdrawn and detached, refusing to take part Behaves indecisively Obsessive Refused to communicate; the "silent treatment" Withdrawal, aloofness

WHEN COLORS BLEND



When Blue and Orange Blend || Sunburst

- Right-brained all the way
- Full of physical energy
- Strong feelings that come bubbling out at all the right times-and all the wrong ones.
- Work is a very personal adventure, but highly engaged with other people.
- Love is emotional and creative
 - Full of fantasy
 - Fiery feelings
- Love is passion, but so is everything else
- Physical energy is strong
- Heart is lively
- Moving, going, and doing combine with sensitivity
- Enthusiasm follows enthusiasm, with occasional bouts of exhausted depression.
- Negative feelings can be as strong as positive ones
- Passionate anger can follow passionate affection
 - Anger can be a flash and gone, or sometimes can be a lifelong preoccupation
- Creativity is a very high value, and freedom a higher one
- Blue/orange Sunburst brings the energy; somebody else had better have the organizational chart
- Inner conflicts tend to occur between Sunbursts' powerful impulses to action and their concern for other people.
- Sometimes they simply must follow an impulse, even if it will cause pain to someone. Blue guilt will follow.
- High energy and strong feelings

WHEN COLORS BLEND



When Blue and Green Blend || Mystic

- Lives in a world in which deep thoughts interacts with profound feelings.
 - Sacred texts
 - Wise sayings
 - Philosophical understandings
- Dreams are important. They are thought over, talked over
- Precious objects are kept nearby, and may be assigned special value and power.
- Matters of personal identity and spiritual influence are given close attention
- Emotions are personal, to be shared with care and gentle respect.
- Gift giving takes on a deeply personal, often spiritual significance.
- Organized religious structures may be avoided or downplayed.
- The mystic makes an independent spiritual journey.
- Certain places are filled with meaning
 - Visiting them and caring for them often has a ritual quality
 - Other cultures and ancient ways hold fascination
- Sensitive to shocks, both physical and emotional.
- Not people cut out for the rough – and – tumble of the marketplace.
- They will strive to make for themselves a quiet place where inner exploration can go on with serene intensity.
- Problems can occur around inwardness and passivity
- It may be hard to act
- Indecision and fear of others' reactions combine to suppress spontaneity
- The sentimental Blue feelings argue with the Green rationality ---- and once again action is postponed.
- There will be a tendency toward withdrawal as a preferred life strategy. This may or may not work out for the best.

WHEN COLORS BLEND



When Green and Gold Blend || Diamond

- Diamonds know the value of things and love quality.
- Pride and humiliation are the two ends of their measuring stick.
- Hallmarks of success for a diamond are: beauty and order, refined skill, special knowledge, careful appearances, and recognition.
- Diamonds value: physical attractiveness, careful hygiene, quality gifts given and received, good clothes, and a well-cared for home.
- Responsibility, duty, and service are highly valued, and power is sought carefully and quietly.
- Appreciate being able to lead from behind
- They wish to maintain a low profile while exercising an effective guiding hand.
- Calm and deliberate demeanor
- They express little emotion.
- Gushy sentiments seem shallow and gauche to them.
- They do not wish to be fawned over and have a hard time giving praise.
- Well-deserved recognition is not sentimental, and diamonds wish to be recognized for the true value of their actions and way of life.
- In work, rewards are justly earned, and they recognize the same worth in others.
- In love, duty and mutual respect are very important. Love means doing and giving, not fine phrases and emotionalism.
- Careful analysis, correct and thoughtful action, and tough but clear business dealings are all shining facets of the diamond.
- The conflict between the demand for action and the wish for “a little more information first” can keep the Diamond in a quandary.
- Sometimes a pattern of self doubt results from the following:
 - Impulses of social responsibility and goal-orientation are strong on the Gold side, while a desire for seclusion and autonomy arises from the Green.

WHEN COLORS BLEND



When Orange and Green Blend || Firecracker

- Great stand-up comics
- Masters of satire and irony
- For a seminar leader, firecrackers are the dreaded “trainer killers”.
- They are independent, excitable, and have a very low tolerance for stuffed shirts.
- Poke at people who put on airs, people who are condescending to others.
- Not sentimental and they are not impressed.
- The orange side brings physical energy and social aggressiveness. The green side brings sharp insights and clever language.
- Demand for independence.
- Think for them selves.
- Can be quite cantankerous and eccentric at times.
- Loves clever ideas and ingenious things.
- Forever skeptical of others, they often fall in love with their own ingenious ideas.
- Romance is foreign. Anything mushy or touchy-feely is like fingernails scraping on a blackboard.
- In work, they will be masters of their specialty.
- In love, they will be autonomous and independent.
- You will rarely put anything over on them --- though they may...on you.
- Orange and green temperaments bring out a very sharp tongued and sometimes tactless social style.
- The physical impulses and sensation seeking of the orange argue with the cool logic of the green.
- Often find themselves cleverly talking their way out of trouble once they've gotten there by following impulses

WHEN COLORS BLEND



When Orange and Gold Blend || Torchbearer

- “In the beginning was the deed”
- Full of drive, energy, and social responsibility.
- They carry the load and whistle while they work.
- Love tough tasks and laughter.
- Loves accomplishment more than anything
- They like to do things ----- fun things, productive things, team things
- Usually run things very well.
- Goals, purposes, timelines, schedules top their lists.
- Focus on concrete realities.
- Have a little difficulty relating to sensitive philosophy and mad emotionalism.
- Lovemaking is vigorous, but it must fit into the schedule. It may or may not be in the schedule.
- They value family and relationships highly.
- Gregarious and socially responsible.
- Speed seems to be the essence of an Orange/Gold.
- Can result in a highly aggressive personality, for better or for worse.
- The argument between the orange impulses and, in this case, the orderly, goal-directed motives of the Gold.

WHEN COLORS BLEND



When Blue and Gold Blend || Homebuilder

- Serious, down to earth, and tenderhearted.
- They love to care for places, people, children, animals, gardens, communities... in short, the world.
- Commitment runs deep. It is expected in return... not a selfish possessive commitment, but a commitment to the things that matter and to practical efforts.
- Homebuilders are grounded in a deep feeling for the practical and meaningful.
- Work is a part of this grounded commitment.
- Elementary schools, kindergartens, and preschools are staffed in large part by this combination.
- Usually found in the serving fields.
- Playful and serious in their natural and proper seasons
- Solid
- Endlessly helpful
- Able to help and guide others through whatever situation.
- Helpful to the community
- Inner life is a conversation between various sensitivities and sympathies on the one hand, and practical realities on the other.
- Not always easy to resolve the tension between duty and compassion. A quiet sadness often results.
- Often wish they could change colors.

LEADERSHIP:

MANAGING PEOPLE; COORDINATING ACTIONS OF OTHERS FOR A COMMON GOAL.

Strength for Gold in Leadership	Struggles for Gold in Leadership
<ul style="list-style-type: none"> ◆ leads because someone has to ◆ work is important and must be done right <ul style="list-style-type: none"> • 6th sense for what really needs to be done • infrastructure • necessities • foundation • bottom line ◆ ideas are clearly defined ◆ dedicated to the institutions they serve ◆ aware of the potential for slip-ups, chaos, and failure ◆ “If something can go wrong, it will” ◆ strive for stability and good order ◆ tradition is a primary value <ul style="list-style-type: none"> • ways of the past are proven ◆ organization is essential <ul style="list-style-type: none"> • well defined responsibilities • plans • timelines • everything has its place ◆ must have accountability built in ◆ fairness in policies and norms ◆ standards set and enforced ◆ able to let those people go who are not contributing ◆ in negotiation strike a hard bargain <ul style="list-style-type: none"> • contracts are huge • know value • believe in fairness, but respect competitive advantage • firm but fair ◆ high value on loyalty and trust ◆ outward and visible signs of success mean much ◆ public recognition is important <ul style="list-style-type: none"> • certificates of appreciation • promotions based on merit • testimonies • spontaneous recognition of their achievement brings gratitude 	<ul style="list-style-type: none"> ◆ incredibly high standards <ul style="list-style-type: none"> • standards are hardly fully met • fear of falling short drives them and others to work others ◆ delegation is a gamble ◆ temptation to micromanage ◆ sentiment has its place, but not at the expense of goal or organization ◆ can be overly “stern” ◆ can be too serious ◆ harder on themselves for own failure ◆ more than anyone else ◆ not sentimental about business relationships

LEADERSHIP:

MANAGING PEOPLE; COORDINATING ACTIONS OF OTHERS FOR A COMMON GOAL.

Strength for Blue in Leadership	Struggles for Blue in Leadership
<ul style="list-style-type: none"> ◆ driving force is commitment to the people involved and to a strong sense of community. ◆ want to nurture people ◆ oriented to individual strengths and relationships ◆ participation is key value ◆ seek consensus based on communication and involvement ◆ willing to be patient ◆ team/community is important ◆ democratic management style ◆ manage with love ◆ give abundantly of appreciation and support ◆ like flexible and creative solutions ◆ favor flexible procedures ◆ put a high value on day-to-day learning ◆ egalitarian (all are equal) ◆ highly empathetic blues go to utmost to keep everyone happy <ul style="list-style-type: none"> • can lead to great teamwork • satisfactory outcomes • considerable customer loyalty ◆ visionary ◆ holistic thinkers ◆ able to inspire others with their vision ◆ enthusiasm is effective motivator ◆ good communicators ◆ deeply intuitive ◆ want to educate/lead people to meaningful things ◆ drawn to arts and spiritual dimension <ul style="list-style-type: none"> • community involvement • caring for environment ◆ invests for the good of all (watchwords) 	<ul style="list-style-type: none"> ◆ reluctant to exercise arbitrary authority ◆ will sacrifice well-regulated efficiency to maintain harmony ◆ uncomfortable to adopt an attitude of authority ◆ laying down the law can be difficult ◆ one person lording it over another pushes a hot button ◆ tough negotiations can be a challenge ◆ desire for consensus and win-win can undermine ability to strike a hard bargain ◆ closing a sale or deal usually a bumpy process ◆ firing someone is always traumatic <ul style="list-style-type: none"> • “little death” that blue try to avoid • lose sleep over incompetence or disruptiveness of an employee while postponing fierce conversation ◆ blue wrath/anger will sometimes come out in crisis situation <ul style="list-style-type: none"> • long period of avoiding confrontation • some point will be a last straw and outburst is due; can be frighteningly powerful and longterm regrets may follow ◆ when lose confidence, depression can be deep and infectious ◆ difficult to move on from disaster ◆ loss of trust is difficult to repair

LEADERSHIP:

MANAGING PEOPLE; COORDINATING ACTIONS OF OTHERS FOR A COMMON GOAL.

Strength for Green in Leadership	Struggles for Green in Leadership
<ul style="list-style-type: none">◆ bring intellect, ingenuity, pragmatism, and design◆ work smart◆ seeing whole picture, understanding details that make up big picture◆ creating pathways to move things forward◆ applies technology◆ solves problems◆ adjusts goals in a realistic way◆ thorough assessment, sufficient information, careful reasoning based on information◆ planned action, attention to feedback◆ don't shoot first and ask questions later◆ want to follow the facts◆ big picture is apparent◆ synthesizes◆ work conceptually◆ can explain what they are doing◆ keeps up to date◆ expect people to pay attention and understand is a key◆ gives information and then moves on◆ individual autonomy and responsibility are strong values◆ loves to teach◆ want to contribute to growth and competence◆ lead by instructing (principles and techniques to be applied)◆ bring in outside experts, good reading materials, interactive learning tools and training◆ learning is a catalyst◆ research is essential◆ focused on the vision and on analysis of tasks and information◆ good work is good work; the facts speak for themselves	<ul style="list-style-type: none">◆ not moved by sentiment and enthusiasm◆ greatest fear is failure◆ needs time to process before making a decision◆ avoids any form of stupidity<ul style="list-style-type: none">• redundancy• confusion• emotionalism• irrationality• impulsivity◆ autonomy is strong◆ firing someone is over dramatic; parting should be obvious from data and performance◆ niceties of social interaction sometimes escape green leaders◆ not much interested in subtleties of feelings and relationships◆ leadership style is rather dry◆ not overly given to praise and give little thought to emotional support

LEADERSHIP:

MANAGING PEOPLE; COORDINATING ACTIONS OF OTHERS FOR A COMMON GOAL.

Strength for Orange in Leadership	Struggles for Orange in Leadership
<ul style="list-style-type: none"> ◆ bring focused on action ◆ sky's the limit when resources are available ◆ everything exists to make action possible ◆ bound with action is skill ◆ “show the problem, get the tools, and get out of the way” ◆ here and now ◆ troubleshooting is middle name ◆ best in crisis ◆ good at thinking on feet ◆ improvisors ◆ blessed with entrepreneurial spirit ◆ lead by example ◆ coaching is a good metaphor ◆ learn by doing ◆ teach as they learn ◆ cheerleader ◆ encouragement combine with strong expectations, pushing coworkers to perform ◆ expect directions to be followed ◆ often physically touch people <ul style="list-style-type: none"> • usually tempered with infectious sense of humor ◆ natural ability to move on from difficult situations without much effort ◆ realists ◆ goals are concrete ◆ action is physical ◆ less talk, more do! ◆ get the job done and move on ◆ highly competitive <ul style="list-style-type: none"> • past performance • others within organization • personal goals ◆ use competition as motivator <ul style="list-style-type: none"> • challenging employees to improve themselves • welcome change ◆ old ways can be improved upon ◆ flexible and confident 	<ul style="list-style-type: none"> ◆ dislikes learning from manuals and/or verbal instructions ◆ can be very authoritarian ◆ impatient with opposition ◆ slowness or resistance in others feel like a bumpy road ◆ highly competitive <ul style="list-style-type: none"> • past performance • others within organization • personal goals ◆ use competition as motivator <ul style="list-style-type: none"> • challenging employees to improve themselves ◆ fear is the enemy ◆ utter devastation and complete failure are just events of life ◆ like to be own boss <ul style="list-style-type: none"> • can set own timeline, parameters, own pace ◆ rules and time are at times are merely suggestions

TEAM ROLES

Team Leaders: After taking your team through the Colors Assessment, this section will help you allocate the different roles you can have within your team. It is important to empower each person to utilize the gifts they have been given so that they are an integral part of the team. Several roles are listed below; more can be added depending on the needs of the team.

THE TEAM LEADER

The leader of a short-term trip is the individual with the greatest responsibility for the team, its activity, and its ultimate effectiveness. Team Leaders shall be members of Mission Hills Church in good standing.

TEAM LEADERS ARE RESPONSIBLE FOR:

- Group preparation and effectiveness
- The group's growing interest in God's mission
- Delegating tasks and the final debriefing
- All finances and team expenditures
- See the Team Leader's packet for all the information

LOGISTICS LEADER

In teams of four or more, the Team Leader appoints a Logistics Leader to handle the many technical and micro details of the trip.

- Ensure that every team member has proper paperwork: passport, visa, liability forms, team covenant and any other documents needed for the trip
- Working with the Team Leader on travel details to, from and on the field
- Ministry Event plans and details while on the field
- Working with the Team Leader in whatever area is needed

SPIRITUAL LIFE LEADER

Individuals chosen for this position should have proven spiritual maturity and leadership skills. Every short-term team from Mission Hills must have a Spiritual Life Leader.

THE SPIRITUAL LIFE LEADER IS RESPONSIBLE FOR:

- Developing a Prayer Team and encouraging team members to cultivate at least three prayer partners for their trip.
- Dealing with key issues in preparation, which should include: The Sovereignty of God, Spiritual warfare, Purity, Integrity, Servanthood, Ministry Mindset, and the influence of culture on people.
- Overseeing devotions, prayer, and other disciplines such as solitude, prayer walks, etc.
- Be sensitive to issues that surface during a trip such as discouragement, grumbling, pride, complaining, disunity, lack of submission and flexibility.
- Make it a priority to bring the team together for prayer at the start and end of each day.

TEAM MEDIC

- Ensure that every team member has proper medical preparation and a completed health form.
- Know the allergies and allergic reactions of each team member.
- Carry the medical bag at all times. Purchase needed supplies for your team.
- Be aware of the prescription medications for team members. Each person needs to bring their own supply and enough for three extra days.
- Make sure the team is hydrated at all times.

PHOTOGRAPHER/VIDEOGRAPHER

- Film events and special meetings.
- Capture natural shots rather than the “posed” as much as possible.
- Look for a “story” to film that highlights the purpose and activities of the trip.
- Make sure you capture ALL team members on film or in photos showing their interaction and activities on the trip.
- When filming local people, make sure to ask permission BEFORE you film.

JOURNALIST/COMMUNICATIONS

- Document daily activities in a creative format.
- Work in conjunction with the team photographer to capture stories and activities.
- Interview team mates and the missionaries to obtain impact stories.
- Responsible to email or text team updates to Outreach Department during trip.
- Write up the team journal at the end of the trip. Give copies to team members, Outreach Department and the Communications Team.

WORSHIP/MUSIC

- Put together songs for team gatherings and field meetings.
- This may be an aspect of what your team will do during events and meetings while you are on your trip. If so, coordinate this with the field leadership.
- Be sensitive to a variety of worship music styles; strive to include everyone.
- Work in conjunction with Team Leader for details of what is needed.

CRAFTS

- Be the point person for deciding on the crafts and purchasing of supplies. Be creative and look for items that can be donated.
- Look for crafts that can be duplicated in the area where you serve. This will enable them to make the crafts after you are gone.
- Make sure the craft is in harmony with what is being taught.

SPORTS

- This needs to be a person balanced with Godly character and sportsmanship.
- Oversee the sports in which your team will be participating. This may involve collecting and bringing sports equipment to the country where you’ll minister.
- Focus on sportsmanship and how that edifies the body of Christ
- Lead the team in understanding the joy of competing together in unity rather than negative rivalry which can lead to anger and resentment.

SHORT-TERM TEAM COVENANT

Team Leaders: This is the first night that the participants can turn in their signed team covenant.

TEAMWORK

- I commit to be an active part of uniting my team as we work together to accomplish our goal of transforming lives and glorifying Christ.
- I will stay committed to the group, no matter how difficult, and surrender my personal agenda to the group agenda.

CULTURAL SENSITIVITY

- I commit to approaching the culture of the country with an attitude of learner and servant. I will guard my mouth of criticism or judgments that could harm relationships.
- I will respect the decisions and direction of our host with regard to their political situation and church doctrine.
- I will refrain from giving gifts, such as money, clothes, jewelry, cell phones, etc. because of the possibility of causing our hosts trouble with jealousy, bitterness, or unrealistic expectations among those who do not receive such gifts this trip.

CONFLICT

- I commit to dealing with conflict and approaching difficult situations with truth and grace and an attitude of forgiveness.
- If a problem arises between me and another team member, I commit to praying about it first, and if necessary, speaking privately and personally to that member in a loving, Christ-like way to resolve the issue. If it cannot be resolved, I commit to going to the Team Leader.

MINISTRY OPPORTUNITIES

- I will share my faith, and come prepared to share my five-minute testimony as the Lord opens doors, and in keeping with the specific instructions of our host ministry.
- I commit to be a witness of the love of Jesus to the people we meet all throughout the trip.
- I will do whatever is asked of me, even if it is uncomfortable.

ACCOUNTABILITY

- I will set aside time daily to individual, private time with the Lord to sustain my courage, perspective, and perseverance.
- I give God permission to do anything he wishes to me, in me, or through me that would glorify him.

BEHAVIOR

- I commit to engage only in behavior that is above reproach, to ensure that the team represents Jesus in the most effective way.
- I will avoid making derogatory comments or arguments regarding people, politics, church doctrine, sports, religion, race, or traditions.
- I will refrain from the use of drugs and alcohol, offensive language, inappropriate public displays of affection, and any other behavior that might be a stumbling block to the community or other team members.

SECURITY

- I commit to observing any security issues discussed, including staying with the group, communicating my whereabouts with my team leader, and being responsible for my own personal property.

RELEASE OF RIGHTS

- I give up my right to:
 - » A comfortable bed
... trusting God for my strength and endurance.
 - » Have familiar food
... trusting God for my health and personal likes and dislikes.
 - » Dress fashionably
... trusting God for my security.
 - » See results
... trusting God for his outcomes.
 - » Have control of others
... trusting God's workmanship in them.
 - » Have control of my circumstances
... trusting God's special plan to make me like Christ.
 - » Have pleasant circumstances
... understanding the privilege of suffering for his sake.
 - » Make all the decisions
... understanding God's sovereign hand in my life.
 - » Be successful
... finding my security in God's love.
 - » Be understood
... entrusting my reputation to God's hands.
 - » Be heard
... giving up my need for recognition to God.
 - » Be right
... understanding my need for God's righteousness.

Team Member Signature:

Date:

ACTION STEPS

Team Leaders: Action Steps will be at the end of every session. They are for your use to remind your team of their action steps / homework for next meeting.

Before your next team meeting, watch “Our God is Missional.” See the top of page 45 for information.

▶ 1 |

▶ 2 |

▶ 3 |

Section **3**

JOINING JESUS ON MISSION

“ . . . whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all. For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.”


Mark 10:43b - 45

Team Leaders: You may want to comment or discuss on God's plans and leading is not always as we plan or foresee it might or should be. Trust is strengthened when we cannot see the outcome ahead of time.

OUR GOD IS MISSIONAL



Before Session 3, watch “*Our God is Missional*” located on the RESOURCES page of the Mission Hills Website

1. www.missionhills.org
 2. Click on OUTREACH at the top of the page.
 3. Scroll to the bottom of the page and click on RESOURCES.
 4. Click on the video entitled, “*Our God is Missional*” by Craig Smith.
- 

We participate in short-term trips because our God is missional.

We exist to help people become like _____ and join Him on _____.

Missions is not one of the ministries of the church. It is THE only reason that the church exists; it’s the purpose of the church. The church is a missional organization because we worship a missional God.

We disciple people so they can be on _____ .

God is inherently out-going, outward-facing, and on-mission. He is _____ in the same sense that He is holy, just, omniscient, omnipresent and omnipotent.

Jesus came because God is missional. (John 3:16)

Jesus demonstrates God’s missional nature in that he came in response to God’s mission. (Mark 10:45)

We were formed to _____ in God’s mission.

Genesis 1:27-28

“Let us . . .”

“Image” can be translated as “idol.” The Hebrew word for Image is Tselem
We represent God; we manifest His creation.

The Gospel is good news about forgiveness of sins. But when Jesus talked about the Good News, it is was “the Gospel of the Kingdom”. Jesus consistently talked about what we were saved FOR. What does this look like for you?

It is not possible to follow Jesus without following Him on mission.

What is our mission? To _____ God’s influence.
What does this look like?

So, why short-term trips?

1. To fulfill our calling to reach the world (Matthew 28:19-20)
2. To use resources entrusted to us for their purpose (Genesis 12:1-3)
“Blessed to be a blessing”
3. They are “Momentum Multipliers” for being on mission with Jesus every day of our lives.

Missional words in Scripture that Craig highlighted. Can you list others?

- Go
- Give/Giving/Gave
- Grace
- Create/Created
- Rule
- Subdue
- Serve
- Bless/Blessing
- Follow (Jesus)
- Send (you out)

As a team, discuss how your particular trip can impact lives and advance His Kingdom.

A LIVING SACRIFICE TO GOD

And so, dear brothers and sisters, I plead with you to give your bodies to God because of all he has done for you. Let them be a living and holy sacrifice—the kind he will find acceptable. This is truly the way to worship him. Don't copy the behavior and customs of this world, but let God transform you into a new person by changing the way you think. Then you will learn to know God's will for you, which is good and pleasing and perfect.

Romans 12:1-2 (NLT)

1. Reread the passage again. Underline the words or phrases that stand out to you the most. Rewrite in your own words what those words or phrases mean to you.

2. Based on the passage you just read, list on one side 1-3 areas where you see yourself becoming the person God wants you to be. On the other side, list 1-3 areas where you sense God wanting you to change. Take a moment to prayerfully share with God your desire to grow in those areas, asking for his grace to help you.

Areas where I'm becoming the person God wants me to be:	Areas where God is prompting me to change:
1.	1.
2.	2.
3.	3.

3. Share with others your experience.

SHARE THE GOOD NEWS

Team Leaders: Ask your team to read and review this section. Some will have experience in sharing their faith and some will have limited or no experience. If each person, no matter where they are on this spectrum develops more confidence and knowledge and skill it will benefit them on the trip and in their lives in the future. There is often fear and failure associated with this skill and action. Please allow for that.

Since we can sometimes be nervous sharing the Gospel message, an easy method to remember is the “A, B, C’s of Accepting Christ.” It is helpful to remember one or two of the supporting verses under each letter.

A. ADMIT THAT YOU ARE A SINNER, IN NEED OF A SAVIOR

“For all have sinned and fall short of the glory of God.” Romans 3:23

“For the wages of sin is death, but the free gift of God is eternal life in Christ Jesus our Lord.” Romans 6:23

“For whoever keeps the whole law and yet stumbles at just one point, is guilty of breaking all of it.” James 2:10

B. BELIEVE THAT JESUS IS GOD’S SON AND THAT HE DIED ON THE CROSS FOR YOUR SINS

“For God so loved the world, that He gave His one and only Son, that whoever believes in Him shall not perish but have eternal life.”

John 3:16

“But God demonstrates His own love for us in this: While we were still sinners, Christ died for us.”

Romans 5:8

C. COMMIT YOUR LIFE TO CHRIST AND PERSONALLY ASK HIM INTO YOUR HEART, ACCEPTING HIS GIFT OF SALVATION

“For everyone who calls on the name of the Lord will be saved.”

Romans 10:13

“Here I am! I stand at the door and knock. If anyone hears my voice and opens the door, I will come in and eat with him, and he with me.”

Revelation 3:20

“For it is by grace you have been saved, through faith--and this not from yourselves, it is the gift of God-- not by works, so that no one can boast.”

Ephesians 2:8-9

PREPARING YOUR TESTIMONY

Team Leaders: Review this section with the team. Before you review this section, consider sharing your testimony first as an example to help set the tone and direction.

Your testimony is your account of how God has shown himself to be real in your life. Your personal testimony is the greatest tool at your disposal for evangelism. It is powerful because it is your story and no one can refute it. And, since we all share things in common, the listener can identify with your situation.

WRITING YOUR TESTIMONY

- Ask God to reveal to you what to say and how to say it.
- What is the one main idea or theme you want everyone to remember?
For example: “Jesus satisfied my loneliness” or “Jesus gave me new purpose in my life”.
See the next page for more examples.
- It is important to write out your testimony and practice it until you are comfortable.
- Try and limit your testimony to no longer than three minutes.

Here are three options to use when writing your testimony (your faith story), depending on when you became a believer.

1. If you trusted in Christ as an adult:

What my life was like before I knew Christ

- What were your attitudes or needs that an unbeliever would identify with?
- What substitute for God did you use to find meaning and security in your life?
(sports, success, marriage, making money, drugs/alcohol, having fun, etc.)

How I came to know Christ

- What specifically did you do? Where did it happen?
- What brought you to the place of being willing to listen?

The difference knowing Jesus made in your life

- What heart need has been satisfied by a relationship with Jesus?
- How has Jesus changed the way in which you deal with hard times?
- How has He made a difference in your relationships?
- What have you learned about God that has changed who you are and has meant the most to you?

2. If you became a Christian as a child, and then made a recommitment as an adult:

- What was your life like as a young Christian?
- What brought you to desire a recommitment to Christ?
- How has God changed your life since you've fully surrendered to him?
- How do you now deal with struggles and hard times?
- What needs have been satisfied by a deeper relationship with Jesus?

3. If you became a Christian at an early age:

- How and when did you commit your life to Christ?
- What was your life like as a young Christian?
- What difference has He made in your life?
- What has been the most significant truth about God that has impacted your life?
- How have you seen (or do you see) Christ working in your life daily?

IDENTIFYING A THEME FOR YOUR TESTIMONY

Team Leaders: You can review these portions or have your team use them as references. If they have never shared this type of testimony it should help them build a testimony. The more experience your team members have with sharing their testimony, the less they may need this portion.

It's good to have a "theme" to your testimony by identifying one key problem. This will allow your Team Leader or host know when someone's story is especially applicable to different situations. Examples of themes are found below

HOW TRUSTING CHRIST HAS HELPED ME DEAL WITH MY ...	HOW TRUSTING CHRIST HAS GIVEN ME ...
• Worries/Anxiety	• Inner peace
• Guilt/shame	• Forgiveness and a fresh start
• Anger/temper	• Patience and love, hope
• Emptiness/lack of purpose	• Purpose in life and meaning
• Grief/Regrets	• Comfort and joy
• Stress/burnout	• New energy and power for living
• Low self-esteem	• Significance. I am valuable to God
• Poor health	• Strength to go on
• Disappointment	• Trust in his good plans
• Insecurity	• Confidence and sense of security
• Discontent/frantic activity	• A second chance at life
• Fears	• Contentment and peace
• Loneliness	• Faith to face my fears
• Lack of emotional support	• Assurance He's always with me
• Addictions/habits	• A church family that supports me
• Self-centeredness	• Power to change. Freedom
• Despair/depression	• Love for other people
• Cheap thrills	• Real, lasting happiness
• Boredom with my life	• Adventure with God
• Fear of death	• Assurance of heaven
• "Something was missing"	• A sense of fulfillment
• Bitterness and resentment	• The ability to be free from my past
• Pain of rejection	• God's unconditional love
• Marriage problems	• Positive changes in my marriage
• Financial problems	• Positive changes in my finances
• Business problems	• Positive changes in my business

SUGGESTIONS FOR PREPARING YOUR TESTIMONY:

- **Pray and ask God to give you the right words.**
- **Keep it short and to the point.** Don't lose sight of your theme.
- Keep your testimony **under three minutes**
- **Share a slice of your life (a story) that they will identify with.**
- **Be honest** about your continuing struggles. Your **life is not perfect.**
- Don't imply that all of your **problems ended** at conversion.
- **Emphasize WHY** you received Christ (the benefits of doing it).
- **Don't exaggerate, brag or go into gory details** about pre-conversion sins.
- **Don't make negative remarks** about other religions or people or denominations
- Don't quote a lot of scripture.
- Give **concrete examples** of the changes in your life.
- **Avoid using dates, names, and ages.** It doesn't matter to them.
- Be prepared. **Practice** it until it feels and sounds natural.
- **Don't talk down to people.** Don't sound "preachy."

Avoid Christian Lingo such as "accepted Christ into my heart." The chart below offers some helpful alternatives

INSTEAD OF SAYING THIS,	SAY THIS:
BORN AGAIN, CONVERTED	CHANGED, TRANSFORMED (WITH EXPLANATION)
BELIEVE	TRUST, ACCEPT
CHRISTIAN	FOLLOWER OF JESUS
CONFESS	ADMIT, AGREE WITH GOD
FOUND THE LORD GOT SAVED	MADE THE DECISION TO FOLLOW CHRIST
GRACE	GOD'S FORGIVENESS THAT I DIDN'T EARN
GOSPEL	GOD LOVES US AND SENT HIS SON SO THAT WE CAN FIND NEW LIFE THROUGH HIS FORGIVENESS
THE LORD	GOD, CREATOR, JESUS
THE HOLY SPIRIT	GOD'S SPIRIT, THE SPIRIT OF GOD
PRAISE	THANKING GOD FOR HIS GREATNESS
PRAY	TALK WITH GOD, INVITE GOD INTO MY CIRCUMSTANCES
REPENT	TO BE SORRY ABOUT WRONGS AND TO TURN FROM THEM TO DO RIGHT
SALVATION	FORGIVEN OF WRONGS AND GIVEN ETERNAL LIFE
SAVIOR	JESUS, GOD'S SON, WHO FORGAVE MY WRONGS
SIN, SINNER	ACTING AGAINST GOD'S WILL AND OFFENDING GOD'S CHARACTER. THE WRONG THINGS WE DO
SCRIPTURE OR "THE WORD"	A PLACE IN THE BIBLE WHERE IT SAYS . . .
TESTIMONY	TELLING MY STORY
WITNESS	TELL, SHOW
WORSHIP	GIVING HONOR AND GLORY TO GOD

ACTION STEPS

Team Leaders: Action Steps will be at the end of every session. They are for your use to remind your team of their action steps / homework for next meeting.

▶ 1 |

▶ 2 |

▶ 3 |

Section 4

SERVING OTHER CULTURES

“Pray that every time I open my mouth I’ll be able to
make Christ plain as day to them.

Use your heads as you live and work among outsiders.

Don’t miss a trick. Make the most of every opportunity.

Be gracious in your speech.

The goal is to bring out the best in others in a conversation,
not put them down, not cut them out.”

Colossians 4:4-6 (The Message)

CULTURE CONTEXT

Everyone has a culture context, but everyone's culture is not the same. In understanding any culture, it's helpful to visualize the "layers" of understanding:

- » Behavior – the way things are done – stems from values
- » Values – choices, morals and ethics – stems from belief system
- » Beliefs – answers "what is true" for a particular culture – stems from worldview
- » Worldview – answers the basic question, "what is real?"

Our Worldview provides a system of beliefs that are reflected in values and behavior.

Every culture has specific answers to questions such as, "Who are we?" "Where did we come from?" "Is what we see really all there is, or is there something more?" "Is right now the only time that is important, or do events in the past impact our present experience?" A culture's answers to these questions both control and are integrated into every function, aspect and element of that particular culture.

In addition to recognizing that cultures are diverse, our approach to the culture in which we will be interacting needs to be done with an attitude of servanthood and humility. Jesus gave us the perfect example as he served among a variety of people. Being imitators of Christ's humility, in every ministry context he puts us, will advance Kingdom purposes and bring glory to God.

Therefore if you have any encouragement from being united with Christ, if any comfort from his love, if any common sharing in the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and of one mind. Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others. In your relationships with one another, have the same mindset as Christ Jesus.

Philippians 2:1-5 (NIV)

THE THREE MAIN WORLD VIEWS:

Since our desire is to share the Good News of Jesus in a way that makes sense in the cultural context of the people we are working with, then we need to understand the worldview of those we are serving. A basic understanding of the three main worldviews will help in communicating the gospel wisely and more effectively.

During this session, as a team, watch the four minute video entitled "3D Gospel" in the RESOURCES section on the Mission Hills website.

missionhills.org/outreach-resources

On the following pages, there are notes for "3D Gospel" for discussion purposes.

WORLDVIEW AND ITS IMPORTANCE IN SHARING THE GOSPEL

WORLDVIEW

WORLDVIEW is the lens through which we see and interpret the events around us. Each worldview is particular to its culture.

THE GOOD NEWS THROUGH JESUS CHRIST

Each culture views Jesus and His authority in our lives differently. The Bible relates to each of these worldviews in a way that is special and unique to their own culture. The three main worldviews are: guilt & innocence, shame & honor, and fear & authority/power.

GUILT and INNOCENCE Based (predominately seen in the West)

Culture Traits:

- Individualism
 - Personal Rights
 - Law
 - Right and Wrong
- Results in GUILT

Biblical Truth: (Ephesians 1:7)

- Redemption through His blood
 - Forgiveness of Sins
 - Riches of God's Grace
- Results in INNOCENCE

Many relate to the story of the woman caught in adultery. In John 8:1-11, Jesus cleanses her of her sin and calls those out who are also in the wrong.

JESUS PAID THE ULTIMATE PRICE FOR OUR SINS; OUR GUILT IS GONE.

SHAME and HONOR Based (predominately seen in Middle East and Asia)

Culture Traits:

- Family
 - Community
 - Personal Relationships
 - Reputation & Social Status
 - Do something or be part of something that is dishonorable
- Results in SHAME

Biblical Truth: (Ephesians 1:5, 2:19)

- We are adopted as His Children
 - No longer foreigners and strangers, but fellow citizens of his household
- Results in HONOR

Many relate to the story of the prodigal son. Through relationship, Jesus illustrates the love God truly has for us. He covers our shame and grants us freedom.

OUR HEAVENLY FATHER, THROUGH CHRIST, HAS RESTORED OUR HONOR and WELCOMES US AS HIS CHILDREN INTO HIS KINGDOM.

FEAR and AUTHORITY/POWER Based (predominately seen in Tribal areas, Sub-Saharan Africa, and some parts of Latin America)

Culture Traits:

- Taboos & Superstitions
- Spells and Sacrifices
- Spiritual Realm
- Decisions based on perception of spirits around them

Results in FEAR

Biblical Truth: (Ephesians 1:19-21)

- The power God gives is the power that raised Jesus from the dead.

Results in AUTHORITY/POWER

In Ephesians 1:19-21, we see that Jesus performed miracles, healed the sick and cast out demons as a prelude to His power over the spiritual realm before demonstrating His full power over death.

JESUS GIVES FREEDOM BY GIVING HIS AUTHORITY TO THOSE WHO GIVE HIM ALLEGIANCE

HOT CLIMATE CULTURES

1. RELATIONSHIP BASED

- communication needs to create a “feel-good” atmosphere
- feeling oriented society
- efficiency and time do not take priority over the person

2. GROUP-ORIENTED CULTURE

- Identity is tied to the group (family, tribe, etc)
- The group protects and provides for me
- My behavior reflects on the whole group
- Team members expect direction from the leader

3. INCLUSION

- Are a group-oriented culture
- Individuals know they are automatically included in conversation, meals, and planned activities
- Possessions are to be freely used by all: food, tools, etc
- Do not like to be alone
- It is rude to hold a private conversation or make plans that exclude others present

4. HOSPITALITY

- Hospitality is spontaneous, without much advance notice
- It is the context for all relationships
- Usually takes place in the home
- Host takes care of all a guest’s needs; the guest pays nothing
- A gift is usually expected
- Food and drink are involved

5. LOW-CONTEXT

(NOTHING MATTERS, ANYTHING GOES)

- What you know is generally more important than who you know
- Casual atmosphere
- Lack of protocol
- They don’t know what your rules are, so leave them at home
- Address people by their given names, unless others use titles

6. TIME AND PLANNING

- Not as oriented toward the clock
- Spontaneous and flexible in their approach to life
- Saving time is not as important as experiencing the moment

COLD CLIMATE CULTURES

1. TASK ORIENTED

- communication must provide accurate information
- society as a whole is logic-oriented
- efficiency and time are high priorities and taking them seriously is a statement of respect for the other person

2. INDIVIDUALISTIC CULTURE

- I am a self-standing person with my own identity
- Every person should have an opinion and speak for themselves
- Taking initiative within a group is good and expected
- My behavior reflects on me, not the group

3. PRIVACY

- People enjoy having time and space to themselves
- People are expected to ask permission to borrow something or interrupt a conversation
- It is common to label one’s food, tools, etc. to set them apart from the group’s common possessions
- It is acceptable to hold private conversations or make plans with a few people

4. HOSPITALITY

- Hospitality is planned for and not as spontaneous. Host needs advance of notice of a visit
- Guests need to pay for their own transportation and restaurant bills unless the host offers to do so
- hospitality is a special occasion, taking full attention of the host

5. LOW-CONTEXT

(EVERYTHING MATTERS)

- Who you are related to and who you know matters
- It is better to overdress than under-dress
- Too casual is insulting, watch how others respond in a situation and apply appropriate behavior
- Use manners, respect the rules, give attention to appropriate greetings

6. TIME AND PLANNING

- Time oriented, enjoys efficiency
- Structured in their approach to life
- Try to plan their day, saving time is valuable
- Expects events to begin on time. Visiting or informal chatting happens before or after the event.

CULTURAL EMBRACE



These guidelines apply to all international travel and will help you have an enjoyable experience with any people group you encounter:

1. **Keep an open mind.** Just because something is different does not mean that it is wrong. Ask God to help you see people as he sees them. Try to understand why things are done differently than you are used to and seek to appreciate differences rather than being critical.
2. Remember that **you are the visitor**, the one with the different opinions and odd perspectives. You are a guest who has been given the privilege of coming into another country. Respect the people you work with regardless of whether or not you understand why and how they do what they do.
3. Be prepared to **shake hands or hug everyone** you meet. This includes children. Do not be afraid to touch people.
4. Remember that **most of the world is conservative** in dress as well as in many other ways.
5. **Be mindful of your body language.** Facial expressions and actions speak louder than words. Never assume that somebody does not speak English.
6. If and when you give your testimony, **try to be culturally sensitive**, particularly to the economic parities between your life and the lives of most of the locals you will encounter, as well as differences in value systems.
7. When communicating cross-culturally, **avoid concepts that would not translate well across cultures**, such as a big house, or a swimming pool, or entertainment system. This throws up barriers because it communicates you come from a vastly different world.
8. **Always consult the full time missionary before** charging headlong into any situation involving the nationals of the country.
9. **Do not give any gifts or make any promises to nationals** without consulting the missionary.
10. **Be an encouragement to the missionary**, ask how you can pray for them. They are on the front lines and often have no one to confide in.
11. Try to **speak the local language** and ask the locals to teach you.
12. **Do not pity or look down on the people** to whom you are ministering. Treat them as equals and as friends.
13. **Check with the missionary about bargaining in the marketplace.** Ask them what is appropriate.
14. For all practical purposes, **pedestrians DO NOT have the right of way.** Be alert when crossing streets and in parking lots!
15. **Use discretion when taking pictures**, especially in other cultures. *Generally* people do not mind if you take their picture, but it is always polite to ask before doing so. Do not take pictures of people's homes without asking permission. Remember that the people and their homes are not tourist attractions!

FOUR RULES

1. **Listen.** Study the culture and try to understand how and why they do things the way they do. Rather than offering suggestions, ask clarifying questions.
2. **Serve.** Our need to serve cannot be greater than the needs of those we are serving. Don't lose sight of what their legitimate needs are.
3. **Be flexible.** Hardly anything on a mission trip goes according to plan. Permanently etch this rule in your mind from start to finish.
4. **Yield.** Yield your rights and expectations to God. Yield your right to be understood, to have customer service, to be comfortable, to be clean, etc. Be intentional about giving up expectations.

ASSIGNMENT: LEARN

RESEARCH THE CULTURE – First become a student of yourself. Understand the major factors that influence how you see the world. You have spent your entire life thoroughly learning your own culture, in which you are now very fluent. The people you are serving have spent their whole lives immersed in a completely different set of values. It's not necessarily better or worse, it's just different. Depending on where you are traveling, the emphasis of the culture might be on mastering an ancient custom, preserving family legacy, or simply living quietly. American values are typically quite the opposite of those pursuits. So if we think we have something to offer, just because we know the American way, we're being naïve and nearsighted. Values that transcend all cultures include: service, appreciation and respect. Just make sure your need to serve is never greater than their needs. Journal your findings on the following:

- o **Religion:** What do Americans believe?
- o **Politics:** What is the basic philosophy behind the American government?
- o **Media:** What are the major messages reinforced in the media?
- o **Values:** What values shape the American lifestyle? What do we pursue? What are we willing to defend?

SECOND, BECOME A STUDENT OF YOUR HOST CULTURE. Examine its history, as well as the current economic, political, and religious landscape. What major themes have shaped their philosophy and worldview? In what ways might they be predisposed to hearing about Christ? In what ways might they be resistant? Challenge the impressions you've developed in your limited American culture! Conduct in-depth research using books, the internet, former team members, missionaries, or foreign nationals living in your area. Record your findings on the following:

- o **Religion:** How does it differ from Christianity?
- o **Politics:** What is the political system like? How long has it been in effect? How does that differ from our government?
- o **History:** Are there any recent changes? How do the nationals view themselves based on their history? Acquire a general history of the country.
- o **Economy:** What is the economic situation of the people? What kind of things drives the country's economy? What stands out about the country?
- o **Society:** How do they view the family? What are the roles of males and females in the society? What and how do they celebrate? What is it like to live there?

SPECIFIC CULTURAL ISSUES



Team Leaders: Connect with your country host, missionaries, former team members, or Outreach department to gather important culture data for your location..

Talk about specific cultural issues for your trip.

ACTION STEPS

Team Leaders: Have team members watch "Spiritual Warfare" before the next team meeting. missionhills.org/outreach Scroll down to the bottom and click on **RESOURCES**.

▶ 1

▶ 2

▶ 3

Section 5

SPIRITUAL WARFARE

“Finally, be strong in the Lord and in his mighty power.
Put on the full armor of God, so that you can take your stand
against the devil’s schemes.

For our struggle is not against flesh and blood,
but against the rulers, against the authorities,
against the powers of this dark world and against
the spiritual forces of evil in the heavenly realms.”

Ephesians 6:10-12 (NIV)

SPIRITUAL WARFARE

To access Pastor Craig's teaching on spiritual warfare, click on the resources tab on the website: missionhills.org/outreach Scroll down to the bottom and click on **RESOURCES**.

Finally, be strong in the Lord and in his mighty power. Put on the full armor of God, so that you can take your stand against the devil's schemes. For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms. (Ephesians 6:10-12)

I. AWE VS. AWARENESS

There are two equal and opposite errors into which our race can fall about the devils. One is to disbelieve in their existence. The other is to believe, and to feel an excessive and unhealthy interest in them. They themselves are equally pleased by both errors and hail a materialist or a magician with the same delight. (C.S. Lewis, *The Screwtape Letters*, ix)

II. UNDERSTANDING THE SPIRITUAL REALM

A. What are angels and demons?

B. What do we know about demons?

1. Demons are created, finite beings (2 Peter 2:4)
2. Demons are "personal" beings (Matthew 8:29)
3. Demons are numerous, but not more so than angels (Revelation 12:4)

Bonus discussion: why do we tend to see more overt demonic manifestation in certain parts of the world?

C. What are demons capable of doing?

III. WHAT DO CHRISTIANS NEED TO KNOW ABOUT DEALING WITH DEMONS?

- A. How to recognize direct demonic involvement

- B. Our authority in Christ
 - 1. Luke 9:1-2

 - 2. Luke 9:49-50

 - 3. Luke 10:1-20

 - 4. But what about the apostle's exorcism fail? (Mark 9:17-29)

- C. Before the battle starts...

TEAM PRAYER TIME

TEAM LEADER UPDATES

Team Leaders: This is a place for your team to take notes on progress in these or any other areas.

Financial, Travel, Location, Task, etc.

1)

2)

3)

4)

5)

Section **6**

TRAVEL & FINAL DETAILS

“If you preach, just preach God’s Message, nothing else; if you help, just help, don’t take over; if you teach, stick to your teaching; if you give encouraging guidance, be careful that you don’t get bossy; if you’re put in charge, don’t manipulate; if you’re called to give aid to people in distress, keep your eyes open and be quick to respond; if you work with the disadvantaged, don’t let yourself get irritated with them or depressed by them. Keep a smile on your face.”

Romans 12:6-8 (The Message)

TRAVEL TIPS

- All valuable documents and money should be in a money belt or in a front pocket and not in your backpack or back pocket.
- Bring enough snacks for the airplane and throughout your trip.
- Be sure your team leader has a copy of your passport and put a copy in each of your checked bags and carry-ons.
- **Limit your valuables.** Do not take or wear expensive jewelry.
- Do not draw attention to yourself or the group in public place, especially while waiting at airports.
- **Be aware of your surroundings at all times.** Keep up with your team.
- Do not show large amounts of cash. Keep a small amount separate to pay for small purchases.
- If you choose to bring a credit or debit card, your bank will need to be notified where and when you are traveling.
- Leave your computer, iPads, tablets, etc at home. Your team leader will have a computer that can be used to contact people at home. iPods and small electronic devices are okay for the airplane, but do not carry them with you during your trip.
- Do not let anyone who is not authorized carry your bags. Do not accept packages from anyone while you travel.

AVOIDING SICKNESS

GENERAL HEALTH GUIDELINES

- Be sure the water you drink is safe. Drink bottled water or purify tap water before drinking. Avoid ice cubes from tap water since freezing does not kill bacteria.
- Avoid uncooked vegetables, salads and fruits that cannot be peeled unless the missionary serves it to you. They will not serve you food that is unsafe.
- Avoid foods cooked by street vendors. The rule for fruits is, "If you can peel it, you can eat it."
- Take a container of wet wipes or hand sanitizer since washing facilities are not always available. It is helpful to carry a roll of toilet paper with you at all times!
- Wash your hands often and keep your hands out of your mouth.
- When traveling in the tropics, be very careful of intense sun. Apply sunscreen and water protective clothing, especially a hat.
- Check with your healthcare provider concerning the use of Pepto Bismol or Imodium AD for the prevention and relief of diarrhea, as well as a broad spectrum antibiotic to take with you.
- Notify your Team Leader or missionary if you feel you are getting sick.
- Scrapes, cuts and rashes should receive immediate attention.
- Get plenty of rest and eat healthy before your trip.
- **Avoid dehydration;** drink lots of liquids on the flight and avoid caffeine.
- Sleep on the flight (especially during the normal sleeping hour of your destination time zone). Stay awake when you arrive at your destination until it is time for bed. Naps can damage your body's adjustment.
- Take your customary medications along with a renewal prescription. Be sure to know the generic names of prescribed drugs. Notify your host and Team Leader of any special medical needs you have before arriving on the field.
- Do not share your prescription medications!

SUGGESTED PERSONAL PACKING CHECKLIST

PERSONAL ITEMS

- Spare glasses or contacts
- Personal toiletries
- Simple hostess gifts
- Inexpensive watch
- Flip-flops for showers
- Alarm Clock
- Camera/batteries
- Flashlight/batteries
- Suntan lotion/sunscreen
- Wet wipes or liquid hand sanitizer
- Towels/washcloths/sheets/light sleeping bag (depending on accommodations)
- Toilet paper
- Kleenex
- Insect repellent/lotion (with DEET)
- Travel-size games
- Earplugs
- Electrical adapters
- Phone charger

GENERAL

- Passport/Visa, including copies
- Driver's license
- Insurance card
- Current vaccination card
- Bible/pen/paper
- Reading material
- Cash/foreign currency (\$200 recommended)
- Personal snacks to last the entire trip
- Contact information
- Teaching materials
- Journal

PERSONAL MEDICINES

- Vitamins/aspirins/basic medications
- Prescriptions (in their original containers with your name on them)

CLOTHING

- one "church" outfit (slacks and collared shirt for men/long skirt or dress for women)
- work clothes
- no shorts or sleeveless shirts!
- Light jacket/sweatshirt
- Comfortable shoes
- Modest sleepwear
- Modest swimwear (one-piece swimsuit)

DEPENDING ON YOUR PROJECT

- Leather work gloves
- Work shoes/boots
- Water bottle
- Mosquito netting (if needed)
- Team First-aid Kit

ASSIGNMENT: A LETTER TO YOURSELF

As you enter the last step before your mission trip, take a few moments to reflect back on all that you have learned in your months of preparation. No matter how much time you spend preparing or how good your intentions are, once you are on the field and in the midst of a new culture and stressful or emotionally challenging situations we tend to resort back to our old ways. Write a letter to yourself that will challenge and remind you of how to serve well once you are in the midst of serving. Remind yourself of the purpose behind the trip. Why did you give up the comforts of your home to go across the world and engage in a new culture? Encourage yourself to focus on this purpose rather than personal difficulties or discomforts, trouble with teammates, or unexpected challenges. Remind yourself of the tips you've acquired over the past months on how to make this trip a meaningful step in your discipleship process and a blessing to those you are seeking to serve. Look back at your team covenant for more ideas. Your team leader will deliver this letter to you during your time overseas.

ON THE FIELD

“If you’ve gotten anything at all out of following Christ, if his love has made any difference in your life, if being in a community of the Spirit means anything to you, if you have a heart, if you care – then do me a favor: Agree with each other, love each other, be deep-spirited friends. Don’t push your way to the front; don’t sweet-talk your way to the top. Put yourself aside, and help others get ahead. Don’t be obsessed with getting your own advantage. Forget yourselves long enough to lend a helping hand.”

Philippians 2:1-4 (The Message)

REFLECT

No matter how much preparation and team building you take part in before your trip, you can almost count on things not going as planned. Schedules change, personalities clash, and culture shock becomes a reality. Until you are in a situation, it is hard to know how you will react; therefore, it is difficult to properly prepare. Once you've arrived at your place of ministry, reflect on Jesus' attitude as he entered a new culture.

In your relationships with one another, have the same mindset as Christ Jesus:

Who, being in very nature God,
did not consider equality with God something to be used to his own advantage;
rather, he made himself nothing
by taking the very nature of a servant,
being made in human likeness.
And being found in appearance as a man,
he humbled himself
by becoming obedient to death—
even death on a cross!
Philippians 2:5-8

Each morning, take time to pray through this passage and ask God to help your attitude match that of Jesus as you interact with your teammates and those you desire to serve. It is also a good idea to read over the four rules you memorized in the "Learn" section of this manual. They are listed below in case you need a reminder.

- **LISTEN**

Study the culture and try to understand how and why they do things the way they do. Rather than offering suggestions, ask clarifying questions.

- **SERVE**

Our need to serve cannot be greater than the needs of those we are serving. Don't lose sight of what their legitimate needs are.

- **BE FLEXIBLE**

Hardly anything on a mission trip goes according to plan. Permanently etch this rule in your mind from start to finish.

- **YIELD**

Yield your rights and expectations to God. Yield your right to be understood, to have customer service, to be comfortable, to be clean, etc. Be intentional about giving up expectations.

JOURNALING

Journaling is an important way for you to process what you learn about yourself, God, and the world. This Short-term trip will be forever embedded in your mind but you will begin to forget important events, names and feelings. If you journal, you will find yourself returning to it to aid your memory for many years to come.

While on the field, try not to miss a day! It will take some discipline to journal on the field,
BUT YOU WILL BE GLAD YOU DID IT.

GOD MOMENTS

While it is true that mission trips can be a trying experience, they can also be life transforming. You may experience God in a completely new and refreshing way. You may see Jesus in the faces of people you never expected. You may have the opportunity to lead someone into a relationship with Christ! Each day ask God to reveal himself to you in a new way. Write down your “God moments” so that you don’t forget! At night, remember to thank God for being present with you throughout the day.

JOURNALING IDEAS

Along with writing down your “God moments” in your journal, don’t forget to journal about other experiences you encountered that day. Write down names of people you met and ways that you can continue to pray for them when you return home. Write down what you ate or things you saw that surprised you.

If you are not an avid journaler, don’t worry! In the mornings, write down the anticipated schedule for your day and next to each item on the list, write down how you are feeling about it. Then at the end of the day, revisit your journal and write down how each event went.

JOURNALING EXAMPLE

July 15, 2013

TODAY'S SCHEDULE:

	AM	PM
Lead morning devo - nervous	Awesome!	
Visit Orphanage - excited!		Met a little girl who followed me around everywhere!

God Moments:
I had the opportunity to share about Jesus with a little boy at the orphanage.

People I met:
Giff-5 yr old boy I was able to share Jesus with!
Naomi- little girl who became my shadow at the orphanage.
Her grandmother takes care of her and her two brothers

Your journal is your daily reminder of why you are spending a week or longer in a new culture away from friends and family. It is a way to refocus your thoughts away from your uncomfortableness and toward what Christ has called you to do. What you are experiencing on this trip will hopefully transform how you live your life when you return home. Be praying about where God may be leading you to serve in your church or community. Allow God to use this trip to impact your daily life so that you can transform those around you!

TEAM LEADER UPDATES

Team Leaders: This is a place for your team to take notes on progress in these or any other areas.

Financial, Travel, Location, Task, etc.

1)

2)

3)

4)

5)

ACTION STEPS

Team Leaders: Action Steps will be at the end of every session. They are for your use to remind your team of their action steps / homework for next meeting.

▶ **1** |

▶ **2** |

▶ **3** |

Section **7**

RETURNING HOME

“Whatever you have learned or received
or heard from me, or seen in me—
put it into practice.
And the God of peace will be with you.”

Philippians 4:9 (NIV)

RE-ENTRY

The transition back home after a mission trip experience isn't always as easy as one would expect. Things at home may not have changed much since you've been gone, but you have most likely changed. God may have allowed you to experience some things that have re-shaped your world-view and perhaps even your personal priorities. The best thing you can do is be prepared for some of the challenges that you may face upon re-entry. Just as you committed the work you were doing on your trip to the Lord, commit the re-entry process to him as well.

REVERSE CULTURE SHOCK

Sometimes people have an instant affinity and love for the people with whom they work and their culture. You may be deeply disappointed with the situation back home, so you see "hypocrisy" in family, church or society. You must come to grips with the reality of who you are and the culture in which you live.

Be alert for indications that you or your team members may have not fully resolved your experiences:

DENIAL

"God is good! I learned so much! I'm okay!" Are you able to admit that you have been confused and disappointed?

HYPER-SPIRITUALITY

This is similar to denial, where you insist that "all things work together for good" to hide a fear of questioning God or admitting anger or disappointment.

ANGER

Blaming God, others and family for not understanding. Ask the person who is to blame to see if there is misplaced anger.

SILENCE

"I don't want to talk about it!" You may not have any pictures, stories, souvenirs, or memories you want to share.

GRIEF

Admitting difficulty, expressing feelings.

GUILT

This may include a determination to go back and do it right this time, or it might be voiced as a feeling of guilt for having let someone down.

RESOLUTION

Comes to understand God's role, sin's role, and his/her role.

Everyone deals with their emotions in a different way, but it is important to take the time and process through what you are feeling. For some, the process takes only a day; for others, an event six months to a year later can trigger experiences and emotions from your trip. The "romance" usually wears off after four to six weeks and the person can finally face the reality of the situation.

REFLECTION

When you return from your time overseas, it is important for you to take time and reflect over your trip. For most people, it is difficult to process all that God is doing through you while you are serving on the field. Give yourself time to journal about or talk through with your debrief partner the emotions you are experiencing or events from your trip that made an impact on you.

- What has God been teaching you through the process of going on this trip? Did you learn something new about yourself? Were you surprised by how you reacted in certain situations? Did you respond in a godly way to all things? Did you discover that you have gifts and abilities you didn't know of before?
- How has your view of God and the world changed as a result of this trip? Did your view of God's purpose and mission change?
- What gave you the most joy on this trip?
- How can you pray specifically for this international ministry? Do you feel burdened for the needs of the people you served? Do you feel led to continue to partner with this ministry or is God leading you to serve in a different capacity?
- How did your expectations of the culture change once you arrived and experienced it for yourself? Did your view of the people you came to serve change once you began interacting with them? Did you find yourself frustrated by the culture or did you enjoy being away from the American lifestyle?
- What are the next steps you can take as a result of your experience? Write down your questions, thoughts about missions, and your part in them. Consider and ponder your future.

DEBRIEF AND EVALUATE

When you return from your time overseas, it is important for you to take time and reflect over your trip. Only God can make your trip a success. Be careful to give him the entire honor and glory both in prayer, privately and as a Team. Thank him for all of the special, unplanned things he did along the way. Thank him for the pleasant and the not-so-pleasant things; the pleasant because they were a joy, and the not-so-pleasant because you learned and grew from them. If you are asked to give a report to a group in church or anywhere else, make sure God gets the glory and he will, in turn, lift you up in his time.

TEAM DEBRIEF MEETINGS

You will meet with your team at least twice after you have returned. Your first meeting will be within two weeks of your return. This is a time to reminisce, thank God for his blessings, and corporately debrief the experience and make plans on how to engage in some type of ministry here in the states in order to continue the discipleship process. The purpose of the second meeting is to see how the team members have transitioned back into their daily lives, talk about how their overseas experience has impacted their daily lives, and to hold the team members accountable to the plans they made to engage in ministry.

TELLING YOUR STORY

The Outreach Office wants to learn about your experiences during your recent trip. In addition, we want to know what could be done to make future journeys easier and more meaningful, and what we could do to better prepare you and others for this experience. Your comments are very important to us.

WHERE DO I START?

Take some time to capture your thoughts while they are fresh in your mind. What are the snapshots of your experience? The old man who made you laugh, the orphan who broke your heart, the way God gave you just the right words to share the Gospel with those you served, the way you somehow understood what people were communicating, even though it wasn't your language. Record your own top ten snapshots on the chart on the next page.

MISSION TRIP TOP 10 SNAPSHOTS

1

2

3

4

5

6

7

8

9

10

Next, take the TOP FOUR snapshots from your “Mission Trip Top Ten” and list them again in the chart below along with the lessons you learned from these experiences.

ASK YOURSELF:

Have I truly changed? How should I be different because of these experiences? What should I do differently because of these experiences? Will I live differently once I return home? How so? What is the greatest challenge I will face when it comes to living differently once I return home?

Activity/Scripture/Experience	Lessons Learned
1	
2	
3	
4	

DOMINANT THEME

Do you see a dominant theme or lesson God is trying to teach you from your top four snapshots? Is there a consistent struggle or success? Did you discover a prayer request or praise? Maybe even a message about God’s glory that you can share with people at home? List that in the space below.

ENGAGE AND TRANSFORM

BRING IT ALL TOGETHER

How can you connect your story to God's story?

Your short-term trip was not just an end in itself; it was a means to something much greater – namely God's story of redemption throughout history. How do the stories from your trip fit into God's story?

You may have two minutes, 20 minutes or two hours to share your story. Take your snapshots, lessons learned and dominant theme and spend time crafting your story into God's story. Don't feel pressured to make it perfect. But remember that God desires for all to know him and to worship him. Your story is a piece of what he's doing, but it's an integral piece. Take every opportunity he's gives you to influence and affect others upon your return home!

THE NEXT STEP

Your team leader will follow up and help you discover ways to engage in ministry here in the states in order for you to continue your discipleship process. Your short-term experience is an important step in the discipleship process, but it is not the end. You want to make sure that the process God began on your trip continues to impact your daily life.

ENGAGE

Prayerfully consider where God is leading you to serve. Remember, your short-term trip is not a once-a-year obligation to fulfill, but an understanding that God expects us to live missionally and expand God's Kingdom. It is our desire that during your short-term experience, you will catch this vision for kingdom living and engage in outreach and service beyond your overseas experience.

TRANSFORM

As you find yourself engaging in daily missional living, your life will continue to transform into the person Christ desires you to be. Use your overseas mission experience as a catalyst for transformation!

Section 8

RESOURCES

“And whatever you do,
whether in word or deed,
do it all in the name of the Lord Jesus,
giving thanks to God the Father through him.

Colossians 3:17 (NIV)

SAMPLE SUPPORT LETTER #1

I'm going to Costa Rica!!!

August 1, 2016

I have an incredible opportunity to serve in a remote area of Costa Rica this coming November. I am truly excited to minister among the indigenous women of Talamanca. We will partner with the mission organization, Operation Mobilization (OM).

We'll arrive in San Jose, Costa Rica, on Friday night, November 4. The next day we'll drive down to the indigenous region of Talamanca. It's roughly a six-hour truck ride over the mountains, down the eastern coast, then into the jungle area where three different indigenous groups live.

During our six days in the jungle we will be working with the local women helping them learn various trades so they will have an income to provide for their family. We'll also have rich times of prayer, worship, Bible studies, and home visits to build relationships.

These people groups are often neglected by the Costa Rican government. The "Viva Talamanca" ministry has worked very hard to earn the trust and support of these indigenous groups. After years of serving in the area, OM is now able to help the locals with basic needs like food, water, medical attention and education while demonstrating God's love and care through the local church.

Your earnest prayers as I embark on this journey are greatly needed and appreciated! I want to effectively be the "hands and feet" of Jesus to these often neglected indigenous peoples in the Talamanca Region.

If God leads you to support me financially, that will be an added blessing; all donations are tax deductible. Any amount is helpful and greatly appreciated. By using the enclosed response form and return envelope, it will ensure that your donation will go toward my trip expenses. In order to receive a tax deductible receipt, please make your checks payable to Mission Hills Church; do not write my name on the check. You can also donate on line. **my.missionhills.org**

My funds need to be in very soon in order to purchase airfare and send finances to OM. May God's richest blessings embrace you today!

All for his Glory, (or however you want to sign off)



SAMPLE SUPPORT LETTER #2

Missions Hills Church Short Term Trip to Kigali, Rwanda

Dear Friends,

I have an incredible opportunity to go with a small group and serve in a rural community of Kigali, Rwanda leaving on May 31, returning on June 10, 2019. We will spend time interacting with the children and the teachers at Hope Haven. We will also spend time with the people in the community as well as helping them build two water stations in this rural community so that the people do not have to walk for miles up and down steep hills to get their daily water.



"Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well."
1 Thessalonians 2:8 (NIV)

We want to effectively be the "hands and feet" of Jesus by showing hope for a future and the love of Jesus Christ to the people in this rural community.

If God leads you to support us financially, that will be an added blessing: all donations are tax deductible, just make sure you include your name and address. The first deadline is for our group airline tickets which will be purchased before the end of March 2019. Donations will be accepted through May 30, 2019.

Link to make donations: <https://my.missionhills.org>

Scroll down to How did you hear about the trip? - Select my name, fill in the amount of your donation, click Next and finish filling out your information for billing and tax purposes and your donation will be credited to the trip immediately. You can also send checks payable to MHCC Missions.

Your earnest prayers and support as we embark on this journey are greatly needed and appreciated!

(end with your own salutation and signature)

ON LINE DONATION PROCEDURE

missionhills.org

1. In the upper right corner, click on **GIVE**
2. Click the box **GIVE TO A TRIP**
3. From the dropdown menu, select the trip you'd like to support.
4. Sign in with your Login ID and Password, or create a new account.
5. Fill out the Donor Information. If you have made previous financial contributions, your donor information will self-generate.
6. Next to **"How did you hear about the trip?"** select the person you'd like to support OR "STM team fund" to support the trip in general..
7. Enter your contribution amount, then click NEXT
8. Fill out the Payment Method, then click NEXT
9. Verify that all the information is correct before clicking **FINISH** in the lower right corner to complete the transaction.
10. All gifts are tax-deductible and non-refundable per IRS regulations

LOCATING FINANCES, DOCUMENTS, RESOURCES

my.missionhills.org

Finances and Documents:

Sign in with your Login ID and Password **REMEMBER** this information as you'll use it often

Click on **TRIPS**

Click on **TRIP TOOLS**

Click on your trip and this will pull up:

- Trip Details
- Financial Information
- Trip Documents:
 - » Liability Form
 - » Response Forms
 - » Return Address Labels

Training Resources:

missionhills.org

Outreach

Scroll to bottom of page and click on **RESOURCES**

- There are four training videos
 - » Craig Smith "Spiritual Warfare"
 - » Craig Smith "Our God Is Missional"
 - » Miki Kellerman "Colors Assessment"
 - » 3D Gospel Or Global Worldview
- Global Worldview Handout For Video
- 7 Things Never To Do On A Mission Trip
- Background Check Form
- Response Slip
- Liability Form

SUGGESTED BOOKS AND WEBSITES

BOOKS:

- » *Pipeline - Engaging the Church in Missionary Mobilization* by David and Lorene Wilson
- » *Toxic Charity* by Robert Lupton
- » *Foreign to Familiar: A Guide to Understanding Hot and Cold Climates* by Sarah Lanier.

WEBSITES:

- » www.travel.state.gov - US State Department information on passports, country profiles, travel warnings, addresses of US embassies overseas, and much more.
- » www.cdc.gov - Center for Disease Control. Health information, immunization requirements, and travel tips
- » www.operationworld.org/country-lists - Operation World.
- » www.traveldocs.com - Visa Services

AUTHORIZATION TO RELEASE INFORMATION AND RECORDS

I, hereby authorize MISSION HILLS CHURCH and/or their agent to conduct an appropriate background investigation for determination of my eligibility for employment/volunteering. This may include, but is not limited to: my former and current employers, educational institutions, the Colorado Bureau of Investigation and/or other law enforcement agencies, and all other pertinent parties to fully investigate my background. I authorize all persons who may have information relevant to this investigation to disclose it to MISSION HILLS CHURCH and/or their agent. **I release and agree to hold harmless all persons providing such information and MISSION HILLS CHURCH, its officers, directors, employees, and agents from liability on account of such disclosure.** I hereby further authorize that a photocopy of this authorization may be considered as valid as the original.

I hereby authorize MISSION HILLS CHURCH and/or their agent to conduct a credit report for positions of employment/volunteering that require the handling of money. For this purpose, the credit agencies record this as an informational inquiry only and it does not affect your credit.

I understand that my employment/volunteering is contingent on receipt of satisfactory background results. I further understand that I have a right, under Section 606(B) of the Fair Credit Reporting Act, to make a written request within a reasonable period of time for a complete and accurate disclosure of the nature and scope of the investigation requested.

DEPARTMENT/MISSION TRIP:

LAST NAME: FULL FIRST NAME: MIDDLE NAME:

MAIDEN/OTHER NAMES USED: DATE LAST USED:

MAIDEN/OTHER NAMES USED: DATE LAST USED:

SOCIAL SECURITY NUMBER: DATE OF BIRTH: MALE FEMALE

DRIVER'S LICENSE NUMBER: STATE:

Have you been convicted of (or is action pending by an law enforcement agency for) any violation? (Include court martial, but do not include juvenile convictions) YES NO
If yes, list all violations below; include dates and arresting agency. Attach additional pages if necessary.

A conviction will not necessarily bar an applicant from volunteering.

ALL ADDRESSES FOR THE LAST *FIVE* YEARS

1. STREET:	<input type="text"/>	CITY:	<input type="text"/>	COUNTY:	<input type="text"/>	STATE:	<input type="text"/>	ZIP:	<input type="text"/>	YEARS FROM-TO:	<input type="text"/>
2. STREET:	<input type="text"/>	CITY:	<input type="text"/>	COUNTY:	<input type="text"/>	STATE:	<input type="text"/>	ZIP:	<input type="text"/>	YEARS FROM-TO:	<input type="text"/>
3. STREET:	<input type="text"/>	CITY:	<input type="text"/>	COUNTY:	<input type="text"/>	STATE:	<input type="text"/>	ZIP:	<input type="text"/>	YEARS FROM-TO:	<input type="text"/>
4. STREET:	<input type="text"/>	CITY:	<input type="text"/>	COUNTY:	<input type="text"/>	STATE:	<input type="text"/>	ZIP:	<input type="text"/>	YEARS FROM-TO:	<input type="text"/>

(Attach additional pages if necessary)

SIGNATURE: DATE:

By typing your name into the above signature field you acknowledge that your signature is a legally binding signature. For more information on the legality of electronic signatures, please click on the [The Colorado Uniform Electronic Transactions Act](#).



MISSION HILLS SHORT-TERM MISSION TRIP RESPONSE FORM

I heard about this trip from: Mission Trip to:

I want to pray for the trip, please add me to your mailing list. I want to support the trip financially: in the amount of: \$

*****NOTE: For Tax purposes, please DO NOT write anything on the memo line. If there is a personal name on the memo line (or anywhere on the check), we will not process this gift as a tax-deductible contribution. Gifts under \$100.00 will not receive a donation receipt, unless specifically requested (MHC attenders will show on statements).** YES, please provide me with a donation receipt (for gifts under \$100.00).

**Please make checks payable to Mission Hills Church. Please do NOT write anything on the Memo Line.
Please include this response slip in the envelope.**

YOUR FULL NAME:
FULL ADDRESS:
E-MAIL:

MAIL TO: MISSION HILLS CHURCH
ATTN: FINANCE OFFICE
620 SOUTHPARK DR.
LITTLETON, CO 80120



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