



# collegiate

## GLOBAL SENDING

by Mike Ironside



Collegiate Sending Ministry

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## Table of Contents

Introduction: Don't Forget the Objective	3
Chapter 1: College Students and a Global Vision	6
Chapter 2: Developing an International Ministry	9
International Ministry Vision (Handout #1a)	14
Developing an International Ministry (Worksheet #1b)	16
Chapter 3: Developing Long-term Partnerships	17
Cornerstone's Global Vision (Handout #2a)	22
Developing a Global Missions Strategy (Worksheet #2b)	25
Chapter 4: Developing a Short-term Trip Vision	27
Short-term Trips Worksheet (Worksheet #3)	30
Chapter 5: Sending Short-term Trips Effectively	31
Cornerstone's Short-term Summer Trip Dates (Handout #4a)	43
Create Your Mobilization, Assessment and Training Plan (Worksheet #4b)	44
Chapter 6: Sending Long-term Goers	45
Cornerstone's Global Missions Pipeline (Handout #5a)	53
Global Missions Pipeline Template (Worksheet #5b)	54
Cornerstone's Sending Process (Handout #6a)	57
Cornerstone Sending Process Explained (Handout #6b)	58
Conclusion	60
Appendices 1-10	61-115

## Abbreviations and Acronyms

CG	Connection Groups (Small Groups)
CP	Church Planting
C2C	Campus to Campus
CPM	Church Planting Movement
GPA	Grade Point Average
IFC	International Friendship Connection
IMB	International Mission Board of the Southern Baptist Convention
INTL	International or Internationals
ISM	International Student Ministry (Generic term for internal ministry)
PDP	Personal Development Plan
PTO	Paid Time Off
UUPG	Unreached, Unengaged People Group
YWAM	Youth with a Mission



## INTRODUCTION: Don't Forget the Objective

In the world today, there are over three billion people who missiologists consider “unreached.” This means they don’t have a Christian friend or missionary intentionally reaching out to them, and they most certainly do not know where to find a church and may not even know what one is.

Three billion is a lot. That’s hard to wrap your mind around, so let’s zoom in on one city in East Asia with 11 million people and 1.5 million college students. Imagine you’re walking down the street in one area of this city. On one side of the street, you see a campus the size of the University of Texas, on the other side of the street, a campus the size of the University of Kansas. You walk a little farther and see a school the size of the University of Florida on one side of the street and one the size of Penn State on the other side. A few minutes later you see a campus the size of the University of Southern California and another the size of Ohio State. Then you go to another three districts in the city and experience the same thing, multiple universities on each side of the street.

Take a ride up an elevator and see the entirety of the city. See the four districts of universities. See the bustling commercial district and the low-income areas of the city. But then imagine this—less than one percent of the people in that city know Jesus. As you look out on the city, you see 99 percent of the people not worshipping our great God, not experiencing the joy of Christ in this life and destined to an eternity of experiencing God’s wrath in hell. And the really crazy part is, if they wanted to know God, they wouldn’t have access to know him. There is no church on the street corner. There is no campus ministry at their welcome festival. They are restricted by their government or by their cultural traditions from having a vibrant gospel ministry accessible to them or reaching out to them.

While these numbers represent one particular city, more than 100 cities in the world have over a million people with over 100,000 students and low access to the gospel. Many of these cities have more than five or even 10 million people with university student populations of 250,000, 500,000, or 750,000.

As collegiate leaders, these numbers should grip our hearts. We have the opportunity to lead the most moldable and sendable demographic—college students. Yet how many of us have reduced the vision of our ministry to helping our students stay away from parties, finding the right spouse, graduating and finding a good job that helps them give back to

the ministry. Rarely are college leaders kept accountable for the life after college of those who go through their ministry. Countless students have a “spiritual experience” that doesn’t translate into lifelong missional living. It is a Christianity based on the joy of relationships they have in college, alongside a spoon-fed discipleship program that’s more me-centric than others-centric. When the thrill of gathering with people your age to worship Jesus and the ease of discipleship programs is done, students are left disenfranchised with the church and unable to truly connect because it “wasn’t like college.”

What is missing in our collegiate discipleship? Gathering with believers of the same age is not a bad thing. Having a great discipleship process is not a bad thing. But what is often missing is the theology, experience and destination of mission. Millennials want to change the world. Gen Zers are less optimistic, but when given tracks to run on, they will accomplish greatness. They are less excited about how much they make and way more excited about their development and the impact they can make on the world. This generation constantly switches jobs, not because of the pay, but because the jobs are not fulfilling. Unbelievers and believers alike all long to be part of something. What if collegiate leaders could not only provide discipleship experiences in students’ collegiate years that would grow their inner self but would also grow their outward vision? What if collegiate leaders could provide opportunities for college students to see their post-collegiate landing spot as an opportunity to be on mission with people they know and love to reach a people and a place?

### **Biblical Vision**

The Bible is a book about missions. Throughout the Old and New Testaments, God weaves a story about how he wants people from every tribe, tongue and nation to know him (Revelation 7:9). For a great article on this, read *The Bible As a Missions Story* by the Traveling Team.<sup>1</sup> Hundreds of verses and passages highlight this biblical theme of missions in Scripture. A personal favorite of mine is Psalms 67:1-2 (CSB):

1 May God be gracious to us and bless us;  
may he make his face shine upon us  
2 so that your way may be known on earth,  
your salvation among all nations.

The blessings that God gives us are not meant to be hoarded and used solely for our benefit. In this passage, the request for the nation of Israel to be blessed is so that salvation would go to the nations. The promise to Abraham was to make him a great nation that would be a blessing to the nations. The story of Joseph shows God’s desire to bless the nations through Israel. Solomon in his dedication of the Temple prays that the nations would see God clearly (1 Kings 8:41-43). God blessed Israel to be a blessing to the world (Isaiah 49:6).

As God’s story becomes clearer in the coming of Jesus, he gave us the clear command in Matthew 28:18-20 to make disciples of all nations. Making disciples was meant to be

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<sup>1</sup> The Traveling Team, “The Bible As a Missions Story,” accessed October 4, 2021, <http://www.thetravelingteam.org/articles/the-bible-as-a-missions-story>.

connected to the prepositional phrase “of all nations.” Nobody would disagree that “making disciples” should be an important part of any church’s strategy. Unfortunately, by leaving off the phrase “of all nations,” Jesus’ command loses its intended meaning. The International Mission Board put out an article entitled “Go Means Go: A Closer Look at the Great Commission.” In this article the writer says,

Additionally, the main verb, “make disciples” (or “disciple-ize”), is actually a single word in the original language and is what grammarians call a transitive verb. This means there is an object in the sentence that is receiving the action of that verb. In this case, the object is “all nations.” In English, it’s easy to separate the verb from its object, because “make disciples” seems complete on its own, much the way “smell the flower” or “teach the boy” are complete thoughts.<sup>2</sup>

Last words are important. If some of Jesus’ last words were “Go and make disciples of all nations,” we have to seriously orient our lives around these verses. This passage can certainly be fulfilled through welcoming refugees or internationals and making disciples in our own nation by praying for the nations, giving money to missions and mobilizing others towards missions. But Jesus doesn’t use the words *welcome*, *pray*, *give*, or *mobilize*. He uses the word *go*. Inherent in the idea of making disciples of all nations is going.

College ministry leader, I want to ask you, when you preach on Matthew 28, do you include “of all nations” in your teaching and in your vision? Certainly you are about making disciples; otherwise, you wouldn’t be reading a book like this. But is the end of your vision to make disciples of “all nations”? I suspect that most of our churches would certainly read the entirety of this verse, but in practice we leave off the end. Thus we focus on disciple-making in-house, but we miss the command and the opportunity to reorient our disciple-making toward what is supposed to be our end goal—“the nations.”

I suspect that you (as the one who is reading about sending students overseas) are wrestling with this idea of making disciples “of all nations.” But let me first ask you as you approach this book—Is your goal to check a box of opportunities for students, to disciple your students or to make disciples of all nations? Take a moment now and ask the Lord to grip your heart with the need overseas and the opportunity that you have with college students to meet that need. Ask the Lord to help you not simply check a box or create a discipleship experience for your students, but to truly make an impact on the lostness in the world for his glory.

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<sup>2</sup> The International Mission Board, “Go Means Go: A Closer Look at the Great Commission,” accessed October 13, 2021, <https://www.imb.org/2018/01/16/go-means-go-a-closer-look-at-the-great-commission/>.



## CHAPTER 1: College Students and a Global Vision

I have the privilege of working for Cornerstone Church in Ames, Iowa, among college students from Iowa State University. God has given our church a vision to see a multi-generational church, focused on college students, in each of the 403 cities with over 10,000 students in America. This vision is called the Salt Network. As of 2021, we are at 21 churches and counting. Each of these churches starts with 50-75 graduating college students who have been given a vision since their sophomore year to graduate and be a part of one of our church plants in America. Matthew 28:18-20 has transformed from being something they only do while in college to something they extend to their first workplace as they go out into the world. Collegiate ministry is no longer about seating capacity for us; it's about sending capacity. This vision completely changes the way we do discipleship with these students and increases their continuance in the faith after college when they leave the ministry Candyland that college ministry is.

While this vision is predominantly focused on college students in the U.S., we hope that it will naturally impact the gospel moving forward amongst the nations. As we began planting churches in 2010, it has been our hope to see what happens stateside extend to the nations (Isaiah 49:6). Every church we have started we've quickly encouraged to take summer overseas trips and to eventually start long-term work overseas. In 2021, people from eight Salt Network churches and five like-minded churches formed teams to do collegiate church planting overseas in eight cities. We do this in partnership with missions agencies like Campus to Campus ([campus2campus.org](http://campus2campus.org)) and the International Mission Board ([imb.org](http://imb.org)).

### **How Does This Happen?**

God's grace has been heavy on us for sure. We can't ever talk about what God has done without first giving him the glory and honor and admitting that we are useless without him. With that being said, I believe there are a few strategic things that have helped us align ourselves with his rushing river of grace instead of damming it up and slowing it down. One of those key shifts has been, as mentioned, to care more in our metrics about sending capacity than seating capacity.

We invest heavily—through conferences, through personal invites, through intentional discipleship—in this vision of sending students after college. All of these avenues have been core pieces of the work. But one area that stands out amongst many of our discipleship endeavors is our summer overseas trips.



For the more than twenty-six years that we have been a church, we have sent students on summer-long trips. Over the years, the locations have more and more aligned with our values, strategies and relationships. This intentional alignment has allowed us to give students an experience that doesn't just check the box of global missions but helps them to see that missionaries are normal people and that students themselves after graduation might want to give their lives to doing missions work.

### **What's a Summer Trip?**

Our Salt Company summer trips are two-month long trips. We market our trips to students who are in our student leadership team and who are being disciplined by staff or community members in our church. These students are not only being poured into, they are also pouring out and reproducing disciples through the small groups they lead on campus, so they are pre-approved as awesome when they go through our application process for missions.

On these summer overseas trips, students have the opportunity to be around long-term overseas workers. These long-term workers are familiar with our leadership pipeline and use the opportunity to spend time with students, enriching their hearts and vision for being a part of God's mission. The long-term workers desire to see students' lives transformed for something more than the American dream. Through living and working on a team of four to eight students, living in a cross-cultural setting and learning to spread the gospel broadly, these students develop character and competency traits that cannot be reproduced in the U.S. Here are some of the things they learn:

→ In working on a team of four to eight people, they learn that they can't just run away from their problems; they have to talk with people and confront challenges. They can't gossip or run to other friends. They have to work out problems.

→ Through cross-cultural experience, they learn to let go of control. They have all the foundational aspects of life taken away: communication, where to eat, reliable internet.

→ They learn that ministry to the unchurched doesn't happen outside of the Midwest and the Bible belt through attractational models. In non-Christian or post-Christian societies, we need laborers for the harvest field that can go beyond simply inviting someone to church; we need people who can win people to Jesus and make disciples who make disciples.

Often you can accomplish some of these goals in a summer in the U.S. in a leadership training course or some sort of intense discipleship time. And at face value, that may seem more fitting for students who are nine times out of 10 going to spend their lives in America. But the points above and the lessons learned from going overseas are very difficult to reproduce without 1) taking students out of their cultural context, 2) putting them with a tight knit group of people and 3) taking away any crutches they may be leaning on with the attractational church model.

What we find with students who go on summer trips is—

- They are more committed to the ministry.
- They have a greater tenacity for evangelism on the campus, both to Americans and to internationals.
- They are more interested in being part of a national or international church plant. In either setting, they have gained the missional skills to be an effective member of the team.

As we continue in this book, we're going to explore how to create experiences for college students that will give them missional vision beyond their four years in college as well as give your college ministry a vision that goes beyond simply being a glorified youth group to one that creates disciples that makes disciples, plants churches and starts movements. Most major movements in the U.S. started with students. May God grant us his grace to see this happen again in our day.



## CHAPTER 2: Developing an International Ministry

One of the incredible opportunities we have right here in America is to reach internationals. Immigrants, international students, international scholars and refugees are all over our great melting pot of a nation. Forty million people living in the United States were born outside of the United States.<sup>3</sup> There are 1,095,299 international students from over 200 countries in higher education as of 2019,<sup>4</sup> yet 80 percent of international students never set foot in an American home.<sup>5</sup> This statistic is not just a tragedy for the gospel; this is a tragedy for our nation.

If you have ever gone to a foreign country, very likely you were in the home of a national very early in your trip. Hospitality in collective cultures is a way of life. Hospitality in America is often a show or an inconvenience. Naturally, our cultures will define how we invite those who are different from us into our daily lives. But culture is no excuse for only 20 percent of international students setting foot in an American home in the four or more years they are in America.

My co-worker and leader of our international ministry, Eric Warren, told me a story of a Saudi Arabian friend who came to the United States. He brought an extra suitcase with him of gifts he planned to give Americans as he entered their homes. It is a common custom in many countries to bring a gift when you go to someone's house. Unfortunately, this young man was not invited into American homes, and when he returned home, he took the full suitcase back with him.

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<sup>3</sup> United States Census Bureau, "The Foreign-Born Population in the United States," accessed October 4, 2021, [https://www.census.gov/newsroom/pdf/cspan\\_fb\\_slides.pdf](https://www.census.gov/newsroom/pdf/cspan_fb_slides.pdf).

<sup>4</sup> Institute of International Education, "Number of International Students in the United States Hits All-Time High," IIE: The Power of International Education, November 18, 2019, <https://www.iie.org/Why-IIE/Announcements/2019/11/Number-of-International-Students-in-the-United-States-Hits-All-Time-High>; Kelly Mae Ross, "6 Things to Know about International Students in the US," US News & World Report, November 13, 2017, <https://www.usnews.com/education/best-colleges/articles/2017-11-13/6-things-to-know-about-international-students-in-the-us>.

<sup>5</sup> Danielle Geary, "How Do We Get People to Interact? International Students and the American Experience," *Journal of International Students* 6, no. 2 (2016), 527-541, <https://files.eric.ed.gov/fulltext/EJ1094887.pdf>.

But beyond the bummer that international students are not being invited into American homes is the crisis that they do not get to know a Christian and therefore do not get the opportunity to hear the gospel message. Two hundred countries are represented in America's higher education. All of the countries in the 10/40 window have citizens in American schools. At Iowa State alone 115 countries are represented with over 3,300 internationals. While I love Iowa State University, it is not the most prestigious university in the U.S. and yet has 3,300 internationals.<sup>6</sup> Twelve percent of Iowa State students are international students. The nations are at our doorstep. The opportunity to reach the unreached and unengaged is here. You don't have to learn a new language; you don't have to leave your home or your workplace. The opportunity is on campus; it's in your neighborhood; it's at the local library.

Gut check here—how much of your desire to read this book is to give your students an overseas experience, and how much of it is about making a true impact on the nations? Hopefully you're motivated by both, but I suspect your main goal is short-term trip experiences. It's my hope in this chapter that you will consider the needs in your university town through outreach to international students.

In 1972, Jack Owens and three other men from the Baptist Student Union at the University of Oklahoma were sent with a vision to reach the Big 8 schools (the predecessor of what is now the Big 12). One man landed at Kansas State, another at the University of Nebraska and Jack at Iowa State University. At age 40, Jack took his family to South Korea in 1985 to do missions. Upon returning in 1996, Jack founded the International Friendship Connection (IFC) at Cornerstone Church. Why? Because when he went to South Korea, he experienced hospitality he had never offered in America.

This ministry grew slowly over the years to include internationals from many different countries and eventually began to include Cornerstone members from all ages and walks of life who have a passion to reach university students. Currently IFC has over 80 leaders, both American and international, engaging with 120 students in family groups from over 20 different countries.

The basic strategy of IFC is 1) welcome, 2) evangelize, 3) disciple and 4) commission. The main context by which IFC accomplishes this strategy is through family groups. These groups meet each week in the homes of American leaders around the city. In these family groups, the first goal is welcoming. There is always a meal, getting-to-know-you questions, a welcoming environment and time to play afterwards. I host one of these groups in my home, and the students stay well beyond when I go to bed. To see international students who don't know Christ having real friendships with students in our ministry is a delight and evidence of God's grace.

Within this family environment, the Bible is taught each week in a simple but clear way. What's different about unbelieving internationals in America compared to unbelieving Americans is 1) they often do not have a Judeo-Christian background so their basic understanding of the Bible is nil, and 2) their level of English, even if they attend university, is

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<sup>6</sup> Iowa State University, "Enrollment Statistics," Accessed October 18, 2021, <https://www.registrar.iastate.edu/enrollment>.

very low. Understanding engineering in English when they have been studying engineering in their own country is much easier than discussing metaphysics, philosophy and religion in English. The difficulty these students face takes understanding from the heart and is often difficult to grasp in the large group setting of the American church. This is the reason for separating internationals from our regular church members for studying the Scriptures.

Beyond family groups, our leaders meet with students as their friends to continue to welcome them and share the gospel with them. International students who become Christians or who know Jesus already are disciplined by those American leaders. As they look towards life after graduation or returning back home, our staff team has equipping opportunities where these students are commissioned to join a church or to become church planters in their home country.

Much more could be said about international ministry, but let's take a look at international ministry in the context of sending and why an international college ministry is such a vital part of being a sending church.

### **If Not Here, Why There?**

If we're working hard at sending short-term trips and long-term workers to the 10/40 window, yet internationals are living here among us, shouldn't we be trying to reach them here—here where we don't have to get a new job or learn a new language to share the gospel with them? I would submit that if you are not reaching internationals in your own backyard, you ought to consider redistributing financial and personnel resources toward reaching internationals in your city before you send finances and people overseas.

### **The Best Assessment and Development Opportunity You Have**

While it's not a requirement for those going from our network to work with internationals, it's highly encouraged and natural for this to happen. One of our first recommendations to anyone who wants to go overseas, no matter where they want to go or what type of missions they want to do, is to start working with our international student ministry.

In assessing our goers, we are looking for qualities specific to global ministry: faithfulness when ministry is hard, flexibility when the schedule or situation changes and the ability to adeptly speak the message of the gospel cross-culturally. While much can be assessed within the normal rhythms of the church life towards reaching others from the same culture, there are critical aspects of missionary assessment that cannot be done without seeing how students interact day in and day out with internationals. They can be evangelizing, leading Bible studies, preaching in our churches, and even going on short-term trips, but something about the daily, weekly, monthly grind of work and school while reaching out to internationals truly helps us see how they will do overseas.

In the end, there is no "plane transformation." People change their location when they go overseas, but their sins, strengths and weaknesses won't change. We can never expect someone to do overseas what they are not already doing in America. International ministry gives us one of the best opportunities to observe and develop character traits and skills in people we want to send overseas.

## Get Started

For a collegiate student ministry that wants to reach out to international students, here are a few ways to start:

### YEAR 1

- Cultivate awareness and convictions in global missions among your students.
- As you cultivate awareness about global missions, get a list of people who show interest.
- Get to know the demographics of internationals at your campus.
- Find conversational English programs or international student groups on campus and give your students a vision to join those programs.
- As some students fade out and others continue to show interest, consider designating four to six students to focus on international ministry in the coming year.

### YEAR 2

- Have those four to six students form a small group that studies personal character development and missiology. Prayerfully they will become great friends through the common mission of reaching international students.
- Those same students can start reaching out to internationals through existing campus programs and through intentional hangouts they have with their friends.
- As internationals become interested in the gospel, students can begin one-on-one Bible studies with them.
- As a critical mass of international students forms, arrange for groups to meet in family homes so international and American students eat together, study God's Word and bond over games or activities.

### YEAR 3

- As this grassroots ministry starts, consider designating one of your collegiate staffers to 1/4 time to help oversee these American leaders and their work.
- Potentially multiply that group of Americans into two groups of 4-6 whose ministry is directly focused on reaching international students.
- Have new leaders reach new international students.

### YEAR 4 AND BEYOND

At this point, you'll start seeing a reproducing model where American students are focusing their ministry efforts on reaching internationals. Internationals will come to know Jesus and be disciplined. Multiplication of leaders, groups and international Christians will happen. Here are some things you can begin to implement:

- Classes for international students on theology and ecclesiology will help them prepare to return home.
- Cast a vision for internationals returning home with the gospel.
- Extend your partnerships to where you are sending international students back to their countries.

If you are looking for good book recommendations on international ministry in the U.S., I would suggest these:

- *Across the Street and Around the World* by Jeannie Marie
- *Spiritual Multiplication in the Real World* by Bob McNabb
- *No Passport Required* by Tom Knight

The following three pages include an overview of international ministry at Cornerstone Church: The International Friendship Connection (IFC) as well as a worksheet that you can work through to help get your international ministry up and running. For any questions on international ministry, please feel free to contact Eric Warren, Cornerstone's International Ministry Leader at [ewarren@cornerstonelife.com](mailto:ewarren@cornerstonelife.com).

**International Ministry Vision** (Handout #1a)

New/Lost Student



Acquaintance



Solid Friend



Follower of Christ



Disciple Maker



**WELCOME**

- Meet
- Serve
- Connect
- Invite

**EVANGELIZE**

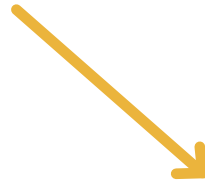
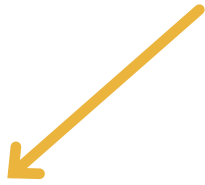
- Grow Friendship
- Share Gospel

**DISCIPLE**

- Shepherd
- Mobilize into Leadership

**COMMISSION**

- Send



**RETURN HOME**

- Join or start a church
- Make disciples

**MOVE IN USA**

- Join or start a church
- Stay ISM in the city/church

**STAY**

- Cornerstone member
- Engage in IFC's ministries



# How We Carry Out the Vision

## Intentional-Strategic

Big  
Going Wide  
Staff-driven  
Generalized  
Air War  
Scheduled

## Organic-Relational

Small  
Going Deep  
Leader-driven  
Personalized  
Ground War  
Flexible



## Developing an International Ministry (Worksheet #1b)

Here's a basic worksheet to get you started developing an international ministry.

<p><b>STATS FOR YOUR CAMPUS</b></p> <p>Number of College Students: _____ Number of International Students: _____ Top 5 Countries Represented at Your University and Number of Students</p> <ol style="list-style-type: none"><li>1. _____</li><li>2. _____</li><li>3. _____</li><li>4. _____</li><li>5. _____</li></ol>	<p><b>International Groups on Campus</b></p> <p>Christian</p> <ul style="list-style-type: none"><li>• _____</li><li>• _____</li><li>• _____</li><li>• _____</li></ul> <p>Secular</p> <ul style="list-style-type: none"><li>• _____</li><li>• _____</li><li>• _____</li><li>• _____</li></ul>
<p><b>Current Students Who Could/Should Consider International Ministry</b></p> <ul style="list-style-type: none"><li>• _____</li><li>• _____</li><li>• _____</li><li>• _____</li><li>• _____</li><li>• _____</li><li>• _____</li><li>• _____</li><li>• _____</li></ul>	<p><b>Year 1 Steps to Take</b></p> <ul style="list-style-type: none"><li>• _____</li><li>• _____</li><li>• _____</li><li>• _____</li><li>• _____</li><li>• _____</li><li>• _____</li><li>• _____</li></ul>



## CHAPTER 3: Developing Long-term Partnerships

I'm sure you're wanting this book to get to the part about sending short-term trips. I'm going to intentionally wait one more chapter. As mentioned before, short-term trips are not the end of global missions; they are a means to an end of creating stronger disciples in your ministry with a global vision, sowing the gospel broadly and recruiting long-term goers. If your desire is simply to send short-term trips in order to give experiences to students without making a long-term strategic impact for the gospel, your vision is short-sighted and impotent. Sending students to partnerships that do not have a vision might give them a nice experience, but it won't give them a vision for what they can do after graduation that's full of faith and passion. To go beyond merely putting in your collegiate ministry brochure "we have short-term trips," you need to think critically about where you are sending those short-term trips and why.

Before sending students on a short-term trip, it's important that you've explored some overseas partnerships you would like to focus on not only short-term but long-term. How do you find these partnerships?

### **Develop a Vision**

To begin, you need to decide what you want to do overseas. As a ministry, you need to decide what you care about when it comes to overseas work. Global missions is a complex field of opportunities. You need to have a basic understanding of missiology as you engage in finding new partnerships. Begin by asking questions like these:

- Do we want to do church planting or parachurch ministry long term?
- Should our focus be on the reached or the unreached?
- Do we want to be a part of attractional or missional church movements?
- What are the principles we want to follow in justice and mercy ministries?
- What cultural gap can our students realistically reach across to do positive ministry?

People get degrees answering these questions, but let me share with you a few books that have been particularly helpful to our church in answering these questions:

- *Apostolic Church Planting* by J. D. Payne
- *Let the Nations Be Glad* by John Piper
- *When Helping Hurts* by Stephen Corbett and Brian Fikkert

As you start to put these pieces together, coming up with a clear, concise vision and strategy for why you are going where you are going will be very helpful to you. The worksheet for this chapter is adapted from the Vision Frame tool developed by Will Mancini (you can read an overview of the Vision Frame online<sup>7</sup>) and found in his book *Church Unique*. The basic idea is to help you answer some of the following questions for your collegiate global vision:

- Mission—What do we do?
- Values—Why do we exist?
- Strategy—How do we do it?
- Measures—When are we successful?
- Horizon Storyline—What’s our big goal? What are our three-year objectives to reach that goal? What’s our one-year goal? What do we do in the next 90 days to reach that goal?

As you develop answers to these questions, you will be able to start looking at long-term partnerships that fit your overall vision and strategy for global missions. Maybe you just want a quick answer to these questions and don’t want to take the time to read all these books. Here are a few strategies I would recommend:

- Go to areas of low access to the gospel. Too many missionaries are serving in places where there are already lots of missionaries. Go where there is need.
- Go to areas where it makes sense for Americans to work. Some places in the world Americans are not well received. Some places in the world Americans struggle to cross the cultural gap to reach the nations. Go to places where Americans can be influential.
- Go to areas where there is some gospel movement. If you want to send short-term college students on trips, going to places where they can observe the growing church and share the gospel is key to having them come back to the States with tenacity and vision. Going places where they have a hard time getting into gospel conversations is demotivating for students short-term and long-term.
- Go to teams who have a clear vision and pathway to challenge your students to go overseas.
- Go to college students. They speak English. Working through translators is not a great way for your students to learn how to share their faith. Go where there is English.
- Go to areas where national students can be mobilized to the harder-to-reach areas of the world.

Finding these partnerships is not only important for short-term trips, but it is also important for your church or ministry to be able to clearly and concisely put opportunities before your people to become a rifled-focused church rather than a shotgun focused church. If you desire to help your people get to know places they can pray for, understand where their money is going as a church and embrace a vision for a location they could be involved

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<sup>7</sup> Will Mancini, “Vision Frame,” *Auxano*, accessed October 4, 2021, <https://www2.auxano.com/l/28802/2015-03-12/2212mr>.

in, having a short list of partnerships is key. Give your church three to five locations you are specifically targeting rather than a corkboard plastered with faded prayer cards of missionaries from your denomination. A targeted list makes a huge difference and brings incredible synergy.

So how do you find these partnerships? Time, networking and trips.

**Time**—Partnerships unfortunately do not grow on trees. It takes the sovereignty of God to bring across your path the right opportunities for long-term partnerships. If you're looking for a quick fix, there are lots of great short-term opportunities around. If you're looking for long-term impact, you will need to be patient for God's timing.

**Networking**—The best place to start is to ask your friends and co-laborers who they are successfully partnering with. Oftentimes if you like and trust the person you're asking, you'll like the person they partner with on the field. Beyond this, missions conferences can be a good place to connect with missions organizations. Here are some missions organizations that I would personally recommend getting to know so that you can find the right partnership to connect with.

**International Mission Board (IMB)**—The IMB is the Southern Baptist Convention's global missions arm. Their student sending division provides great resources on how students can pray, give and go to the nations. They have staff all over the U.S. whose job is to connect with U.S. churches to help them find partnerships overseas long term. You can visit their website at: [imb.org/students](http://imb.org/students) or email them at [studentteam@imb.org](mailto:studentteam@imb.org).

**FOCUS International**—FOCUS is a great SBC related organization that helps connect student ministries with partnerships overseas. They specifically help with training and logistics for summer trips as well as connecting students with long-term opportunities. They have an intense training week that is the bread and butter of their ministry. Their entire focus is on college students in the U.S. getting connected with college students cross-culturally. They are located in Kansas. Visit their website at [focusinternationalinc.org](http://focusinternationalinc.org) or email them at [office@onefocuslink.com](mailto:office@onefocuslink.com).

**iGoGlobal**—iGo is another great sending group focused on training and equipping students for short-term opportunities and long-term impact. They are located in Texas. Visit their website: [igoglobal.org](http://igoglobal.org).

**Campus 2 Campus**—C2C is a new organization that's specifically focused on partnering with churches to send summer teams, two-year residents and long-term goers. They focus on church planting in areas of low access to the gospel. To learn more about C2C go to [campus2campus.org](http://campus2campus.org).

These are some great organizations to begin to know as you look for the best place for your church or ministry to invest in long-term as well as to send short-term trips. But as you get recommendations and begin to look into these locations, how do you actually make a decision on where to go?

## Questions to Ask When Developing Partnerships

You will need to start with determining your missiology and philosophy for how you want to engage in impacting the nations. You need to develop questions that will help you decide whether these are the right partnerships for you moving forward. As you receive recommendations from these organizations, here are some questions to consider asking them:

**Vision and Strategy**—Does the vision of their team fit into your categories of mission? Are they focused on church planting or do they stop at disciple-making? (i.e. Are they into CPM and to what degree? Are they a parachurch?)

- What's their disciple-making vision? Are they fast or slow? What material or ideals do they focus on in discipleship?
- Does their vision fit the demographic of what you're trying to do?
  - Would they consider the people they are reaching "reached" or "unreached"?
  - Are they targeting the types of demographics you want to target (i.e. college, unreached, etc.)? This answer will help you know the tier of partnership you want to have with them.
- Does their location fit well for Americans?
  - How well are Americans received?
  - Do nationals speak English on college campuses?

**Church Partnership**—Is the vision of the team on the ground one that will pull the church and college into a relationship with people you send?

- Will the field actively bring you into a relationship with them or will it take a lot of work to keep in touch with them?
- Will you be able to ask questions about the vision and strategy?
- Will you have ways to involve your members?

**Missions Organization**—Is the sending organization an organization you would like to partner with?

- Does it fit your existing relationships with your denomination or network?
- What does their training look like? Is it too long, too short? Does it produce the type of culture you want for your people?
- What will their member care services be on the field?
- How are they structured hierarchically? Who do they go to with issues on the field?
- How much do they charge for administration fees?
- What are their theological bents?
  - What denomination are they with? Denomination affiliation never completely categorizes people or organizations, but it helps. What are they reading as a team or as individuals?
  - Are there any trends of unhealthy theology they are leaning towards (i.e. Bethel, Prosperity Gospel, Legalism, License)?
- Do they have proactive and crisis member care?

**Teaming**—Is it a healthy team?

- What does their work schedule look like? Do they have good rhythms of Sabbath and vacation? Are they overworked? Are they lazy? What do vacation and Stateside look like?

- What does team mean to the team? What are the rhythms by which they interact with one another?
- Do they have a gospel-centered approach to work and life? Is there authenticity? Are they emotionally healthy? (You could probably find this out by the books they are reading. Having Jerry Bridges or Peter Scazzaro on their list is a good sign.)
- Are their marriages and families healthy?
- Is there space to learn, make mistakes, try some things?
- How will they be discipling your students from your church?
- How important is language and culture learning to their team?

Effectiveness—What is the state of the work?

- What stage are the partners in their missions work—evangelism, discipleship, church planting, or church multiplying?
- Do they have a vision to send out nationals to the more unreached of the world?
- What are their two or three biggest pain points with the ministry on the field to nationals at this time?
- What are some stories that you can rejoice in?

Short-term Trips

- Have they received short-term trips before? What went well, what didn't go well?
- What part do short-term trips play in their overall vision?
- Are short-term trips a blessing or a curse for them?

For Individuals—If you have individuals interested in going to work with a partnership, those individuals should ask themselves:

- Do I want to do life with these people? Would I want to have a game night with these people?
- Is there a role for me on the team that uses my giftings and passions? Will I have a good role in discipleship and church planting that fits my giftings within the team?
- What am I not going to enjoy doing as a part of this team?
- What are the team rhythms? Do they hang out together?

As you've asked some of these questions stateside, there's no substitute for getting on a plane, seeing the city, the work, the leaders and the answers given in real life. Evaluate the location based on how well it fits in with your overall theology, vision and strategy. If answers to these questions are positive, then the next chapter on short-term trips will help you define the first steps you take in partnership with these missionaries.

### **Handouts**

The following handouts give you an example of Cornerstone's Global Vision frame (Handout #2a), as well as a blank vision frame template (Worksheet #2b) that you could work on for your global vision.

## **Cornerstone's Global Vision** (Handout #2a)

### **MISSION—What does our Global Missions Department do?**

The vision of Cornerstone Church is “For the Campus, For the City, For the Glory of God.” With that vision in mind, Cornerstone Global exists to send resources and healthy members to invest in—

- Church Planting—Planting churches amongst the least reached university students (to see Church Planting teams in 100 university cities).
- Church Strengthening—Strengthening the developing church to deepen its strategy, networking and theology.
- Community Development—Developing communities impacted by poverty through churches we are strengthening.

### **MOTIVATIONAL VALUES—Why from Scripture and from our uniqueness as a church are we motivated to do global missions?**

- God's Glory—God desires worshipers from every tribe, tongue and nation.
- Nations Focused—In the Great Commission, making disciples is directly connected to “of all nations.” The church exists to make disciples, not just locally but globally (Matthew 28:18-20).
- God is a Sending God—As Jesus sent his disciples, so we should help our members see their role in being sent to their neighbor, the nation and the nations (John 20:21, Acts 1:8).
- Church Planting—Evangelism and discipleship are the foundation activities of missions (Romans 10:9-10). The local church is the institution by which disciples are made and sent (Ephesians 3:10, Acts 13).
- University driven vision that starts with the campus, goes to the city and on to the country, and impacts on the world.

### **DEPARTMENT VALUES—How do we behave as a global team within our church and with missionaries and partners?**

- Strategic—We will follow the leading of the Holy Spirit to choose our targets slowly, wisely and strategically.
- Healthy—While being ambitious, we will prioritize the health of our sent ones and teams over expansion.
- Stewardship—We will prioritize and tier our focus and funding to best steward our resources.
- Generosity—We will work hard to catalyze and partner generously with other like-minded churches.
- Together—The global vision is an overflow of our national church planting vision as a network. It is more fun and effective to do church planting together.

### **STRATEGY—How do we do missions?**

Decide the types of global missions projects to invest in (the categories) and define them carefully (the subpoints). This creates a grid for directing people and resources. Examples of categories: church planting, justice, Bible translation, etc.



Church Planting (75 percent of global focus and funding) in locations and on teams with these factors:

- Low gospel access, less than 5 percent Christian
- Responsive gospel movement amongst students that is furthered by Americans.
- Healthy and ambitious church planting teams
- Sustainable (but challenging) opportunities for Salt Company summer trips, residents and families.
- Mobilization of believers to the ends of the earth.

Church Strengthening (10 percent of global focus and funding) in areas where with these factors:

- Growing gospel access
- Low access to pastor training and networking
- Planting or vision to plant churches
- Vision to mobilize to the ends of the earth

Community Development (15 percent of global focus and funding) where there are opportunities to:

- Practice strong community development principles
- Involve local indigenous churches in the community development endeavors.
- Involve our members

### **MARKS—When are we successful?**

Think about general cultural goals. What is seen and heard in church members and missionaries that displays success? (The next section will get more specific.) We are successful . . .

- If Cornerstone churches can articulate and participate in a clear global vision.
- If a good number of graduating Salt Company students are going to long-term global opportunities.
- If Cornerstone members are being exposed to the globe and joining shareholder teams.
- If gospel church movements are happening amongst university students in global cities.
- If nationals are mobilized to take the gospel to the ends of the earth.

# GLOBAL MISSIONS HORIZON STORYLINE

## Beyond the Horizon Vision (5-20 Years)

To see 100 university cities with multiplying church planting teams and 25 Unreached and Unengaged People Groups engaged with teams.

## Background Vision (3 Years)

### Recruit City Team Leaders

Our greatest bottle-neck from expansion is a lack of City Team Leaders

### Multiply Current Teams

Specific teams multiply to specific cities

### Establish Teams Under New Partners

Start four new cities

### Send Americans and Nationals to UUPGs

Send 2 UUPG Teams

## Midground Vision (1 Year)

**Greater vision and awareness of global missions**—In Cornerstone and in Salt Network churches we will see greater awareness of God’s heart for the nations and the vision to reach global university students.

## Foreground Vision (90 Days)

### Family to New Location

Help the \_\_\_\_\_ and their team of eight land healthily in \_\_\_\_\_.

### Develop the 2-Year C2C Overseas Residents and IMB Journeyman

We will be mentoring these 2-year goes through their personal development plan, coaching in fundraising and training in missiology.

### Cornerstone Kids Missions Month in April

We will be highlighting missionaries in Cornerstone Kids time and provide parents resources for teaching kids about missions.

### Awareness

Send each elder on a trip over the next three years.

## Developing a Global Missions Strategy (Worksheet #2b)

**MISSION—What do we do?** Think about what your global missions department exists to do.

- Church's Short Statement
- Global Missions Short Statement: "As an overflow of our church's mission, our global department exists to ..."

**MOTIVATIONAL VALUES—Why do we do global missions?** How does Scripture and our uniqueness as a church motivate us to do global missions? List some scriptural ideas about what drives your church to missions.

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**DEPARTMENTAL VALUES—How do we conduct our business as a global team?** Do we use a rifled or shotgun approach to missions strategy? What priority do members have in focus and funding? More of a priority on member involvement in global missions, strategic impact or both? Do we focus on training and assessing? Are there any character qualities we want to be known for—generosity, care, ambition, health, etc.?

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**GLOBAL STRATEGY—How do we accomplish our global vision overseas?** Decide the types of global missions projects in which to invest, the categories (examples: church planting, church strengthening, justice, Bible translation, etc.). Then in the subpoints, define terms carefully (reached, unreached, or unengaged; role of team members in the work, etc.). This chart creates a grid for directing people and resources.

→ Category #1: \_\_\_\_\_  
→  
→

→ Category #2: \_\_\_\_\_  
→  
→

→ Category #3: \_\_\_\_\_  
→  
→

**MARKS—When are we successful?** Think about general cultural goals. What do we want to see happening in the culture of our church among our people? What do we want to see happening overseas? What is seen and heard in church members and missionaries that displays success? The next section will get more specific.

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# GLOBAL MISSIONS HORIZON STORYLINE

Think SMART Goals. Get specific. Work from the bottom up.

## Beyond the Horizon Vision (5-20 Years)

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## Background Vision (3 Years)

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## Midground Vision (1 Year)

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## Foreground Vision (90 Days)

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## CHAPTER 4: Developing a Short-term Trip Vision

The 20th century brought about the opportunity for Christians to take short-term mission trips around the world. A pioneer in short-term trips was Loren Cunningham with YWAM, who made the short-term trip accessible to thousands of young people in the 1960s. Churches, denominations and missions organizations began to see the benefit of short-term trips for both the goer and the field. Today it is rare to meet a long-term missionary who did not first go on a short-term mission trip. In fact, it's rare to meet a Christian who went through a collegiate ministry that hasn't taken the opportunity to go on a short-term mission trip. Ease of travel, desire to make a difference and organizations dependent on short-term trip goers have made short-term trips a regular part of many churches' rhythms around the world. The growth of these trips and the resources put towards them are astounding. A study by Baylor University found that "the number of United States Christians taking part in trips that last a year or less has grown from 540 in 1965 to an estimated more than 1.5 million annually with an estimated \$2 billion per year spent on the effort."<sup>8</sup>

Praise God for all this work. But with poverty a major issue in the world, injustice at an all-time high, 7,000 people groups still without the gospel and a shortened average tenure of missionaries, have short-term trips really had a positive impact on global missions? Other questions are important too:

- Do short-term mission trips actually do anything helpful for the field?
- Why not just use all the money spent on short-term mission trips and give it to the real experts on the ground?
- Why would Americans do work that nationals could get paid a fraction of the price to do?
- Is short-term missions more about the goer than the people goers are sent to help?
- A trip can often check off a missions box in the lives of the goer. Does a short-term trip free people from a lifelong commitment to missions? Isn't that unhelpful?
- Very few people who go on short-term trips actually turn around and go longer. Isn't developing long-term missionaries one of the main points of a short-term trip?

These questions could go on and on. I've asked all these questions myself, but I've observed

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<sup>8</sup> "Short-Term Mission Trips: Are They Worth the Investment?" Baylor University, May 2, 2011, Accessed October 18, 2021, <https://www.baylor.edu/mediacommunications/news.php?action=story&story=93238#:~:text=The%20number%20of%20United%20States,effort%2C%20according%20to%20Missiology%20journal.>

that many churches are happy just to do short-term trips and aren't taking the time to ask whether short-term trips are worth it and if they are making any real impact. Unfortunately, many churches gauge success in global missions primarily on how many go on short-term trips. While this number can be one of the measures, it's an incredible miss if it is the main measure. The ultimate goal of global missions is the glory of God and the joy of all peoples. Our metric for whether we are accomplishing this goal is to see disciples made and indigenous churches planted that reproduce themselves. With the urgency of three billion people in the world who don't know Jesus and 7,000 people groups still unreached, we have to put our missions strategies through the refiner's fire and not do them simply because they have always been done.

I want to submit that I believe short-term trips are a great tool for reaching the nations, supporting missionaries and raising up laborers for the harvest field. However, I believe that instead of becoming part of the missions vision of churches that leads to long-term strategic impact, short-term trips have become the end of many church's global missions vision. Churches become focused on doing great short-term trips at the expense of strategic long-term impact.

Too often the urgent nature of trip planning causes missions leaders to focus an inordinate amount of time on them and gives a false sense of success to the leader, the goer and the church as a whole. But actually, the most effective missions strategies are sending believers from our churches long term, making disciples of nationals and partnering with existing national believers. These strategies lead to seeing disciples made, planting churches and sharing the gospel to the ends of the earth with those who have never heard the wonderful name of Jesus. If our short-term trips are not leading our people to love the world more, pray more, give more, go long-term and make a key impact on our partnerships, we are putting a lot of time and energy toward the wrong thing.

### **What Makes a Short-term Trip Worthwhile?**

OK, Mike, so you've done a great job bashing short-term trips. Is there anything good about them? Absolutely. Here are five ways short-term trips when properly executed can be a strategic blessing to the nations:

1. If the church or ministry has a vision for long-term impact in that project or place and ways to accomplish that vision beyond a short-term trip.
2. If the field partners see short-term trips as an important part of their strategy and genuinely enjoy hosting short-term trips.
3. If the church selects the right people for the right trip, trains effectively beforehand, helps members reflect well on the field and debriefs as they come back.
4. If the church and the field provide clear pathways for further involvement in the place or project.
5. If goers have realistic expectations for their trip's purpose.

Without these conditions, short-term trips can be selfishly motivated, ineffective, poor stewardship of time and resources or all of the above. So, how can we accomplish these things in our vision casting and execution of short-term trips?

### **Long-term Vision**

Chapter 3 focused on creating long-term partnerships overseas. This intentional ordering of the book hopefully encourages you to only send short-term trips to places where you plan to be a blessing for a long time. Without this vision, your church will lack the ability to build on what happens on short-term trips; members will have no opportunity to involve themselves further in the work; and while the field got to invest in the goers, they likely received very little reward beyond that. So take time to decide who you send people to. The partnership should help your overall congregation fall in love with the work, the place and the overseas workers. Stories about the work, the place and workers should spill out from those who went to the point where the overseas workers become legendary (OK, maybe that's an overstatement, but you get my point.).

### **Field Partners Love Trips**

Many missionaries overseas understand the discipleship value of short-term trips. They remember how impactful their own trips during college were to them and their own discipleship. If they are really connected with your church or ministry, each short-term trip member will feel like family to them and rejuvenate their souls. Make sure that the missionaries you send students to love college students and have a deep joy in investing in them for their own discipleship and growth beyond simply the mission.

### **Church Selects, Trains and Sends Well**

Not every college student should go on every short-term trip. In relationship with your partners, you want to find the qualities they are looking for in goers and to make sure the students you send meet those requirements. It is your job as the church to clearly understand the level of student who should be sent overseas. It's also your job as the church to explain to those who do not reach that bar why and ways they can grow to be able to go in the future.

### **Long-term Pathways**

Millennials and Gen Zers want to give their lives to something purposeful. More than money, they are looking for ways to make an impact on the world. Short-term trips should be designed with experiences that cast a big vision for students. They need to see, know and understand the need in the place and the pathway to fulfill the need. These pathways need to be agreed upon between the church and the overseas partner so it's clear to students.

### **Realistic Expectations**

Short-term trip goers need to have realistic expectations. So many goers plan to make an incredible impact on the field and to change the world in their short-term trip. They are going because they want to help people, do something and put something on their report. If the expectation is to make a big impact on the field in a week or 10 days, goers will either be sorely disappointed or will take charge on a project with tools and trades that are not reproducible and do not work in a way that serves the culture. However, when trips are considered learning trips, the short-term goer has a posture of learning and following what the overseas worker really needs.

## Short-term Trips Worksheet (Worksheet #3)

What's the purpose of short-term trips from your church?

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What philosophies guide you in sending healthy short-term trips?

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What are some specific logistical philosophies?

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What are your funding philosophies? How much are individuals required to pay? What will the church give?

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Evaluate your current short-term trips. Which ones—

→ Fully support your global vision?

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- 

→ Partially support your global vision?

- 
- 

→ Should probably get cut?

- 
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## CHAPTER 5: Sending Short-term Trips Effectively

In the first few chapters we've established the need for international ministry, long-term partnership with global locations prior to sending short-term trips and the value of short-term trips. Now it's time to think practically about executing short-term trips. Strap on your practical hat because here we go.

### **Staffing**

By this point, you're probably recognizing that doing trips well requires someone to be a point person and to administrate. By the end of this chapter, I'm certain you'll want to look toward finding that person. Maybe you have the finances within your ministry to hire someone to do this, maybe you don't. Here are a few ways to think about adding someone to your staff that can help you, as the college ministry leader, lead and administrate the trips.

As you have initially focused on reaching international students in your city, you hopefully have a staff person who has begun to coordinate that endeavor. Maybe that person is full time with your ministry but spends a quarter of the time focusing on international students. Would it be possible for that person to jump up to half-time, focusing on international students and global sending? Maybe your international student ministry leader is just a part-time staffer at  $\frac{1}{4}$ time. Could they become part-time at  $\frac{1}{2}$ time? One way to increase a part-time staff position is to have students raise a little extra in support to help cover the cost of this person's role. If you have 12 students go on a trip and you charge an administrative fee of 5 percent of trip costs (around \$250 per student), you'll likely gain around \$3,000 for that staff person, offsetting some of the increased staff cost.

While you need someone to be the point person on trips, trips do not go well if they are siloed under one person's job. Trips will really take off when they are a true part of your discipleship pipeline and when every staff member sees themselves as a mobilizer. The importance of this will be displayed throughout this chapter.

### **Pre-trip To-dos**

Before you start sending trips, walk through this important checklist:

- What interest level do you expect from students? What's the most you would imagine?
- What capacity do your partners have? Are they able to take one team of 4-8? Two teams of 4? Three teams of 6? Do you have enough partners to host all the students

you potentially could mobilize? You want to know whether you have enough partners in August, not November.

→ What is the cost of the trip? In 2021, Cornerstone's full summer trips cost between \$5,000 and \$6,000 per person, depending on the location.

→ When does your fall semester end, spring semester start, spring break happen and spring semester end?

→ What dates do your overseas partners want to host trips? We have generally done seven to nine weeks for trips.

→ Communicate to your staff the high value you have placed on trips as a part of the discipleship pipeline and their role in mobilizing, assessing and training for trips.

### **Create a Calendar**

The next step is to think through the entirety of your process from mobilization to interviews, to training, to trip, to debrief. There are basically three phases—Mobilization, Assessment and Training. Here's a recommended schedule to accomplish each:

#### Mobilization

→ Late September/Early October—Announce your trips and make applications available.

→ Early November—Applications are due. Students are reminded to talk to their parents and to sign up for an interview time.

#### Assessment

→ Mid-November (prior to Thanksgiving)—Student interviews with college staff for trips

→ Early December—Decisions about who goes and on what team

#### Training

→ Mid-December—Fundraising Training

→ January—All Teams Retreat

→ February—Parent breakfast

→ March—City Training/Evangelism Training

→ April—Storying the Bible Training

→ May—Final

Go—Mid-May to Mid-July

Debrief—Late August

### **Mobilization**

Late September/early October may seem early. In fact all of these dates may sound early. You certainly have the freedom to arrange these dates however you would want, but the reason they are as early as they are is 1) to provide sufficient time for students to hear about the trips and to apply, 2) for the staff to have plenty of time to make decisions on who should go, and 3) for students to bond as a team prior to going.

For your initial mobilization you want to ask three questions:

1. Who do we want our audience to be?

2. How do we want to communicate the importance of the trip to them?
3. How do we follow up well with those who should go?

The audience is really important. Who you give priority to in the mobilization process communicates who you want to go on the trips. For the two-month summer trip, the types of students you want to go are either already on your leadership team or could or should be. In the Salt Company, freshmen have been involved in a small group but haven't had intentional discipleship by our staff. In their sophomore year, as they begin to lead small groups, they have intentional discipleship from staff. We see significant growth in students over the course of that year. Therefore, we do not market our trips to freshmen but typically do to sophomores, juniors and seniors. We like to see sophomores go because 1) the trip has a big impact on the rest of the college ministry, 2) it gives them a vision for international ministry while still in college and 3) it gives them more time to prepare for going long term. All this to say, it makes sense that you'll want to start by promoting summer trips to the student leadership team.

If this is your first year of sending trips, you'll need to find ways to cultivate global awareness in the lives of your students. Some recommended ways to do this would be—

- Have a fall or spring retreat focused around sending. Center the teaching on Matthew 28, John 20:21, Acts 1:8, Romans 10:9-15 or Romans 15:20-21. An organization that does retreats like this well is The Traveling Team ([thetravelingteam.org](http://thetravelingteam.org)).
- Have your student leaders read an article like "The Story of God's Glory"<sup>9</sup> by Stephen Hawthorne or "The Bible as a Missions Story"<sup>10</sup> by the Traveling Team.
- If you have the ability to have them read a book, *Finish the Mission*<sup>11</sup> by John Piper or *God's Heart for the Nations*<sup>12</sup> by Jeff Lewis are great resources.

As you prioritize your student leadership in summer trip promotion, you communicate the importance of the trip to your leadership development pipeline. If you promote the summer trips during a student leadership meeting, it also provides a context for students to interact about the trips around tables. If you're able to put a staff member or a student who went on a trip

NAME :		EMAIL :				
		YEAR :	FR	SO	JR	SR
<b>1</b>						<b>2</b>
I ALREADY HAVE A COMMITMENT FOR NEXT SUMMER OR HAVE ALREADY GONE ON A SUMMER TRIP			I DONT HAVE OTHER PLANS, BUT I'M NOT INTERESTED IN GOING ON A SUMMER TRIP			
<b>3</b>						<b>4</b>
I'M INTERESTED IN GOING, BUT WOULD LIKE TO LEARN MORE BEFORE I APPLY			I'M ALREADY PLANNING TO APPLY FOR A SUMMER TRIP			

<sup>9</sup> Hawthorne, Stephen, "The Story of His Glory," Accessed October 18, 2021, [http://oneworldmissions.com/media/pdf/articles/hawthorne\\_thestoryof.pdf](http://oneworldmissions.com/media/pdf/articles/hawthorne_thestoryof.pdf).

<sup>10</sup> The Traveling Team, "The Bible As a Missions Story," accessed October 4, 2021, <http://www.thetravelingteam.org/articles/the-bible-as-a-missions-story>.

<sup>11</sup> Piper, John, and David Mathis. *Finish the Mission: Bringing the Gospel to the Unreached and Unengaged*. Wheaton, IL: Crossway, 2012. <https://www.amazon.com/Finish-Mission-Bringing-Unreached-Unengaged/dp/1433534835>.

<sup>12</sup> Jeff Lewis, *God's Heart for the Nations* (Mumbai, Mahrastra: BottomLine Media, 2015), [https://www.amazon.com/Gods-Heart-Nations-Jeff-Lewis/dp/0989954528/ref=sr\\_1\\_1?crd=316XDN6UJFVYM&dchild=1&keywords=god%27s+heart+-for+the+nations&qid=1602818239&s=books&sprefix=god%27s+heart+for+%2Cstripbooks%2C170&sr=1-1](https://www.amazon.com/Gods-Heart-Nations-Jeff-Lewis/dp/0989954528/ref=sr_1_1?crd=316XDN6UJFVYM&dchild=1&keywords=god%27s+heart+-for+the+nations&qid=1602818239&s=books&sprefix=god%27s+heart+for+%2Cstripbooks%2C170&sr=1-1)

around each table, they will help shepherd your student leaders through the process. We ask each leader to share their interest level at this meeting.

This information allows the global staff team to see students' interest via a 1-4 rating system:

1) who is out, 2) who is out but should be in, 3) who is on the fence and 4) who is in.

Following that meeting, staff and students who went on trips the prior year follow up individually with those with a rating of 3 or 2. This helps those on the fence and encourages those who should be in. The people who put down a 4 rating are also contacted to talk about trips.

### **Assessment**

As you finish mobilizing students for trips, you will hopefully see a lot of student interest in the trips. While this is exciting, you will need to keep in mind the importance of sending solid students cross-culturally. The stakes are too high for the team, the individuals and the field workers to send students who aren't healthy. While we're not seeking perfection, students should qualify as leaders within your ministry and potentially somewhere between student leader and staff member in their maturity. Some steps to determine their maturity are 1) an application and 2) an interview.

### **Application**

We've given an example of an application in Appendix #1: Application for Summer Trips.

The main goals of the application are these:

- To help students give thoughtful answers to specific questions in writing that may not get asked in everyday discipleship.
- To see a holistic overview of their faith journey.
- To answer specific questions that would help us know if they should go overseas or not.
- To find areas of strength and areas of growth to highlight in the interview questions.
- To once again communicate the seriousness of the trip to students.

Having students write out the questions in the application is a healthy process for them. It provides the opportunity for personal reflection but also gets them to think about the questions they are not asked in everyday discipleship. The written answers allow staff who are interviewing them to look at theological answers or specific areas of qualification needed to go on a trip. Things staff may not catch or things students could normally hide get exposed through an honest written application and provide the topics to cover in an interview.

Any ministry will have certain criteria that students must meet to go overseas. Some overseas partners may require baptism by immersion as a believer. Some ministries may want their students to have a particular GPA so they know the students can handle trip preparation while getting their college degree. Knowing if parents approve of their college student going on a trip is helpful based on what your ministry decides is required. Having those things (and many more) written down that you can refer back to is huge.

Finally, the seriousness of the trip that the application creates cannot be understated. Having a thorough process helps some students self-select out and helps others who are on the fence truly grasp what is required of them to go on the trip. As you're putting together

trips, the last thing you want is for a person to drop out after they have been placed on a team, are slated to play a key part of the team and have started fundraising.

### **Interview**

Interviews are best conducted with two people in the room in addition to the student. Often having a guy and a gal interviewer can be helpful for determining how the student will do with the opposite gender on a team.

The main goal of the interview is to determine if that student is a green light (fully ready to go), yellow light (likely could go, but there are some questions) or a red light (shouldn't go). Interviewers have a few strategies to make the green, yellow or red determination:

- Follow-up on any answers in a student's application that were theologically off, that seemed unhealthy, that needed further clarification or that you wanted to encourage the student in.
- Determine if the response to the areas of sin you observe are a *healthy, rebellious* or *weak* response.

How do you determine in an interview whether students are healthy, rebellious or weak in their process of repentance? Generally, healthy students are able to talk authentically about their sin, are seeing the frequency and strength of that sin lessen and are actually ready to receive admonition or correction. In the interview, it's important to affirm and encourage these students. Remind them what they already know, give advice that might help them and tell them to keep going (Galatians 6:2). While some sins are red lights, and we will talk about that soon, generally we would take a student who is in more sin but on a healthy trajectory over a Pharisaical student who is unaware of their sin or unteachable/rebellious.

To determine if students are on a rebellious-repentance trajectory, ask them further questions about the sin they are dealing with to hear the manner in which they represent their sin to you. If they minimize their sin, blameshift or are defensive, these can be signs of rebellion. If they are minimizing sin, blame-shifting or defensive, find ways to be gracious and direct. Warn the student without beating them up, criticizing or insulting them. But help them understand they are not taking their sin seriously and that lack of teachability is definitely a yellow if not a red light. One thing you can do with these students is to give them a task to think about and have them get back to you in a week. Look for how well they responded to your challenge. If they sloughed it off, that's a pretty good sign of rebelliousness or at least slothfulness. Rebelliousness is actually one of the biggest red lights for overseas. Students will sin and make mistakes overseas that are noticeable and often humiliating. Rebellious students within the context of a team will be slow to receive corrections and will struggle to promote team unity and authenticity. This lack of teachability can tank a team's summer and is therefore one of the biggest red lights.

And finally, some students simply do not have the strength to be able to overcome their sin, have hit a roadblock or are too weak to overcome it. These students likely feel stuck and probably feel ashamed of their sin, but they don't know what to do about it. As with the rebellious repentance trajectory, the weak repentance trajectory is also a yellow light at minimum and quite possibly a red light. You know this student through the response of defeat. Possibly through tears. They are likely more authentic than a rebellious student,

but they are not on the trajectory of a healthy student. As you encounter these students, encourage, come alongside and nurture them. It's likely students like this have had some sort of trauma, ongoing suffering, addiction, depression, anxiety or physical illness. The interview becomes a shepherding moment and the goal of getting them on a trip goes out the window. Instead the focus is on how to put them on a path towards freedom.

As you may have gathered, healthy students are the green lights and the rebellious or weak students are yellow/red for going on a trip. Often with students who fall in the last two categories, it's good to give them some level of "next step" in their lives to give them an opportunity to see growth and as a mechanism for checking up on them. If they still have another year to go on a trip, a great default is to tell them you'd like to see some growth over the course of the next year and encourage them to go the following summer. If this is their last year, you will have to make a judgment call as to whether their weakness or rebellion could be overcome by the summer. In general, I'd recommend if you're not sure about a student, don't send them.

Healthy, rebellious or weak provide general categories to recognize a student's repentance trajectory. But what are the actual criteria by which we are assessing whether a student is healthy? We're going to look at three areas of health for a student going on a summer trip: spiritual, emotional and relational. You may notice that we're not diving deeply into ministry health or personal health. For long-term workers, these are two categories that I would add. But for a short-term trip of two months, we believe that having health in spiritual, relational and emotional areas provide the foundation for growing in ministry skills and areas of personal health through the summer.

**Spiritual Health:** Can this person be *on mission*? What we are looking for is to make sure students have a growing relationship with Jesus that is not only based on their church life but also their personal walk with God. On the trip, students will have less outside input like Sunday morning church, weekly Bible study, discipleship group and collegiate ministry gathering. Students will have to make decisions about who to talk to about the gospel, how to speak the gospel, how to handle their sin and their relationships with others. They will need to be led by the Spirit in a real moment-by-moment way. Is their spiritual maturity and walk with God healthy enough to do this well?

→ Healthy Markers: Are they saved? Can they articulate the gospel? Are they on a repentant trajectory in areas of sin? Do they desire Jesus? Are they reasonably mature for the task of a summer trip? Are they spending time with Jesus?

→ Unhealthy Markers: Do they have a poor understanding of the gospel? Are they living in unrepentant sin? Are they walking in the dark/hiding sin? Are they apathetic toward Jesus? Are they spending little to no time with Jesus?

→ Potential Interview Questions: Tell me the gospel in your own words. What is something from your relationship with God (Bible, prayer, etc.) that is impacting your life these days? Looking at \_\_\_\_\_ area of sin in your life, how are you fighting it? What's the root idol behind \_\_\_\_\_ sin?

**Relational Health:** Can this person be on mission *with a team*? The number one thing that really hurts teams is relational conflict. The number one thing that students who have a great summer say is that they loved their team. Relationships define much of the experience

and fruitfulness of a summer trip. Imagine that student on a team night or at a team meeting. Are they able to have fun, hang out and engage in iron sharpening iron conflict?

→ Healthy Markers: Do they have healthy friendships? Are they known in community? Do they seek reconciliation when relationships are broken? Do they own their sin?

→ Unhealthy Markers: Do they have major social issues? Do they create or suppress conflict? Do they gossip and harbor bitterness? Are they divisive? Did they have poor references? Do they tend to blame-shift?

→ Potential Interview Questions:

- Conflict: Look to see if there is a pattern of disunity in their social spheres by asking the following questions:

- + What's an example of relational strain from this past year? Think roommates, co-leaders, professors, parents, etc.

- + When you have conflict, do you tend to be more aggressive or more withdrawn? Why?

- + Who's an example of someone you struggle to get along with?

- Following: What's it like to follow past leaders?

- + Who are some leaders you've had to follow that have been a challenge for you?

- + How did you handle that? How did it resolve?

**Emotional Health:** Can this person be on mission with a team overseas? Overseas ministry strips away all the foundations of life: language, food, geography, etc. This creates great amounts of stress. So anything that is a "yellow light" in America becomes a "red light" overseas. Do they have the emotional and mental health to be able to stay even keeled when great amounts of stress are thrown their way? With what you know, is it possible that this person could have a flare up of emotional unhealth that would paralyze them in stressful situations or keep them in bed some days when it's hard?

→ Healthy Markers: Do they cope well with stress? Are they able to be flexible? Do they know how to cope with existing anxiety and/or depression? Do they have solid plans for coping mechanisms, medication or counseling? Does their community know about their struggle?

→ Unhealthy Markers: Is their life interrupted by patterns of anxiety and/or depression? Do they lack flexibility? Are their worst days severe?

→ Possible Interview Questions:

- Lows: What is the most mentally unhealthy you have been this year?

- What does your lowest day look like? When/how often?

- What are your own fears you can project of how your mental health will affect your trip?

→ Patterns: How does mental health impact you living your life?

- Are you on medication? Is it working? When was the last time you changed medications or dosages?

- Are you in counseling? How often? Is that taking you on an upward trajectory?

- What do you do when you are experiencing emotional unhealth?

As you finish up your interviewing and gather as a staff team to decide who goes overseas, there are a few steps that we'd recommend taking as you place people in teams:

→ Go through your yellow and red lights. Decide who is in and who is out.

- Come up with a list of people who are clear green lights and potential team leaders.
- Place students on a team.

**Decide on your yellow and red lights and if they should go.** There are some clear red lights:

- Spiritual red lights—Students who clearly do not understand the gospel, who have a rebellious response to sin or an area of sin that is overcoming them.
- Relational—If they have unforgiveness towards someone in their heart and are unwilling to go and deal with that, if their social issues go beyond quirks to something that is sin related and going to drag down a team, if they completely shy away from confrontation and have no trajectory of change.
- Emotional—If they have been diagnosed with something like bipolar or schizophrenia and have not had that under control for a good amount of time. Generalized anxiety or panic disorders are better able to cope overseas, but they should be on an upward trajectory and not paralyzing.

In general if someone is a red light in any of these areas, they should not go. If they are a yellow light and they could go another summer, it's generally wise to do so.

One question that has come up in recent years is what to do with students who are viewing pornography. With most missions organizations, not too long ago this would have been a red light for going overseas short term or long term. The unfortunate reality today is that there are few males who are not struggling with pornography and a growing number of females who are struggling with it. Access to the internet at an early age is the main cause of the uptick we are all seeing in viewing pornography. At this point in history, there are very few males that would be able to go overseas and a growing number of females that would not be able to go overseas if it was a no tolerance policy in order to go overseas.

This is a difficult tension to be sure. We do not want to lower our standards to get people overseas, but we also need to recognize the challenge these young men and women are facing in our culture. Instead of having a no tolerance policy to be qualified for overseas, consider instead asking these questions about them:

- Are they on a healthy trajectory?
- Is it occasional or is it regular? Quarterly, monthly, weekly?
- What's the severity of the root? Is it coming from simply a carnal desire or from a severe place of insecurity or even trauma?
- Are they willing to take severe actions to work towards freedom from pornography?

As you walk through this with a college student, the following are some helpful resources to aid you in moving this young person towards health:

- Covenant Eyes Accountability Software—One of the best filtering and accountability software available.
- Freedom Fight—Gospel-centric, idolatry fighting, emotional healing focused



curriculum for overcoming addiction to pornography.

→ *The Purity Principle* by Randy Alcorn—Great short book on the importance of purity and practical ways to strive for it.

**Gathering a list of team leaders.** A team leader's role overseas is to be:

- Primary contact for the field leader
- Caregiver (Overseer)
- Delegator to the team
- Pace-setter—First to serve, first to share.

So for team leaders you're looking for men or women (depending on your theological thoughts on women leading a team and the field's thoughts) who exhibit some of the following qualities:

- Ability to shepherd both theologically and emotionally
- Grit to step forward and lead when it's hard
- Administrative leadership to both lead and delegate opportunities to team members
- Well respected amongst their peers
- No yellow lights in spiritual, emotional or relational areas of life

**Place students on teams.** Depending on the number of students you're sending on trips, it's valuable to think through who will work well together on teams. While we want students to learn to work with anyone, and that's a value of the student experience, we also know that some people just will not work together well. A phrase we often say in our meetings for our yellow-lighted people is "Well, if they are on a good team, we think we can send them." It's valuable to make sure as you're putting a team together that students will work well together. Some things to consider include . . .

- Is there a good mix of introverts and extroverts?
- If a particular group has one gender with more feelers than thinkers, is there someone of the other gender that is also a feeler to help relate to them well?
- Are there any extreme personalities that are not well balanced or could throw off the team?

Once you have a set of students who have been placed on a trip, communicate to them that you have placed them on a team and where the team is headed. Undoubtedly something will come up where you have to rearrange the teams, but you should be fairly close to your final teams at this point.

## **Training**

As you begin training students in the spring, there are four key goals you are trying to accomplish:

1. To help the students become friends and bond as a team.
2. To help them understand God's heart for the world.
3. To prepare them logistically for their trip.
4. To prepare them for their trip overseas.

We do the following trainings for our students:

1. Fundraising Training - Fall semester before finals
2. January Training - First week after spring semester starts.
3. Team Leader Training - Early February
4. Parents' Breakfast - Mid-February
5. City Training - Early March
6. Evangelism Training - Late March
7. Bible Storying Training - Mid-March
8. Pre-field Training - Mid-May
9. On-field Orientation - Mid-May
10. On-field Reflection Journal - Mid-May to Mid-July
11. On-field Debrief - Mid-July
12. Post-trip Reentry - Mid-August
13. Post-trip Long-term Opportunities - Late September.

The full notes for each of these trainings can be found in Appendix #2: Training Notes.

(1) Fundraising Training—Prior to Christmas break, we do a fundraising training with students. The reason we do this prior to Christmas break is so that students can write support letters over Christmas break and gather contact information. It also gives us a touch point with students prior to Christmas break and gives them a chance to meet their team.

(2) January Training—The January training for the Salt Network gathers all of our students going on trips from around the network. The key goals we try to accomplish are numbers 1-3 under the “Training” section above. We plan a retreat so that students will bond together: We help them understand God’s heart for the world through four retreat weekend sessions. We also spend time working through logistics of support raising in this training.

(3) Team Leader Training—This training dives a little deeper into training leaders to be the leaders of their teams. As well, we introduce students to their Investor for the semester. This Investor is a college ministry staff member who will meet with the team once or twice in the spring and will meet with them during their re-entry day. Some ministries have chosen to use people who have gone on trips before or someone in their church who has been overseas long term.

(4) Parents' Breakfast—We provide an opportunity for parents to come together and hear about the trip their son or daughter is taking that year. We are always amazed at how well attended this breakfast is with generally around 95 percent of parents coming. It gives parents the opportunity to see that we have a legitimate plan in place for their son or daughter throughout the summer. It gives parents the opportunity to meet other parents who are sending their sons or daughters on trips. Often, believing parents are able to reach out to unbelieving parents with the gospel. And we do it on Sunday mornings so parents have the opportunity to also go to a service.

(5) March City Training—This may not be necessary for every school, but for students from rural Iowa we found this March City Training to be helpful. We take a trip to Minneapolis for the purpose of students having to navigate a city for a day and going to cross-cultural

centers like the Somali Mall, Hmong Market and temples. This training creates great opportunities for team bonding as well. If your ministry doesn't do a city-specific training, it would still be recommended that students do some sort of overnight trip together for team bonding during the spring semester.

(6) Evangelism Training—In this training, we walk students through general tips on evangelism but also give specific evangelism training for the various locations that students will go to in the summer. We ask our overseas partners to give us: an article that helps people understand their culture and an evangelism tool that students will use regularly overseas and can practice here in the States.

(7) Bible Storying—In this training, we teach students how to walk through the storyline of the Bible. The purposes of this are both to be able to explain in one sitting what the Bible is about, but also, if they wanted to take students through some lessons on the Bible as a whole, they are equipped to do so.

(8) May Training—This final training is an overnight retreat to simulate what an entire summer of overseas life is like, from saying goodbye to friends, to flying overseas, to going out on campus the first day to meet students, to leading a small group Bible study, to saying goodbye to new friends they made on the field. We have a good portion of our collegiate staff involved in this experience. Throughout the few days, the collegiate staff are acting as nationals to help students learn how to talk to nationals. It's a blast and really helpful to students.

(9) On-field Orientation—This training is done by the field workers once students go overseas. What we ask our field workers to do is to train them in 1) basic cultural skills that will allow them to function in the culture and to be a blessing to the culture, 2) further training in evangelism and discipleship to clarify their vision for the summer and how it helps the long-term vision and 3) setting clear expectations for the students for the summer.

(10) On-field Journal—We have students work through a journal throughout the summer. The journal gives students a chance once per week to reflect on various aspects of their trip to 1) learn about themselves, 2) celebrate God's work, 3) repent of sin and 4) plan for what's next. This journal also provides the basis for the re-entry meeting that happens after the trip. You can find this journal at Appendix #9: Summer Trip Journal.

(11) On-field Debrief —We work with each of our partners to make sure that students have some kind of debrief while on the field. Generally we encourage them to go to a historic site in the country or a beach and chill for a few days. The goal of this debrief is to 1) share praise for what God has done, 2) give feedback to the overseas workers about the summer and 3) for the long-term workers to give short-term trip goers a vision to come long term.

(12) Post-trip Reentry Meeting—When students come back from their trip, they have the opportunity to decompress a little at home, get ready for school and come to a re-entry meeting we host. This meeting takes four to five hours and is done together as a church but is in teams. Students have been working on their Journal Reflections throughout

the summer and are asked to bring those to this meeting. Our goal for this meeting is to help students remember things God did in the summer, make sure there are no lingering relational issues on the team and set them up well to re-enter the school year.

(13) Post-trip Long-term Opportunities—The final meeting that we have with students is a post-trip long-term opportunities meeting. At this meeting we tell students about how they can use what they learned on the trip to make a long-term impact. We do this a few weeks into the school year so that students have the opportunity to get back into life, be reminded of their summer trip and begin to think about ways they could be involved long term in the world. So we place before them the importance of giving and praying. We also share with them opportunities to make international ministry their ministry focus in college. And finally, we encourage students to consider going cross-culturally to the place they went on their summer trip for a two-year residency.

### **Handouts**

In this chapter, the dates that have been shared throughout the chapter provide a scaffold for scheduling these events in your own context.

## **Cornerstone's Short-term Summer Trip Dates** (Handout #4a)

### **Mobilization** (Key Dates and Actions)

- Mid-September - Train staff
- Late September - Announce trips
- October - Students fill out applications
- Early November - Applications are due

### **Assessment** (Key Dates and Actions)

- Early November - Staff Training for interviews
- Mid-November - Interviews
- After Thanksgiving - Teams are put together

### **Training** (Key Dates and Actions)

- Before fall finals week - Fundraising Training
- Mid-January - First Retreat
- Late January - Team Leader Meeting
- Mid-February - Parent Breakfast
- Early March - City Training
- Late March - Evangelism
- Mid-April - Bible Storying and Final Logistics
- Mid-May - Final Overnight Training
- Mid-May - Launch and Field Orientation
- Mid-May to Mid-July - Overseas with Journal
- Mid-July - On-field Debrief
- Mid-August - Re-entry Day
- Late September - Long-term Missions Meeting

## Create Your Mobilization, Assessment and Training Plan (Worksheet #4b)

### Mobilization (Key Dates & Actions)

→	_____	_____
→	_____	_____
→	_____	_____
→	_____	_____

### Assessment (Key Dates & Actions)

→	_____	_____
→	_____	_____
→	_____	_____
→	_____	_____

### Training (Key Dates & Actions)

→	_____	_____
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## CHAPTER 6: Sending Long-term Goers

To summarize, no theological school, cross-cultural training institute, expert agency screening system, ideal team environment, or well-staffed member-care group can make someone thrive and be effective overseas if their character, giftings, and skills have not already been developed, tested and proven over time in a home church and local international community.<sup>13</sup> David L. Frazier

Now that you've thought through having people reach internationals in your context, looked into creating great long-term partnerships and are now sending short-term trips, it's time to start thinking about how all of this leads to long-term impact on the nations. Impact can obviously happen through giving, praying, sending short-term trips and even supporting national workers. But this all really starts to gain momentum when you have the opportunity to send graduating students long term. As you begin to send your people overseas, as the overseas hosts begin receiving people on the field and as new long-term people from your church go to those locations, you begin to see incredible familial synergy happen. It creates the snowball that gets bigger and picks up speed as it goes down the mountain.

But sending long-term workers is not an easy process. The stakes are high in sending long term. All the potential negative effects of being cross-cultural for short-term trips are magnified when the tenure of the goer is longer, when the money that is raised is ongoing, when going becomes a vocation. We simply can't send everyone long term. Just as criteria and processes were needed for sending short term, those criteria and processes increase exponentially for long-term sending.

At this point you're probably getting stressed out. Let me throw out something I believe to be true about good long-term sending. Ninety percent of what someone needs to go overseas long term is learned through their local church. So, only 10 percent of specific training will be needed for going overseas; the vast majority of what is needed is really gained through the local church. Great local churches send great overseas leaders. As you look to send long-term goers, think primarily about how to make great disciples in your ministry, then think about that extra 10 percent. If you never get to the extra 10 percent but have a great college ministry, you're 90 percent of the way there.

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<sup>13</sup> David L. Frazier, *Mission Smart: 15 Critical Questions To Ask Before Launching Overseas* (Memphis, TN: Equipping Servants International, 2014), 9-10, Kindle.

What are some of the marks of college ministries that prepare people well for life after college and send great long-term missionaries?

→ Gospel-centric—Students can articulate the gospel for justification as well as apply it practically in their sanctification. They live, not out of rules, but out of a genuine sense of belonging to the kingdom of God and knowing their righteousness before God is because of Jesus Christ. Their motivation comes from thankfulness not indebtedness.

→ Church-based Community—While one-on-one discipleship is great, group discipleship is the historical norm for Christianity. Learning to do life with a small group community of other college students, a community that is authentic, gospel-centric and missional, is key to developing disciples that do well on mission after college.

→ Ownership—Are you giving students the opportunity to lead others in small group contexts? Many collegiate ministers feel that students are incapable of leading other students. It is true that they may not do as good of a job as a ministry staffer, but much is lost when students do not have the opportunity to lead. If students don't have the opportunity to lead, the reach of the ministry is minimized, not maximized, and students are consumers rather than multipliers and reproducers of the faith.

→ Emotional Health—Students are spiritual, emotional, physical, relational and intellectual beings. We work hard on many of these aspects, but rarely do we dive into the “Why?” behind the actions students make. It's easy to be a Christian in the bubble of college ministry. A new church, new job, marriage, parenting, suffering, all expose the holes in our emotional health. Possibly more than any of these, going overseas reveals these holes. Churches that do a great job sending missionaries develop all areas of health in their students' lives, including emotional health. See Appendix #3: Importance of Emotional Health.

→ Missional Ministry (not just attractional ministry)—Most collegiate ministries provide a great opportunity for students to invite their friends to hear the gospel. And thankfully, in many areas in America, this strategy is still very effective. However, cross-culturally (and even in some areas of America) people do not have the option to go to church and hear the gospel or they are uninterested. So, finding creative ways within your ministry to get students sharing the gospel is important. As mentioned in chapter 2, teaching missional living is one of the purposes of international ministry.

The key is developing your ministry to do the 90 percent of training needed for missionaries. What needs to happen in the other 10 percent to help students get ready to go overseas after graduation?

One of the goals that I have set for our missions department's assessment and development process is that no one would get to the agency application and be rejected. We need to do such an excellent job of developing people as a church and as a missions department that they pass with flying colors. Maybe more importantly, we have said “no” to those who should not go instead of relying on a missions agency to do this. This goal may be lofty for some churches, but why not shoot for it? What does it take to accomplish this goal?

In the rest of the chapter, we will discuss how to assess and develop students who show interest in long-term opportunities, helping them move from potential goers to committed



goers and from committed goers to those sent. As well, we will look at how to create a clear and simple sending process that can be given to those who went on a short-term trip to show them how to go long term.

### **Assessment Process for Potential Goers**

As you start assessing potential goers, you need to ask these questions:

1. How will you observe the students and what are you looking for?
2. How will you work through their personal development plan?
3. How will you assess/interview them? What role will their sending agency play?

#### **1. How will you observe them and what are you looking for?**

Students' natural involvement in the life of the church is crucial. We want to see markers of faithfulness to missional living in potential goer markers. When possible, this type of ministry is best observed in outreach to international students or refugees. Observing if the potential goer can do ministry without reliance on the attractional church displays whether they have the ability to go beyond simply inviting someone to hear about the gospel or to share the gospel with people.

While observing people's ministry skills is important, more important is observing their character, helping them self-assess their gifting, their personality and areas of strength and weakness to become more self-aware of who God made them to be and to grow in areas God is calling them to. Nothing will tank a person, a team, or the work more than lack of character in a team member. The following is a list of qualities for overseas goers. This list is explained in more detail in and formatted as a questionnaire that could be given to potential goers for self-assessment—Appendix #4: Qualities for Goers; Self-Assessment Questionnaire.

Green Lights:

- Spiritual Health—Are they spending time with the Lord through his Word and prayer? How is their character, life with God, purity, humility, evidence of the fruit of the Spirit, repentance trajectory, flexibility, grit, self-drive, ability to suffer, faithfulness?
- Emotional Health—Are they examining their heart motivations; processing their past; having healthy responses to stress, criticism and suffering; secure in Christ; self-aware; living in limits? Are the underlying motivations of their heart pure? How well have they processed their past? How well do they process their current emotions and make decisions with healthy and godly motivations?
- Relational Health—Are they in good standing with their community? How is the health of their relationships with friends, family, neighbors and co-workers? How is their relational warmth?
- Ministry Skills—Clarity of calling, sowing broadly, intentionality in discipleship, cross-cultural fluency, discernment of personal spiritual gifts, faithfulness
- Personal Health—Are they taking care of themselves by eating in moderation, getting enough sleep and a reasonable amount of physical activity? Do they maintain financial stability and basic organizational skills?

We want to see at minimum a trajectory towards these areas of health. Those who go long-term overseas don't have to have arrived in all these areas, but they do need to be on the path. The converse qualities, however, must be worked through prior to going overseas in the context of your church.

Yellow Lights:

- Spiritual Un-health—Lack of character, lack of life with God, unrepentant trajectory, inflexible, needs hand-holding, unable to suffer, flakey
- Emotional Un-health—Lack of self-awareness, insecurity, defensiveness, lack of teachability, extreme anxiety and depression, living beyond limits
- Relational Un-health—Awkwardness beyond quirkiness, bitterness, codependent relationships, lack of close friends, relationally cold
- Ministry Un-health—Unclear internal and external calling, lack of evangelistic fervor, inability to cross-cultural barriers, unaware of spiritual gifts
- Personal Un-health—Unhealthy eating habits, sleep habits, and exercise habits; overspending; high college or consumer debt; unable to execute organization

The one category above hardest to evaluate is emotional health. Let's dig into it a bit more.

A key resource we use with potential goers is *Emotionally Healthy Spirituality* by Peter Scazzero. In his book, Scazzero says, "Emotional health and spiritual maturity are inseparable. It is not possible to be spiritually mature while remaining emotionally immature... Emotional underdevelopment, however, is not so obvious when we first meet people. Over time, as we become involved with them, that reality becomes readily apparent."<sup>14</sup> As we all know, team health is one of the key reasons goers stay on the field or leave the field. Some issues of team health are just due to fit, but often they are due to spiritually mature people who are emotional infants. There is much we could go into here. Appendix #3: Importance of Emotional Health gives a helpful overview of emotional health. We start with potential goers taking the Emotionally Healthy Spirituality Personal Assessment<sup>15</sup> and working through areas of growth with them.

Another avenue by which we have tried to tackle this question is to create a context, at least one year prior to going overseas in which students are a part of an 8-week missional community. In this 8-week missional community we—

- Read a chapter a week and discuss *Emotionally Healthy Spirituality*.
- Read a chapter a week and discuss *Spiritual Multiplication in the Real World* by Bob McNabb.
- Pray together for an hour a week.

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<sup>14</sup> Peter Scazzero, *Emotionally Healthy Spirituality: It's Impossible to Be Spiritually Mature, While Remaining Emotionally Immature* (Grand Rapids: Zondervan, 2017), 20, Kindle.

<sup>15</sup> "EHS Personal Assessment," Emotionally Healthy Discipleship, <https://www.emotionallyhealthy.org/wp-content/uploads/2020/03/Personal-Assessment.pdf?v=7516fd43adaa>.

- Keep one another accountable for going out and sharing the gospel with internationals.
- Invite international unbelievers to weekly group gatherings that start as informal hangouts and move towards formal group Bible studies called “Family Groups.”

These groups give us the opportunity to observe and develop students’ emotional health as well as their ability to make disciples cross-culturally. We developed these groups based on interactions with Austin Stone Church in Austin, Texas, that does these groups for a year, and Launch Global, an organization that works with churches specifically to mobilize and develop missionaries in churches.<sup>16</sup>

I often walk through these categories with potential overseas goers and ask them to self-assess things that are in the green lights and yellow lights categories. I keep assessment notes and Personal Development Plans for each person, one to write candid notes on and the other for them to work on alongside a mentor. These qualities would be important for vocational missionaries and job-takers alike with any mission organization or opportunity.

Beyond this for Cornerstone, we also have a licensed counselor do an Enneagram assessment<sup>17</sup> with all our potential goers. This test helps students become more self-aware of their sin tendencies and adds to their personal development plan some specific areas of growth tailored to their personality. The Enneagram is especially helpful in giving people self-awareness in the areas of unhealth and health in their personality. What’s different about the Enneagram is that while it categorizes people, it helps them understand that people can be in the category in an unhealthy way and a healthy way. It encourages people in practical ways to move from being unhealthy to healthy while valuing who they are as a person.

We also do a language assessment with our people to help them gauge their ability to learn language and their learning style. Rarely does this assessment cause us to tell someone not to go overseas, but it can be a helpful part of the checklist if we are on the fence about someone going overseas and can also be helpful in determining if they should go to a place with a difficult language or an easy language. We share these ideas as they go to the field to help people learn language in a way that makes sense in the country they are in and for their specific personality.

## **2. How will you work through their personal development plan?**

The most important thing a sending church can do might be the creation of a Personal Development Plan (PDP) and the follow-through of it with a mentor. As a potential goer works towards becoming a committed goer, they should meet with a mentor to discuss areas of growth in their lives. We ask each potential goer to choose someone they believe will ask them the hard questions and not let them get away with easy answers. This person may be someone they currently have a relationship with but is often someone who is a more distant friend or recommended connection. We’re not necessarily looking for former missionaries but great disciple-makers.

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<sup>16</sup> Launch Global, <https://www.launchglobal.org/>.

<sup>17</sup> <https://assessment.youenneagramcoach.com/>

Personal development plans should be pretty simple:

- What are areas of growth? (spiritual, emotional, relational, ministry and personal)
- What are the SMART goals needed to accomplish these plans stateside and abroad? (SMART is an acronym that stands for Specific, Measurable, Achievable, Realistic and Timely.<sup>18</sup>) We share the PDP with the goer, their mentor, the church missions leader and the field. This sharing allows for the potential goer to be well known among those who will interact with them to assess and develop them at home and abroad.

One specific addition we make to the PDPs to help the team leader or supervisor of the goer know how to help the goer stay emotionally healthy is having the goer work with their mentor on putting together these lists:

- What triggers stress for me?
- Symptoms of my stress
- My root idolatries and/or emotional unhealthy root issues
- Ways to help me in stress

These lists help the team leaders or supervisors watch out for stress in the life of the goer and help them with it. It also helps the goer to become self-aware enough to recognize stress, look at its root causes and work through it.

See Appendix #5: Personal Development Plan Template.

### **3. How will you assess/interview goers formally? What role will their sending agency play in assessment?**

Observation and working through personal development plans mainly answer these questions. However, it can be very helpful to do actual interviews with potential goers. Often sending agency applications and interviews can be sufficient. Finding organizations that allow the missions leader to be vitally involved in the assessment process is a great asset. Their assessment tools and areas of feedback can play a key role. I have found sending agencies assist by 1) providing critical feedback on areas of growth they see as they work through the application that we may have overlooked as a church, 2) giving psychiatric evaluations of our people to make sure there are not underlying mental issues that we were unaware of and 3) helping gauge people's ability to deal with stress overseas.

For specific questions for interviews, check out Appendix #7: Interview Questions.

### **Development of Committed Goers**

As students begin to commit themselves towards going overseas, it's important to have a plan for how to keep them on the path towards overseas and really develop them through it. Some questions to consider are these:

1. How will you coach them in support raising?

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<sup>18</sup> <https://corporatefinanceinstitute.com/resources/knowledge/other/smart-goal/>

2. How will you mentor them through their Personal Development Plan?
3. How will you train them in missiology?

### **1. How will you coach them in support raising?**

Every goer should read the book *The God Ask* by Steve Shadrach. It's the best book out there on support raising. I've never heard anyone say they were excited about support raising. However, after reading this book, while many would still not call their state "excited," they all feel like it was accomplishable with good organization, hard work and the Holy Spirit.

Any missions organization you work with will have a robust support raising training program. But the ongoing grind of support raising is tough to persevere through and unveils areas of sin. Those support raising need coaching from a missions agency, but they also need shepherding. Whether you directly coach the goer or leave that up to the organization, your ministry's involvement pastorally in their lives at this time is critical. Support raising is hard, time consuming and emotionally exhausting. I see more tears through this process than in the first six months of people going overseas. We need to be in goers' corner reminding them that God has led them to this place and is helping them stay in the fight of support raising. I've never had a person I felt was really called overseas who did a faithful job of support raising and yet was unable to raise their funds. Those I was on the fence about going and who weren't faithful in their disciplines of support raising were the ones that failed to meet their goals.

Our pastoral responsibility in sending is to help goers remember their calling and encourage them to stay faithful to the work. Every time someone hits their goal, it's such a joy. They are so happy. We are so happy for them. And they have an Ebenezer (1 Samuel 7:12) moment they can look back on and see the faithfulness of God.

If a goer is going through a fully funded missions organization like The IMB or Christian and Missionary Alliance, this particular step will not be as critical.

### **2. How will you mentor students through their Personal Development Plan?**

Similar to the last phase, committed goers will continue to meet with their mentor to populate their PDP and work through it. At this stage, it is important to start bringing in the team leader on the field into the PDP for that person. This will help the team leader know and understand the areas of growth that they will need to continue to shepherd this goer through as they hit the field.

### **3. How will you train them in missiology?**

Of the three, the answer to this question is probably the one that varies the most in necessity. If you are sending to a place that has a strong "just in time training" plan on the field and the ability to come into a culture slowly, answering this question is not as important on the front end. If your goer is entering an unreached and unengaged culture, this becomes more important. Training organizations like Radius International or Missionary Training Institute provide great resources for missiological and cross-cultural training that are especially recommended if the goer is headed to the Mid-East, North Africa or Tribal

areas. Otherwise, making sure they have read a good introductory book to global missions or have taken the Perspectives on the World Christian Movement<sup>19</sup> class would be sufficient for many locations.

### **Handout & Worksheet**

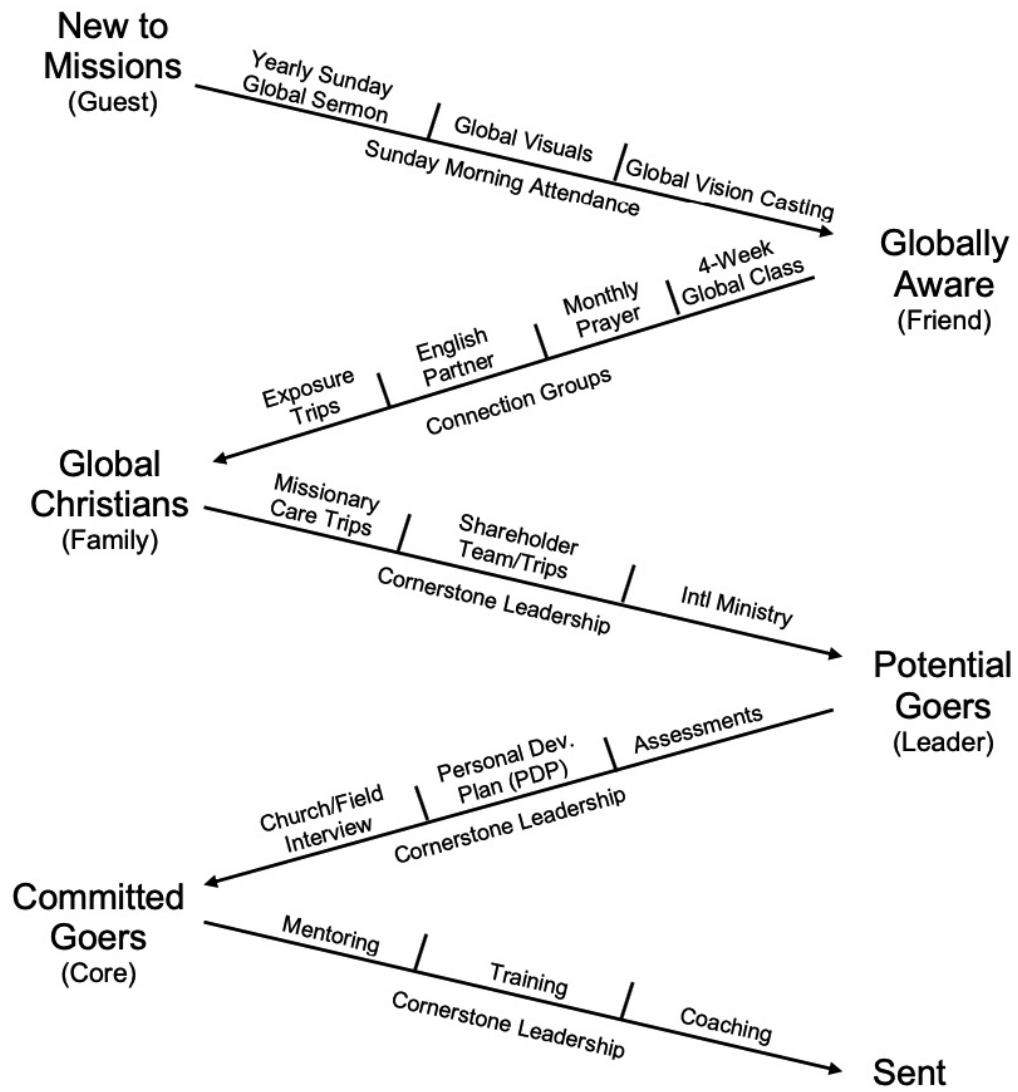
As you reflect on the pipeline that you want to create with your students, consider putting some of it in writing. Putting together a pipeline can be extremely helpful for laying out a clear vision for students. The first handout is Cornerstone's Global Missions Pipeline to help our people move from new to global missions to commissioned. Imagine arrows in between each right and left point. In the middle are specific programs, studies, exercises and ministries that help our people move through each level (Handout #5a). The accompanying handout is a blank global pipeline that gives you questions that you should be thinking through for moving people at that level to the next (Worksheet #5b). Add your programs, studies, exercises or ministries that will help you move students from one level to the next.

Also included is a visual handout that we've used with students who show interest in going overseas long term.

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<sup>19</sup> [www.perspectives.org](http://www.perspectives.org)

# Cornerstone's Global Missions Pipeline (Handout #5a)



## Global Missions Pipeline Template (Worksheet #5b)

LEVELS	STRATEGIES FOR MOVEMENT TO THE NEXT LEVEL	LEVELS
<b>1. NEW TO MISSIONS</b>	<p><b>Phase 1: Global Awareness for the Masses</b></p> <ul style="list-style-type: none"> <li>→ What are people seeing on the web, in the foyer?</li> <li>→ What are people hearing from the stage?</li> <li>→ How are you creating awareness amongst your leadership?</li> </ul> <p>Your Ideas</p> <ul style="list-style-type: none"> <li>→</li> <li>→</li> <li>→</li> </ul>	
<b>2. GLOBALLY AWARE</b>	<p><b>Phase 2: Deeper Steps of Awareness</b></p> <ul style="list-style-type: none"> <li>→ What are easy on-ramps for people to learn about missions?</li> <li>→ How can people pray?</li> <li>→ How are people exposed to the nations both home and abroad?</li> </ul> <p>Your Ideas</p> <ul style="list-style-type: none"> <li>→</li> <li>→</li> <li>→</li> </ul>	
<b>3. GLOBAL CHRISTIANS</b>	<p><b>Phase 3: Developing Goer Interest</b></p> <ul style="list-style-type: none"> <li>→ What opportunities do you provide for further learning in missions?</li> <li>→ In what ways can members of your church continue to make disciples of all nations in an ongoing way stateside?</li> <li>→ How are you observing and identifying potential goers as they make disciples of all nations stateside?</li> </ul> <p>Your Ideas</p> <ul style="list-style-type: none"> <li>→</li> <li>→</li> <li>→</li> </ul>	
<b>4A. US-BASED GOER</b> *This may be the end of the pipeline for those who stay in the U.S.	<p><b>Phase 4: Assessment for Potential Goers</b></p> <ul style="list-style-type: none"> <li>→ How will you observe their readiness, potential and calling?</li> <li>→ How will you assess them?</li> <li>→ How will you work through their personal development plan?</li> </ul> <p>Your Ideas</p> <ul style="list-style-type: none"> <li>→</li> <li>→</li> <li>→</li> </ul>	<b>4B. POTENTIAL OVERSEAS GOER</b> The pipeline continues for those wanting to go overseas.
<b>5. COMMITTED GOER</b>	<p><b>Phase 5: Development for Committed Goers</b></p> <ul style="list-style-type: none"> <li>→ How will you coach them in support raising?</li> <li>→ How will you mentor them through their Personal Development Plan?</li> <li>→ How will you train them in missiology?</li> </ul> <p>Your Ideas</p> <ul style="list-style-type: none"> <li>→</li> <li>→</li> <li>→</li> </ul>	
<b>6. COMMISSIONED</b>		



### **Putting the Sending Process into a Visual Document**

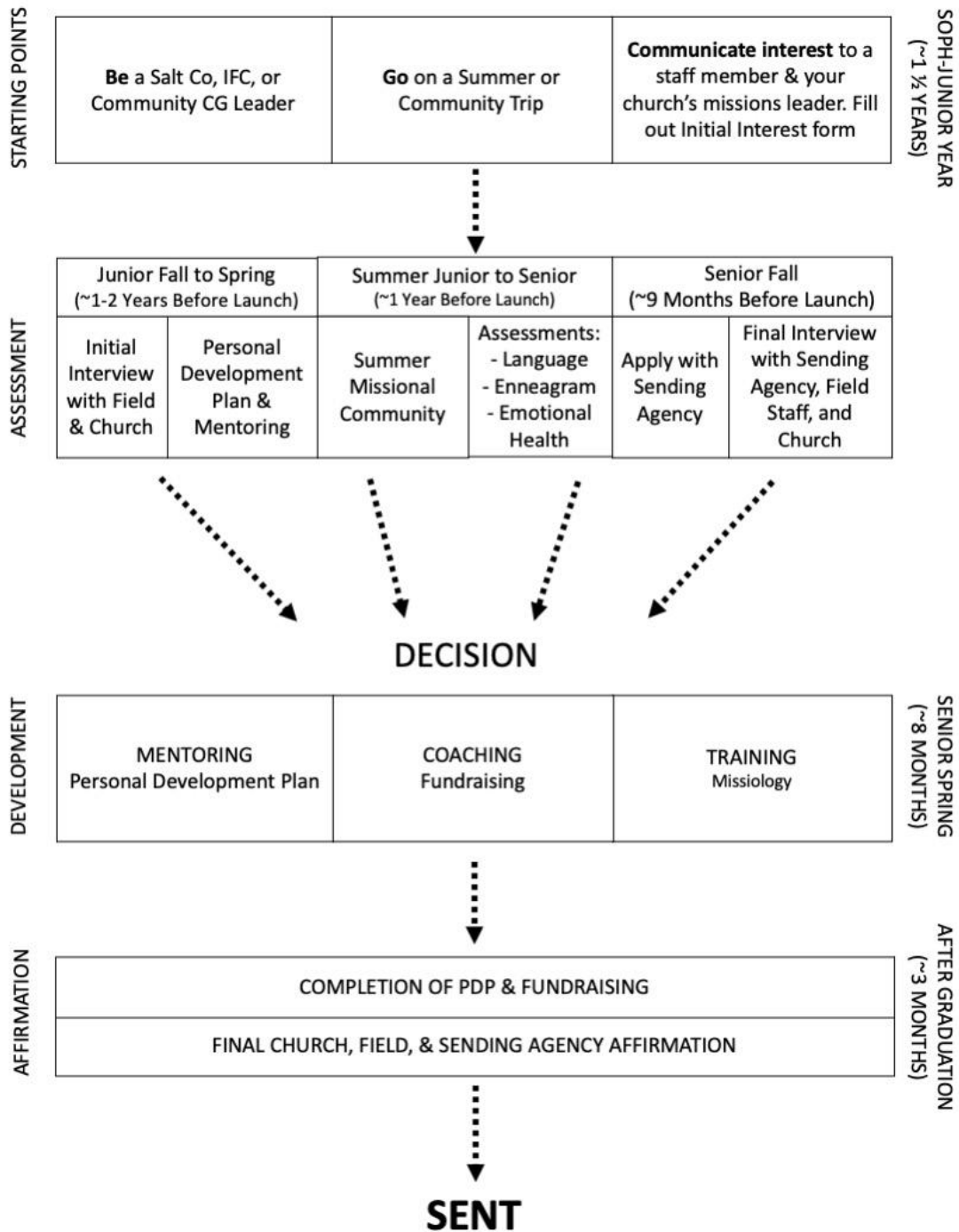
As you complete your sending process pipeline, a helpful next step is to create a one-page document clearly explaining the process and timeline for anyone in your church interested in global missions. Questions you should consider in developing this one-page include—

- What are the starting points to become a potential goer?
- What are key transition points in the process so people know they are moving on the pathway? Is there a timeline range?
- What is the off-ramp from the process?
- Is the sending process general enough for different agencies' timelines?
- Have you worked with your graphic arts team and your executive pastor to make sure the document is simple and visually appealing? See examples of this one-page document (handout #6) and its explanation on the following pages.

# Cornerstone's Sending Process (Handout #6a)

## CORNERSTONE GLOBAL

GLOBAL DEVELOPMENT & SENDING FROM CORNERSTONE CHURCH



## **Cornerstone Sending Process Explained** (Handout #6b)

What does it look like to be sent from Cornerstone Church? We understand the high stakes of moving overseas for individuals and families, the team and work on the field, as well as the nationals. We desire to send workers that are ready for the opportunities God places before you in the destination where you are sent. We want to prepare goers well as a church so that when you get to the agency application, you pass with flying colors and so that when you get to the field, you have the foundation of health that will allow you to flourish as a follower of Christ, as a teammate, and as an incarnational example of Jesus to the people you are trying to reach. Below is the process by which you are assessed and developed.

### **Starting Points**

1. The best place to develop is in the life of your church. Be on Salt Company, IFC or Community Connection Group leadership to develop your character and your competency to disciple and lead others. We believe that 90 percent of what you need to go overseas will happen in the life of our church. We would highly recommend that your junior and/or your senior year that your leadership focus is the International Friendship Connection (IFC). This will provide a great opportunity for you and us to evaluate if cross-cultural ministry is something you should do as your vocation.
2. Go on one of our Salt Company Summer Trips or a Community Global Trip to see the work personally. Through this experience, the field personnel, our Stateside staff and you will begin to know if a cross-cultural missions vocation is the right step for you to take.
3. Communicate your interest to a Salt Company staff member or your church's missions leader. If they confirm that you should move forward in the process, fill out the Initial Interest Form to let the Cornerstone Global staff know of your interest.

For college students, this process takes from sophomore to junior year. For community members, we expect involvement in our church for a minimum of two years before this process begins.

### **Assessment Process**

Junior Year (~1-2 Years before Launch)

1. From here you will have your first interview with the Cornerstone Global leadership team. In this interview we'll lay out the characteristics of someone who goes overseas as well as the process to go. We will then begin working with you on a Personal Development Plan. The goal is for you to become aware of your strengths and needed areas of growth to put you on a trajectory towards greater sanctification and health. We will also ask you to choose a mentor who will ask you hard questions and challenge you in your areas of personal development.

Summer of Junior Year to Senior Year (~1 Year before Launch)

2. If you have already gone on a summer trip, we encourage you to join an in-person or online Summer Missional Community after your Junior Year (or ~1 year prior to launch). In the SMC, you will read the books *Emotionally Healthy Spirituality* by Peter Scazzero and *Spiritual Multiplication in the Real World* by Bob McNabb. As well,

you will learn the rhythms of overseas community life through prayer gatherings, developing community together and being on mission as a team.

3. We will also take you through a few formal assessments helpful in assessing your overall health and trajectory towards overseas work. These assessments will help us make your Personal Development Plan. The assessments include—

→ A Language Assessment that will help you identify your learning style and give field leaders recommendations on how to help you learn language.

→ An Enneagram Assessment that you will review with a counselor to help you become more self-aware of your personality and tendencies.

→ An Emotionally Healthy Spirituality Assessment that will help you be aware of the state of your emotional health and areas to grow.

→ APEST Spiritual Gifts Test by Alan Hirsch.

Senior Year (~9 Months to 1 Year before Launch)

4. Next you will apply with a sending agency. We work with Reliant and the IMB. Each of these processes takes approximately 3-4 months to complete and includes questionnaires and assessments.

5. Once you are fully through the process with the sending agency and have received their positive recommendation, you will do a final interview with your church and the field.

While you're going through the above process, we want you to continue to do our international ministry for development of your cross-cultural ministry skills. Our goal is for you to have made a decision nine months prior to going overseas. So, for example, if you are launching in August, we would like to have decisions made by Thanksgiving or Christmas of the prior year. If you are green-lighted, then we will move forward with your development.

## **Development**

The Cornerstone Global team will then begin with you the process of development in three areas:

1. Mentoring—You will continue to work on your Personal Development Plan with a mentor who will ask you the hard questions in life to challenge you to be more healthy spiritually, emotionally, relationally, in ministry and physically.

2. Coaching—The SNG team and your church's missions leader will help coach you through the fundraising process and provide materials and means for you to have success in fundraising.

3. Training—You will continue to receive hands-on experience through being a part of IFC and through some recommended readings, including *Apostolic Church Planting* by J. D. Payne and *Ministering in Honor-Shame Cultures* by Jayson Georges. We also have some recommended reading in Appendix #6: Development Opportunities for Overseas as you have time pre-field for head, heart and hands development. Cornerstone will hold monthly meetings on missiology and character development.

Through this process, we want you to continue to do our international ministry to develop your cross-cultural ministry skills.

**Affirmation and Sending**

Your final steps toward going are to faithfully walk through your Personal Development Plan and complete your fundraising. At this point, you will receive final affirmation from your church, buy plane tickets and launch.

**On-Field Training**

The 2-year opportunities with Campus to Campus or the International Mission Board will provide you with training in language, culture, theology and missiology. These opportunities will also provide you with great opportunities to live, work and grow alongside a team of people on mission.



# Conclusion

Cornerstone Church and churches in the Salt Network have sent over 2,000 students on short-term trips. Tens of thousands have heard the gospel of Jesus. As of 2022, churches have been started out of these trips and over 150 people have committed to going overseas for two years or more, 90 of which are still on the field. We pray that God would allow your church and ministry to be part of sending the most mobilizable people on the planet to the ends of the earth for the sake of God's name. May you see the nations bow in worship to our King and see your people transformed to better take the gospel to their campus, to our nation and to the ends of the earth.

E-mail [missions@cornerstonelife.com](mailto:missions@cornerstonelife.com) if you have any questions. We'd be happy to get you more information or help you walk through your particular questions related to sending students.

Here's a list of the appendix topics:

Appendix #1: Application for Summer Trips

Appendix #2: Training Notes—This appendix would need to be edited for your church.

1. Fundraising Training
2. January Training
3. Team Leader Training
4. Parents Leaders
5. City Training
6. Evangelism Training
7. Bible Story Training
8. Pre-field Training
9. Post-trip Reentry
10. Post-trip Long-term Opportunities

Appendix #3: Importance of Emotional Health

Appendix #4: Qualities for Goers: Self-assessment Questionnaire

Appendix #5: Personal Development Plan Template

Appendix #6: Development Opportunities for Overseas

Appendix #7: Interview Questions for Long-term Goers

Appendix #8: Student Waiver

Appendix #9: Summer Trips Journal

Appendix #10: Tracking Sheet Example



## APPENDIX #1: Application for Summer Trips

The following are some questions you should consider having in your summer trip application. As a collegiate ministry leader, you would put this in a digital application such as Planning Center, Survey Monkey, etc.

### Personal Details

- First and Last Name
- Email
- Gender
- Birthdate

### Trip Preferences

- The summer 20\_\_ trips are to cities in: *list cities*. Is there anywhere you are *not* willing to be placed?
- What is the earliest date you are available to go overseas?
- What is the latest date you are available to return from overseas?

### Church Information

- Do you attend \_\_\_\_\_ Church on a regular basis (3-4 Sundays per month)?
- What activities are you involved in at your church?
- What college or university do you attend?

### Education

- Year in school
- What is your major?
- What is your anticipated graduation date?
- What is your GPA?
- Will you have a job in the spring? (*This question is to see if they have time for the training*)
- If so, how many hours will you work per week?

### Health

- My health is \_\_\_\_\_. (Dropdown menu: good, average, poor)
- Are you currently taking any medication?
  - If so, please list and describe all medications you are currently taking.
- Do you have any food allergies?
  - If so, please list and describe any allergies and their severity.

- Are you under the care of a physician for a physical condition?
  - If so, please explain.
- Do you have any special health needs?
  - If so, please explain.
- Have you been the victim of sexual, physical or emotional abuse?
  - If so, please explain.
- Are you currently experiencing (or have you ever experienced) a significant period of depression?
  - If so, please explain.
- Have you or are you currently seeing a professional counselor or psychiatrist?
- Have you had a panic or anxiety attack in the past year?
  - If so, please explain the nature of your panic or anxiety attack(s), including the frequency, intensity, duration, etc.

### **Team**

- Do you have a close friend who is also applying for a Salt Summer Trip?
  - If so, who?
- Are you currently in a dating relationship?
  - If so, with whom?
- Will you be getting engaged or married this summer?
  - If so, please explain your relationship situation and timing.
- Please describe two personal strengths and how you perceive they may benefit a team.
- Please describe two personal weaknesses and how you perceive they might hurt a team.

### **Faith and Ministry**

- How and when did you decide to follow Jesus?
- Have you been baptized since deciding to follow Jesus?
  - If so, when and where were you baptized?
- Briefly describe your walk with Christ.
- Please describe a sin you've struggled with this semester and what you're doing to fight it.
- Are you currently a Salt Company leader?
  - If not, are you currently in a Salt Company Connection Group?
- Have you taken Gospel 101?
  - If not, will you commit to taking it this spring?
- Why do you want to go overseas on a Salt Summer Trip?

### **Lifestyle**

- Check the box of any of the following that you have struggled with and/or participated in the past year:
  - Getting drunk
  - Underage drinking
  - Marijuana or any other illegal drugs
  - Sex
  - Other inappropriate physical intimacy
  - Pornography
  - Being arrested
  - Masturbation



- Are you struggling with and/or participating in any of these things currently?
  - If yes, please identify the current struggle and explain.
- Check the box of any of the following that you have participated in or been affected by in the past year.
  - Are you struggling with and/or participating in any of these things currently? If yes, please identify the current struggle and explain.
  - Have you ever been charged with a crime?
  - Do you have a police or prison record?
  - If so, please explain.

## References

In this section, you must enter information for two references. You are responsible for emailing the reference form link to your two selected references.

**Reference 1:** Please choose your discipleship group leader. If you're not on Salt Leadership, choose your connection group leader.

**Reference 2:** Choose the person in your city who currently knows and understands you the best.

Have you been completely honest on this application?

## Reference Form

- First and last name
  - Email
  - Phone number
  - First and last name of the applicant for whom you are completing the reference.
  - Please check "yes" or "no" to this statement: "I understand that this reference is very valuable to the Salt Company staff when considering who to send on their overseas trips. I will be honest and thorough when evaluating this applicant. I understand the Salt Company staff will contact me with any questions concerning my reference" (The information you share in this reference will not be shared with the applicant).
- Yes       No

- How well do you know the applicant?
- Do you have any hesitations or reservations about the applicant's ability to work in a cross-cultural setting away from family and friends?
  - If you answered "Yes" for the previous question, please explain your answer.
- What is your evaluation of the applicant's ability to use good judgment while working under stress?
  - If you were going on an overseas trip, would you want this person on your team? Please briefly explain.
- Have you observed the applicant relating to members of the opposite sex?
  - If so, how would you describe what you have observed? Do you have concerns that would warrant our attention?
- How does the applicant interact with other people?
  - Friendly, distant, warm, fun, abrasive, awkward, etc. Please provide an explanation.

- Please describe two things about the applicant that you think will be a blessing to his or her team and/or team leader.
- Please describe two things about the applicant that you think could be difficult for the team and/or team leader to appreciate or adjust to.
- Share 1-3 examples of how this student has grown in the past six months.
  - Please include any additional information regarding the applicant that would be helpful for the Salt Company staff.



## APPENDIX #2: Training Notes

This appendix needs to be edited for your church.

### 1. FUNDRAISING TRAINING

Raising Financial Support

#### **The Big Picture: Why We Raise Support**

Support raising is a great faith-building activity. You may be apprehensive about asking other people for money, but God can teach you a great deal about his faithfulness (and your sin) in the process. We find the idea of raising support in the Scriptures. Even Jesus had many people supporting him. Take a look at the verses below and see how they can influence your attitude during this process.

→ Luke 8:1-3

→ Luke 16:10-12

→ 2 Corinthians 8:1-5

→ Philippians 4:10-20

→ 1 Thessalonians 5:24

→ 3 John 5-8

→ Exodus 25:1-2

→ 1 Kings 17:1-16

#### **Over Christmas break, leading up to the January Retreat:**

**1. Create a list of people who might be interested in what you are doing.** Think of those who have had significant roles in your life—family, former/home church contacts, college and high school friends, teachers, coaches. Include both Christians and non-Christians. Please don't include more than five \_\_\_\_\_ [put your church's name here] Church community members on your list as members of your church are already contributing to your trip through their tithe. Think through how many people you would need to send a letter to in order to hit your goal. For example, if you ask 50 people, you need to expect each person to give an average of \$100. If you ask 100 people you need them to give \$50 on average.

See Appendix #10: Tracking Sheet Example. Please note as you are filling this sheet out to differentiate who you will email and who you will send a letter. Our recommendation is to send emails to everyone and send letters to people you think won't check their email or don't have email.

**2. Don't censor your list.** You will always be able to think of a reason why you shouldn't ask any of these individuals to consider contributing to your summer: "They don't have much

money.” “I haven’t talked to them in a long time.” “They already give a lot to the church.” Just write the names down. Even someone who doesn’t have much might truly enjoy having a small part in what you are doing. Don’t say no for people.

**3. Write your letter.** Make your letter conversational and warm but to the point. Here are some guidelines to follow:

- Your letter should be no longer than one page (one-sided).
- First paragraph: brief update of what you’ve been doing.
- Second and third paragraphs: what you are about to do—this overseas trip. Include where you’re going (region, not specific location), what you will be doing (getting the gospel to college students overseas), who you’ll be working with (your team), why this country (low gospel access), etc. Include that this is a project sent from (your church) in (your city).
- Fourth paragraph - Their role. Ask them to participate in the following ways:
  - Prayer Team - Ask them to commit to pray regularly in the next several months for you and your teammates, the people you will meet, the rest of your support raising, etc.
  - Financial Support Team - Ask them if they can give financially towards your trip. Be specific—include exactly how much you need (\$5,600) and suggest specific dollar amounts they can give (\$25, \$50, \$100 or more). Send potential donors the correct giving link.

**Other important details to include**

- They can give online via your specific team giving link.
- All checks need to be made out to Cornerstone Church, not to you
- As long as their check is made out to Cornerstone, their gift will be tax deductible and you will send them a receipt.
- All checks need to be mailed to Cornerstone Church.
- Your money needs to be raised by March 31.
- Please include the following line: “As a point of clarity, your contribution is being given toward the global ministry of Cornerstone Church. If for some reason I am not able to go, your contribution will remain in the global ministry fund of Cornerstone Church to be dispersed to other global causes. For tax purposes, please do not write my name anywhere on the check.”
- Also, mention that while you are asking for their support, you are also taking ownership of your support-raising by giving \$500 of your own money. Cornerstone is also giving each team member \$500 and team leaders \$1000.
- Fifth paragraph: Wrap-up/goodbye. Don’t forget to remind them that they are very much in this with you by saying, “I look forward to partnering with you in this project,” or “It is a privilege to share in this kingdom-building process with you.”

**Security Guidelines:**

- Use “Asia” or “Africa” instead of the specific country where you are going. In most cases, it is OK to verbally share with close friends and family exactly where you are going.

**4. Go to Mailchimp.com and create an account (Churches consider creating a template for Mailchimp to give to your students and give it to them).** Use the link shared with you as the template for your letter. Edit the template with the information below and any pictures you would like to add.

## **5. Import your supporter emails to Mailchimp.**

Login to your Mailchimp account > click List > click Create List (right hand corner) > Name your list: Summer Trip 2019 > enter address > enter name > click Save > click Add Contacts > click Import Contacts > click Copy/Paste > add all of your emails into the text box > click Next > click the box that says “I understand that my billing plan may be automatically upgraded” > click Next > click Import.

Bring your computers to the January Retreat. This is when you will officially send your Mailchimp letter out to your support list.

**6. If there are any supporters you would like to mail a support letter to in addition to email, you can upload your support letter into the Google Drive folder shared with you.** Also upload their addresses into the designated spot on Google Drive. You will be given time at the January Retreat to write personal notes on your letters and assemble them.

## **JANUARY TEAM RETREAT**

**7. At the January Retreat, you will assemble your letters.** It is important to have your letters and addresses finished and in the Google Drive by January 5 so that we can print these and have them ready for you to assemble at the retreat.

With your letter, you must include the following things, which will be given to you at the January Retreat:

1. A response form
2. A pre-addressed small envelope (with your personal address in the center)
3. A very short handwritten note at the end of your typed letter
4. A team prayer card

## **Following the January Team Retreat**

**8. We will mail out your letters.**

## **9. Follow up with people**

A few weeks after we send out your letters, follow up with those you haven't heard from by phone, email or a personal meeting. Some of your original letters will get lost, forgotten, or accidentally overlooked, so don't be afraid to ask people about it. It's a great opportunity for you to engage with people about your trip and your purpose. The more personal you are, the more likely it is for someone to support you.

## **10. Receiving Money**

- All checks are to be made to \_\_\_\_\_ Church and mailed to \_\_\_\_\_ Church.
- All gifts will be recorded by (the church accountant's name) and added to your team's tracking data studio (more details to come in the spring).
- When a new gift is recorded, write a receipt and a thank-you note and mail them together *right away*. Mark on your Tracking Sheet once you have mailed your thank-you and receipt.

**Final Notes:**

- Aim to have 2/3rds raised by March 1 and the final amount raised by March 31.
- Passport reimbursement—If you have to buy a passport for your trip, the cost of the passport and passport photos needed is reimbursable immediately *as long as you turn in your receipts to your church's global staff representative*. This cost will be added to your goal support-raising amount.
- Immunizations—You are responsible to pay for any immunizations you get. This *will not* be covered by support raising. However, we encourage you to make sure you are up-to-date on your vaccinations.
- Office supplies—Cornerstone will provide you with envelopes and stamps. You can make black and white copies at Cornerstone for free. You will not be reimbursed for any office supplies or copies you pay for.

**Following your Summer Trip:**

- Please plan to write a follow-up letter or email to those who prayed and financially supported your trip. The email should share what you saw God do while you were on the trip.
- It is a good idea to send your letter to your original list of people you mailed support letters to (There is a good chance people prayed for you who did not turn in a response card).

## **2. JANUARY TRAINING**

**GOAL:** For summer teams to begin bonding as a team, for students to catch a vision for the nations and get a head start on support raising.

**FRIDAY/January \_\_**

7:30 pm - Main Session #1: Biblical Basis for Missions

9:00 pm - Team Time

**SATURDAY/January \_\_**

9:00 am - Breakout: Getting to Know Your City (Zoom call with Overseas Host)

10:00 am - Main Session #2: The Heart of Mission

11:15 am - Break

11:30 am - Breakout: Team Chemistry

12:30 pm - Lunch

2:30 pm - Breakout: Logistics Session

5:00 pm - Free Time/Dinner

8:00 pm - Main Session #3: The Hard Task of Global Missions: The Life of Adoniram Judson

9:30 pm - Team Time

**SUNDAY/January \_\_**

9:30 am - Breakout: Prayer

10:00 am - Main Session #4: "The Eyes of Faith"

### **Main Session #1 Overview: Biblical Basis for Missions**

The goal is to convince students of two things:

1. Reaching every tribe, tongue and nation with the gospel and glory of God isn't a side project that some Christians are passionate about.

→ This mission to reach all nations and peoples is the focus and center of God's story throughout the whole Bible.

→ It is not one thing God is doing. It is the thing God is doing.

2. Convince students that there is nothing more important or glorious that they could give their life to.

### **Main Session #2 Overview: The Heart of Mission**

Tension—You're part of a much bigger story. Do you know it? What can we learn from it?

Genesis 12:1-3 - The heart of mission

→ Leave your home—a calling somewhere new

→ Go to a new language/culture (Abraham from Babel to Canaan)

→ To be a blessing to the world through Christ

### **Main Session #3: The Hard Task of Global Missions: The Life of Adoniram Judson**

Tonight is a unique message. I want to talk with you about living for something more than just the standard American dream of a nice house, nice job, secure living in a gated community. I want you to walk out of here with a *massive* vision for what God can do in and through your life. And I want to do that by telling you about one of the earliest missionaries ever sent from America, a man named Adoniram Judson.

But I want to warn you at the outset—the story of Adoniram Judson is *glorious* and *hard*. This man suffered incredibly for the cause of Christ and for a long time saw *no fruit* whatsoever. In his first 12 years on the mission field, he had 18 converts. His ministry, especially in the early years was one of *death* more than one filled with vibrant life. He would have never spoken to a pastors conference in America because we are convinced that the bigger your church, the better you are.

But today, I want the life of Adoniram Judson to speak to us. I want the suffering of this man to sear itself onto our minds. And I want to lay a foundation for why every ounce of that suffering was *gloriously* worth it to spread the gospel to those who had never heard.

#### **Lessons:**

1. The Unreached People—More than Just Burma.

“Unreached” is a question of a person's access to the gospel, whereas “unsaved” is a question of a person's acceptance of the gospel. For example, your neighbors have access to the gospel, so they are not unreached; however, if your neighbors have not accepted the gospel, they are unsaved. There are three billion people in the world who, like the Burmese when Judson landed, would be classified as *unreached*. If you are one of those three billion unreached people, you will be born, live and *die* and *never* hear the gospel of Jesus Christ.

2. God's Design for the Global Spread of the Gospel

“All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age” (Mathew 28:18b-20, ESV).

“And they sang a new song, saying, ‘Worthy are you to take the scroll and to open its seals, for you were slain, and by your blood you ransomed people for God from every tribe and language and people and nation’” (Revelation 5:9, ESV).

Every tribe and language and people and nation in *heaven*. That was the confidence of Adoniram Judson. He believed God had people in Burma, so he went.

How will the gospel get to those who have never heard? How will it go to the places with unreached?

3. The gospel will only penetrate these unreached areas if God’s people are willing to suffer in order to take it there. These countries are often closed to the gospel, and it will be dangerous and costly to go there. Some of us and some of our children will be killed. This is the design of God. The gospel has always been spread through the suffering of the saints.

“Truly, truly, I say to you, unless a grain of wheat falls into the earth and dies, it remains alone; but if it dies, it bears much fruit” (John 12:24, ESV).

“For this is a gracious thing, when, mindful of God, one endures sorrows while suffering unjustly. For what credit is it if, when you sin and are beaten for it, you endure? But if when you do good and suffer for it you endure, this is a gracious thing in the sight of God. For to this you have been called, because Christ also suffered for you, leaving you an example, so that you might follow in his steps” (1 Peter 2:19-21, ESV).

“For it has been granted to you that for the sake of Christ you should not only believe in him but also suffer for his sake” (Philippians 1:29, ESV).

(Personal Story from the Speaker)

My sister Megan. 26. Brilliant. 4.0 Cedarville graduate. Her pick of nursing location in the U.S. She left all her sparkling possibilities and nearly all her possessions to go as a medical missionary to Bangladesh—the country that touches Burma. Bangladesh is a Muslim country, and no missionaries are let in to openly evangelize. But because Megan is a medical worker, she could go.

My daughter was born shortly after Megan left; Megan has never held her niece. Owen remembers her, kind of. We pray for her constantly. We talk on Skype when she has power and we email back and forth. And some time in the future, I will fly over there, and in a few years, she will come back here to raise some money and report to churches what God is doing through her ministry.



Many of her other college classmates have gone on to more lucrative careers in medicine. They have nicer homes and cars, and they have good internet and get to play with their nephews and nieces. But my sister, having received the Good News of Jesus Christ, looked at a map of the world like this and said, "There are so many who have never heard. I have to go."

And if we are going to make a dent in the 10/40, we need thousands of Megans. We need a generation compelled by the love of Christ who, like Adoniram Judson, will be willing to suffer for the sake of those who have never heard. We must get involved.

**Everyone in this room must get involved.**

PRAY - Operation world. Get a globe.

GIVE - Live radical now.

GO - Short-term. Go to China. Go to college and get a degree and go. Long-term.

Many people are afraid of many things. Afraid of death. Afraid of disappointing people. Afraid they won't like their job.

Here's my greatest fear for you guys: that you will spend all of your life doing things that are great for 70 years on earth and spend no time planning for eternity. "I'm planning for the future" is a buzz phrase we say in America. And what we mean by that is we are planning for the ten years we will spend after we retire and before we die. Not planning for the 10 million years we will spend in eternity.

*Live* for more than the American dream. *Live* for something bigger than a nice house and nice car. *Live* for something worth *dying for*. Reaching the nations for Jesus is a great dream.

And you don't go driven by *guilt*. But by *glory*. By eternity. What a dream!

**Main Session #4: "The Eyes of Faith"**

2 Corinthians 3:12-18

We were made for glory, but a veil lies over all of our hearts that keeps us from seeing glory and being glorious.

Verse 18 says that you become what you behold. The way that we can become glorious like God is to behold his glory. Be the type of person who sets your mind on Christ, and you will be like Christ.

2 Corinthians 4:18

How can you see what is unseen? You have to put on the eyes of faith.

→ Eyes of faith see the glory that is coming for us (the light and momentary afflictions of following Jesus are not worth comparing to one day becoming glorious like Jesus). The outer you is wasting away, but the inner you is putting on glory.

→ Eyes of faith keep straining to see that glory (we do not lose hope). Hoping against hope that Jesus actually will transform the world the way that he promised and will do it through you if you will believe and act.

Essentially the talk is how we can be like God, and then how we can turn around and rub some of his glory off on the world through living lives of purpose and meaning.

## **TEAM CHEMISTRY TRAINING**

Context for Training: All teams all together. The following are teachers' notes for a summer mission trip training.

### **Teams Matter**

The point: Focus students on building team health this semester to prepare for a summer mission trip.

### **Teams Are Top Priority**

→ Your summer mission trip is a team experience

→ If your team tanks, your summer tanks. If your team has bad chemistry or toxic culture, and somewhere along the way you find yourselves merely surviving each other, then your summer will tank. When summer trips go bad, it's almost always because of bad team culture.

→ Here's what we want you to hear: Teams matter! Some of you are thinking about how you're going to share the gospel when you feel so inadequate. Others of you are thinking about all the details you need to prepare for.

→ Here's what we want to focus on in this session for the next hour: The most important thing you should do to prepare for your summer overseas without question, by a long-shot, is invest in your team to build a healthy team culture.

### **Relational Bank Account**

→ Everyone is fundraising money right now because you're going to have needs that cost money all summer long: plane tickets, housing, food, whatever. You are fundraising now because you're preparing to withdraw later.

→ I want everyone here to understand: You have actually opened two accounts. You have opened a fiscal account, and you have opened a relational account with your team.

→ Put money in your relational bank account.

→ When you are sitting in KL, and you've struck out all day, and you're drained by your chatty ministry partner because you're an introvert, you're going to need to withdraw.

→ The culture of your team becomes the story of your summer.

### **Teams Are Gospel Communities**

What Is a Team?

→ If the culture of your team becomes the story of your summer, it really matters how you think about your team—what you expect of them, what you believe the team is supposed to be, and what kinds of tools you have in your toolbox.

→ So, that's what we're going to talk about. The whole point of this time is: How do you work to understand your team?

### **Two Potential Ditches for Teams**

→ People with too high of expectations think, "My teammates are my new best friends." That's a lot to expect of people. It will crush them. Your preferences for favorite friends is basically irrelevant to whether or not you should lean in to your team.

→ People with too low of expectations think, “My teammates are my travel buddies. I’ll travel and room with them, but I don’t need to invest in them. That’s not what this is.”

Here’s the middle ground: Your team is a gospel community. You could say you’re believers living as a family on mission together.

### **Functioning as a Gospel Community**

→ Jesus says in John 17:23 (NIV 1984) about gospel communities, “May they be brought to complete unity to let the world know that you sent me and have loved them even as you have loved me.” Did you catch that? He said, let these believers who are on mission together be completely unified. They are completely unified because when they do, a world that watches sees that God is inviting broken people into the love he has for Jesus. People will know that God has sent Jesus to love them because of the way that gospel communities are unified.

→ Why? Colossians 3:12-14 (NIV 1984): “Therefore, as God’s chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness, and patience. Bear with each other and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you. And over all these virtues put on love, which binds them all together in perfect unity.”

### **Why does unity = mission?**

→ Here’s the takeaway: Why are all these verses saying that the world will know God’s love when gospel communities are unified? because a gospel community that is unified has to work out the love that God has shown you to other people.

→ Here’s the thing about the gospel: You have been given the warmth and riches of your Father in heaven’s love when you could not deserve it less.

→ I know that God has melted me with gospel love. He has forgiven me of all my debt I couldn’t pay back, and he has given me all his riches I could not deserve. I know that in the vertical.

→ But, it’s when we act out the vertical in the horizontal that the world can see our gospel-melted hearts. They see that we treat each other with love that we don’t deserve.

→ When gospel communities treat each other with patience and gentleness and humility and love, it’s not because they deserve it, but it’s because they breathe and have been given God’s love themselves to enjoy and give to others.

→ In the Bible we see that we’ve got to be unified. Gospel communities are unified because they have received the warmth and riches of their Father in heaven’s love and they act that out to each other in the horizontal.

### **This is hard overseas.**

→ You will have more than enough opportunities to treat people with God’s love and forgiveness when they don’t deserve it. And you will find a thousand opportunities to not deserve God’s love through your teammates.

→ When you are overseas, you are put in an environment where a secret level of ugly within you that you normally can suppress comes out in fury.

→ You can’t hide what’s actually in the tank when you’re overseas.

→ You won’t feel like you deserve the vertical in the horizontal. But that’s not how God loves; it’s not our performance or behavior that dictates God’s love, but how God has decided to extend mercy and forgiveness and friendship.

## **The Point**

→ So, there are a lot of concepts being thrown out right now.

- The culture of your team is the story of your summer.
- You are a gospel community that is called to complete unity by acting out in the horizontal what God has shown you in the vertical.

→ Here's the one challenge I want you to hear from all of that: Just be for your team like God is for you.

→ God is for you and not against you. He wants to give you good things that you don't deserve. While we were still sinners, Christ died for us. That's the attitude God has toward you, and that's the message you're sharing all summer long.

→ So, the more opportunities you take to act that love out, the more you will be fueled by how beautiful that kind of a love is that transcends behavior and merit and acts out of the heart of a God who is merciful.

→ You will be fueled in the way you speak the gospel by the way you act out the gospel by the way you believe the gospel for yourself.

→ As you seek to be a completely unified gospel community that acts out in the horizontal what is true in the vertical, just think to yourself, "I want to exhibit Christ-likeness to my team as Christ has exhibited his love towards me."

## **Team Roles**

### 1. Team Leader

- Primary contact
- Caregiver (Overseer, Delegator)
- Pace-setter, first to serve, first to share

### 2. Team Member

- Shared ownership in the details
- Shared spiritual care
- Supporter

## **Personalities**

Newsflash: You are different from your teammates.

→ This is a good and beautiful and intentional thing.

→ God made us this way.

→ Differences in people brings 1) sanctification to you and 2) completion to your team.

- Sanctification: Philippians 2: "In humility count others more significant than yourself, look not only to your interests but also the interests of others."
- Completion: It would not be good to have a team of four of the same person. You would have blind spots. You might be great at making friends but not be great at keeping them. Overseas, you might be super engaging with people but get lost in the city easily. Or you might be great with logistics and directions but have a hard time starting a conversation.

Our differences bring balance and health.

→ It's important to understand balance and health. We want you to learn how to love people who are not like you, and see how their differences are given from God, not something to cause you to be proud or insecure.

- Bad response #1: Pride—placing value on personality traits as if it is better to be an extrovert.
- Bad response #2: Insecurity—placing value on others' personality traits and being consumed with how much you wish you were different or could be more like them. This will waste precious time.
- Proper response: appreciation for the unique combination of your team members, seeking to learn and understand.

Take time over the next couple months to study each other. Yes, I would encourage you to use some helpful personality devices like Myers-Briggs and Enneagram, etc.

- Why? Not to put one another in a box
- But to learn about what makes you different
- These tools give you language for explaining things you may not have realized were actually unique.

Myers-Briggs reveals how you process information and interact with the world around you. This tool shows how you function in one of two ways in four categories:

- Introvert/Extrovert: How you receive and direct energy
  - Being an introvert or extrovert is not based on whether you like people or not.
  - “E” = Extroverts enjoy lots of events and new people.
  - “I” = Introverts prefer fewer stimuli and time alone.
  - Summer implications: Being extroverted or introverted affects how you go about meeting people and working with them as a team, how you spend your time, and how you sabbath. Keep in mind these differences and value what other people bring to the table in their personalities.
- Intuition/Sensing: How you process information
  - “S” = Sensor, someone who lives in the here and now, uses the five senses to observe facts. Sensors tend to focus on details.
  - “N” = Intuitive, someone who goes with their gut, looks for deeper meaning and how things seem. Intuitives tend to focus on the big picture.
  - Summer Implications: As you make decisions, N’s will bring faith and big picture vision. S’s will want to know how it gets done. Value one another in the decision-making process.
- Thinking/Feeling: How you make decisions
  - “T” = Thinking, someone who uses objective logic, decides with their head
  - “F” = Feeling, someone who uses subjective feelings, decides with their heart
  - Summer Implications: Thinking and feeling differences create some of the greatest challenges on the field. Thinkers will need to remember it isn’t just what you say, it’s how you say it. Give feelers time by listening to them, and understand that feelers will help you communicate and make decisions with people in mind, not just logic.
- Judging/Perceiving: How you interact with the outside world
  - “J” = Judging, someone who is structured, prefers systems, appreciates predictability
  - “P” = Perceiving, someone who is flexible, wants to keep options open, needs freedom from obligation
  - Summer Implications: How time is scheduled can become a big cause of stress. Some will need schedules and some will hate schedules. Those who are more

schedule-driven have a great opportunity in summer trips to be more flexible. Those who are more spontaneous can love others by making plans.

## **Conflict**

There are two sides: attacking and avoiding. The middle is the gospel.

→ Attack: High value on justice, need to be right, tendency to vent, appreciate a passionate argument, want to fight until the fight is over, winning the argument is more important than loving the opponent

→ Avoid: Withdrawal from or ignore conflict, respond with sullen silence or apathetic passivity, deal with anger or frustration by suppressing it, prefer to avoid a fight rather than win it, have opinions but keep them to themselves in order to “keep the peace,” sometimes need to physically leave an argument in order to “get some space,” avoiding an argument is more important than solving anything

→ What the gospel says about conflict:

- One should desire is to understand and engage
- One should desire to seek *real* peace and reconciliation

→ The difference with the conflict category is that unlike other personality traits, these are actually both *wrong* ways of handling conflict.

Other Personality tests and exercises to explore as a team to develop better team dynamics

→ Enneagram digs into why people might respond the way they do. It helps reveal motives, fears, desires, etc. of your personality.

→ Love Language tests show what makes people feel loved or appreciated.

→ Talk about what makes each other tick. Play games together, go on road trips, have conflict, trade out who makes decisions on things.

## **Assumptions**

The point: Teach students how to check assumptions (and why they should commit to that).

### **Introduce Tool**

- Conflict = scary to most
- Many unhealthy styles we default to: aggressor, avoider, suppressor...
- God tells us that love keeps no records of wrongs—but most conflict is never dealt with.
- Game-changing tool: checking assumptions

### **What is an Assumption?**

- The goal is to achieve understanding of a person and situation versus interpreting in suspicion.
- Living off of assumptions instead of reality will destroy your team.

### **Circles**

- “Your circle” versus “their circle”
- You are responsible for your circle alone: speaking with clarity, apologizing, explaining, listening, asking questions

- You are *not* responsible for the other person's circle: their response, apology, opinions...
- Seek reconciliation and own your circle.
  - + Most of the time that we avoid conflict, it's because we're scared of what we can't control in "their circle" (what will they say, they won't agree, etc.).

### **Keep Short Accounts**

- Check small assumptions to keep short accounts.
- God says love keeps no records of wrongs (1 Corinthians 13), so keep short accounts instead of recording a list of wrongs.
- Remembering and rehearsing the ways your team has frustrated you or offended you is a source of disunity and bitterness that will destroy your team.

### **Commit to Checking Assumptions**

- Commit to living in reality instead of assumptions. You will be shocked at the massive amounts of health, unity and mutual understanding this disciplined habit will bring to your team and your whole life afterward!

### **Invest Now and Final Words**

The point: Reinforce the vision of building team health this spring and reinforce the key ideas with memorable statements.

- Keep short accounts instead of records of wrong.
- Trust is given and mistrust is earned. We fill the gaps with trust or suspicion.
- Fast alone, far together

## **3. TEAM LEADER TRAINING**

### **TEAM LEADER TRAINING #1 : DNA OF A LEADER**

#### **1. Primary Contact**

Excess:

- The *only* contact—information stops with you (from hosts & staff)
- Mentality: only I need to know these things (exclusive owner of info)

Deficiency:

- Non-responsive (URGENT!!!!)
- No ownership
- Relying too heavily on staff

#### **2. Caretaker (Overseer)**

Excess:

- Conflict
  - + Personally involved in every conflict versus helping team members to move towards each other by themselves
  - + Mediate every encounter

- Shepherding
  - + Involve yourself in every shepherding moment.

Deficiency:

- Conflict
  - + Avoid conflict that isn't yours entirely
- Shepherding
  - + Disengaged, absent, doesn't care, doesn't ask

### 3. Pace-setter

- Set the pace in our churches' values of: Bible, community and mission.
- Be sure to emphasize that every location is different: the absolute *key* is that you align your team with the vision of the hosts.
  - + So, let your activity each week be based on what the hope and prayer is for the long-term hosts; your short term trip is *because of* the long term work.

**Team Culture** (This section on developing team culture is helpful for the full team.)

#### 1. Shared Ownership (left: rogue/right: CEO/dictator/boss/dominating type)

- Feel the burden of the team. Seek to serve your team members with your strengths (conversationalist, optimist, encourager, jokester, etc.).
  - + Deficient: Only caring about yourself; all the burden of team is on the leaders, not pulling your own weight, not taking responsibility to own your part of the team
  - + Excess: You are *the* owner; you feel the weight of the whole team on your back, acting like the team leader

#### 2. Shared Spiritual Care (left: co-workers/right: life coach)

- Care for the health of your teammates. What needs do they have that you could meet with honesty, empathy, truth, encouragement, etc.?
  - + Deficient: You only care about your shared activity but not the actual *people* on your team, apathetic, only expecting the team leader to care about the other teammates, waiting for the team lead to invest in your teammates (to celebrate or challenge)
  - + Excess: D-Group, Paul, oversight

#### 3. Supporter (left: passive/right: aggressive)

- Support your team leader. Some decisions they make will be tough, or even wrong, but always decide to lean into their leadership.
  - + Deficient: Against the the leadership, suspicious, doubtful, critic, don't encourage your leader
  - + Excess: Leading, making executive decisions

**Missional: Explain fishing**— the why and the requirement (Josh)

Two goals: 1) how to initiate a conversation and build a connection, and 2) how to ask good questions to figure out what that specific person God has led you to actually believes—we can't train you for each heart.



## **TEAM LEADER TRAINING #2**

**Vision:** Talk through case scenarios with team leaders to think through their role as a leader in scenarios such as these:

### **Guys & Girls**

The girls on your team are ready for bed, but the boys are still hanging out after your team meeting. One girl takes a shower while the boys are still in your apartment. Is this appropriate?

### **M's vs. Team**

The long-term missionaries have a vision for the team's summer that is different from the team's expectations and desires. How should you go about leading your team?

### **Divided Team**

Half of your team just had some terrible food and talked about how they never want to have it again. The next day your whole team is eating with one of your friends who orders the food half of your team has just had a horrible experience with. Half of the team wants to leave but the other half of the team thinks it would be rude to leave their friends. What should you do? How should you go about making unpopular decisions?

### **Laziness**

You notice your team member is sleeping in, not reading his Bible and is just barely ready for team time in the morning. What do you do?

### **Subversive Teammate**

Someone on the team is holding bitterness towards you, doesn't respect the decisions you've made, and thinks they would be a better team leader than you. What do you do with the person that does not respect you?

## **4. PARENTS' BREAKFAST**

**Vision:** Invite parents to learn about their student's summer trip experience and give them an opportunity to ask questions.

→ Welcome (5 minutes)

→ Overview of process (30 minutes)

- Vision of our network
- Highlight video from last year
- Ask, "Why should your student go this summer?"
  - + We believe our students are the best people to reach international college students (English).
  - + We want your students to have a safe summer that transforms their lives.
  - + Summer trips do incredible work for the long-term workers in helping spread the gospel, which is why our trips are focused on evangelism.

→ Country presentation (30 minutes)

- General country and city information
- Spiritual climate today
- Number of college students
- Overseas hosts

→ Logistics (10 minutes)

- Security
  - + We carefully select locations
  - + Each student will be equipped with a Simple Truthful Statement (STS).
- Staff contact information
- Communication policy
- Phones
- Medical care & insurance
- Vaccinations
- Plane tickets/visas

→ Q&A (15 minutes)

## **5. CITY TRAINING**

### **Overview**

Students will be engaging with people from different cultures through conversation by visiting different locations that are similar to overseas experiences in Minneapolis, Minnesota. As a note, this training is written specifically for our training in Minneapolis. You will need to rework some of this material to fit a specific city you intend to send students to for this training.

### **How to do this:**

1. Learning - Read Genesis 1:26-31

- The best way to be successful at cross-cultural ministry is by committing to becoming a great learner. Being a learner means that you don't view yourself as superior to other cultures as if you have something to teach them, but rather you enter their lifestyle and view them as equal to you. After all, every human bears the image of God and deserves to be treated this way.

2. Asking Questions

- To be a learner, you have to ask questions. Asking questions communicates to others that you respect them and desire to learn from them. Often the sentiment is returned, leaving you an opportunity to share about yourself. Learning how to do this well will be essential in helping you to make friends and share your faith this summer. Below is a list of some great questions to ask to get you started.

3. Visiting Religious Sites

- You will be visiting either a Hindu temple, Buddhist temple, or mosque. Religious sites can be great places to engage in conversations because other cultures are much more open to talking about religion than Americans are. Some specific religious sites notes:

- + The tour at the Hindu temple is organized for you and is a formal occasion. Make sure to arrive 10-15 minutes early and to be respectful to the guides. They are going out of their way to make this possible for you. Ask good questions and thank them for their time.
- + Make sure not to interrupt someone who is worshipping. If you cannot find anyone at the Buddhist temple to ask questions of, walk around and pray for the people coming to that site to worship. Make observations and see if you can make connections to the gospel that will be helpful for you to remember when you are overseas.
- + There is also a mosque in one of the Somali malls (the one on Pillsbury Ave S) that you may be able to get a tour of if you ask (Women are not allowed in unless there is a women's entrance!). You need to ask to enter, so do not just go in.
- + There may be shamans in the Hmong markets. Many of the things they sell at Hmong markets are religious; just ask.

#### 4. Purchasing Cross-Cultural Items/Foods

- All the places you visit will have real people with real jobs from real places. We want to support them by giving and not just taking. You can support them by buying a Hmong Scarf or getting Somali henna (Please don't get black henna. It can be dangerous and cause infections).
- You will also get lunch/snacks at these places. You should definitely try a Somali tea and a samosa in the Somali mall. It will change your life (Just ask someone where to buy them).
- Pho (pronounced fuh) is a classic Vietnamese food at the Hmong market if you haven't tried it.

#### 5. Value Team Time

- Every moment this weekend is an opportunity for you to learn about yourself and your team. Make sure to utilize this time together.

#### 6. Fishing

- While visiting religious sites and markets, your main goal is to be a learner and to ask good questions. However, at the U of M, we want you to actively try to get into gospel conversations with people on campus. Similar to this summer, you might experience not being able to find anyone to enter into a conversation with. Remember to pray. If you find yourself feeling discouraged, stop and pray for yourself, your team, and the campus. Try not to lose an opportunity to share the gospel.

#### **Instructions on Asking Good Questions**

To speak the gospel to someone's heart, you have to understand who they are. Be someone who asks good questions. Avoid assuming you know what they believe or what is going on in their life.

### Questions to ask at Markets

- A good start is: "Hello, I am with some friends trying to learn about other cultures and am here looking around."
- Conversation starters:
  - + What do you sell in your shop?
  - + Where did you get these items?
  - + What are these unique items used for?
  - + How did you start a shop here in Minneapolis?
  - + How long have you been in Minnesota? America?
  - + Do you have family here in Minnesota?
  - + Did you come to America with your family?
- More in-depth questions:
  - + What do you like about America?
  - + What do you miss about your home country?
  - + What is your favorite thing to do in this mall/market?
  - + Are any of these items religious?
  - + I want to learn about your culture. If you could tell me one thing about your culture, what would it be? What would you show me?
  - + What should I buy in this mall/market that really symbolizes your culture?

### Instructions on Debriefing the Weekend

We hope that you just had an awesome experience as a team learning how to navigate a city and engage with people from other cultures. Our assumption is that you had a lot of fun but that you also felt some frustration along the way. As a team, take some time to talk through what you learned from this experience. What was really good and what was really hard?

What is something you learned from the city training?

Was there anything about the situation that was frustrating?

Is there anyone on your team that you need to check assumptions with?

How can you apply what you learned this weekend to the posture you have going into this summer?

## 6. EVANGELISM TRAINING

**Context:** Notes for the teacher in a training session with all students going on a summer trip.

**Vision:** Equip our students to contextualize and communicate the gospel.

**Funnel** - These are the steps you will go through in the summer to reach students and pass them off to long-term hosts:

- Students: Reach by broadly meeting students on and off campus
- Friends: Share the gospel, wait for responses
- Seekers: Host Bible study for seekers who are interested
- Contacts: Pass off to hosts those who have come to know Jesus or who show lots of interest.

## Students to Seekers

**1. The Problem:** Most people expect to make students into seekers in one sitting.

→ A student is someone who doesn't know you. A seeker is someone who has heard the gospel and wants to learn more by reading the Bible. So, you have two jobs in the "friend gap": 1) actually get to know them and let them get to know you, and 2) share the gospel with them.

- That means there are three stories that happen before a student becomes a seeker:
  - + Their story
  - + Your story
  - + God's story

**2. The Win:** We need to learn how to evangelize.

→ Evangelism: Speaking the truths of Jesus to an unbelieving heart, often through our own story.

→ But we don't just meet someone in the cafeteria and jump into the story of God.

- And we don't just meet someone and start talking about ourselves.
- We start evangelism by building rapport towards friendship, genuine understanding and love/care/enjoyment of another person.
  - + You have to take interest in them and ask them about themselves to understand them and hear their story.
  - + Not just as a cold strategy but out of the real love that God gives us for others via the Holy Spirit.

## Recap

- You evangelize by telling the truths of Jesus to an unbelieving heart (God's story)
- You evangelize by telling your own story of how the truths of Jesus changed your heart (your story)
- You evangelize by understanding the unbelief of the person's heart (their story)

**3. The Question:** How do you turn initial small talk with a stranger into a spiritual conversation in which you can share the gospel?

## 5 STEPS OF EVANGELISM

**1. Get Connected** (Build rapport through small talk, usually 3 to 5 minutes.)

- "How are you?" and "Who are you?"
- Caring about a stranger because you believe the Romans 10 progression starts with someone saying "hi."

**2. Get to a God Conversation** (Get to the point—transition to spiritual matters.)

- Find a bridge to a spiritual conversation.
  - + What is your favorite book? Mine's the Bible. Have you read the Bible? (etc.)
  - + Ask about their country: What do people believe about God here? What do you believe?
- We are all sinners, aren't we?
  - + We are all frustrated, aren't we? We try our best to please God, but fail (sin) continually, leaving us frustrated.
  - + Our sin debt gets larger instead of smaller, doesn't it? Because we sin every day, don't we?

**3. Get Them Lost** (Reveal a common sin problem and frustration of failing in our religious duties by letting them talk about their religious experience.)

- What are you doing to get your sins forgiven? (Let them talk about two to three things they are doing to get their sins forgiven, asking questions about those things that lead them to feel that what they are doing is not paying off their sin.)
- Then ask the following questions:
  - + Are your sins paid off yet?
  - + When will they be paid off?
  - + On judgment day, will your sins be forgiven?

**4. Get the Gospel to Them** (Take about 3 minutes to give a brief presentation of the gospel to show how you're sure your sins are forgiven because of Jesus' death and resurrection)

**5. Get to a Decision**

- Draw the net by using three questions:
  - + Have you ever heard this before?
  - + What made sense? What doesn't make sense?
  - + What do you like? What do you not like?
  - + What do you think will happen to you if you don't accept the truth about Jesus?
  - + Do you want to pray to God with me to receive the free gift of Christ Jesus?

### **Two Ditches of Evangelism**

- Only friendship: You never share the gospel because you don't want to offend them or you're waiting for the perfect conditions or a deeper friendship. You don't have time.
- Only gospel: You don't even know them and you don't know how to speak to their heart.

### **MY STORY**

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I first sensed my need for Jesus when . . .

What made me most interested in Jesus was . . .

I finally decided to trust Jesus and follow him when I realized that . . .

Since I entered into a relationship with Jesus I have changed

From: \_\_\_\_\_ To: \_\_\_\_\_

From: \_\_\_\_\_ To: \_\_\_\_\_

Jesus helps me in my daily life by . . .

I have seen God answer my prayers in some pretty cool ways, like the time . . .

Have you ever considered learning about how to follow Jesus?

## **THEIR STORY**

The best way to share the gospel with someone's heart is by knowing their joys, sorrows and barriers to the gospel. To know someone's story well requires asking good questions.

### 1. Biographical Questions:

- + Where are you from? What is your favorite thing about (name of country)?
- + What do you study and why?
- + Tell me about your family.
- + Are you a spiritual person? How does that change who you are and what you do every day?

### 2. Interests Questions: (Hopefully, these questions will help you find some ways you can spend time together in the future or give you the opportunity to introduce Jesus in the moment.)

- + Do you have any hobbies or favorite sports?
- + What is your favorite thing to do in your free time?
- + What is your favorite holiday/festival/family gathering? Why is it important to you?

### 3. Get Them Lost: Very few people have a concept of the severity of sin (let alone an understanding of what sin is), a recognition of the necessity of repentance, an understanding of grace, or the knowledge of the overall message of the gospel. It's almost like you have to help get them lost so that they can be saved. Do this by lovingly asking frustrating questions:

- + What is the standard for good? How good is good enough? How many more good deeds do you need to have than bad? Do good people go to heaven? (Keep in mind that people who do not understand they are a sinner will not see the need for the gospel.)
- + Who is God? (Hone in on the idea that a loving God means little if that God isn't a holy God.)
- + What are the three most important things in your life right now?

### 4. Needs Questions:

- + I believe in Jesus Christ and the power of prayer. I try to pray for the people that I meet. Is there anything specific I can pray for you?

## **Funnel Defined**

→ The funnel is a key idea that guides your summer.

→ We are passionate about how our short-term overseas teams can participate in an ongoing evangelistic effort. There's long-term vision and labor already happening in the city you're being sent to. You're going in, and the best-case scenario for you is to figure out 1) what God is already doing in the missionaries who live there and 2) what piece of that bigger puzzle are the missionaries giving you and your team to handle?

→ We want you to think of your summer in this funnel. But if you get to your city, and the missionaries don't think of your summer this way, ditch it. Do whatever they tell you. Your long-term hosts should always have the last word on the "how" of your ministry.

## **Funnel Explained**

→ First, you touch down in your city, and everyone on campus is just a student to you. They are a bunch of random students. You don't know their names. You don't know what God might be doing inside of them.

→ The first phase is turning students into friends. Not every student you meet is going to want to be your friend. Some people will be scared to talk to you, won't want to talk to you, can't talk to you because of the language barrier (Story: "I'm shy").

→ So, pray, "God, help me to be led by your Spirit. Give me a lead to someone. Make the right person available for friendship."

## **To Friends**

→ You have friends. Get bubble tea and play basketball; get to know them. Ask these new friends about their life. You can build a friendship in 20 minutes.

→ Not every friend is going to want to hear about Jesus and have spiritual conversations with you. Not every friend is going to be interested in seeking God.

→ You have to ask yourself which of your friends does it seem like God is drawing in, people open to spiritual conversations? These people don't want to just shut down the conversation when it heads in a spiritual direction and have fun; they are actually willing to talk about spiritual stuff and interact with the gospel.

→ You share the gospel with your friends. You have spiritual conversations with them. You hear their story; you share your story and God's story.

→ I spent four weeks hanging out in one area, hanging out with friends, sharing my testimony, telling them about Jesus, and hearing their stories. But the hardest jump for me was turning a friend into a seeker. I knew what to do with them, but transitioning was the hardest.

- For some people, the hardest part is learning how to make a student into a friend. Other people won't know what to do with seekers. Other people will think that all of it sounds like the hardest part.

## **To Those Seeking to Know More**

→ You've heard their story; you've shared your story; you've shared the gospel. But you have to ask if they want to read the Bible with you.

→ You share the gospel with friends; you read the Bible with seekers.

→ Talking about Jesus is different than reading the Bible. You've got to hear the voice of God in the Word of God.

## **To Contacts**

→ At this point, you will read the Bible with people. Sometimes people will read the Bible with you because they're interested in pleasing you or because they are actually interested. Not all seekers look the same.

→ Not all seekers that you read the Bible with become contacts that you pass off to the long-term hosts there.

→ This will be different for each city you are sent to. Here's what the overseas staff told me two years ago: "We only have 20 staff here. We're receiving teams from all over the place. People don't move overseas (you should), so there aren't a lot of people to manage the contacts we're left with. That's heartbreaking because the reality is the harvest is plentiful and the laborers are few, but you can only give us the names of one or two people who are seeking."



- Not all contacts are saved, but all contacts have to be safe. In other words, they need to be genuine in their desire to learn more about God after lots of exposure to the Bible and know the legal issues with it. We don't want people who will blow up a house church because they weren't truly seeking.
- Your long-term workers will paint a portrait of the kind of contacts they want you to give them at the end of the summer. Defer to them.
- The need for the gospel should make our hearts break for the lost. Right now, these funnel layers are just words. But soon they will be people with names, faces, memories and pictures on your phone and stories you have that will populate these categories.

## **7. BIBLE-STORYING TRAINING**

**Context for Training:** Training with summer team students on Bible Storying. This section is notes for trainers.

**Vision:** Equip students to share the story of the Bible and read the Bible one-on-one in an international context.

### **Understanding The Bible**

Open (2-3 minutes)

- Start with "why." Why actually read the Bible? Why not just gospel sharing?
- Overview: This meeting is to equip you with helpful tools for understanding the Bible and reading it with others.

### **Overview: 5 Acts of the Bible**

→ Purpose:

- This is a tool to share the gospel
- It provides a road map to people you are sharing the gospel with about where they are in the story. For example, students from an honor/shame culture will be helped by understanding that in Genesis 2, humanity was in a place of honor and right standing with God. By Genesis 3 they were not and all of history has experienced the ramifications of that. But also in Genesis 3 and throughout history God has made a promise to restore honor to people. That restoration of honor came in the Jesus (Luke 10) and will ultimately be fulfilled when believers are gathered together in heaven.

→ The 5 Acts of Scripture to Walk Through:

- Creation (Honor)
- Fall (Shame)
- Promise (Promise)
- Jesus (Jesus)
- Church (Family)

→ Concluding Thoughts

- Get to the gospel with students. Be careful to not get stuck in them understanding all the varying parts of the Bible. Be simple in that explanation, but dive deeply into the gospel where possible.
- Questions unlock explanations, not the other way around.

### **Asking Friends to Read the Bible (who, when, how to ask)**

- Invitation sound bytes
  - Pray big (pray big, expect big, go big)
  - Boldness mentality
- General strategy/safety:
  - Friends: Share the gospel
  - Seekers: Read the Bible

### **Reading The Bible With Friends (what to do and how to do it)**

Picking a Passage

- Parables
- “I Am” statements
  - 7 statements in John
- Gospel of Mark

If you’re going to choose a book of the Bible to walk through, Mark is great.  
Start from the beginning, read together, answer questions.

Prepping a Passage

- Grasp
  - Heart
  - Head
  - Hands
- Simplify
  - Words
  - Story
- Connect
  - Gospel response

## **8. PRE-FIELD TRAINING**

Below is the training that Salt Network puts on for all our summer teams headed overseas. It is an experiential training meant to simulate what students will experience throughout a summer in just a couple of days of training. This could be accomplished anywhere. A camp, a church, a city. In our context it is at a Bible camp. The nationals are volunteers who have been overseas or collegiate ministry staff.

### **Schedule**

#### Monday

- 8:00 am - Select staff arrive & set-up
- 9:30 am - Volunteers (students & staff) arrive
- 9:45 am - Training: Volunteer instructions (nationals) + walkthrough
- 10:15 am - Snacks for volunteers + time to get into character
- 10:00 am - Students arrive
- 10:15 am - Training: Expectations for students
- 10:45 am - Simulation: Airport
- 12:30 pm - Debrief: Airplane simulation
- 1:00 pm - Lunch
- 2:00 pm - Session #1: “Radical Evangelism”
- 3:00 pm - Break
- 3:15 pm - Training: Campus life + training: conversational English club
  - Nationals training for volunteers
- 3:45 pm - Simulation: Campus life
- 4:45 pm - Simulation: Conversational English club
- 5:45 pm - Debrief: Campus life/conversational English club
- 6:30 pm - Dinner
- 8:00 pm - Session #2: Biography—Hudson Taylor
  - Worship
- 9:00 pm - Debrief: Team time
- 9:30 pm - Karaoke party

#### Tuesday

- 7:00 am - Quiet time
- 7:30 am - Team time
- 8:00 am - Breakfast
- 9:00 am - Training: Seeker study training (main room)
- 9:30 am - Simulation: Seeker study
- 10:15 am - Simulation: Team challenge (w/nationals)
- 12:00 pm - Debrief: Nationals lunch (with nationals out of character)
- 1:00 pm - Session #3: Radical Community
  - Worship
- 2:00 pm - Debrief: Team time
- 2:30 pm - Training: Security & final logistics

### **Training Expectations Goals**

- Give students an overview of the entire simulation
- Introduce airport simulation

- What it will entail
- How to succeed or fail
  - + Encourage students to go all in at this training to get out of it what you need and to avoid hurting your team.
  - + Encourage students to be teachable. They will probably come across situations where someone else has a better idea. They might get pulled off to the side for a teaching moment. Encourage them to think: “How will I respond?”
- Trainers, explain what we want/expect from students
  - + Team bonding
  - + Team trust
  - + Team training
  - + Participation, not complaining, etc.
  - + Encourage students to take this seriously.

### **Training Expectations Content**

Welcome & Goals

→ Welcome - Thanks for coming, glad you are here

→ Goals

- Training for Overseas—Learning how to properly engage in a different culture and share Christ with the people.
- Team Bonding—Having fun with your teammates while learning each other’s strengths/weaknesses to learn how to work well together. This happens through shared experiences.

→ Have three to four main things for students to keep in the back of their minds.

- Humble—This summer is not about you
- Servant—Always serving each other (Romans 12:10)
- Engaging—Engaging the nationals
- Prayerful—Praying throughout the day, stopping to pray as a group, etc.

How we will accomplish these goals:

→ Basically, we are about to put you through your whole summer experience in two days.

→ Tonight, you will arrive in “your country,” and tomorrow you will visit a university in “your country.”

→ Tomorrow will include meeting students on campus, playing team games with them, and inviting them to a conversational English club and seeker studies. Finally you will participate in a crazy fun karaoke party with all of your national friends.

→ It will be easy to forget about being humble, serving, engaging and praying at times, which is why we have built in periodic debriefing times for you to process as a team what areas you are struggling and succeeding in.

→ Again, the more you put in, the more you will get out of it and the better your summer will go.

### **Airport Simulation Introduction**

→ Time to head to your city. You just took an airplane there and are about to arrive at the airport. Your goal is to get through the airport and get to your cabin. Your simulation ends when you receive your lodging info from staff members by the main doors. We will then meet back here at 8:30 pm.

## **Attitudes**

- The goal is not to get through the simulation as quickly as possible.
- Engage the people around you rather than seeing them as roadblocks.
- Avoid viewing their culture as inferior to your own.
- Work as a team. How well you do this will determine how your summer goes.
- Practice using your STS.

## **Campus Life Goal**

Give teams the opportunity to create friendships and share the gospel cross-culturally. This simulation is pivotal as sharing the gospel cross-culturally is the main part of their summer.

## **Campus Life Training Content**

### **The Why**

- Start the funnel: Your hope and prayer for the summer is that God would turn random students into ministry contacts.
- The win of this simulation: Turn students into friends.

### **The What**

- Meet random students: There will be students all over the University section of the camp hanging out just as they will be overseas.
- Make conversation: You will be striking up conversations with them the best you can and creating relationships.
- Extend invitations: Feel free to invite your friends to lunch and other events going on later in the day.

### **The How**

- Pair up: You will walk around in groups of two or three and meet new people.
  - You have 1.5 hours. Meet lots of nationals, but take time getting to know them.
- Engage students: (intentionally unstructured)
  - Play a game
  - Play some sports
  - Talking points
- Invite them to English Corner: Make friends you can invest in during the rest of the simulation.

## **English Club Goals**

- The goal of this time is to make friends with the nationals, practice English with them and share the gospel. You will also want to practice identifying who seems most interested in Jesus and invite them to your seeker study at 3:30 pm (But for the purpose of this simulation, you will invite everyone to the seeker study).
- Remember, this is a tool to help you establish long-lasting friendships, not just share the gospel once and be done with them.
- Reiterate the funnel.

## **English Club Training Content**

Practical suggestions on English Clubs:

- Ask them for their contact information to hang out in the future.

- Don't treat them like projects. Take the time to get to know them and slowly look for opportunities to share the gospel (remember 3D gospel and contextualization)
- Play an icebreaker game.
  - Never have I ever
  - My name is . . . and I like . . . (first letter of name matches first letter of what they like). Extra points if they remember the people who went before them.
  - Have your friends guess what different idioms mean and then teach them (raining cats and dogs, at the drop of a hat, back to the drawing board, devil's advocate, etc.).
- Look for gospel in-roads.
  - Listen to their story and share yours.
  - Look for cultural narratives and connect them to Jesus.
  - Are there areas of brokenness with people, creation or God?
  - Do you see opportunities to connect creation to the Creator?

### **Seeker Study Goals for the Simulation for Students Going on the Trips**

1. To train short-term trip students to open up the Bible and talk about the gospel.
2. Help trip Goers see the difference between an English Corner and a seeker study.
3. Instill confidence in Goers to lead people to the gospel through the Scriptures.

### **Seeker Study Content**

You have had the opportunity to share with someone, now you want to sit down and study the Bible with them. This can be done in your apartment. It can be done at a restaurant. It can be scheduled; it can be spontaneous. Tips for a seeker study:

- Take a passage that has impacted your life, and open the word with students.
  - Don't be afraid to read slowly and add color commentary as you read. Maybe even restate the story.
- Ask them what issues they have with the story.
  - Practical tips
  - Give them a Bible in their language so they can read the passage in their language first.
  - Designate one person to lead the study. The rest of the team can chime in.
  - Give time for the awkwardness. Give them time to respond.
  - Don't just ask, "Do you understand?" They will want to save face. Ask them, "What's hard to believe?"
- Try studying through the I am statements in John:
  - I am the bread of life.
  - I am the Light of the world.
  - I am the door of the sheep.
  - I am the good shepherd.
  - I am the resurrection and the life.
  - I am the way, the truth, and the life.
  - I am the true vine.
- Try studying some parables
  - Prodigal Son—Luke 15
  - Great Banquet—Luke 14
  - Unmerciful Servant—Matthew 18

## 9. POST-TRIP RE-ENTRY MEETINGS

This meeting is accomplished after the summer trip and close to when the fall semester begins. Each team has a designated facilitator that will walk them through these questions.

**The Why:** Help students *process* their summer after their return.

1. Help them think about their trip personally.
2. Help them talk about their trip publicly.
3. Help them thank God with their team.

**The Role of an Investor:** Help students process by facilitating conversation and shepherding their team.

1. Facilitate: Help the team talk to each other rather than explain their trip to you.
  - You don't have to ask every question. Choose a few that you think your team would benefit from talking out.
  - Not every person has to answer every question.
2. Shepherd: We trust you to shepherd. Instead of sticking tightly to the suggestions below, shepherd the flock in front of you. Whether they are in a healthy or unhealthy spot, seek the Spirit's leading for how you can shepherd the team as they reenter (For example, if you sense suppressed conflict, address it).

### Investor Schedule

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10:00 am	Arrive
10:15 am	Why Re-Entry?
10:30 am	Session One: NOW
11:00 am	You Know You've Been To . . .
11:30 am	Session Two: TRIP
12:30 pm	Lunch and Knockout
1:30 pm	Session Three: NEXT
2:15 pm	Investors Leave

### SESSION ONE | NOW

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**What has been your experience returning home? What has God been doing in you this past month?**

**Questions to ask:**

1. What has the past month been like?
  - What has been your primary emotion since returning to America? (Loneliness, passion, confusion, doubt, stress, etc.)
  - What has been challenging?

- Have you felt disoriented?
    - + By a change in 1) pace and structure of your days, 2) food and culture or 3) people?
  - Have you felt isolated from people?
  - What expectations did you have that have gone unmet?
- What has been energizing?
- What have you been thankful to God for this past month?
- What has it been like to explain your trip?
- Who have you felt most known by since returning?
  - Who do you wish would know more about your summer?
- What has clearly changed?
- What are things that have changed in you?
  - What are things that have changed around you (while you were gone)?
- What has team communication been like?
- Have you connected more or less than you expected/desire?
    - + Any conflict that needs to be resolved?
2. How has God cared for you this past month? What have you heard from him?
- What has your time with God looked like since coming home?

## **SESSION TWO | TRIP**

### **How have you begun to understand what God did in your summer overseas?**

Circle up, and then take 10 minutes max to write down a couple thoughts for each. What did God do in 1) you, 2) your team and 3) your friends?

#### **Questions to ask:**

1. What did God do in you? (15 minutes)

→ What was your time with God like overseas? What were spiritual disciplines like in general?

→ What were moments with God that felt intimate and sweet? How did you feel cared for, shepherded, fathered, loved by God?

→ What sin did God expose? Did you kill it?

→ What did God show you about himself that you didn't know before?

→ What did God show you about yourself that you didn't know before?

2. What did God do in your team? (15 mins)

→ What were your most meaningful times with your team?

→ What were your most enjoyable times with your team?

→ What were your hardest times with your team?

→ What did conflict look like? Is there anything lingering that needs to be resolved?

→ Who is someone on your team you saw grow? Is there any encouragement still left unsaid?

3. What did God do in your friends? (15 minutes)

→ How are you processing the ministry that happened?



- What's your favorite "friend story" from your summer?
  - What are some snapshot moments of God's movement that make him look great?
- How are you processing the ministry that *didn't* happen?
- What disappoints you about your ministry to your city? How are you handling that? How does the gospel speak into that disappointment?
  - How have you been tempted toward arrogance or insecurity as you start to represent your trip to others?
- Who is still on your heart?
- What should you keep asking God to work in them?

## **SESSION THREE | NEXT**

### **How are you going to live differently because of what God did in your summer?**

1. How will you contextualize your trip to your own context this year?

→ Consider what was true of your trip:

- Bible: Structured, long time for Bible reading and prayer
- Community: Intense proximity with and commitment to community through your team
- Mission: Structured time for going out into unfamiliar places and being led by the Spirit to connect with random people with gospel intentionality

→ What does it look like to live changed? How do you want to live differently?

- What are things you want to add?
  - + Spiritual disciplines?
  - + Proximity with people?
  - + Evangelizing people you don't know (classmates and co-workers)?
  - + Evangelizing people you do know (friends)?
- What are things you want to remove?
  - + Conflict avoidance?
  - + Christian bubble?
  - + Blind to the nations?

2. What are your expectations moving forward?

→ Who should you be known by this year? What do they need to know about your summer?

→ What do you expect of your team relationally?

3. How will you mobilize students for next year's trips?

→ Who are five students you think should go on a summer trip?

→ Investors tell students: "Your assignment: get coffee with each student and tell them about your trip and why they should go!"

4. Who is considering the Overseas Residency?

→ Who in this circle do you think should be thinking and praying about the Overseas Residency?

## 10. POST-TRIP LONG-TERM OPPORTUNITIES

The following is a handout we give students at the long-term ministry opportunities session. The goal is to provide clear pathways for people to go overseas.

### **Salt Network Global Overseas Residency**

→ Consider participating in the Salt Network Overseas Residency for two years.

### **Job-Taking Path Overseas**

1. Get a transferable job—Find a multinational company in America that offers opportunities to work abroad. Love internationals while working in the States.
2. Overseas Residency > Job in Country—Spend two years learning the language and culture through the Overseas Residency and, in the process, find a job in the country.

### **Internships**

→ Engineering Internship with EMI—[emiworld.org/internships](http://emiworld.org/internships)

### **Long-term Opportunities**

- Crossworld Long-term Opportunities—[crossworld.org](http://crossworld.org)
- Global Kingdom-minded Job Site—[scatterglobal.com](http://scatterglobal.com)
- Network of International Christian Schools—[nics.org](http://nics.org)
- Campus 2 Campus—[campus2campus.org](http://campus2campus.org)

### **5 Habits of a World Christian**

[global.cornerstonelife.com/getinvolved](http://global.cornerstonelife.com/getinvolved)

- Pray—Use a resource like [prayercast.com](http://prayercast.com); [joshuaproject.net](http://joshuaproject.net); or [operationworld.com](http://operationworld.com).
- Give—15 percent of Cornerstone's giving goes to the nations.
- Go—Take a semester trip; get a job overseas or apply for the overseas residency.
- Welcome—Discuss with the Salt Company staff becoming an IFC leader.
- Mobilize—Encourage two other people to consider going on a summer trip.



## APPENDIX #3: Importance of Emotional Health

The local church leadership pipeline should provide the vast majority of the training needed for overseas development. But we have found that one area of growth that is often overlooked is emotional health.

### **Emotional Health**

Our God is a God who feels. He feels love, sorrow, joy, anger, jealousy, etc. Jesus as a man on earth experienced the range of emotions that we all feel as well. Therefore, as image bearers of our God we feel too. Emotion is one of the great gifts that makes us truly human. We have a heart, we feel, we emote.

The problem is that because of the fall, the feelings we experience need to be redeemed. Becoming a Christian and receiving the Holy Spirit gives us the ability to overcome sin and experience feelings righteously. However, in our mortal bodies the experiences of our lives, the seeds we've sown, and the way others have shaped our emotions take time to redeem, like any area of sanctification. The Holy Spirit gives us the power but it takes time. And with emotions so deep, it can take even more time.

As people become Christians, most are taught to read the Bible, memorize Scripture, pray, fellowship with others, evangelize and much more. Developing spiritual health is mostly centered around creating new disciplines and acts that change the mind. This renewing of the mind does so much. Our behavior changes, what we think changes, yet old sin patterns and passions cling to us. Hurtful or traumatic memories from our past and sin patterns of our own have sown in us feelings of distrust, insecurity, depression, anxiety. Yet, we are often taught to bottle up our feelings rather than expressing them. These bottled-up feelings stifle the sanctification process of our emotions.

These stifled emotions are at the root of not trusting people, defensiveness, conflict avoidance, anger and rage and lead us to sinful comforts like overeating, control, binge-watching, pornography and co-dependent relationships. They make us ineffective relationally. They make us one person in public and another person at home. They give us the inability to handle change and stress.

The spiritual disciplines will go a long way toward changing our behavior and our minds. But it is the category of emotional health that connects the renewing of our minds to the renewing of our hearts. It examines the reasons behind our actions—righteous or

unrighteous—and brings heart change that makes us persevere in the midst of stress, motivated by the glory of God and the joy of all peoples. It frees us to forgive and keep on forgiving, helps us to be who God has made us to be rather than being who everyone else wants us to be, helps us to do ministry with confidence and humility without pride and self-seeking.

### **Emotional Unhealth Comes to a Head Overseas**

Emotional health is incredibly important for those going overseas. In America, life can get pretty routine and simple. Most of us can avoid large amounts of suffering. We can have relationships with people that we mostly enjoy. We can often find a career that's fulfilling and pays well. We go to the grocery store, pay our bills, send our kids to school, jump in our cars and drive familiar routes, eat at our favorite restaurants, etc. Life can be fairly predictable.

When going overseas, every foundation and routine is stripped from you. You don't know where to go, and you likely have to use public transportation to get there. Paying your electric bill takes four hours instead of automatically coming out of your account. You can't have normal, friendly relationships with anyone because you don't speak their language. And even when you do, there are cultural differences you will spend a lifetime learning. I won't get started on buying food at the grocery store or finding restaurants. Everything is harder.

The emotional baggage that we've managed to hide and stuff down will come rushing out in times of stress. We can't keep up the facade overseas. Unless we have healed from our past and created a solid foundation of emotional health, our foundation will crumble like a house built on sand. Our ability to do ministry, our ability to have healthy relationships with teammates and our families, our ability to find our identity in Christ in the midst of failure, our right actions that were motivated by the idols of people pleasing, control and security will all crumble without the foundation of emotionally healthy spirituality. I have seen all too often teams disrupted, ministry to the lost stalled, and people returning to the states because the stress of being overseas revealed that their Christianity is a house built on sand.

We want to create sent ones who are mentally tough, persevering, relationally warm and motivated by the right things. We want people to flourish in stress rather than crumble. We want teams to be a joy and attractive to the dying world around them. We want people to stay after two years and even a lifetime.

So, how do we create emotionally healthy overseas workers? What exercises are key for those potential goers to work through prior to going overseas to have that firm foundation of emotional health?

→ Practice identifying common unhealthy emotions with your potential goers in real life situations. Talk about something that is going on in life and help them to name it. If it's anger, sadness, loneliness, sorrow, grief, frustration, impatience, or whatever it is, we need to name it. It can be difficult for some to even figure out what emotions they are experiencing, but it's important nonetheless. They need to begin to express, rather than stuff, their emotions around people. They also need to express their emotions to the Lord like David did

in the Psalms.

→ The next thing to do is to identify what triggers those emotions and common symptoms. Was it stress? Was it a person? Was it feeling overwhelmed?

→ Ask “why” questions to get down to the root.

- Why did you feel this way?
- Was there something from your past that this feeling originated from?
- Is there a core idol of comfort, security, control or relationships that is the root of those emotions and actions?

→ How does the gospel come to bear on that imperfect emotion?

- What lie does it expose about the feeling?
- What truth are you reminded to believe?
- How is Jesus more worshipful than that idol that caused the unhealthy feeling?

Here’s an example: I have recently noticed that I have a tendency to jump into people’s problems and be the mediator, especially if it’s someone that works for me, someone that’s under my employment, or someone who seems like they can’t defend themselves, I tend to take on that conflict. I go to the person who hurt them and tell them about it. OK, so the verse most people would go to when telling me what to do is Matthew 18. They’d remind me that I need to let that person confront the other person directly and if needed, I could go with them. I’ve read that passage 100 times, even memorized parts of it, but I still go back to this same symptom of emotional unhealth.

So, I went through the process on this:

→ What was I feeling when I made the decision to get in the middle? I didn’t want an employee of mine to feel extra pressure. I agree with what they are saying and I want to make sure justice is done.

→ Why don’t I want employees to feel extra pressure? Because I don’t want them to dislike their jobs, and it makes me feel like a good boss to take on their challenges.

→ But is it really being a good boss to take on others’ problems and not let them learn how to do conflict well themselves? Well, not really.

→ So, if it’s not actually a good way to love them, why do I still do it? I think it’s because I really don’t like feeling pressure or being overwhelmed and so I don’t want others to feel that way either.

→ OK, we are getting somewhere. If I don’t like feeling pressure or being overwhelmed, why is that? It’s because I tend to fail under pressure and get anxious when I’m overwhelmed.

→ Let’s explore those feelings. Why does pressure bring me anxiety and overwhelmed feelings? Because I don’t like to fail. I don’t like to let people down. I don’t like to let myself down.

→ Is there a time in my life when I let people down and it was hard for me? Yes, my parents when I didn’t do things perfectly that they asked (on hundreds of occasions). Sophomore football game when I allowed the game winning TD. In college when I had to work, do Worship, and school and I felt like I was never doing enough.

→ Pressure is a sore spot for me that I try to take on for others around me. What’s the idol that causes that to happen in me? It’s a love of saving face. Worshipping what others think of me. It’s also an idol of security because I feel insecure when I’m not living up to my or other’s standards.

→ What did Jesus do for me that can relieve the pressure that I feel personally and that others feel? Jesus lived a righteous life and in so doing put his perfection on me. Therefore, I shouldn’t

feel pressure. I should feel the need to pray and take a breath.

→ Go back to when I felt that pressure in the past. The pressure came from my parents, from others, from institutions and culture and from myself. Was that pressure coming from Jesus? No.

→ Imagine what Jesus was thinking about me or saying to me in that moment:

- Come to me.
- Take a breath and trust me.
- Let me tell you what I think of you, my son.
- Etc.

→ How can I remember that reality of what Jesus really thinks of me in those moments? How can I worship him for being the one to take on all the pressure, guilt and shame the world has felt from the fall? I need to slow down when I start feeling pressure and self-examine why I feel that way. I need to worship Jesus for taking away the pressure of my imperfection before God and giving me the power to not feel pressure in this life.

→ How can I slow down enough through the next opportunity to help someone through confrontation so that I rightly apply Matthew 18?

The spiritual disciplines of Bible reading, prayer, real intentional friendship with others, Sabbath and every other disciple will develop our spiritual lives.



## APPENDIX #4:

# Qualities for Goers: Self-assessment Questionnaire

With the high stakes and limited resources for sending missionaries, it is vital that your abilities and gifting match up with the right cross-cultural opportunity. When people want to go overseas, whether in vocational ministry or in the workforce, there are five areas of health that we are looking for in the lives of goers:

1. Spiritual Health—A relationship with God that is flourishing and on an upward trajectory.
2. Emotional Health—The self-awareness to name your feelings, process them with your personal history in mind and to make decisions with three right motivations that flow from logic and rightly processed emotions.
3. Relational Health—Relational warmth that makes you a great teammate and ambassador of the gospel.
4. Ministry Skills—The clarity of calling from within and the affirmation from others that moving overseas is a good stewardship of your life and the resources to get you there.
5. Personal Health—Habits of moderation in regard to your physical body. Ability to prioritize and execute tasks. Personal financial stability.

The following describes these areas of health and gives questions you can use to self-assess your readiness for life overseas.

### **Spiritual Health**

Spiritual health is defined by a growing relationship with God that is both flourishing now and on an upward trajectory. Spiritual health means that you're always on a repentant trajectory. If there are skeletons in your closet, do everyone a favor and don't go overseas. Those skeletons will come out. We are not looking for perfect people overseas, but there are standards of behavior that are foundational for the privilege to go overseas. And the greatest standard is repentance. If all of life is on that trajectory, you're in a good spot.

Being a self-feeding Christian, one who can read God's Word, pray and be changed by those disciplines, is vital for flourishing overseas. The external spiritual input you will receive and the number of Christian relationships overseas will be significantly less, so learning to self-feed becomes all the more important. One who struggles with not just consistency of self-feeding but developing their relationship with God through it will struggle overseas.

In your character there are many areas like sexual purity, honesty, the fruit of the Spirit, humility. The list could go on and on, but in these areas of character are you seeing victory or a repentant trajectory? Beyond this, there are character qualities that are important for life overseas:

→ Flexibility—Life overseas will throw many curveballs. Crippling inflexibility leaves people unable to cope with the changes of life that will come quicker than ever overseas. Getting to the root of crippling inflexibility is important. Having flexibility is a positive character trait for a life lived overseas. Are you inflexible? Is flexibility a personality trait you can learn or an area of sin to repent of?

→ Grit and Self-Starting—Without an office space or church services to run, you are often at your own devices to figure out what to do with your time. Self-starters and the persevering will thrive overseas. Being easily discouraged and needing a lot of handholding for tasks is an area of reflection and need for growth before going overseas. Will you be able to self-start when no clear path is before you or continue when you run into a proverbial wall?

→ Ability to Suffer—Life overseas will bring suffering. Most Westerners have a poor view of suffering. We try to avoid it at all costs. Inevitably suffering will happen overseas through persecution, through heat, through unmet expectations. We must have a theology of suffering and the emotional strength to get through suffering. Have you gone through a significant period of suffering? How did you react?

→ Faithfulness—Notice this does not say fruitfulness. Faithfulness to do the work God has put before you, even when it's hard or seems pointless is important in overseas living. Reflect on times in ministry that have been hard. Have you been faithful to what God called you to even when you weren't fruitful?

### **Spiritual Health Questions**

→ What are your typical rhythms of time with God? Are you enjoying time with God? What percentage of your time is duty instead of delight? What's one thing you could do to make your life with God more of a delight?

→ Repentant Trajectory - What areas of your character are stagnant, even unrepentant? What areas of your life need to make significant progress before going overseas?

→ Flexibility - How do you typically respond when things don't go according to your plans or the plans that have been given to you? How do you typically respond when there isn't a crystal clear plan?

→ Ability to Suffer - Share an example of personal suffering and how you responded. What did you believe about God during your suffering? After? What are your coping mechanisms/tendencies when you are suffering? (What do you turn to for comfort?)

→ Grit & Self-Starting - Would you consider yourself to be a self-starter, an initiator, or do you need to wait for clear instructions and directions from someone before you feel comfortable and confident to move? Are you easily knocked down, discouraged, frustrated? Or do you tend to be able to get up, process and deal with whatever happens, and move on? Share some examples from your life to answer these questions.

### **Emotional Health**

God is a feeling God; therefore, as image bearers we also feel. But because of the fall, our feelings need to be redeemed. Hurtful or traumatic memories from our past and sin patterns of our own have sown in us feelings of distrust, insecurity, depression, anxiety, and so much more. These feelings keep us from trusting people, make us defensive, make



us avoid conflict, cause us to give in to anger and rage, lead us to sinful comforts like over-eating, control, binge-watching, pornography, and co-dependent relationships. They make us ineffective relationally. They make us one person in public and another person at home. They give us the inability to handle change and stress.

The spiritual disciplines will go a long way toward changing our behavior and our minds. But it is the category of emotional health that connects the renewing of our minds to the renewing of our hearts. It examines the reasons behind our actions—righteous or unrighteous—and brings about heart change that makes us persevere during stress, motivated by the glory of God and the joy of all peoples instead of control. It frees us to forgive and keep on forgiving, helps us to be who God has made us to be rather than being what everyone else wants us to be, helps us to do ministry with confidence and humility without pride or self-seeking.

Overcoming emotional unhealth begins with recognizing symptoms of emotional unhealth and tracing the root of the emotionally unhealthy behaviors by discovering where those emotions come from and allowing Jesus to speak into those moments to bring healing. They may be hurts from family, in elementary school, in the workplace, from a bad breakup, in the church, on a mission trip. Wherever they originated, they need healing through surgery, not band-aids.

Emotional health also has its roots in idolatry. Whether it's trying to control situations in life, trying to find security in people or material possessions, people pleasing, or the pursuit of comfort, emotional unhealth is combated by worship of the one true God. Whatever form worship takes—singing, journaling, being grateful for everything in life, getting professional counseling to walk through issues and see Jesus for who he truly is—worship takes what our minds are being renewed in and brings it from our head to our heart. Worship brings emotional health: right heart motivations, peaceful responses to stress, reception to criticism, perseverance through suffering, security in Christ, joyful self-awareness and living within limits.

Our goal in emotional health is to have all things in our lives flow from love for God and love for people. We will never have perfect motivations in all circumstances, but God desires a pure heart over religious activities. Do you read the Bible to love God and people or to check a box? Do you treat unbelievers as a project or as a friend? Do you serve in the church to please people or to put others' needs before your own? Do you learn theology to win arguments or to build up the body of Christ? Do you create systems to exert control on your world or others or to make life easier for others? Do you only do what you're good at because you're afraid of failure? You'll never be perfect in your motivations, but are there any of these areas that are righteous on the outside but predominantly motivated by love for yourself rather than love for God and people? If so, look for the root of emotional unhealth that motivates you and work alongside the Holy Spirit to see these areas sanctified.

### **Questions around Emotional Health**

→ Which symptoms of emotional unhealth do I exhibit: lack of self-awareness, unrighteous anger, rage, defensiveness, distrust, insecurity, anxiety, depression, stress, bitterness, living beyond limits?

→ Think about a few of these symptoms of stress. Are hurts or trauma the root of emotional unhealth causing these symptoms? What hurts have you not yet processed? How will you take steps to process?

- What root idolatry tends to be at the center of your emotionally unhealthy symptoms: control, security, people pleasing, or comfort?
- What righteous acts do you tend to do with an unrighteous heart motivation?
- + Take the Emotionally Healthy Spirituality Assessment.<sup>21</sup> Are you an emotional infant, child, adolescent or adult?

### **Relational Health**

Relational health is important for someone going overseas. This characteristic is displayed by a joyful disposition, eye contact and a kind tone. Relational health is personified by asking good questions, active listening and making people feel they are the most important person in that moment. Relational health draws unbelievers to you. It also makes you a great teammate. We all have varying degrees of capacity in relational warmth, but we can all be enjoyable to be around regardless of our personality. As we grow in spiritual and emotional health, our relationship warmth will follow.

Yet many can struggle with relational health, whether it's lack is displayed through gossip, lack of close friends, blame-shifting, inauthenticity, domineering, being needy, being passive aggressive or aggressive, having bad timing or tone, fighting in conflict or avoiding conflict, or worst of all—bitterness. Any one of these areas can make you relationally ineffectual with those around you. A multitude of these sins can cause you to derail your ministry and the team around you. Nothing brings people back from the mission field more than the effects of being relationally unhealthy.

Relational unhealth can have many roots. It can simply be skills that weren't developed in tone, tact and timing. It can be insecurity that makes us sinfully introverted, conflict avoidant, or unconfident. On the other hand, pride can make us domineering, over-confident, or a fighter in conflict. And at its very worst, relational unhealth has its root in bitterness and unforgiveness. Bitterness causes us to miss God's grace. It chains us to our past. It creates a disconnect between the individuals we haven't forgotten and consequently all other relationships.

It is of utmost importance that we have peace with all men if we are to thrive overseas as a great teammate and great ambassador of the gospel.

### **Questions for Self-Assessment in Relational Health:**

- Of the areas of relational health mentioned above, what do you exhibit?
- Of the areas of relational unhealth mentioned above, which do you struggle with?
- Are you at peace with all men, or is there someone in your life that you need to forgive or ask for forgiveness? Who is it and why?
- Are you a conflict avoider or a fighter? What is healthy or unhealthy about your skills in conflict?
- In a group setting, what presence do you tend to bring? (Extrovert, Introvert, Values Keeper, Wise Sage, Peacekeeper, Encourage, Life of the Party, Critical Thinker, Problem Solver, Visionary, etc.) What are the strengths & weaknesses of what you bring to a team?

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<sup>21</sup> Emotionally Healthy Discipleship Personal Assessment," Emotionally Healthy Discipleship, [https://www.emotionallyhealthy.org/mature/personal-assessment/?campaignid=%7Bcampaignid%7D&adgroupid=74638576022&-feeditemid&loc\\_interest\\_ms&loc\\_physical\\_ms=9017770&network=g&device=c&deviceModel&keyword&-matchtype=b&placement&adposition&gclid=CjwKCAjwx9\\_4BRAHEiwApAt0ziNMPeqlPu9DlVl\\_8CA5PXM\\_gbX86Y2IAUaO4KIP3TFvaBigjB4DXhoCaaAQAvD\\_BwE&v=7516fd43adaa](https://www.emotionallyhealthy.org/mature/personal-assessment/?campaignid=%7Bcampaignid%7D&adgroupid=74638576022&-feeditemid&loc_interest_ms&loc_physical_ms=9017770&network=g&device=c&deviceModel&keyword&-matchtype=b&placement&adposition&gclid=CjwKCAjwx9_4BRAHEiwApAt0ziNMPeqlPu9DlVl_8CA5PXM_gbX86Y2IAUaO4KIP3TFvaBigjB4DXhoCaaAQAvD_BwE&v=7516fd43adaa).

## **Ministry Skills**

Most ministry skills can be developed over time: understanding missiological principles, evangelism tactics, multiplicative discipleship principles, knowing your spiritual gifts and much more can be taught overseas. However, some skills need to be developed prior to going overseas.

J.D. Greear says, “There is not plane transformation.” If you’re not starting to do what you want to do overseas here, you should start doing it here. Are you involved in the lives of internationals here in America? If not, make an international friend, or join the international ministry at your church to begin cultivating the skills of cross-cultural evangelism.

All Christians are called to evangelism and discipleship. Some will have more of an affinity for evangelism and others for discipleship. For those looking to go overseas, having a strong affinity or willingness to do evangelism is important. While discipleship will be a key part of the ministry, the main task of the American missionary is to broadly sow the gospel. Thus overseas goers have to have a strong affinity for evangelism.

An important “ministry skill” is to have a strong sense of calling, not only internally in our hearts, but also affirmed externally by those close to you and by your church leadership. Other important ministry skills are the ability to faithfully do ministry when it’s hard, the flexibility and adaptability to have a relationship with those of a different culture and the ability to cross a cultural barrier to bring an international a step closer to knowing Jesus. We want to see these in your life.

## **Questions about Ministry Skills**

→ Why do you think you are “called” overseas? Think 1) theologically 2) your passions, giftings, and opportunities, and 3) what others have affirmed in you.

→ What are your rhythms of evangelism? Do you have any experience or rhythm of evangelism that includes regularly meeting new people in order to share the Gospel? What’s your experience with reaching out to internationals in the US?

→ Give an example of where you have been faithful to ministry in a difficult situation? Give an example of when it has been difficult to be faithful to ministry?

→ Why do you think you should or should not do full-time ministry? See, Job-Taking or Vocational Ministry in Global Missions. If you desire to do full-time ministry, why should donors give their personal resources so that you can do ministry full-time? (Don’t take this question too negatively. Make a case for your work ethic and your gifting)

→ After taking the APEST test, what two areas did you score the highest in? Re-read your results. How do you see those two areas positively impacting your team and cross-cultural ministry?

## **Personal Health**

We are not only spiritual beings but physical beings as well. This aspect of life is often overlooked. But the Bible is clear that the body is the temple of the Holy Spirit. Paul said there is value to physical training. What we do with our bodies affects our mind; our mind affects our soul; and our soul affects our body. They are all interconnected. Getting enough sleep, sabbathing, eating in moderation and exercising in moderation are important parts of keeping our minds sharp and our souls rested. You don’t have to do the Keto diet and

CrossFit to go overseas, but you do need to have healthy habits that will help you endure the stress of life overseas.

In thinking about going overseas full-time, you're not doing it for the money. While every mission organization has salary structures that provide for your daily bread, help you to save some for the future and free you to do ministry comfortably, they aren't going to provide enough for you to pay off consumer credit card debt or mountains of school debt. If you don't know how much school debt you have, find out. If your school debt is over \$30,000, talk with someone about ways to pay off some of that prior to going overseas.

Finally, you have to have some organizational skills. You don't have to be type A or be nicknamed "Spreadsheet," but to live overseas, you need to be able to manage and prioritize your tasks and know how to take an idea, follow through and execute it. If you need constant hand holding, you will drain an overseas team leader's time and energy.

### **Questions for Personal Health**

- How are you doing at living a life of healthy rhythms and moderation (eating, exercise, sleep, spending habits, intentionality with time)? Where could you grow?
- How are you doing at being responsible (completing tasks assigned by an authority, going above and beyond what's being asked, responding to emails, keeping appointments, saving money)? Where could you grow?
- Do you have good rhythms of reflection, remembrance and healthy Sabbath rest? What is healthy rest for you? What are your go-tos instead of healthy rest?
- What are your escaping or numbing behaviors? In other words, what do you do to waste time, avoid responsibilities or avoid your own thoughts?
- Do you have any consumer debt or college debt? If so, how much for each? How are you working towards eliminating this debt?



# APPENDIX #5: Personal Development Plan Template

**Name of Applicant:**

**Mentor Name:**

**Mentor Email:**

**Areas of Strength and Gifting**

→

→

→

**Some Areas of Growth**

**Spiritual Health** (character, life with God, purity, humility, fruit of the Spirit, repentant trajectory)

→

→

→

**Emotional Health** (examining heart motivations, processing past, responses to stress and criticism, security in Christ, self-awareness)

→

→

→

**Relational Health** (health of relationships with friends, family, neighbors and co-workers)

→

→

→

**Ministry Skills** (sowing broadly, intentionality in discipleship, cross-cultural fluency, awareness of spiritual gifts)

→

→

→

**Personal Health** (getting enough sleep, managing money, exercise, eating healthy)

→

→

→

**Personal Development Plan** (Specific action steps you will work through your areas of growth)

→

→

→

**Recommendations for Overseas Supervisor to Oversee This Goer**

→ What triggers stress for me:

•

•

→ Symptoms of my stress:

•

•

→ My root idolatries and/or emotional unhealthy root issues

•

•

→ Ways to help me in stress:

•

•



## APPENDIX #6: Development Opportunities for Overseas

Below is a list of ways that those wanting to go overseas could prepare.

### Discern Your Calling

1. Did you thrive and flourish on your summer trip? In what ways did you fail to flourish?
2. Do you have a growing passion for those who do not have access to the gospel?
3. Do others around you confirm that your passion, skills and life circumstances line up with going?

### Head Development

1. Read (In order of priority)
  - *God's Heart for the Nations* by Jeff Lewis—biblical basis for missions
  - *3D Gospel* by Jayson Georges—learning about evangelism in honor/shame cultures
  - *Apostolic Church Planting* by J. D. Payne—church planting cross-culturally
  - *Missional Entrepreneur* by Mark Russell, *Tent-Making* by Patrick Lai, *Every Good Endeavor* by Tim Keller—great business-as-missions books
2. Ways to develop your knowledge:
  - Five-Week Cornerstone Global Missions Class ([global.cornerstonelife.com/intro-to-missions](http://global.cornerstonelife.com/intro-to-missions))
  - The Perspectives on the World Christian Movement Class ([perspectives.org](http://perspectives.org))

### Hands Development

1. Read (in order of priority)
  - *The God Ask* by Steve Shadrach—fundraising book
  - *Do More Better* by Tim Challis—productivity book
  - *The Road Back to You* by Ian Morgan Conn—Enneagram personality book
  - *Cross-Cultural Servanthood* by Duane Elmer—cross-cultural book
2. Ways to develop your ministry skills
  - Get involved in international ministry.
  - Do not get into more school debt and work off as much debt as possible.
  - Consider your dating relationships wisely.

## **Heart Development**

### 1. Read (in order of priority)

- *Emotionally Healthy Spirituality* by Peter Scazzaro
- *You Can Change* by Tim Chester
- *Walking with God through Pain and Suffering* by Tim Keller
- *Celebration of Discipline* by Richard Foster

### 2. Ways to develop your heart:

- Ask your summer team members ways they think you could grow.
- Ask your mentor leader to speak directly into your life.
- Be consistently transformed by the Word in personal and small group study.





## APPENDIX #7:

# Interview Questions for Long-term Goers

### INITIAL INTERVIEW QUESTIONS

The following questions are for an initial conversation with a potential goer.

1. Ask to hear their story of how they came to faith.
2. Ask why they are interested in going overseas.
  - Ask them what their plans were after college before they began thinking about the nations. This will help you discern if they have a real calling overseas or just don't have any other options.
  - Think through how their passions, abilities and circumstances line up with going overseas and give them feedback on that.
  - Remind them that calling is both internal and external and that they need others involved in their decision about going overseas.
3. Ask questions about their readiness. Add their answers to their Personal Development Plan. You could go through the Qualities of a Goer and ask them for their strengths and areas of growth. Or more simply, you could ask some questions like these:
  - Relational Health—What relationships do you find challenging in your life?
  - Emotional Health—How do you tend to react to criticism? What causes you stress and how do you react to stress? How do you respond to failure? Recommend *Emotionally Healthy Spirituality* to everyone.
  - Suffering—Have you had a significant season of suffering? Have you ever struggled with anxiety or depression? (If the person hasn't had a significant season of suffering, potentially recommend *Walking with God through Pain and Suffering* by Tim Keller.
  - Add to their Personal Development Plan areas that they talked about or that you brought up.
4. Ask what they bring to the team and to the ministry.
5. Ask how they feel about support raising and recommend the book *The God Ask* by Steve Shadrach.
6. Ask how their parents feel about them going overseas.
7. Lay out the timeline of preparation from your Sending Process Handout.
8. If you're feeling good about them moving forward in the process, walk them through the application process with the sending organization.
9. Ask the potential goer for a mentor they can meet with regularly. Encourage them to invite the mentor to speak into their lives.

## **INTERVIEW QUESTIONS FOR DEEPER INTERVIEW**

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It's helpful if this second interview is based on the agency application or Appendix #4: Qualities for Goers; Self-Assessment Questionnaire.

### **Spiritual Health**

- What are you actively learning and applying from your time with God lately?
- What is a discipline beyond reading the Bible and prayer that you want to grow in prior to going overseas? (memorization, fasting, solitude)
- Is there anything you weren't fully honest about in your application?
- For those dealing with sexual sin:
  - What is the frequency of sin?
  - What are the root idolatries of your sin?
  - Is there anything you're doing or should be doing to cut off this sin?

### **Emotional Health**

- What sins are hard for you to admit?
- When life gets hard, what areas of sin or brokenness are you most likely to turn to?
- What are your general areas of emotional unhealth or root idolatries?

### **Relational Health**

- Is there anyone you still have brokenness with?
- What types of personalities do you tend not to get along with well? Why?
- Do you run from conflict or gravitate towards it? Where could you grow in dealing with relational conflict well?

### **Ministry Health**

- Calling can be a loaded word. Is it the writing on the wall, something written in the sky, or a vision? It's really more about how God is lining up your passions, abilities and circumstances towards a particular vocation. How do you see from Scripture, sense on the inside and have confirmation from others around you that you should go overseas?
- What giftings do you have and how will they benefit the team and the ministry?
- How do your giftings show that you should go overseas and be paid to do ministry? Do you think that going overseas and being in full time ministry would be a good stewardship of God's people's money?
- When you think of the evangelism, discipleship, small group facilitation and cross-cultural outreach that we've outlined in your job description, what do you see as a strength you will bring to the team? Where do you think you can grow?
- If you could describe your feelings towards support raising in two to three words or phrases, what would they be?
- Recommend The God Ask by Steve Shadrach

### **Personal Health**

- What are some unhealthy habits in your life? Are they simply bad habits, or do they have a particular root in emotional unhealth or idolatry?
- What are some healthy habits you need to build prior to going overseas?



**APPENDIX #8:**  
**Student Waiver**

**RELEASE OF LIABILITY**

I, the undersigned, will be participating in a Salt Company Overseas Summer Trip (hereafter the “activity”) through Cornerstone Church of Ames and The Salt Network on or about May 20, 2020-July 22, 2020.

I recognize that there are risks involved in participating in this activity and hereby assume all risk of injury, harm, damage, or death in connection with my participation in this activity. I understand and agree that neither Cornerstone Church of Ames/The Salt Network nor its trustees, officers, directors, employees, agents or representatives may be held liable in any way for any injury, harm, damage, or death that may occur to me as a result of my participation in this activity and hereby release Cornerstone Church of Ames/The Salt Network, its trustees, officers, directors, employees, agents and representatives from any injury, harm, damage or death, which may occur while I am participating in the activity. To the fullest extent permitted by law, I agree to save and hold harmless Cornerstone Church of Ames/The Salt Network, its trustees, officers, directors, employees, agents and representatives from any claim by myself, my estate, heirs, successors, assigns or other persons arising out of my participation in the activity.

I authorize Cornerstone Church of Ames/The Salt Network through its trustees, officers, directors, employees, agents or representatives to render or obtain such emergency medical care or treatment for me as may be necessary should any injury, harm, or accident occur to me while participating in this activity.

Executed this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

Signature \_\_\_\_\_

Printed Name \_\_\_\_\_

Witness: \_\_\_\_\_

Witness: \_\_\_\_\_

## APPENDIX #9: Summer Trips Journal



See a sample journal at  
[sbtexas.com/collegiatejournal](http://sbtexas.com/collegiatejournal).

