



Team Leader Training Manual

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A Biblical Basis For Missions

"Missions" by definition: "...the intentional, sacrificial penetration of major human barriers by a global Church through specially sent cross-cultural messengers of the Gospel, in order to plant communities of responsible disciples of Jesus Christ among groups of people where they have not existed before."
David Bryant, In the Gap

The intentional crossing of any boundary in order to share the gospel.

I. Worship – The Purpose of Missions

- A. "Missions exist because worship doesn't." (John Piper, Confessions of a Christian Hedonist)
- B. Psalm 72:19 "Praise to His glorious name forever: may the whole earth be filled with His glory:
- C. Isaiah 42:8 "I am the Lord: that is my name! I will not give my glory to another or my praise to idols."

II. A Biblical Foundation for Missions

- A. Great Commission
 - 1. Mt 28:18-20 "...go and make disciples..."
 - 2. Acts 1:8 "...you will be my witnesses..."
 - 3. Mt 7:12 "...do to others what you would have them do to you..."
- B. Heart of God
 - 1. I Tim 2:5 "... Christ Jesus, who gave Himself as a ransom for all men..."
 - 2. II Peter 3:9 "Not wanting anyone to perish, but everyone to come to repentance."
 - 3. John. 3: 16-17 "... He gave His one and only Son... to save the world through Him."
 - 4. Luke 15: 1-31 "Rejoicing in heaven over one sinner..."
- C. Plan of God
 - 1. II Corinthians 5:18-21 "... (He) gave us the ministry of reconciliation. We are therefore Christ's ambassadors..."
 - 2. Genesis 12:2-3 "...all peoples of the earth will be blessed through you."
 - 3. Luke 19:10 "For the Son of Man came to seek and to save that what was lost."
 - 4. Matt. 24:14 "And the Good News about the Kingdom will be preached throughout the whole world, so that all nations will hear it; and then, finally, the end will come."
- D. Biblical- Historical Precedent
 - 1. Genesis 12: 1 "... leave your country..."
 - 2. Jonah 1:1-2 "Go to the great city of Nineveh and preach..."
 - 3. Acts 13:3 "After they had fasted and prayed, they placed their hands on them and sent them off."

III. Personal Benefits

- A. Dead Sea vs. Sea of Galilee – Without outlets we stagnate
- B. Sharpens our sword (Heb 5:14)
- C. Impacts our worldview
- D. Teaches us new questions

*We are called, mandated and equipped through the Word,
the blood of Christ and the Spirit to engage in missions.*

Missiological Foundations

I. Holistic Ministry

A. Historically Bifurcated Christianity (and Missions)

1. Worship
 - a. Main line denominations
 - b. Pentecostal traditions
2. Missions/Evangelism
 - a. Constantine (4th Century)
 - b. Asceticism

B. Whole Ministry and Missions – Head & Heart and Passion & Purity

1. Christ's ministry on earth – He touched people inside and out
2. Unity of head and heart in worship
3. Physical and spiritual unity in missions
 - a. "The Spirit of the Lord is upon me..." Lk. 4:18-19.
4. Foursquare Missions
 - a. "Unless the Lord builds the house...." (Ps. 127).
 - b. God's Word makes no allowance for a separation between social justice and spiritual holiness.

II. Transformational Development (Missions as/is "Transformation")

A. The Context of Transformation

1. Missions/Transformation in scripture
 - a. Moses, Davidic Kingdom, Gideon, Christ, Paul's doctrine of works (Rom. 12:1) all are a part of the Biblical story of transformation.
 - b. The Bible is a solid foundation from which to do Transformation/Missions
 - c. Transformation not restricted to the marginalized

III. Incarnational Ministry – "The church is both a theological and a sociological entity, an inseparable union of the divine and the dusty."- David Bosch

A. Christ is the Model

1. "The Word became flesh and made his dwelling among us. (Jn. 1:14a)
2. "The Incarnation shows just how seriously God takes the material world."—Myers.
3. "...Made in human likeness.... (that) every tongue confess that Jesus Christ is Lord to the glory of God the Father." (Phil.2:5-11).

B. Go and do likewise

1. Neighbor Theology—Lk. 10:25-37 (Good Samaritan)
2. Woe to the unjust. (Is. 10:1-2)
3. Ezk. 16:49

C. Incarnational Ministry is Relational

1. Contend for the eternal—invest in people
2. Christ takes our actions personal—Acts 9:4 (Why do you persecute me?)
3. We encounter Christ in those around us—Mt. 25:31-33 (Sheep and Goats)

IV. Intentional Missions

- A. It's not just the thought that counts
 - 1. Intentional
 - 2. Focused
 - 3. Prepared
- B. "The poor deserve better than well meaning amateurs"
 - 1. Develop giftings
 - 2. Don't reject, re-direct
- C. A "need" does not constitute a "call"
- D. Intentional vs. Emotional Missions
 - 1. Sustainability
 - 2. Bigger picture/context

V. Partnerships in Missions – No Viable Missions Apart From Partnerships

- A. Partners with God in missions (Joseph, Moses, Paul)
- B. Local partnerships
- C. Foreign partners
- D. Cross-denominational and Cross-ministry partnerships

What Is a Leader?

A leader is someone who people follow

- People will trust and believe in him/her.
- If no one follows you, you are not a leader.
- If you've got people following, you are one.

A good leader is a good follower/team member

- Supports a leader.
- Leads because it is the best way he/she can serve.

A reluctant leader

- Happy to be a follower if there is an adequate leader around.
- Doesn't need to lead to validate him or her.

Foursquare Missions Team Leaders demonstrate the following leadership characteristics:

- Strong prayer life
- Spiritual leadership/maturity--in church ministry, family, personal life.
- Understanding and abilities related to the task of the group--building, well drilling, whatever.
- Servant leader who leads by example--puts others first, wants others to succeed more than they want to look good.
- Possess ability to relate to local decision makers and team representatives--able to speak in churches and to local communities, and be submitted to local leadership while leading teams.
- Have understanding and appreciation for different cultures---can get around, communicate, has respect for local people and customs.
- Personal maturity, flexibility, patience, and good sense of humor--can handle the stress of foreign travel and adapt to changing expectations.
- Love people—have a heart for missions and evangelism—not just travel!

The Team Leader's Responsibilities

Pray

- For the right team, for each of the team members, the project, the people you will serve, and for the team's preparation.

Be a servant leader

- Be responsible to see that each team member has a positive experience.
- Be a gift releaser.

Lead by delegation—build a leadership team

- Does not rob others of the rewards of taking responsibility.

Plan team itinerary

- Scouting trips if necessary.
- Assist with travel plans and projects.

Recruit team members

- Draw from one's own circle—personal invitation from friends most effective.

Lead pre-trip meetings and get team prepared for trip

- Encourage team spiritually, emotionally, logistically, culturally, by providing as much information as possible.

Make sure all team leaders/members adhere to the values set by authority for the team

- Those set by Foursquare Missions, sending church or organization, national church, local missionary, host country. Be a strong leader, especially during travel times—one of your biggest responsibilities.

Maintain daily group devotions and worship for the team while in the field

- Lead daily devotions or assign this to someone else.
- Worship is a priority.

Get the team to and from the project safely and with all belongings

- Be prepared with plans for all contingencies and unexpected developments, as much as possible, including to and from airport at home.
- Carry documents listed on leader's "take along" list.

Be a problem solver

- Remember---every problem is your problem!
- Use discretion when sharing problems/issues with team members. (Avoid unnecessary burdens.)
- Ask for help if needed and know where to get it.
- Be aware of needs before they become problems.
- Resolve conflicts while they are manageable.

Debrief the team before returning home

- Conduct these on the field before returning.

Post-trip follow-up

- Team get-togethers and personal follow-ups.

Pray

- Before, during, and after.
- Pray for vision for yourself, the team, the members, your home church and families, and other teams in the field.

Spiritual Preparation for Team Leaders

A Transcendent Language & Culture: God's

- John 3-4

Key Understandings

- | | |
|------------------------------|-------------------------------------|
| • What is "spiritual"? | Digging holes vs. "Jericho marches" |
| • Why do we do what we do? | Veni, vidi, video |
| • What is our ultimate goal? | Sampling fruit vs. bearing fruit |

Prepare & Cultivate

- You
- The team
- The "soil"

Establish & Acknowledge

- Spiritual leadership
- Spirituality—make the connections
- Discover your teams' giftings

Plan & Structure

Minister & Care

Selecting a Location and Project

Importance of Ministry first

- Ministry must take priority over team experience
- Dependence vs. empowerment
- Dealing with felt needs
- Partnering--resist telling what to do--respect local wisdom

Where do we go?

- Role of prayer--single most important factor
- Calling to a particular area? – God may put a place or people on your heart
- Going where others don't want to go--10/40 window--1/3 world's land area, 2/3 world's population, 87% of the poorest poor, 2% world's missionaries
- Going where your skills are needed or effective
- Going where you have relationships
- Other factors: Time limitations, cost limitations, political situations, etc.

Host Organizations

- Do we need one?
- Reliable?
- How long have they been there?
- Compatible--doctrinally, missiologically, goals, do they believe in teams?
- Responsible--who is responsible for what: team needs/builders' needs

What kind of team?

- Construction
 - *Does team have the expertise, equipment, etc?*
- Family camp (becoming most popular)
 - *Requires special facilities and projects*
- Language camp
 - *Requires minimum of skilled participants*
- Well drilling
 - *Small team of technically qualified people*
- Medical/dental
 - *Obviously requires highly trained people, special equipment*
- Other: Evangelism, VBS, music, outhouse digging, other helps etc.

When should we go? Setting dates

- Don't force it--this may be a closed door
- What works for team/host
- Available flights/off-peak travel days
- Seasonal, weather concerns

Scouting trips

- Do we need one?
 - o First time yes. Maybe not after that.
- Who should go?
 - o Team leader(s) if at all possible
- What will it accomplish?
 - o Will determine if location, project, host and ministry are compatible with the desires and intentions of the team.
 - o Assessment of need
 - o Is it a “felt” need?
 - o Is there a better way to do it?
- Maybe it will nix the trip.
- Will answer questions of cost, logistics, ministry, what to take, etc.
- Will prepare team leader.
 - o Will know his/her way around and to know what to expect
 - o Will be able to prepare the team
 - o Will be able to answer team’s questions with confidence
 - o Will prepare the host
 - o Will show that you’re serious

Putting a Team Together

I. Rule Number One--“God Builds the Team”

Over and over God has proved that He’s capable of building a team that can accomplish the goals that He has established. Commit team make-up to God and then trust Him.

- A. Be careful in your attempts to pull in people to make an “All-star” team.
- B. Don’t be too eager to exclude marginal team members.

II. Team Leader

- A. The team leader should be involved in “recruiting” and preparing the team.
- B. A team leader will need to establish and prepare a leadership team.

III. Team Member Qualifications--Take ‘em /Leave ‘em?

Most teams have some qualifications or minimum criteria that must be met to go on the trip.

The following are some points to take into consideration when assessing any given individual:

- A. Salvation. On some trips it’s great to take un-saved people and expect that they come home as worshippers of the Lord. However other trips mandate a tight, cohesive team of believers who are united in their faith.
- B. Age. Are they too young or too old for the given trip?
- C. Gender. Some teams are gender specific
- D. Skill and Experience. Is this person capable of the tasks that been given to the team?
- E. Health. Are there dangerous medical conditions that make it unwise for this person to travel to the team’s destination?
- F. Personal Convictions. Has this person expressed hard line doctrinal stances or personal beliefs that will hinder the team’s ability to minister in their targeted environment?
- G. Team Players. Does this person agree with the team plan or do they have their own agenda? Have they been part of the pre-trip meetings, fundraisers, etc?
- H. History. Has this person’s presence on previous teams been a blessing in the field?

NOTE: At least three factors loom large in making decisions over an individual’s inclusion on a team. First make sure you READ THE APPLICATIONS. They often hold a wealth of information and can be used by the Lord to give you the compassion or courage you may need to deal with a given situation. Second it is very important to remember that the above-mentioned items are GUIDELINES NOT RULES. That is, the obvious answer may not always be the right answer. Which brings up the third and most important issue -PRAYER- be diligent in prayer over prospective team members, particularly when a problem seems evident.

IV. Team Structure

Every team will have its own shape and structure that will generally involve leader/leadership team, specific roles (banker, cook, driver, etc.) and often may include a specialist (doctor, hydrologist, pilot, etc.) These different roles are covered elsewhere in this handbook but bear mention here.

V. Administrative and Logistical Concerns

The process that you follow for addressing such things as Registration Application, Payment schedules and Team Meeting dates and times will help shape your team. Having these things in place on the front end will go a long ways toward establishing team confidence, intentionality and the sense of purpose. Being familiar with your schedules and processes is part of the foundation needed for building a team.

VI. Finally, See Rule Number One--Proverbs 3:5-6

Again, God builds the team. When it seems like things are going sideways “fix” them by spending time in prayer, listening to the Lord.

Team Roles

- Banker
- Nurse
- Worship Leader
- Children's Ministry Director
- Driver
- Cook
- Photographer and Web Design and Graphics
- Devotional Director
- Team Mom

Team Meeting Business

Orientation

- Cultural Awareness/Sensitivity
- Discussion on "Why Are We Doing This?"
- Prayer Meetings
- Spiritual Warfare Training
- Video/Pictures/Maps/Slides
- National Speaker
- Food
- Local Leaders and Authorities

Discussions

- Political Climate
- Weather
- Spiritual Climate
- Economics

Trip Specific Project Issues

- Ministry Materials
- Tools
- Schedules
- Drama
- Music
- Children's Ministry Programs

Language/Teaching/Learning

Money Matters

Building a Budget

Airfare

- Include all required flights
- Include all taxes and fees
- Oversize/overweight luggage fees
- Extra luggage fees

Airport and entry/exit taxes

Visas

- Include courier and other message or delivery service
- Proper currency if required in-country

Other transportation

- Ground transportation
- Airport transfers
- Daily transportation requirements
- Tours or guides
- Admission Fees
- Boats, ferries, trains, etc.

Insurance

- Travel insurance for team members

Hotels

- En route
- At ministry site

Other sleeping arrangements

- Tents, mats or mattresses, mosquito nets, etc.

Food

- Meals enroute
- Daily meals
- Snacks
- Water and other drinks
- Ice and Ice chests
- Meals for others

Ministry Costs

- Building materials
- Tools and equipment
- Facility Rentals
- Material and equipment transportation

Other Costs

- Money transfers
- Contingency funds
- Gifts/offerings
- Paid help
- Laundry service
- Tips
- Road tolls

Raising the Money

Individual Expenses

- “I can’t afford to go” costs
- Individual responsibility
- Church or sending organization
- Fundraisers
- Combination

Ministry Expenses

- Team responsibility
- Shared by receiving body
- Sponsors for specific needs

Fundraising

- Supporters are prayer partners
- Everyone should be encouraged to “go, send, or pray” (or all three)
- “Don’t ask, just tell”
- Have as much and as accurate information as possible
- Keep it personal: 1) Face to face; 2) Phone; 3) Letter

Payment Schedules

- Non-refundable resignation fees
- Cover all deposits for air, etc.
- “Get paid before you pay”

Paying the Bills

Pay Before You Go

- Hotels, tours, per diem, etc.
- This reduces surprises in costs
- Less money to carry
- Less record keeping in the field

How Much Do I Take

- More than you need
- Know your budget
- Unexpected expenses
- Unexpected opportunities

How Do I Take It?

- Carry it or wire it ahead
- Divide up large amounts
- Have a “Banker”
- Provide a suitable carrying case
- Take clean, new bills
- Take some small bills
- Use credit card where possible
- ATM’s – Pay attention to fees
- Traveler’s checks—leave home without them

Keeping Track

Have a “Banker” Who Will

- Carry and distribute funds
- Write it down immediately
- Balance every day
- Keep all receipts—make one when not available
- Keep it simple:
 - Don’t be a “money changer” for team members
 - Don’t be a “personal banker”
- Know your budget—what you’ll need
- Be sure to hold out things like exit taxes

Team Leader's "Take Along" List

"Team manifest"- Name and passport numbers of team members

Photocopies of passports, driver's licenses, plane tickets

Copy of "Pre-Trip Questionnaire" if available (Appendix)

Emergency contact numbers for team members (or Foursquare Missions office)

Contact information for in-country host and back up

Emergency contact numbers in country (American Embassy, Red Cross, etc.)

Permission documents for underage travelers

Appropriate medical information for team members

Travel funds

Emergency funds and plan

Appropriate container for money, tickets, passports etc.

Things to assign to others:

- Money and banking duties
- First Aid Kit
- Movie equipment
- Camera, video camera
- Other ministry equipment
- Project equipment

On The Field

The Schedule

Team Worship and Devotions

- Worship is the team's highest calling
- 2 Chron. 20:21
- Scheduled worship daily
- Spontaneous worship (at night, on the bus, in a rainstorm)
- Team devotions

Personal Quiet Times

- Very difficult to schedule—very important
- Time for journaling
 - Keep record of events
 - Record what God is speaking to you
 - Keep track of names and addresses of new acquaintances for self and spouse

Work Schedule

- Find a balance based on:
 - Team member's ability
 - Type of work
 - Weather
 - Local worker's schedule
 - Other ministry schedule
 - Remember the work is not the most important reason to be there

Meals

- Set a schedule
- The larger the group the more important the schedule
- Respect the cook's schedule

Sleep

- Common problem for team members
- Respect lights out and quiet times
- This is especially important on family trips

Church Services

- Important time of relationship building
- Might be long and boring
- Use an interpreter when appropriate
- Try to blend in—don't be a distraction
- Be respectful and worshipful
- Dress appropriately
- Take your Bible and other devotionals

Days Off

- Always on Sunday
- Keep team together—no loners
- Make days off restful—don't pack too much in
- Enjoy the area—see some sights
- Plan some recreation with the locals
- Have some time at the end of the trip to unwind and debrief

Relationships

With the Local People

- That's why you are there
- Be a servant
- Go to learn rather than to teach

Get to Know People

- Attempt to speak the language
- Communicate any way you can—stretch yourself
- Do not make commitments/promises
- Be cautious about giving

On the Team

- Your testimony depends on how you treat others.
 - “All men will know that you are my disciples if you love one another.” (Jn. 13:35)
- Resolve conflicts immediately – not an option!
 - “Love covers all offenses.” (Prov. 10:12 and Matt. 18).
- Be aware of how your teammates are doing—look out for them.
- Strive for teamwork—don't go for personal records
- Be a servant—put others first.
- A mission trip is not a package tour or holiday. In many ways it's an adventure into the unknown.
- Be flexible—you've signed up for “whatever.”
- Give up your rights when you sign up for the trip—such as:
 - A comfortable bed—a good night's sleep
 - A comfortable, flushing toilet
 - A cold drink
 - A hot shower
 - Time to yourself
 - TV and a current paper—knowing what's going on in the world
 - Your favorite foods
 - A full stomach

Male/Female Relationships

Mission trips are times “for team building and team relationships—not individual courtship.” (Foursquare Missions Travel Policies)

Ministry Opportunities

The Project

- A doorway to ministry in word
- The other half of the gospel

Be Prepared

- Opportunities can come from the time you leave home
- Unexpected changes bring unexpected opportunities
- Be prepared to speak publicly—when you least expect it!
 - Write a short testimony ahead of time if you need to
 - Not necessary to “preach.” In fact, it's usually inconsiderate
 - Get as “full of Him” as you can

Being Jesus' Hands and Feet

- Free from the distractions of home (the “thorns” of Matt. 13)
- Unique opportunity to “be like Jesus,” “walk in Jesus’ footsteps”
- No obligations other than to listen to the Father’s instructions
- Free from the limitations of your normal environment
- Your will is the only obstacle to what God can and will do

Is The Ministry?

- Working alongside local workers
- Playing with kids
- Washing clothes with local women
- Making tortillas
- Visiting homes

Health and Safety Issues

Sanitation

- Keep hands clean (waterless hand cleaners and baby wipes)
- Don’t drink the local water
- Drink lots of purified water
- To eat or not to eat—
 - o Be wary of raw meat, unpeeled fruit and vegetables
 - o Be wary of “washed” things and ice
 - o Follow host’s advice
 - o Luke 10:8 “....eat such things as are set before you.”

Be sure to bring all routine and basic medications and supplements –
Imodium, Pepto Bismol, aspirin, motion sickness pills

Heat and Sun

- Most common causes of sickness and discomfort
- Always bring sunscreen, hat, and sunglasses
- Keep hydrated

Safety

- Be aware of published travel warnings (travel.state.gov)
- Implement the “buddy” system
- Only allow designated drivers to get behind the wheel
- Watch out for each other on the job site, especially novices
- Daily prayer for safety on site before beginning work
- First aid—have someone responsible to keep kit handy and supplied

In-country medical facilities

- Know what’s available and where
- Know how to get there
- “Don’t go if you don’t know”

Ultimate Safety

- “The safest place is to be in the center of God’s will.”

Debriefing

What Is It?

The purpose of debriefing is to help the short-term missionary understand what he/she has experienced and use that understanding to make permanent, appropriate changes in his/her life that service the reentry process. It should be geared toward the least experienced of the team members.

The debriefing should include these three elements:

1. Closure to the trip
2. What did I experience? (see, learn, and hear from God?)
3. What to expect when I get home

When, Where, and Who?

Debriefing should start in pre-trip training. Post-trip debriefing should be done at the very end of the trip, but before returning home. (Don't follow with a trip to Disneyland!)

Should be done at a place where the team can be alone, private and uninterrupted for several hours if possible. Should be part of itinerary planning.

The team leader (or leadership team) is the best person to do the debriefing since he/she knows the individuals and has shared their experience and, hopefully, earned their trust and respect.

Covering the Three Parts of Debriefing:

Closure

- Your present ministry on the field is finished. (1 Cor. 3:6-9).
- Time to release:
 - o Those you have been ministering to
 - o Team members you have been ministering with
 - o The experience
- Sometimes a real grieving process will occur—give it time.

What Did I Experience?

- Were expectations met? Exceeded? How so?
- Did working for others for free differ from working at your job for pay?
 - o How so?
 - o Why is this?
 - o Were you created for this? (Eph. 2:10)
- What did God speak to you through this experience?
 - o To the team?
 - o To individuals?

Write these things in your journals and share with each other.

- What changes do you think God would have you make in your life?
 - o Determine to take whatever steps are necessary to make them happen
 - o Write a letter to yourself. Have the team leader mail it at a future date
- What happens when I get home?
 - o It's not "back to the real world"
 - o We live in "Fantasy Land"
 - o Changed "worldview"
 - How many rich people on the team?"
 - Take a serious look at Matt. 19:24. "....easier for a camel...."
 - Some people are devastated by this realization
 - See that many priorities need to be rearranged

- o Now that it's over –
 - Put your trust in what God has spoken to you (Jn. 12:35-36)
 - Watch out for a letdown
 - Depression often follows a return home
 - Spiritual attacks may intensify
 - Satan will try to destroy what you have learned
- o John 21—After walking with Jesus...
 - Disciples tried to go back to life as usual
 - Their efforts led to frustration
 - When they followed Jesus' explicit instructions they succeeded
 - Then they learned He had already provided for their needs
 - "Do you love me? Feed my sheep." Do what I've taught you
- o Sharing your experiences
 - "No one understands"
 - Keep your story simple
 - Hang with other "mission junkies"
- Expect change – Phil. 1:6 "...being confident of this very thing, that He who has begun a good work in you will complete it until the day of Jesus Christ."

Further notes:

- Avoid roundtable discussion—a few will dominate
- Consider using a questionnaire for everyone to fill out
 - o Don't ask closed questions that can be answered "yes" or "no"
 - o Look for a narrative response
- Ask for suggestions on the trip planning and execution
- Leader's "thank you" note
 - o Personal for each team member
 - o Take notes on what team members felt was their most rewarding experience and remind them of it in the "thank you" note two to four weeks after return
- Acts 14:27—reporting to the church

Follow Up

I. Post-Trip Team Meetings

Team oriented follow-up is essentially pastoral in nature and requires valuing team members beyond their usefulness to a current or future project. Post-Trip meetings offer a chance for the team to participate in the shepherding of itself.

- A. Pictures – Photos are always a hit. It's a good idea to establish a date for the post-trip meeting well in advance. Maybe even pick the date before you leave on the trip. However, make sure that you leave enough time between your return and this last meeting for people to get film developed.
- B. Stories – after the debriefing time at the end of a trip it will be important for people to have an opportunity to share what God has been doing in their lives at home as a result of the trip.
- C. S.T.I.C. – “Stay Together In Community.” Encourage the team members to keep in touch with each other and to lift each other up in prayer. And, spend time in prayer at your meeting.

II. One-on-One

Some of the most important and fruitful follow-up will be done on an individual basis.

- A. Shepherding – These trips can be very powerful and even disorienting for many people. Often a team member may need some help stepping back into life and yet not walking away from the lessons learned on a trip.
- B. Facilitating Further Ministry/Training. Many people come home ready for a “next step” but have small idea where to start. In many cases they will turn to a team leader for help as they look for ways to live lives of service and ministry.
- C. Prayer – As we seek to help team members it may be worth remembering S.D. Gordon's HUGE little thought on bringing things to the Lord. He wrote: “You can do more than pray after you have prayed, but you cannot do more than pray until you have prayed. . .”

III. Field Follow-Up

In the moment we put teams higher on our priority list than the field we have just put our mission program sideways. We know that and we war against it before and during a trip but after a trip we can often let the field concerns slide. However, the needs of the people we just left can be as great or greater than our team's needs.

- A. Evaluations – It is important to develop relationships that allow for frank evaluation and subsequent re-evaluation of a team's visit. This takes work because most cultures are not as direct as our own. Also, we often don't want to hear that honest evaluation.
- B. Relationship Not Usury = Partnerships – Local leaders need to know that they were not just a tool for the accomplishing of your church's mission goals or programs. They need on-going relationship and contact and the knowledge that YOU know that they invested in an imparted to you.
- C. Projects Need Follow-Up – Continue to grow in the work that you do. How is that roof system working after a number of seasons? What would you do to improve that hand pump? Keep in touch and continue to learn how to minister better.



Foursquare Missions International

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