

International Development Department
Canada & Bermuda Territory

**International Mission and Ministry
Opportunities
Leaders Guide**



Giving Hope Today

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1. Introduction

The Mission of the Salvation Army Canada & Bermuda Territory states that “The Salvation Army exists to share the love of Jesus Christ, meet human needs and be a transforming influence in the communities of our world.”

While including itself in the mission of the territory, the mission of the International Development Department (IDD) is to act as a humanitarian relief and development office, inviting Canadians to share their resources to empower and bring sustainable change to the most marginalized people in the world. As part of the Canada and Bermuda Territory the IDD exists not only to meet the needs of individuals and communities worldwide, but also to share the love of Jesus Christ with those we meet and encounter across the globe. We are excited that you want to be a part of our mission by doing an International Mission and Ministry trip.

The goal of these trips is to accomplish:

- Practical Assistance
- Personal and Spiritual Growth
- Empowerment and fulfillment of all team members and local beneficiaries
- An experience that brings sustainable changes to lives and communities

Mission and ministry trips should have an impact on the members of the team as well as the country and people that you will visit and encounter. It will be a learning experience where you will be able to meet new people, learn about a new way of living and can share your gifts and talents by working alongside others. It is not about “us” changing “them” and their way of thinking or trying to prove that our way is right. Instead, it is about coming alongside and working with a community and a group of individuals so that we can connect our short-term project to their long-term goals. It should be an opportunity where we can learn from each other.

This will also be an experience in which you will see how God is at work throughout the world. Our western thinking makes us believe that God’s work around the world is entirely dependent upon us and our mission and ministry trips. However, God is allowing us to see that He is already at work. Therefore, we welcome you to become a partner with God and His work in The Caribbean, Zimbabwe, Costa Rica, or wherever God is leading your team.

This manual is meant to be a resource for you, the team leader, as you plan for the trip. The information provided will take you through the pre-planning stage, starting up to a year in advance, right through to the post-trip follow-up. It will provide practical information for planning the logistics to learning how to work with your host country to develop a trip that will help to empower them in their day-to-day ministry. While this manual is geared towards groups, it also contains very helpful information for any individual that is interested in doing a mission and ministry trip. If at any point you have questions where the manual does not provide an answer, the staff at the IDD are here to help you.

May God bless you as you begin to seek his guidance for your trip and may you, your team, and the people you encounter in your host country be richly blessed for what you accomplish together.

2. Trip Planner

✓ Pre-Trip Planning Checklist	
12-24 Months in Advance	
	Purpose and Goals
	Identify the Ministry Site
	Contact Personnel in Host Country
	Budget
6-9 Months in Advance	
	Preapproval Form and Team Leadership Agreement
	Itinerary
	Team Recruitment
	Travel Logistics
	Fundraising
2 Months in Advance	
	Confirmation Form
	Travel Arrangements
	Supplies / Equipment
	Emergency Contacts
1 – 2 Months in Advance	
	Pre-Trip Reading
	Orientation
Mission Trip	
	In-country orientation
	Daily Debrief and Devotions
	Purchases
	Debrief Session
Post-Trip	
	Final Report
	At Home Debriefing
	Congregational Report
	Follow-Up

3. Pre-Trip Planning

3.1. Advance Planning - 12-24 Months Before Your Mission Trip

3.1.1. Purpose and Goals:

You have decided to organize a mission and ministry trip. Why? In the early stages of planning, it is helpful to examine your reasons and what you plan to accomplish.

First, let's start with the reasons why people decide to do a mission and ministry trip. First and foremost, our main reason should be that we love God and we love others. For each participant, their own personal experiences and backgrounds will help them determine why they want to do a mission and ministry trip.

It is important to recognize that we do not have all the answers, nor is our way the only way to do things or necessarily the right way to do things. The Christian church is growing fastest in developing nations, yet we want to help them grow their church. We can and should learn from our brothers and sisters in the Christian faith wherever they may be.

Secondly, at the early stages of planning, it is also important that you have clear goals and objectives as to what will be accomplished on the trip. Some questions that you may want to ask are:

- What kinds of activities will we be involved in?
 - Ministry – evangelism, discipleship, street ministry, Bible studies, drama
 - Work – painting, cleaning, electrical work, plumbing, construction, etc. (See Appendix A for further details on construction projects)
 - Prayer – prayer walking, praying for emotional, physical, and spiritual needs
 - Vision/cross-cultural exposure – learning first-hand about life and ministry in other parts of the world
 - Compassion – caring for emotional, physical and spiritual needs in homeless shelters, hospitals, orphanages, prisons, or disaster areas (e.g., food distribution, relief work)
- What will be the short and long-term impacts on the host country?
- How will the experience relate to our own local ministry within our churches at home?
- What will be the benefits to both the mission and ministry team and the host country?
- Who will be a part of the mission and ministry team? Will you need people with specific skills such as language or carpentry?

It is the desire that mission and ministry teams walk alongside individuals in their host country to empower them and not to take over so that they become dependent upon us. When planning your activities, it is important to remember that we plan activities and events that the host country would be able to continue, even after we are gone. For example, if planning a vacation bible school (VBS) or children's program, consider the materials you are bringing with you. Use supplies and props that the host country would have access to and be able to reproduce after you have left. By doing this, we are empowering the on-site personnel to continue exploring ways to minister, using the materials which they have access to. As well, it can also be a lesson to us on how to do ministry with less.

Development is a lifelong process, not just a two-week project.

Although you may have an idea of what you would like to do on the mission trip, it is important to know that this may change as you have conversations with the host country and learn more about their needs. We need to ensure that in our enthusiasm for mission we are not jeopardizing the mission of the local church. It may be a cliché but they are there for the long term; we are there for the short term. Let the local church and people help you understand its own vision and goals and assist in identifying what is needed and how best to meet those needs. They know their area far better than we ever will and know the true needs, not the perceived needs. An excellent mission and ministry trip helps to build relationships between two groups of people of different countries and is expressed by developing plans that benefit all involved and where mutual trust is established.

3.2. Identify the Ministry Site:

When identifying a ministry site for your mission trip, there are many factors that may have an impact on your decision. First, your budget will impact the location you choose and what you plan to do on your trip. It is much more expensive to travel to some parts of the world while a construction project will cost much more than a VBS program. The funds you believe you will be able to raise play a big part in helping you decide where you will go and what you will do. Other factors that will have an impact on identifying the ministry site will be language, age of participants, etc. All these things should be considered.

From the beginning, you may already know where you would like to do your mission and ministry trip. This may come because of contacts that have already been established in other countries from previous trips or with overseas personnel that you know. If assistance is required in selecting a location, contact the IDD.

3.3. Contact Personnel in Host Country:

If the aim of a mission and ministry trip is to come alongside and help, then the host country should be involved in the planning process. The trip needs

to be based on their needs – not our wants. Therefore, communication with individuals from the host country should take place throughout the entire planning process.

3.4. Budget:

Mission and ministry trips should be funded separately without impacting on funding of other long-term missions. Teams are responsible for all costs associated with their trip and the local Salvation Army should not be burdened to fund a portion of the trip.

Section C of the preapproval form will provide some guidance on the costs involved. Some of the questions that you may need to ask are:

- What are the cost estimates for flights, airport transportation, in-county transportation, meals, lodging?
- What additional costs will participants incur such as passport fees, health insurance, immunizations, etc.?
- What might participants be asked to contribute?
- What fund raising strategies could be used?
- What program costs will be incurred (building materials, program supplies, etc.)

While the specific costs may not be available so far in advance, based on research and consultation with the host country, a preliminary budget can be established. As the planning continues, the budget will be modified to reflect the updated information. Whenever possible, supplies should be purchased in the host country to assist the economy of the area you are visiting. This includes food and supplies. If this is not being done, an explanation as to why should be provided with the pre-approval form.

The church or location being visited may wish to help in some capacity and this should not be discouraged but it is also not expected. At the same time, the team should not be expected to fund the purchases of items for long term use (i.e., outfitting a camp with new beds and linens). Make sure that any arrangements for payments to those hosting are worked out in advance and that full details of what is being paid for is known and agreed upon.

3.5. Advance Planning – 6-9 Months Before Your Mission Trip

3.5.1. Itinerary:

Once approval for the mission and ministry trip has been received you can begin to plan the details and logistics of what the trip will look like. *A daily schedule is essential!* This will provide structure for the team. Structure is important – especially as the team may experience culture shock and the schedule will help them to stay focused.

Your itinerary should be shaped by the goals you have set in partnership with the host country. It might be helpful to send a copy of the blank

schedule to your overseas host and request that he/she complete it using outreach ideas that will be effective for the local community. You may want to adapt the schedule as you feel is necessary for the needs of your team, and in consultation with your contact from the host country.

It is important to keep in mind that the team may feel frustrated if they perceive that you are just trying to fill in time with "makeshift" projects that are not necessarily of benefit to the community. As well, it can be very frustrating and exhausting for the team members if the schedule is too full and it appears you are trying to do too much in the few days you are there. Try to find a good balance between the two. The itinerary should provide a good mix of mission-oriented activities, reflection, down time and free time in which the group can have the opportunity to experience the culture of the host country. The team should also be aware that things may change and be able to be flexible if the need should arise to change the schedule at any moment due to varying circumstances.

If any assistance is required with the logistics and details of the trip contact the IDD office.

3.5.2. Team Recruitment:

Once the plans have begun to be developed, it is time to recruit the team members. It is important to have guidelines established before recruitment begins such as:

- **Age Criteria:** If travelling with minors, there are permission forms that are required to be completed, even if one parent will be on the trip with the child. Please see the Government website which states the necessary requirements when travelling with children abroad.
<http://travel.gc.ca/travelling/children/consent-letter>
- **Skill Set**
- **Maximum Number of Participants Required:** When deciding how many people will be a part of the team the following needs to be considered and discussed with the host country:
 - Available accommodation in the host country
 - Travel arrangements while in-country
 - Work / Ministry Needs
- **Estimate of Fees for each participant**

When a person applies to be a member of the team it is important that they are aware of the commitment and expectations. It would be helpful to the applicants to have an overview of what the trip would involve including an agenda, description of the host country and details of the funding requirements.

Recruiting team members a year in advance allows ample time for individuals to obtain passports, update any necessary immunizations, raise funds, etc. This time also allows opportunity for the team members to get to know one another before the trip.

Standard team applications and health history forms have been developed by the IDD for use. Agreement forms & release of liability will need to be signed by each team member. All forms can be found **HERE**

In the case where your mission trip involves working directly with children and youth, The Salvation Army screening process for working with youth should be followed. This involves completing the application for work with children and youth and the completion of the Armatus online abuse prevention training. Please refer to the SA Ministry website for further instructions <https://salvationist.ca/corps-mission/corps-life/ministry-resources/ministry-worker-screening>.

All participants should have a current police check, even if they will not be working with children.

For officers who wish to participate in a mission and ministry trip, see [MN 08.001 International Mission and Ministry Opportunities](#)

3.5.3. Travel Logistics:

It is critical to the success of your mission that you provide travel information. The IDD office is happy to help you find the necessary resources to help you learn more about the country you will be supporting with your mission and ministry trip.

Several logistical issues that need to be considered are:

- Passport:

Outdated passports, or passports that expire within six months of travel, are not acceptable. Although, it only takes 7-10 business days to obtain a passport, it is advisable that Team Members obtain passports well in advance, due to possible unforeseen problems. To obtain a passport application, visit any Canada Post outlet or visit their website at <https://offices.service.canada.ca/en/SearchPassport>.

- Visa:

Many overseas countries will require a Visa prior to arrival. Please note that this may several months. It is important that before you travel, you are aware of the passport and visa regulations for your host country.

- Medical and Travel Insurance:

Each team member should have travel and health insurance purchased prior to the trip. It is important that you, as the team leader, are aware of what the insurance does and does not cover. For example, some plans will not cover pre-existing conditions. As well, insurance may not cover injuries that occur in a country where the Canadian government has

issued a travel advisory. It is also important to ensure that trip cancellation and interruption is included. It is better to be aware of these matters before the team goes on the trip than to encounter a situation unprepared.

- Vaccinations:

It is crucial that Team Members are vaccinated against any diseases that they may come in contact with while overseas. Some countries require visitors to produce a vaccination certificate **prior to entry**. For information about what vaccines are necessary for specific countries, contact the nearest Travel Clinic in your area (<https://travel.gc.ca/travelling/health-safety/vaccines>).

- Travel advisories:

At times, there may be travel advisories implemented by the Government of Canada for various countries. Most of this information can be found at <https://travel.gc.ca/travelling/advisories>

Once you have all the necessary travel information collected, ensure that each team member has the specific details of what is required prior to travel.

3.5.4. Fund Raising/Donation Receipting:

All mission and ministry teams must be approved by THQ and adhere to the required policies and procedures to make sure we remain compliant with Canada Revenue Agency (CRA) guidelines on funds used for overseas purposes.

There are three main categories of fund raising:

- Personal fund raising – these are donations that are received from individuals but specified to fund the costs of a specific participant of the mission trip. In these cases, the donations cannot be receipted according to the CRA. As soon as funds are direct to the benefit of a specific individual, no charitable receipt can be issued. Similarly, personal expenses paid by the participants to take part in the trip cannot be receipted.
- Proceeds from fund-raisers – in most cases, funds collected at dinners or sales cannot be receipted
- General donations – these are donations given by individuals to fund the overall costs of the mission trip. All donations received will qualify for a charitable receipt. Please note, donations cannot be dependent on an individual participating in the mission trip. If a team member decides he/she can no longer participate, no donations should be returned to any donor as a result.

It is encouraged that all solicitations for donations be made for the benefit of the missions trip versus the benefit of team members. This will ensure all funds received from all donors will qualify for a charitable tax receipt.

If you have any questions concerning the ability to issue a charitable receipt, please send an email to THQ.Finance@salvationarmy.ca

3.5.5. Accounting for Missions Trips:

The CRA imposes strict requirements on Canadian charities that fund work outside of Canada, so it is extremely important to maintain appropriate accounting documentation for all revenue and expenses. Please refer to Operating Policy [CM 06.002 Funding Work Outside of Canada](#) for further details. Appropriate receipts and/or invoices for all funds spent must be available in the event of a CRA audit. A copy of all supporting documentation will be required to be submitted to THQ with the final report. Original copies must be maintained in accordance with current requirements, which is 7 years from completion of the trip.

Reimbursements of expenses to individuals involved with the trip must adhere to the guidelines provided in Operating Policy [FN 06.002 Staff Expense](#).

3.6. Preapproval Form and Team Leadership Agreement:

Team leaders are to complete the preapproval form and team leadership agreement for submission to the IDD Office, THQ. Once completed and signed by DHQ the forms should be forwarded to THQ to the attention of the Associate Director of International Development. Preapproval forms should be submitted at least six months in advance of the trip. Once approval for the short-term mission has been given the THQ IDD Office will arrange the necessary formal, international approval of the trip.

3.7. Advance Planning - 2 Months Before Your Mission

3.7.1. Confirmation Form:

Submit completed confirmation form to IDD.

3.7.2. Travel Arrangements:

At this point, all travel arrangements should be confirmed including transportation to and from the airport both at home and in the host country, flights and travel while in the host country.

3.7.3. Supplies / Equipment:

Whenever possible, supplies should be purchased in the host country to support the local economy and avoid the potential for problems clearing customs or paying duty charges. At this point any supplies that need to be bought in Canada should be purchased and arrangements made for all other materials to be purchased in the host country. If you need to ship items, be aware that this could take several months. See Appendix A for

further details. Any equipment that will be needed (i.e., sound systems, mics, etc.) should also be arranged with your host.

3.7.4. Emergency Contact:

There should be two emergency lists compiled before departing for your trip: emergency contact while away and emergency contact for relatives at home. A list containing contact information while in the host country should be left with family members at home.

While on the trip everyone should carry with them the following emergency information:

- Name, address and phone number for main contact person
- Name, address and phone number for secondary contact person
- Copy of Passport
- Any medical conditions / Medication / Allergies

The team leaders should also carry a master list containing the information for all team members. A photocopy of each person's passport, visa and immunization record should be kept in a secure location. Other helpful information to readily have on hand is the address and phone number for the local embassy or consulate. For a list of all Canadian Offices abroad visit: <http://travel.gc.ca/assistance/embassies>.

3.8. Advance Planning - 1-2 Months Before Your Mission Trip

3.8.1. Pre-Trip Reading:

It is always helpful for participants to understand not only the country they are visiting but also the context of doing mission and ministry trips in countries where the majority of people live in poverty. Before the trip begins, it should be recommended that the participants read material that will help them prepare for what they will encounter. This can include books about the history of the country, current newspaper articles or other materials focused on working with the poor.

See Appendix G for a list of helpful resources

3.8.2. Orientation:

In preparation for travel it is important that the team be involved in an orientation. A successful mission and ministry trip will be based upon preparation and training of the participants. This time together will give opportunity to begin the process of learning to work together, even before the trip starts, as well as going through all pertinent information to the trip. Although this time will prepare the participants for travel, it will not necessarily prepare them for everything they need to know. Most of the learning will come from hands-on experiences while in the host country.

If the members of your team live within the same area, it would be ideal to have the orientation take place when everyone is able to be together.

However, in some cases team members may live in different locations. In this case, it would be helpful to do an online orientation session. Since there is a lot of information that needs to be shared, it might be helpful to break the call into two sessions.

The orientation should take place 1 - 2 months in advance and should address the following topics. It would be helpful to prepare a handbook for each participant which includes all this information.

- Mission trip short and long-term goals
- Team Members Expectations:
 - What are your expectations for this mission trip?
 - What are your fears or concerns for this mission trip?
 - When you are under stress or faced with a difficult situation, how do you typically react?
 - Share your testimony. How has God been at work in your life?

- Country information (weather, food, language, etc.)

It would also be helpful at this time to share some news articles from your host country so that the team members are aware of current events that are taking place.

- Travel Logistics (Information and lists regarding packing, flights, travel documents, vaccinations, travel insurance and other logistics).
- Itinerary (Trip details including daily schedule)
- Health and Safety Guidelines
- Preparation for cross-cultural learning (Cultural expectations and practices (i.e., clothing, greetings, etc.)
- Responsibilities and expectations of participants
- Team building activities
- Debriefing arrangements

See Appendix C for additional orientation resources

4. Mission and Ministry Trip

4.1. In-Country Orientation:

Upon arrival, it is helpful to have a brief orientation with both the team and your host. Take some time to review the schedule and the expectations and responsibilities of the team. Allow an opportunity for your host to share more information about their country and what you can expect. He/she may be able to provide more details on the customs and culture of the area.

At the beginning, as the team is settling into their new environment, it would be helpful to have a quick tour of the area, learning a little about life in your

host country. A trip to the market or around the neighborhood will not only give the team an idea of their new surroundings but will also allow them to familiarize themselves with the area in which they will be working.

Throughout the trip the team will meet many new people, each with a story to share, and see many sights that they would not see in their home country. While each team member may have the best of intentions at heart, it is best not to make promises to people that may be difficult to fulfill once they have returned home. This may include sending photographs, keeping in touch through writing or emails or even sending money to fund various projects or help individuals. It is best to not make these promises but if you do, carry through with them upon returning home, rather than making the promise and not keeping it.

4.2. Daily Debrief / Devotions:

Throughout the duration of the trip, your team will need “Team Time” – time to worship, pray and be spiritually fed. It is suggested that you pre-plan daily devotional times for each day. Choose topics that are relevant to your team members and their mission. Your planning and encouragement will make this devotional time much more meaningful.

See Appendix D for suggested topics

As well, a short debrief time each day will be beneficial for the team members as you reflect on what you have seen and experienced, any questions and updates or changes to the schedule. At times, it may be helpful to have someone from your host country participate in the debrief sessions.

4.3. Purchases:

To minimize loss on currency exchange, only the amount expected to be needed should be converted.

Be sure to collect receipts for all items purchased during the mission trip. Due to the nature of business transactions in some countries, receipts can be hard to get, but proper receipts should be obtained whenever possible. In preparation, be sure to bring with you some form of blank receipts and have vendors complete them where proper receipts are not available. SA 100's or a generic receipt book can be used in these cases and ensure that the person receiving the funds signs the receipt and not the person spending the funds.

When advances are provided, one individual should be responsible for the advance and the individual should sign a receipt acknowledging they have received the funds. The individual is then responsible to provide a full account of how the funds are spent. All receipts must be returned along with any unspent funds.

Under no circumstances should mission and ministry trip funds (i.e., funds raised to support the mission trip) be left behind in the host country or

territory. Personal team member's funds can be used at their own discretion, however no charitable receipts can be provided for any personal funds left in the host country or territory. Please be careful that in trying to help you are not generating dependency and unrealistic expectations on others who may follow you in visiting the area.

If the team wishes to fund on-going work this is to be arranged through the small project system established at the IDD office. Small projects are processed through the IDD office and fall under [CM 06.002 Funding Work Outside of Canada](#). Contact the assistant director of IDD for more information.

4.4. Debrief Session:

The day before departure should involve time for a final group discussion. The focus of this time should be upon what the participants experienced, any struggles they have encountered, the personal impact of the trip and how they will use their learning experience when they return home. Include your host in this meeting so that you are able to receive feedback and insights from their perspective as well.

See Appendix E for debrief ideas

5. Post Trip

5.1. Final Report:

A final report is due to IDD one month after the trip.

5.2. At-Home Debriefing:

Within a month of returning home the team should meet again for a final-check in. At this time team members will be able to assess their learning experience and bridge their out-of-country experience with their at-home realities.

See Appendix F for sample debrief meetings

5.3. Congregational Reports:

Upon returning home a report on the mission and ministry trip should be given to the congregation, especially since many of them invested money into the trip as well as much time in prayer. Upon returning from their first overseas mission trip, two of the earliest missionaries – Paul and Barnabas – gathered together with everyone from the church to report on what God had done (Acts 14:27). The importance of sharing with the congregation allows them to see how their prayers have been answered and how meaningful their financial support was to those the team served.

These reports can be used as a springboard to promote more interest in another trip in the future or to a greater investment into year-round giving to missions.

5.4. Follow-Up:

Even though the team has returned home and resumed their everyday activities, there should be an effort made by the team leader to reconnect and follow-up with the host country. The purpose of mission and ministry trips should be about building relationships and therefore, it is important to remain in contact with the individuals with whom you worked. At this time, both you and your host should be able to discuss the evaluations of your trip and whether or not you fulfilled the goals and mission set forth at the beginning planning stages.

6. Appendix A Construction Projects

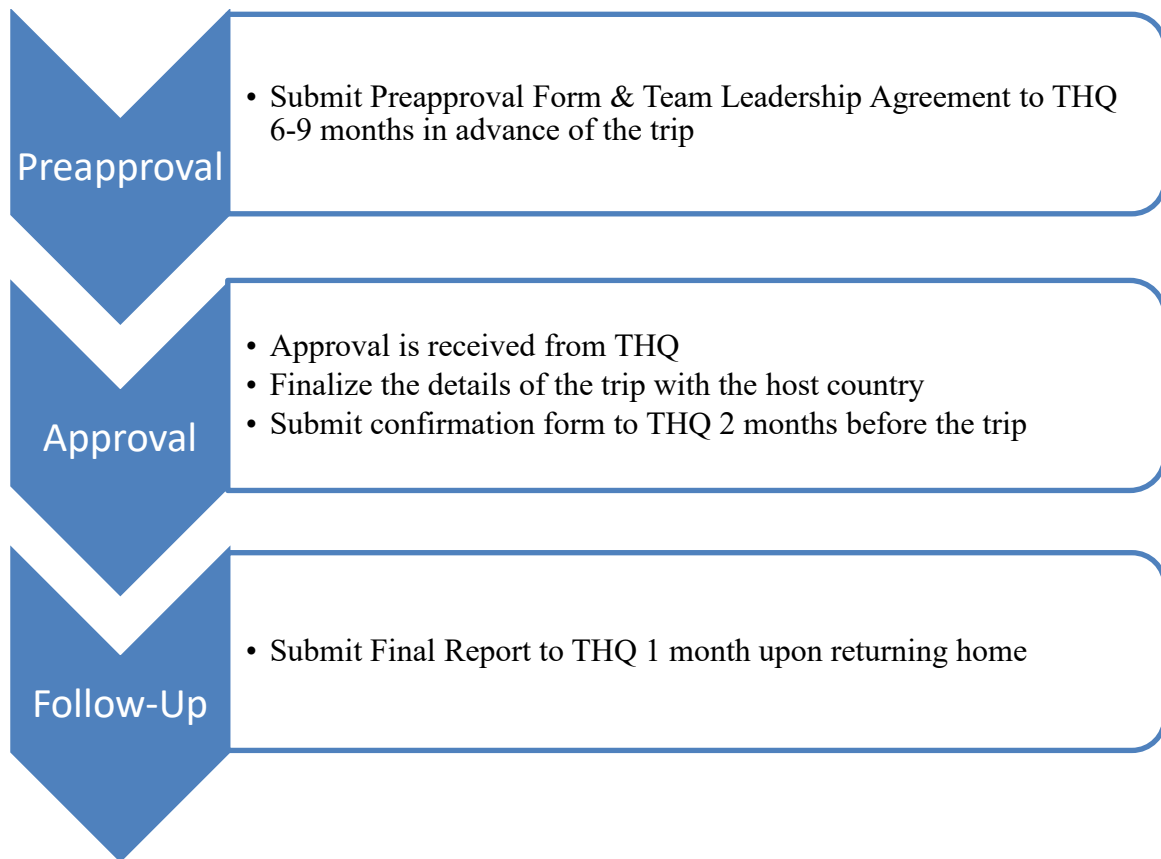
When considering constructions projects for mission and ministry trips, there are extra details that need to be considered which often require extra planning time. The following list details some of the key points that need to be observed when considering a construction project:

- A minimum of 18 months, as opposed to 12 months, is required for the application process. Trips involving the construction of new buildings and renovations to expand programs may find delays as these projects need to be approved through the proper international process; this may include being reviewed and approved by IHQ. This process can be lengthy, and plans should be started well in advance of the intended mission dates.
- When new programs or expanded programs are being considered, the ongoing costs of running the program need to be considered. The building is useless if the funds are not able to sustain the program. Some trips have constructed buildings for programs and without meaning to, have created the expectation that if funding for the program falls short than either the team or the Canada and Bermuda Territory will make up the difference. We may not be able to meet this commitment and the team may not be able to continually raise funds to meet the ongoing demands of the programs, ultimately resulting in the waste of valuable resources and may create problems between the territories. Be careful about how what you say and do may be interpreted, particularly towards long-term commitment to support the local community.
- There are local people with skills to build in the local environment and local sources which can provide the needed building materials. Let the local people have the benefits of the building construction by purchasing supplies and providing jobs where you are going, even though they may be short term jobs. It is necessary to work with the local group to ensure all regulations for building in the area are followed. Their regulations and laws may be different from ours, and it is the regulations and laws of the country you are in that apply.
- If you plan on shipping a container of supplies to your host country, it is necessary to have these details organized well in advance of the trip. It may take up to 6 months for a container to reach your host country and be released. It is necessary to work this out early so that the supplies arrive in the host country before the team arrives.
- Be aware of any charges that may occur (i.e., duty) when shipping a container and be prepared to cover the expenses from the funds raised by the team.

7. Appendix B Forms

The approval process is described in the flow chart below for your reference.

THQ Approval Process



Please complete the following forms:

- [Preapproval Form](#)
- [Team Leadership Agreement Form](#)
- [Individual Application Form](#)
- [Health History Form](#)
- [Reference Form](#)
- [Release of Liability](#)
- [Employee and Officer Risk Acknowledgement](#)
- [Confirmation Form](#)
- [Final Report](#)

Access forms through [here](#)

8. Appendix C Orientation Resources

8.1. Health and Safety

8.1.1. Health:

Certain supplies may be difficult to get, including western food. It is ok to try the local food but try to ensure to follow some basic food safety.

- Drink bottled water from sealed, tamper-proof containers
- Don't use the ice cubes, unless you know for sure they are made with boiled or bottled water
- Tea, coffee (if made with boiling water), canned / bottled soft drinks are generally safe (but not fountain drinks).
- Water that has been boiled is safer than water that has not. Boil for a minimum of 1 minute. If at higher elevations, boil longer.
- Be aware of other uses of water (i.e., brushing your teeth, washing your hands before eating, shaving, etc.)
- Avoid raw food washed in local water
- Take some snacks but use the local food sources for the main meals
- Fish organs and shellfish are best avoided. Smaller fish are generally safer than larger fish.
- Make sure dairy products have been pasteurized, including the milk for tea or coffee.
- Remember – Cook it, wash it, peel it or forget it.
- Wash hands frequently.
- Take some upset stomach and diarrhea / constipation / anti-allergy medication with you. Talk to your doctor about taking an antibiotic with you, with clear instructions on when and how you should use it.
- If taking prescription medications, ensure you bring a sufficient supply.
- Care for yourself by getting adequate rest, eating well and drinking plenty of water.
- Carry important medical information such as allergies, blood type, medications, etc. as well as a copy of your medical travel insurance.
- Protect yourself from the elements by using sun screen, a sun hat and insect repellent. Even if you never burn, latitude makes a difference. To make the sunscreen and insect repellent most effective, apply the sunscreen 30 minutes before the insect repellent.
- Always carry personal first aid products such as afterbite, band aids and ibuprofen.

- Personal Care products such as contact lens solution, shampoo, etc. may be very expensive or difficult to purchase. Make sure to carry an adequate supply with you.

8.1.2. Safety:

- Never go out alone
- Upon arrival, orient yourself to your new surroundings
- Leave extra cash, passport and other valuables in a safe location. If this is not possible, try not to keep all your money in one place. Find creative ways to distribute smaller amounts of money in several locations (ie. Shoes, pockets, backpack, etc.)
- Carry only small amounts of cash with you
- Avoid wearing expensive or expensive-looking items such as jewelry
- Be aware of the political situation in the country and avoid demonstrations, protests or other large gatherings where violence might erupt
- Avoid talking about your itinerary or plans in public places.
- Inform your leader whenever you are going to be separate from the group.

8.2. Packing List

- Bible
- \$250 - \$500 (US Funds) cash to provide for personal emergencies (more than this could put you at risk of theft. Basic needs of food and shelter are likely to be provided for)
- Camera
- Anti-diarrhea tablets/laxatives
- First aid kit
- Toiletries (towels, soap, toothbrush, toothpaste, etc.)
- Clothing appropriate to climate
- Electrical converter/plug adaptor
- Where applicable, anti-malarial prophylaxis
- Insect repellent
- Anti-bacterial wipes
- Tissues
- Sun block
- Spare Eyeglasses

- Personal Care Items: Contact lens solution, shampoo, etc.
- Small Sewing Kit with Safety Pins
- Earplugs (Nights can be noisy at times)
- Snacks (Granola Bars, etc.)
- A sturdy canvas backpack or duffel bag
- Comfortable walking shoes
- Passport and any applicable visas
- Certificate of Immunization (if required)
- Refillable Water Bottle (Be aware of the water source being used when refilling)
- Cell Phone

If bringing a cell phone, ensure to check with your cell phone provider for a plan for out of country and the roaming charges for the host country. It is better to be aware of this beforehand in order to avoid a large bill upon returning home.

8.3. Language List

Even if you can't speak the language it is helpful to know a few important words and phrases that could foster communication.

Please _____

Thank You _____

Hello _____

Goodbye _____

I'm Pleased to meet you _____

Good Morning _____

Good Evening _____

Good Night _____

God Bless You _____

Breakfast _____

Lunch _____

Dinner _____

Where is the restroom? _____

How much does this cost? _____

Very Nice (General Compliment) _____

Where is the church? _____

Hotel? _____
Bus? _____
Market? _____

8.4. Team Members Job Descriptions

Throughout the duration of the trip there will be several jobs that will need to be overseen. It is important for the team leader to designate these responsibilities throughout the group in order to ensure that one person does not become overloaded with all of the details. These responsibilities should be assigned before the trip begins so that everyone is clear of what their responsibilities will be while away. Some of these responsibilities would include:

Lodging:

Ensures that all lodging needs are met.

Meals:

Ensures that all meals will be provided for the team members. This includes both travel time and while on site. Purchases groceries when needed. Arranges with billets and Team Leader what meals will be provided for the team.

Vehicle:

Maintains vehicle. (i.e., cleans the interior of vehicle after long trips).

Financial:

Responsible to account for all *general* (not personal) money spent by the team with the provided accounting forms. Ensures receipts are obtained for **all** purchases. Completes forms for the Administrator throughout the duration of the assignment.

Equipment:

In charge of all team equipment. Ensures that everything is in the vehicle and/or checked at the airport prior to leaving any site. Coordinates loading and unloading of equipment as necessary.

Medical:

Responsible for tending to any small medical emergencies. Responsible for carrying a basic supply of first-aid items* and should be trained in CPR. Responsible for handling the medical forms of all team members**

* Should include bandages, polysporin, antiseptic wipes, gauze, scissors, ibuprofen, Benadryl, Immodium, Laxatives, Gravol, Cold and flu remedies, cough drops, anti-histamines and antacids.

Photographs/ Video:

Ensures that adequate photos / videos are taken to remember the experiences that the team had. (See 8.7 Tips for Sensitive Photography)

Drama/ Puppets / Sound:

Oversees setting up, transporting and maintaining all drama props, puppets, puppet stage, stereo system, sound equipment, etc.

Worship:

Responsible for leading worship in team meetings. Coordinates music for church services, etc. Individual should walk daily in a contagious spirit of worship.

Other:

As required (i.e., devotional leader, etc.)

Note: Some of the responsibilities mentioned above may not be applicable to your trip, however it is best if every member has a concrete responsibility.

8.5. Cultural Expectations

Each culture is different and not everyone has the same understanding of certain practices, words or phrases or even have the same way of dressing. It is important to be aware of your new surroundings to avoid confusion, misunderstanding, embarrassment or offending someone. We may not always think of it, but some of our normal ways of doing things may be offensive to people in other countries and we may not always be understood, but rather misunderstood. The following are some tips to keep in mind:

- **Voice and Communication:**

Many people in other countries think we are loud and boisterous. Try to keep a calm, quiet voice lest you appear to be crude when you don't mean to. This is especially important when travelling together in public places and on public transportation.

- **Words and Phrases:**

Some words and phrases that we use may be disrespectful and distasteful to others. Don't use the term "native" or "national". Instead use the proper term such as Colombian, Indian, African, etc. Don't speak of a person's home as a hut. It's a home to the individual and may be the best that the person can afford. Be respectful in all conversations. Common expressions could also be misunderstood in other languages. For example, to "make a pig of yourself" is a common expression in North America, but in some countries, it can be seen as a serious insult. It could take months to undo the damage caused by the careless use of this or similar phrases.

- **Gestures:**

Many common gestures can be seen as offensive, such as giving the thumbs up or the “ok” sign. Even the hand used to pass something to someone may be offensive. Please be aware that not all gestures have the same meaning in various countries.

- Clothing:

In North America, our standard of dressing is a lot more relaxed than most countries. When you travel, you may find that there are specific guidelines for dress. For example, in some countries females could be required to always have their head covered or for both men and women it could be required that their shoulders always be covered. Always wearing new clothes each day can be insulting when, in some countries, people do not have a lot of clothes. It is important, that in order to prevent disrespect for another culture, you do this research before you leave so that the team brings appropriate clothing.

Your new environment will be very different from what you are used to. Some people may experience a moment of ‘culture shock’ as they encounter scenes of poverty, language difficulty or a complete sense of unfamiliarity.

Try to understand that the people are working under different conditions than you are used to and many missionaries have adapted their lives to the customs of the country to win its people to Christ. Avoid the temptation to question their way of ministering, or their way of dealing with individuals and situations. It is important that we avoid the “great white outsider” syndrome. Instead, encourage the local residents and church leaders. Express your appreciation of what is being done.

It would be helpful to prepare yourself for some of the challenges and differences that you may face. Some questions to ask could be:

- What are some cultural differences that you may encounter? (Decision-making styles, dress, behavior, sense of time, etc.)
- What clothing should be worn by men and women during their work? Around town? To church?
- What are the religious practices (Should women cover their heads? Do men and women sit on separate sides during worship services? Are women permitted to speak in church?)
- What communication barriers may be faced? Will I be able to read common signs?
- What is the average income of the people you will encounter?

8.6. Top 10 Ways to be a Good Guest

1. Show respect for your host by using proper greetings and titles, especially to the eldest in the group.

2. Ask your new acquaintances about their families.
3. Be a good observer and listener and ask polite questions.
4. Dress appropriately to show honor to the culture.
5. Act very discreetly with the opposite sex.
6. Always show gratitude for your accommodation and food, whatever they may be.
7. Never show your temper.
8. Be sure to get permission to photograph someone.
9. Show empathy and appreciation, not pity, for the surroundings.
10. Be flexible with your time.

From Before You Pack Your Bag Prepare Your Heart, by Cindy Judge

8.7. Tips To Being A Sensitive Photographer

It is important to be sensitive with regards to photography in other countries. There may be restrictions as to what you are allowed to take photographs of and all team members should be aware of these guidelines. As well, it is best to have one or two people designated to take pictures while on the trip – aside from personal photos during free time – who can share the photos with the rest of the team members after the trip. We don't want to overwhelm our guests with numerous cameras flashing at them, nor do we want them to feel like they are on display.

Below are 6 tips to help you be a sensitive photographer:

- Take your time:
If you will be staying in an area more than one day wait until at least day two to take the camera out. That way, your hosts have had a bit of time to get to know you and it will be more natural to start asking them if they're ok with a few pics.
- Know the Culture:
Many traditional cultures hold beliefs or superstitions that prohibit photography – it could be a sacred spot or building, an image or religious icon. In many of Thailand's northern hill tribes there is a common belief that taking a photo of someone can steal their soul. Indigenous communities that have had more exposure to western influences have been more exposed to outsiders taking photos, but don't assume that it is ok. If ever in doubt, always ask. This also goes for taking pictures of police, tanks, soldiers or military installations. In some countries this can result in your camera being confiscated.
- Begin with a Conversation:

Engage with the people you want to photograph before you lift the lens. Take the time to talk to people and look around. Be interested in them as people first – not just as objects for pictures. Introduce yourself, ask their name, tell them a bit about your home country, ask a bit about their home and what they do. Now you have a name and a story to go with the photo!

- Ask Permission:

Ask if it is ok to take a picture of someone. Almost always the answer will be yes. But maybe they'd like to first fix their hair, put on a different shirt, or some other way to be more presentable – just as you do when someone wants to take your picture.

- Ask Yourself How you will Use a Photo:

Our tendency is to take lots of pictures. But if you stop and ask yourself whether you will ever look at a picture again, it might make you decide against taking the picture and, instead, simply enjoy the moment. Memories last as long as pictures.

- Don't be drawn to the unusual, bizarre or weird: You will see many things that look very different. It's tempting to snap away, especially if the scenes show extreme poverty. But ask yourself: How would you feel if someone from another country went to your city and took pictures of the worst part of town, then went back home and said this is what Canada looks like? Sure, we have poverty, but that's not the only image of Canada. Remember that when you are visiting other countries.

8.8. Cultural Guidelines

- Be **FRIENDLY**. People will be much more likely to like you if you like them. Perhaps you may not feel that you like them right away – rarely are we immediately fond of strangers, but from the start, treat everyone in a kind and loving manner. You will find some things to like about people everywhere. Your friendliness, if it is genuine, will usually bring out friendliness in others. The key word here, of course, is **ACCEPTANCE**.
- Take people **AS THEY COME**. Like them for what they are, not for the way they happen to measure up to your own standards or what you expect of them. Of all the millions of men and women in this world, each one is different from every other one, but like you, each is made in the image of God. Each stranger you meet will surprise you, interest you, thrill you, or puzzle you. Remember you will be doing the same to them! Each person is a challenge to show the best that is in you.
- Try, first of all, to **UNDERSTAND** the different customs, habits, and ways of thinking. There are good reasons for each of them, just as there are good reasons for each of your own. Some of them are based on climate, religion, or very old traditions.

- **RESPECT** these customs and habits of thought even when you can't understand them. They seem as natural to the people who have them as yours do to you. People will not seem any more different to you than you will to them. When you cannot respect a foreign custom, then **SUPPRESS YOUR DISAPPROVAL**. Some of these customs have existed for centuries. No one likes to have a stranger correct his virtues. When you can respect a foreign custom **SHOW IT**. You can win many friends for your country and for your program in this simple way.
- When you associate with foreign people, try to **ADOPT** their **MANNERS** as much as possible. Do not ask or expect them to adopt yours. This can relate to such matters as relationships with the opposite sex or even things such as wearing less expensive clothing when you associate with rural people – like a simple skirt and blouse to church instead of a fashionable dress.
- **SUPPRESS** your own **PECULIARITIES** as much as possible when they are contrary to the customs of the land. Remember that some actions which are acceptable in North America may hurt feelings or even be insulted abroad – like embracing members of the opposite sex freely like we do in North America.
- **EXPRESS CURIOSITY** to the point of indicating an interest in their “way of life.” Foreign people appreciate the opportunity to tell you. Learn to become a good **LISTENER**.
- Don't make **COMPARISONS** between their country and your country, particularly when the differences are extreme. A constant parading of the **CONTRASTS** between two cultures leads to resentments by the hosting people – you are likely to be tagged as a braggart if you aren't careful.
- When the foreign customs are none of your business, then **MIND YOUR OWN BUSINESS!** Don't stare or point, for example, at the man who removes his hat when passing a church or a temple. Ignore him, that's his custom.
- Recognize, **WORK** with and **SUPPORT** local leadership that is already established and esteemed by the people.
- Analyze and **UNDERSTAND** your own cultural patterns. People can ask penetrating questions. Be prepared to discuss the factors involved in our high rate of divorce or the treatment of black persons, or Native American/First Nations people in some areas of our country. Explain situations as they exist. Do not attempt to rationalize. Don't make excuses. Simply point out that we do have problems and are doing our best to solve them.
- Remember that although you are in a foreign land, you will be **RESPECTED** for your own basic convictions. Many foreigners are hungry for a share of your beliefs, so **SHARE** them. Take time to listen

to their beliefs as well. This cross-fertilization of ideas will give rise to many ideas in the minds of those people. The most important aspect of your outreach program is the contribution which you make to a new and different culture. Become **AWARE** of the needs of the people and see how directly the gospel relates to the fulfillment of those needs. Keep your heart **OPEN** and allow the Holy Spirit to perform a work in you that will be lasting, motivating and life-changing.

- It is expected that no one will **LEAVE** the team or group for any unscheduled activity. Remember that you are an ambassador for Christ and representing your country.

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8.9. Power and Privilege

Adapted from “Walking with The Poor” by Bryant L. Myers

Whenever we plan a trip to a developing country, it is important that we be aware of our words and actions as we become the visitor in someone else's home. The sights that you will see, the people you will meet and the poverty that you may encounter can sometimes be overwhelming. However, we must not ‘pity’ the people and their circumstances, but instead try to understand and learn about their everyday life. People who live in poverty are valued, loved and just as important as those who do not and so they must be treated with the same dignity and respect that we would expect to receive. Be aware of the lens in which you view people and their circumstances. We will view things from a Northern point of view, based upon our culture and how things function and operate in our own communities.

Robert Chambers has developed what he calls four levels of bias. These are four thoughts or ideas that we can have which could portray an attitude of power or superiority over others.

- Believing that the way we do things is the right or best way, and that this is also the best way for others.
- The fact that we can read, speak eloquently, drive nice cars or ask for meetings with important people and get them, all communicates a position of power and privilege which we can unintentionally assume is part of who we are.
- When we are “in the field” we still have a space somewhere with access to email, telephone and computer where we can continue to “get things done.” We “know” the poor only at a distance. We read about their situation, make a short trip to where they live and return to the comfort of our own home. This brief encounter only allows us a glimpse into their reality.

- The reality of the living conditions of the poor conflicts with who we are, how we are trained or what we believe. This often leaves the poor to adapt to us and our way of thinking and doing.

Although you may not be aware of these, it is important to keep ourselves in check so that we do not offend people of another country or culture. As you arrive into their community – their comfort zone – they will be looking at what you do, how you act, what you say, and how you treat others.

One of the most important things you can do before you go on a mission trip is to first know who you are. Understand your own background and way of thinking. When we have the belief that we can play “Santa Claus” – bringing all good things from the outside – then it reduces the poor to passive recipients, incomplete human beings whom we make whole through Genesis 1: 26, 27, 31

“Then God said, “Let us make mankind in our image, in our likeness, so that they may rule over the fish in the sea and the birds in the sky, over the livestock and all the wild animals, and over all the creatures that move along the ground.” So God created mankind in his own image, in the image of God he created them; male and female he created them.....God saw all that he had made, and it was very good.”

8.10. Principles for Successful Mission Trips

GOD IS THE HEAD OF THE MISSION

- You are not taking God to this place; rather, God is taking you! (Genesis 12:1-3; Psalm 139:1-10)
- God has been at work in this place long before you arrived.
- God has a plan for this community, this people, and each person (Jeremiah 29:11; 1 Timothy 2:3-5, 2 Peter 3:9).
- Follow God’s lead, not yours.
- God will always be with you (Matthew 28:20b, Romans 8:38-39; Hebrews 13:5).

OPEN HEART, OPEN HANDS

- An open heart is free to be filled by the Holy Spirit and overflow with love (John 14:15-17; Acts 13:2-4; Romans 5:3-5).
- An open heart is free to be broken by the injustices and poverty of the world (Deuteronomy 15:7-8; Psalm 9:18, Psalm 82:3-4; Galatians 2:10).
- An open hand is ready to receive.
- An open hand is a sign of good will and humility (Galatians 5:22).
- An open hand cannot clutch a clock, a schedule, or a stereotype.

‘DOING’ IS LESS IMPORTANT THAN ‘BEING’

- Be like Jesus. Walk as Jesus walked (1 John 2:6; Matthew 5:1-16; John 15:1-14).
- Be human beings not “human doings”! (1 Thessalonians 5:11)
- Focus on people, not just on the task (1 John 3:18).
- Work on building relationships, not monuments (Romans 12:9-15).
- Take a deep breath when things don’t start or end on time; there are more important things in life than sticking to a schedule.
- Be flexible – things will rarely go as you planned.

A SERVANT'S HEART

- Learn from your hosts; honor them and God by serving them (John 13:12-17).
- Find out what your hosts pray for, and commit to praying for that, too (James 5:16).
- Accept the leadership of your hosts. You are not the one in charge.
- Practice humility (Luke 22:24-27; James 4:10).
- There are many ways to do things; yours is only one way, and it may not be right for this time or place.
- Be adaptable – try new things, set aside biases, and work on fitting into the culture.

8.11. 10 Tips for Mission and Ministry Teams

By: Richard Bradbury

Richard Bradbury has served The Salvation Army in Kenya and Zambia for over eight years. He has hosted several mission trips in this time as well as been a member of mission trips previous to his family’s ministry in Africa. This has been written from the perspective of the host territory. Please take note of the valuable advice as you prepare for your trip!

1. Be responsible with handouts and gifts.

DO...

- Think carefully about distributing handouts and gifts on your mission trip. They can reinforce the ‘have and have nots’ and often create more problems for those who are hosting you as you create expectations that they cannot meet
- Think about who is doing the ‘giving’. Clothing handed out within the context of a maternal and child health clinic by the local nurse as part of a wider care provision, or pencils given out routinely as part of an education program are far more effective than items being handed out randomly.

- Think carefully about the risk of unintentionally creating dependency when handing out clothes, books and other items.

Short-term solutions can hinder local efforts which are trying to build sustainable community development projects and wrestle with the roots of poverty at community level. Support that does not help sustainable local, financial self-sufficiency is much more likely to create poverty in the longer term than it is to meet real needs.

2. Let the locals be the heroes.

DO...

- Find ways to empower local people. Your goal should be that, when you leave, no one thinks you are the hero because of all the good you did in a short time.

Imagine...

- a school where the students valued their teachers more because you came?
- a children's home where the kids fell more in love with their house mothers because you came?
- a mother whose self-esteem is improved because her children think that she is able to give them a new pair of shoes despite her circumstances?

DON'T...

- Unintentionally make a parent or guardian feel inadequate because their child believes that their parent/guardian should have provided what you have just given out.
- Make a child love you more than his teacher, the children's home manager, the missionaries and humanitarians who are there working every day.
- Take a job off a local tradesman, when you are not qualified in that area.
- Take the attention away from or outshine local teachers, nannies, principals, food distributors, nurses and other workers and volunteers, who are working in the heat and the dirt every day.

3. Don't just build things, build relationships!

DO...

- Focus on people, not things that haven't been built yet. The most enduring and important aspect of short-term missions is the forming of relationships with local people. Building relationships is far more important than building materials.
- Be realistic – you cannot solve any problems in a country in short stay, but you can stand side by side with those who struggle and encourage them by developing relationships through shared experiences and faith.

- Stay in touch with those that you have met (using the correct channels to do so where children are concerned), and if you have promised to pray for them and the ongoing work, keep up to date with how things are progressing.

DON'T...

- Worry if you do little more than get to know local people. You will have talked, laughed, shared meals and sung with people, and visited them in their homes. If this is what you have 'achieved' on your trip, you are one of the more successful short-term mission members!
- Focus on your quest for experience, but instead focus on a desire to build healthy relationships with others.
- Build something that is out of context of the local community. A school or house with an international architectural design will reinforce differences and may cause division in the local community. Involve local professionals and laborers at every step, purchasing local materials for the building project.

4. Listen and learn.

DO...

- Visit with a view to listening, learning and serving. These are the keys to a life-changing trip!
- Use your time to learn as much as possible of what the local strengths and needs are.
- Plan any fundraising for further support in line with the strategy of the local projects office and territorial leadership and consult thoroughly and your own territorial processes. Contact the World Missions office at THQ for help with this at the start of the process.

DON'T...

- Swoop in with wealth and a list of your own perceived set of solutions.
- Promise anything! This can lead to disappointment and disillusionment. Discussions take place but commitments to support are made in the project office, not in the community! If you have made a financial promise, ensure it is discussed with the territory's project office and leadership before you leave and then discussed with your development office on your return. Ideally, financial discussions should take place with your development office before you leave so they you are aware of any limits or processes to best channel the money.
- Give cash directly to corps (except on the offering plate as a discrete donation, in the same way you would at your own corps), schools and communities. This can undermine local leadership and accountability processes.

5. Cultural sensitivity.

DO...

- Ask lots of questions to learn more about the culture before you leave. Remember, you can unintentionally offend by being ignorant of local traditions and attitudes.
- Be respectful of people's way of life.
- Think about how you dress – in some cultures wearing shorts or not covering your shoulders is highly offensive. Make sure you know what is considered suitable clothing and pack accordingly.
- Be sensitive to what you are offered to eat in a person's home. Sometimes the equivalent of two weeks' salary is spent on a single meal for a guest, so a response such as 'I don't eat that' can be very impolite.
- Respect boundaries and privacy – don't assume that being a 'special visitor' entitles you to 'access all areas' (particularly on hospital wards, in schools, children's homes, and houses).

DON'T...

- Take photos of local people (especially children) or their homes without permission.
- Take photos of police and government buildings or large public sites (e.g. bridges and dams) as these can be sensitive areas. Doing so can lead to arrest in many countries.

6. Ask local advice.

DO...

- Get to know the background of the locality and some of its history.
- Trust your host! Listen to them and trust them, even if you don't understand. You cannot know all there is to know about a culture by being there for five minutes.

DON'T...

- Be quick to criticize. You are often seeing only a small part of the whole picture.

7. Proximity and exposure to wealth can provoke a sense of poverty.

DO...

- Be mindful of what equipment you are openly showing. Taking iPhones, tablets or fancy cameras, having large wallets strapped round your waist, or wearing fancy clothes can create more comparative poverty than you are aware of.
- Consider what the people you visit think when you hand over old trainers or second-hand clothing that you never had any intention of wearing. While

they will always accept them, the people know your life is very different to theirs. They know what's happening. If you are giving something – give your best!

DON'T...

- Fall into the trap of thinking poor people are less perceptive or intelligent than you or are pleased to be living what we deem simple lives.

8. See what people have, not what they don't have.

DO...

- See people's strengths and assets. Many societies comprise people who, whilst living in abject poverty, have a tremendous resilience and strong sense of community. Raising a family of four on \$1 a day is a massive achievement – probably more than we could achieve. See through the poverty to see the person – their strengths and achievements.

9. Get real about what you can achieve.

DO...

- Remember you cannot change the world in one mission trip, but you can make a huge difference to an individual by building a positive relationship.
- Remember that your visit will probably leave you more changed than you manage to change anyone else.
- Keep a journal. Many people include personal growth as a goal for a mission trip, but assume they will achieve it through doing good things rather than through just being there, learning and getting to know people. Write your experiences down. Growth in spiritual maturity should be a major aim.

10. Short-term mission team – long-term attitude.

DO...

- Remember that your trip should be the start of the journey, not the end. A mission trip should not be a means to an end; it should be the start of a lifelong engagement.
- Take responsibility to be a bridge that helps people become more active and engaged in global affairs.
- Be an advocate for those you have met who do not have a voice to share their concerns. If, through your trip, you have come to see, experience, learn and gain God's heart for the poor and marginalised, you will be able to speak on their behalf when you return.
- Raise your voice in your local church and community about what you have seen and learned. Write to your member of Parliament, tackle the global issues locally, buy fair trade, support justice charities, start a community anti-trafficking group, and so on.

- Gather people together to share about your experiences.
- Remember that you are the most effective agent for change when in close proximity to the problem (because you understand it). When you return, find ways to make the world better in your hometown. Make it your lifestyle to observe, learn and love. Apply what you learned on the trip to your local community.

8.12. Team Building Activities

An essential part of a team mission trip is that the team learns to work and communicate together before they venture into a completely new environment and culture. A significant amount of time of your orientation should be spent on activities that help the team members get to know each other better and learn how to rely upon and work together in order to accomplish the goals. The dynamics of the group may vary and each team member will bring different personalities, qualities, gifts and experiences. It's important for the team to learn about relationships and how to work together.

1) Nobody Knows (Get to know you activity)

Give each person a piece of paper and have them write something about themselves that nobody else in the group would know. Collect all the pieces of paper and have someone read them aloud one at a time, having the participants guess who the paper describes. Allow an opportunity for the person to explain the story behind their fact.

2) On Common Ground (Cooperation and get to know you activity)

Working together, have the group recognize the different personalities that each person brings. As a group, acknowledge the difference and develop some ground rules that will help everyone work better together. For example, one member may not be a morning person and needs a few extra quiet moments in the morning. Therefore, the team will agree to allow 10-15 minutes of quiet space at the beginning of each day in order to respect all members.

3) Trust Walk (An exercise to build trust and dependence on other team members)

Have the group break off into pairs. One person from each pair will wear a blindfold while the other person will help guide them around the building, simply by using their voice. After 5 to 10 minutes have the partners switch roles. When the group is back together have participants discuss what it was like for them to lead and also be led by someone else.

4) Knots (Team Building Activity)

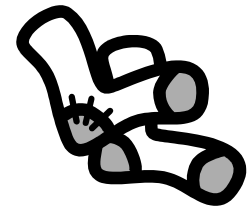
Have the group stand in a circle facing each other. Each person reaches across the circle and grabs the hands of two different people. When everyone is holding hands, they must figure out how to untangle themselves, without letting go. Discuss how they worked together and if there were roles assumed by different members of the group.

5) Island (Team Building Activity)

Spread out a blanket in the middle of the floor and have everyone stand on the blanket, explaining that this is an “island”. Tell them that due to global warming, the water levels are beginning to rise. Have everyone get off the blanket, fold it in half and put it back down on the floor. Ask the group again to get everyone on the blanket, encouraging them to work together. Do this several times until it becomes impossible for everyone to fit. Discuss how well the group worked together, how they decided the best way for everyone to fit and if there were any roles that were assumed by various team members.

6) What Next? (Communication Exercise)

Put a sock on the floor in front of you. As the leader, instruct the group to help you put on the sock by giving you step by step verbal instructions. No hand motions allowed! Only one person may speak at a time, and only one instruction can be given at a time. After each instruction ask “What next?” Your job is to pretend you do not know anything about putting on a sock and to literally follow their verbal instructions. (Even if it means putting the sock on over your shoe, or trying to put the sock on from the closed end.)



This exercise helps the group to understand the importance of speaking clearly and considering what they are actually communicating. We don't realize how much we take for granted in our conversations! Point out that in cross cultural communication, it is important to consider the listener. Patience and simple language are appreciated!

7) “I Can't Speak English” (Communication Exercise)

Pair off people with someone who is not a close friend. One person is designated to be the “speaker.” For three minutes, the “speaker” is to introduce themselves to their partner, but without using any words. They can gesture, draw, or hum but they cannot speak or write. In the assigned time, they are to describe their name, work, family status and hobbies – all the things you would normally learn about a person you just met. After three minutes, have the roles reverse, allowing opportunity for the other partner to be the “speaker.”

When the time is up, ask everyone to introduce their partner to the rest of the group, using the information they gleaned from the exercise. The point

is to show the importance of knowing some basic language words and phrases from your host country in order to facilitate conversation.

8.13. Devotional Thoughts

Try not to allow the entire orientation to be consumed with logistical planning. While this is essential for a successful mission trip, these things tend to take care of themselves. Besides, no one enjoys a meeting which is mostly concerned with the details. Logistics are best worked out *before* the meeting, and then reported *briefly* at the meeting.

It is important that while you prepare yourself for the trip physically and mentally, it is most important that the team is prepared spiritually. Prayer should not be a tag-line at the end of the meeting, but an important exercise for the whole group.

The following are some passages of Scripture and questions that will help engage the participants to think about the trip from a Spiritual point of view. Have the team members pair off and spend some time reading Scripture and praying together, for each other, their families, the trip and the new country and the people they will encounter.

Philippians 2:1-11

What does it mean to imitate Christ in our mission trip? What are some practical ways you can be a humble servant on this mission trip?

Acts 10

What can we learn from Peter's experience with Cornelius' household for our mission trip?

1 Corinthians 9:19-23

What are the mission principles at work in Paul's efforts to be all things to all people? What would it mean for us to become like the people we are serving for the sake of sharing in the blessings of the gospel?

Matthew 9:35-38

What can we learn from Jesus' response to the tremendous needs around him? What is the difference between compassion and pity?

Luke 10:1-12

How are Jesus' instructions meaningful to us as we approach our mission trip? What does it mean to go in need of the people we plan to serve?

Romans 12:4-21

How will your team reflect the body of Christ? What is your unique contribution? How will we work together? Paul includes 25 commands for spiritual teamwork, which ones stand out to you?

9. Appendix D Daily Devotions

9.1. Devotional: Thank you, Lord!

Exodus 15:1-21

- Recall what Moses, Miriam, Aaron, and all the other Israelites did when they made it safely across the Red Sea. (They sang a song of praise and thanksgiving to God, recalling all that God had done to guide and deliver them)
- We can use this same model while on our Mission Trip. We celebrate God for bringing us here safely and we celebrate everything He has done and will continue to do while we are here.
- Allow opportunity to share how members have seen God at work.
- Ask someone to read Lamentations 3:22-23
- Allow opportunity for team members to share how they have experienced God's care and protection on this journey.
- Gather in a circle and do "popcorn prayer." Ask team members to give one sentence praises to God for bringing you to this place. Pray for a spirit of openness as you learn about what God is doing in this place. Pray that God would use each member of your team to bless someone in this place.

Daily Reflection:

Ask the team about what they have observed in the new culture. How is this different from their own way of life? How has it impacted them? Is there anything that they have observed that they are struggling with?

Daily Tips:

- Observe – in a spirit of openness, suspend judgment
- Ask why – be a learner.
- Push yourself to engage in as many ways as you can.
- Listen – really, really listen.

9.2. Devotional: Vision + Values

Matthew 28:16-20

As Jesus was preparing to leave this earth, and his disciples, he left them some very important instructions. To "make disciples of all peoples" includes every ethnicity, every tribe, every type of person – across all the languages, barriers of understanding and geographical hindrances. Everyone needs to hear the good news of the Gospel!

- How do you see yourself fitting into the Great Commission? How can you live that out while on the trip?

- Have someone read 1 Corinthians 12:4-6, 12-14, 27
- Even though we are together as a team, all of us individually have something to offer. Allow opportunity to share how God has been using your gifts while on this trip. Are there times that we have missed a prime opportunity to share the Gospel?
- Gather for prayer, focusing on how God can use each member of the team to fulfill His will, and that the team would be open to his leading.

Daily Reflection:

What is one thing that you experienced today that has really stood out to you? Why? What is something new that you have learned today, whether about yourself, about someone else, or about the community in which we are serving?

Daily Tips:

- Be ready for God to open your horizons and teach you a lot!
- Be ready to work as a team player the whole time-and be flexible.
- Allow time each day to be with God alone.
- Pray for yourself and your teammates.

9.3. Devotional: Humility

Philippians 2:1-8

While on this trip, God will be more concerned about who we will “be” in our ministry location rather than what we will “do” here.

- What instructions does Paul give with regards to who we should be? What example does he provide that will help us to accomplish this?
- Having a heart of humility does not come naturally. Our culture often pushes us away from an attitude of humility toward one of selfishness or pride. But following Jesus clearly calls us to be humble servants.
- Allow opportunity for group members to spend some quiet moments in prayer, asking God to give them a heart of humility and to follow his example.

Daily Reflection:

What are some differences that you have noticed in the way people think and do things in your host country? Are there times that we have had the idea that we, our ideas or the way we do things are better? What have you been able to learn from the new people you have met?

Daily Tips:

- Be open to doing things that are not the typical North American way. You will be exposed to a wide variety of ministry styles. Don’t rule any out. Put your heart into it, and God will teach you something.

- Remember that every individual you meet with and talk to has their own personal perspectives. Every person will be on different ground. Be open-minded to where they are.
- Use every experience as an opportunity to learn. Never be afraid to be open to a new way of thinking or doing.

9.4. Devotional: Submission

1 Thessalonians 5:11-15

For many people, the word submission is one that they would rather avoid. Some are afraid of what would happen if they submit. Others are convinced that submission is somehow related to our absolute agreement with the one we're submitting to. Some view submission as never questioning those leading us. Godly submission, however, looks very different. It is not only a requirement for the believer, but it is also an avenue to great blessing!

- In Thessalonians, what is God calling us to do when it relates to submission to our leaders?
- Throughout Scriptures we are given examples of who we should submit to in our lives. Have someone read:
 - James 4:7
 - Hebrews 13:7
- Based on these Scriptures, who are we to submit to and what responsibility do they have in our lives?
- Allow opportunity for prayer that God would strengthen the team and give wisdom and guidance to the team leader.

Daily reflection:

How has God been using you on this trip to lead others? What kind of an example have you been? Are there areas where you need to improve?

Daily Tips:

- When working with the local residents from your host country, ensure to be mindful and respectful of cultural differences (Dress, gestures, words and phrases, etc.)
- When working together as a team, be respectful of each other's differences, show respect for the team leader and always set a good example for those who may be watching and observing us.

9.5. Devotional: Unity

John 17:20-23

This passage is all about unity and God's desire for us to work together as one.

- Why is it so important to Jesus that we be united?
- Unity is essential to good teamwork. On this trip, you are part of a team of brothers and sisters in Christ. How can we be united together, especially in the nitty-gritty details of living and learning together?
- Have the group divide into smaller groups of two or three people. Have them read Romans 12:9-21 and Colossians 3:12-17. On a piece of paper write out at least 10 of the commands for good team unity. In the small groups, share in prayer together, asking God to help them display each of the qualities of a good team, as listed in Scripture.

Daily Reflection:

How has God been using the team to fulfill his purposes? Are others around us able to see us working in unity? What areas do we need to work on?

Daily Tips:

- Be aware of the differences of other team members and find ways t you can work together, using the unique gifts that God has given yo
- Show appreciation for the gifts that other team members bring to th table.

9.6. Devotional: Ministry in the Midst of Poverty

Luke 4:17-21

Jesus' ministry constantly involved ministering to people who were the outcast of society. He reached out to the lonely, the sinner, the hurting, weak and the poor. When he read the passage from Isaiah He knew that he had come to fulfill that prophecy. His job was to reach out to the people that were often left alone.

- Where does the idea of ministering to the poor begin? Allow time to look up the following passages and make time for discussion:
 - Sabbath Day: Exodus 23:12
 - Sabbath Year: Deuteronomy 15:1-6
 - Year of Jubilee: Leviticus 25:8-13
- God provided these guidelines so that the poor shall always be taken care of. If life was difficult and someone was forced to sell their land or become a slave, there were provisions in place so that at the Year of

Jubilee everything shall be returned as it once was. The poor shall gain possession of their land again and the slave shall be set free.

- What are we doing to provide for the poor? Is this trip just a one-time gig or is it something that we will continue to do in our very own neighborhoods at home?
- Have someone read Isaiah 58:1-3; 5-10. God was not furious with the Israelites because they did not fast or adhere to the Sabbath. It was because they failed to care for the poor and oppressed. They failed to stand up for justice.
- Spend time together in prayer seeking God's guidance how He can use each person to "act justly and love mercy." Seek God's direction on how he can use each person to minister in the midst of poverty.

Daily Reflection:

What sights have we seen where we have been guilty of just walking by – whether at home or on the trip? How can we address the issue of poverty?

Daily Tips:

- Take note of the sights you see around you. Look closely at how people live (housing, food, clothing, education, etc.), in comparison to what you have at home.
- Learn to express appreciation and thanksgiving every day for what we have been blessed with – both the big and small things.

9.7. Devotional: Shout it Aloud!

Isaiah 58:1-3

Bishop Desmond Tutu once said "If you are neutral in a situation of injustice, you have chosen the side of the oppressor. If an elephant has his foot on the tail of a mouse and you say that you are neutral, the mouse will not appreciate your neutrality."

From the beginning of time God has been giving guidelines and setting requirements for our living with regards to the oppressed in our world. This could include many groups of individuals such as the poor, widowed, orphaned, lonely, sick, etc. Jesus himself set the example for us when he was here on earth. The people that often everyone else shunned and stayed away from, he spoke with, dined with and befriended.

Seek other Scripture that reference standing up for injustice:

- Micah 6:8
- Jeremiah 22:3-5
- Exodus 22:22
- Romans 12:2

- Luke 10:33-37 The Good Samaritan

God gave us our voice so that it can be used. Jesus used his voice to change people's lives ("go and sin no more", "woman, you are set free from your infirmity", "today salvation has come to this house", "Do not be afraid"). We have the same potential.

Spend time together in prayer for the injustices that you have seen thus far on your trip. Pray for specific situations and people that you may have encountered and the courage to use your voice to make a change.

Daily Reflection:

What is one injustice that we have seen that has impacted our lives? What are some of the restrictions that these people live with on a daily basis? What kind of consequences could be encountered if they try to overcome the injustices they face? How will we use our voice, even after returning home, to speak up against those injustices, while protecting the people we have met? Is it possible for us to remain neutral in these situations?

Daily Tips:

- Be more aware of the conditions of people's lives – where they live, what they eat, how they are treated.
- Be willing to offer a kind word or greeting to others.

9.8. Devotional: Who are the Poor?

Matthew 25:31-46

Jesus' ministry involved a concern for those who were in need, including the poor. Often, our intentions for helping others may be to do what we feel they need, or what is best for them. However, this can cause more harm than good.

For someone to be poor, there may be a number of different factors within their life situations that by looking at them on the outside may cause us to categorize them as poor. We often define poor as a lack of wealth or material possessions; however someone who is poor can be dealing with issues much deeper than this. The lack of money or possessions could be the result of other situations in their life.

God created humans to be relational beings – with God, with self, with others and with creation. When all relationships are functioning properly we are able to experience the fullness of life as God had intended. However, because all men are sinners, we do not experience these relationships as we should.

Poverty, or being poor, is a result of relationships that are not working, that are not harmonious or enjoyable. Someone could be experiencing a poverty of spiritual intimacy, a poverty of being, a poverty of community or a poverty of stewardship. In essence, we are all broken somehow, just in different ways.

When working with the poor, it is important for us to look at the inner core of someone's life and not just by what we see on the outside. If we treat only the symptoms we see or if we misdiagnose the underlying problem, we will not improve their situation, and in the end might end up making it worse.

- What does Scripture tell us about the poor? Does it address more than just a need for money?
 - Acts 4:33-34
 - Deuteronomy 15:4
 - 1 John 3:16-18
 - Matthew 5:3
- Dr. Martin Luther King once said that real compassion for the poor is not giving change to the beggar, but changing the very edifice that created beggars in the first place.

Daily Reflection:

Is the work I am doing contributing to supporting or challenging a system that creates and reproduces poverty? What kinds of "poor" have we seen since on the trip?

Daily Tips:

- Take the time to talk to the people you encounter and listen to their story instead of just giving a hand-out or doing a good deed for them.

9.9. Devotional – Openness to New Learning and New Realities

Philippians 2:5-13

A seeker went to visit a wise one, hoping for enlightenment. The wise one invited the seeker to her cell and offered her a drink. "Yes a drink would be fine," said the seeker. The wise one poured until the seeker's glass was full and then kept pouring. The seeker watched until she could take it no longer. "It is over full," the seeker said. "No more will go into it." "Like the glass," the Holy One said, "you are full of your own truths, ideas and opinions. You cannot be enlightened until you first empty your glass."

Going into a new country also means entering a new way of life, a new set of rules and standards, a new way of thinking, new ways of doing things and a whole new culture. All of this will probably be very different from what we are used to. However, the important thing to remember is that our way may not necessarily be the best way. Scripture reminds us to humble ourselves and this means being open to new ideas and new ways.

After experiencing a new culture and meeting new people, in what ways do you feel you need to "empty your glass?"

Spend time together in prayer asking God that you open your eyes and heart to be accepting of other people, allowing the opportunity for him to teach you new things.

Daily Reflection:

What are one or two big differences that you have noticed in the way things are done? What has been your response in these situations? What lessons do you think God was teaching you?

Daily Tips:

- Try to avoid making comparisons to the way you do things back home. Instead, be open to learning something new and seeing a different approach.
- Branch out by trying a new food, such as a local dish. Appreciate the abundance of food you have on a day to day basis and give thanks for the meals provided in your host country.

10. Appendix E In-Country Debrief

10.1. Debriefing Is:

- Not only a place and a time, it is an atmosphere
- Emotional unpacking
- Sorting out
- Being heard
- Making sense of the experience
- Listening
- Identifying issues
- Being aware and in touch with one's feelings
- Empathizing with others
- Reviewing and recalling God's work
- A time to look back and to look forward

10.2. Devotional: Seeing God at work in our lives

Have team members draw a picture of something that symbolizes the most important thing God taught them on the trip. In smaller groups ask them to explain the symbol to each other. Gather together as a whole team and ask for volunteers to share their symbol of what God taught them and how they have grown in their faith.

The team has traveled, worked, lived, eaten, played and prayed together throughout this entire experience. Bonds have been formed and a special community has been created.

Part of the difficulty of returning home is returning to the "same-old" way of life after such an intense experience. It may be hard to return to the normal way of life without being impacted by what they saw and experienced. Take this time together to prepare for the return home and begin to think about some of the challenges which may be faced.

Lack of Receptivity:

Even though the team has experienced some amazing and new things, not everyone at home will be receptive to hearing about the trip. Usually, they will ask, "How was your trip?" in hopes of a 10-20 second response. Caution people that this will occur and help them to prepare for it.

Short term to long term commitment:

Many new friendships were formed on the trip. Allow the team opportunity to discuss ways how they can return home but yet still keep connected.

- Pen pals

- A trip next year
- Regular prayer for them
- E-mail

Current technologies such as email, Skype and Facebook allow participants to remain in contact with individuals from the host country, however, it is helpful to be aware that it may become the expectation that you will continue to financially support them as well.

10.3. Reflections on returning home

- Describe the one or two images that stand out from your trip.
- What part of this experience was the most challenging to you? What was the easiest?
- What did you learn about God's mission in the world? How did you see God at work?
- How has your relationship with God changed as a result of this trip?
- What did you learn about your team and about team ministry?
- How would you describe your feelings right now? (joyful, grief-stricken, exhausted, peaceful, grateful, heartbroken, hopeful, confused, resentful, etc.) Explain.
- Name some people who really touched your life during this experience. What did you learn from them?
- What changes (if any) will you make in your life based on what God taught you?
- Would you go on another mission trip? Explain.
- What do you think it will be like when you get home?
- What are you looking forward to when you return home?
- What are you dreading when you return home?

10.4. Things to be aware of when returning home

There are a lot of emotional and physical changes that may occur after this type of experience. Emotionally, people have been changed. They have seen many things that they have probably never experienced before. Physically, there may have been exposure to various types of illnesses. Upon returning home, it is important to be aware of any noticeable differences such as a change in behavior like withdrawal, which may be an indicator of some form of depression. Changes in digestion may be an indicator of something you came in contact with while away such as E. Coli or Parasites. A fever may be an indicator of Malaria. Some of these symptoms may occur within weeks whereas others may not occur for up to six months and even years. Upon returning home, ensure that if you don't

feel well, you see a doctor and inform them that you have been to another country.

10.5. Prayer Focus

The members of the team will all go through the reentry experience together. They are the ones that will understand the best what the other is feeling. Therefore, take some time to pray together as a team. Pray for each team member and that God would help them through the stages of going back home.

10.6. Towards Growthful Re-entry

By: Linda Edwards Olson

What is re-entry culture shock? It is simply the transition into one's home culture after having lived for a time in another culture. It is often characterized by an accentuation of confrontation with the person's own identity and just how culturally bound he or she is.

What causes this re-entry time to be difficult for some? Generally, it is because the individual has changed or is changing in attitudes and values and comes back to an environment that has not changed in the same direction. (For long-termers the environment may have changed drastically from the environment they originally left. This is not usually true for summer short-termers.) The deeper these attitude and value changes are in the individual, the more likely that the transition period will be unsettling.

Specifically, some of the points of dissonance a returnee may experience may touch on the following areas:

- reaction to the affluence of one's own culture
- reaction to superficial values presented in the media
- adjusting to role changes or undefined roles; an ambiguous home situation
- minimal responsibility as compared to their short-term responsibility
- a disillusionment with one's church over their abundance and seeming lack of concern for the world
- a seeming lack of genuinely concerned friends who will and want to listen
- an inability to express or share the experience and resulting changes
- an awareness of habits or behaviors that were second nature before they left and now seem meaningless or disturbing as they come back into their culture

How do people handle this re-entry time? There are basically 3 different reactions to this transition time:

- The *Assimilators* seem to slide right back into the home culture with little to no problem and appear almost to have forgotten the trip. These individuals may seem to have adjusted well but may have missed out on the greatest growth opportunity, for they do not seem to integrate the things they saw, learned and questioned into a new view of life and the world.
- The *Alienators* seem to reject the home culture, although for short-termers this may not last very long. They may become very pessimistic and critical of the home culture, realizing that they too have been a part of it. They seem limited in their ability to see the range of social structures and their appropriateness and are “stuck” in their ability to create personal alternatives for life values. They may finally succumb to the home culture out of a need to belong somewhere. Again, this reaction does not afford a growthful re-entry time.
- The *Integrator* is the one who expects the dissonance he or she is experiencing although maybe not in each form it appears. They are able to identify the changes they have undergone or are still experiencing and do not demand immediate closure on them. They desire to see their short-term have a lasting impact on their life and the lives of others. This means that they will grapple with how to integrate the things they saw, learned and questioned into creative alternative choices.

How can I become an Integrator or help someone else become one and experience growthful re-entry? There are no pat answers to this, but there are some helpful guidelines for you or the person you are helping:

- Upon initial re-entry, you may experience many physical changes: tiredness, apathy, sleep disturbances, loss of appetite, etc. These are normal especially if a long flight has been sustained. Balanced diet, balanced sleep and balanced exercise should not be taken lightly. This will help to bring the body back in balance! (It will also help emotionally.)
- Unmet expectations: Since this is the major problem for the returnee, it is best discussed before the short-termers even goes out. If you can anticipate the changes as you come back you will be one step ahead. Try to identify what the sources of dissonance are now as you return. What values, attitudes are changing?
- Debrief with others who will listen and ask questions: What did you do? Whom did you meet? How did you live? What was the easiest? What was most difficult? What was funny? What was sad? What did you learn about yourself? The other culture? What did you learn about the church? About God? (Find one person who will spend time with you in this way.)
- If you kept a journal, go over one entry a day and ask God to teach you something new or remind you of something out of that entry. Continue to write in a journal with thoughts, feelings, insights and prayers.

- Pray - alone, with others, with a prayer partner; pray for the people you met, the church, yourself, the people with whom you want to share.
- Give yourself a spiritual checkup: Do I feel closer or more distant from God? What will help my love for Christ grow? A new Quiet Time? A few long walks and prayer? A day alone with the Lord? Be creative but be disciplined and do not forget the forgiving Father.
- Recall the successes and accomplishments of the short-term and develop a list of gifts and strengths that God gave and affirmed.
- Become a story teller. Learn to tell short stories from your short term that will speak quickly to those with whom you want to share.
- Learn how to answer not despise the question, "How was your summer?" Use a few descriptive words and ask if you can spend more time together sharing from both of your summers.

Is there life after the short term? There most certainly is! And the ones who have the greatest impact upon others as a result are those who take the time to process and integrate their experience and draw up some plans for action as a result of it. Let us pray this year that all returning short-termers to campuses can by the power of the Holy Spirit integrate their short-term experiences into their life now and effect change in others for the mission of Christ's Church.

—adapted from *Student Training in Missions Manual*, 1992, www.urbana.org

10.7. Bouncing Back

By Stanley E. Lindquist and Daniel B. Peters

Turning up the driveway of his home church, Darrin felt a sense of relief to be home. Yet deep down something was bothering him the lawns were too trimmed, the buildings were too pretty, the pastor's car was too "yuppie" looking. Then, as he waited in the missions pastor's air-conditioned office, he looked at pictures of family outings to Disneyland, a seminary diploma, and missions association membership plaques. A sickening feeling began to slowly build within Darrin.

Where was commitment? he thought. Earlier, Darrin had written home pleading for an offering to help a national pastor get desperately needed surgery, only to hear that the missions budget was spent. That kind of special offering, he was told, violated church policy.

Where was the Body of Christ? Darrin wondered when he had written telling them of his frequent vomiting spells from sheer exhaustion? If he had received one more letter reminding him to leave his concerns at the Cross, he knew he would have gotten deathly ill. How do you leave concerns at the Cross when people in need are standing there stretching out their hands to you? Nobody knew the real story; nobody cared. Darrin suddenly told the

secretary he had to go. Six months later, confused and depressed, Darrin sought out a missionary counselor for help getting back into American culture.

Often people assume it's easier to reenter after a two year short term than after being gone for many years. But many missionaries report that the opposite is true. Short-termers feel the shock of adjusting back into the "new-old" cultural more, not less. They haven't been away very long, but everything seems different.

Short-termers often go overseas with stars in their eyes. They dream of great things happening on the field. They're admired for their dedication. They feel supported by everyone. But usually, they are poorly prepared for the task. They are often surprised by what they find overseas, and they can be even more surprised by what they find when they return.

Reentry problems can be divided into two categories: *cultural adjustment* and *personal reactions*.

Cultural adjustment and readjustment

Short-termers face the same problems as those who stay longer, but they have to face them and solve them in less time. Most short-term experiences are intense, emotional, and life-transforming. Many young, evangelical Americans live out of a set of assumptions that sorts the world into right and wrong boxes. Seeing throngs of people with physical, emotional, and spiritual needs can easily overwhelm such assumptions of short-termers. The plight of lost people and the problems of missionaries can work together to really shake a person's hope, wither his or her faith, and even reduce the readiness to share love.

Some short-termers have to cope with rather tumultuous experiences. It may be the realities of mass starvation, a national's rejection of the short-termers, or the contradiction between the words and the behavior of a missionary. Few orientation programs help them handle the disappointment, loneliness, depression, and strained relationships they will likely encounter. If these problems don't get worked out during the short term, they can strike back later, just when the pressures of adjusting to home life began.

Sometimes it is only upon reentry into the home culture that subtle, but serious, shifts in world view are exposed. Often the internal turmoil can lead the short-termers to react to their home culture in a bitter, negative way.

While overseas, short-termers tend to assume that life back home remains the same. It's startling to return and discover change. Friends have married, purchased homes, changed jobs, moved. Any of these changes can create a feeling of insecurity and instability on the field.

Personal reactions

Because of his or her own commitment and sacrifice, the returnee may see friends and others as being uncommitted to the priority of sharing the

Gospel with all the world. The person may be right. Because of the fresh exposure to the needs overseas, it becomes easy to see usual spending habits as lavish, foolish, and unspiritual. The price of a Christian rock tape could support a family for days or even weeks in the country where the short- termer may have been working. A house that cost \$100,000 would support the entire mission program.

These seeming excesses can cause a judgmental reaction. Even though nothing is said, feelings begin to grow and can emerge in quiet, confusing ways. Testimonies in church meetings can begin to show growing bitterness and disillusionment about the church's commitment.

Often the short-term candidates serve at the bidding of the "real" missionaries. As a result, the short-termers may baby-sit or do laundry to free the career missionary mothers for the "important" work. Other kinds of seemingly inconsequential work may be expected of the short-termers. This treatment breeds a feeling of unimportance. When those back home display their lack of concern for missions, they simply are reinforcing the short-termers' feelings of uselessness. Often short-termers return without a clear vision for the next step in their lives. The pressure of fending off conflicting sets of expectations laid on them is often enough to move them to isolated bitterness.

Ways to bounce back

If you are having trouble with reentry shock, here are some practical ways to begin working through it:

Remember you aren't alone. Others have gone before you on the short-term missions journey. What you are feeling is probably not unique in the history of missionary emotions. Begin by searching out people who have had a similar experience. Ask them to share honestly what has helped and hindered them during their reentry.

- 1) **Seek objectivity.** Go one step further and ask these same people, or others, to be honest about you. If you can muster up the courage, ask someone who in the past has even been critical of you in some way. Ask the person if he or she sees some ways in which your actions, motives, or personality may have contributed to your reentry stress. The goal is to get realistic feedback. You might not get all the realistic feedback that you need if you only ask your mother or your best friend.
- 2) **Face the facts.** Get honest with yourself. Take what you've learned from others and face it head on. Although much of what they may say is mere opinion, some will reflect the truth about you. Embrace what is truth. A good help in the process is the book *Telling Yourself the Truth* by Backus and Chapian.
- 3) **Put responsibility where it belongs.** No one person is solely to blame. Accept responsibility for your own actions. Your sending agency, your church, your field missionaries, and even the nationals have no doubt

partially shaped the way you feel now, Be clear without being judgmental. With a forgiving attitude, cautiously accept your part of the problem.

- 4) **Recognize that change comes slowly.** You may not have been all that you wanted to be on the field. You may even be disappointed with how you reacted when you got back. The key is to be faithful today in what God has equipped you to do. Set aside all the rah-rah visions you had of saving the world singlehandedly, and get in the trenches where progress and growth are slow.
- 5) **Check your motivation for going.** How do you see the world now compared to your perspective before your mission experience? Make a list of things you learned that will permanently change how you see the world, how you relate to the Church, and how you relate to your peers. Does this list show you anything about God's purpose that you didn't realize initially? Who do you think benefited more from your short-term experience: you or the nationals you went to help?
- 6) **Evaluate your experience.** Ask yourself how certain factors contributed to your short-term experience. Regardless of how effective you felt your short-term experience was, ask yourself questions such as:
 - What effect did my job assignment have on me?
 - Was the timing of my short-term good or bad?
 - What effect did the career missionaries with whom I was working have on me?
 - Did my support level affect my experience?
 - What effect did my expectations have?
 - Did I have too many or too few goals?
- 7) **Plan your future.** Base your dreams on what God has designed you to be. The Body of Christ is dependent on diversity to effectively live and move. Don't let anybody foist onto you their private vision of how you fit into God's plan for the Body. You know that you are to live for God's glory. But is missions the future that God has designed for you? Your short-term experience could help you answer that question.

If you honestly accept the mission experience as a permanent part of your life and objectively evaluate it through feedback, you will move back into American culture more smoothly. Deal with the problems of your short-term. Whether you move out again from your home culture as a missionary or serve God at home, you'll be much better prepared for whatever He has for you.

Taken From <http://home.snu.edu/~hculbert/bouncing.htm>

11. Appendix F At Home Debrief

The goal of de-briefing is to remember your experiences, reflect on the meaning of them, and begin integrating those things into your life at home.

Having these moments of de-brief together after returning home allows the opportunity to reflect on the time in the host country and how it has impacted each team member. As well, it will cause each person to think about life at home – family, school, church activities, etc. as life has quickly come crashing back to normality. Integrating the mission experience with life is not an easy thing, but it is one of the more important things to consider.

At the de-brief, allow time for team members to share stories, pray together and talk about their struggles and joys since returning home. The following are some questions that are helpful for discussion:

- What do you wish your church/family could have experienced with you?
- What, if anything, has changed in your life?
- What does this mission experience mean for your life/ministry in the future?
- What did God teach you that will impact the rest of your life?
- How has your worldview changed?
- How will you nourish this new desire to know God and be involved beyond your limited cultural perspective?
- Share an answered prayer.

Provide each member with a copy of the trip itinerary. Have participants reflect upon some of the areas they identified that require action – poverty, education, advocacy, program or project need, etc. Ask group members if there is some way that, even though they are home now, they can still be participants in that change and action. How has the short-term trip impacted them for the long-term? What are their goals and vision?

Challenge the team members to remain involved in the place/people/projects they experienced through regular prayer and mobilizing others to get involved. Have them begin to think about ways they can share their experience with those closest to them such as family and church members. The opportunity to share their experience with others can make the reentry process more rewarding for everyone involved.

12. Appendix G Resources

1. "When Helping Hurts: How to Alleviate Poverty Without Hurting the Poor and Yourself" – Steve Corbett and Brian Fikkert
2. "Reentry Guide for Short Term Mission Leaders" – Lisa Espineli Chinn
3. "Operation World: The Definitive Prayer Guide to Every Nation" – Jason Mandryk
4. "Before You Pack Your Bag, Prepare Your Heart" – Cindy Judge
5. "Foreign to Familiar: A Guide to Understanding Hot - and Cold - Climate Cultures" – Sarah Lanier
6. "Ministering Cross-Culturally: An Incarnational Model for Personal Relationships" – Sherwood G. Lingenfelter and Marvin K. Mayers
7. "Serving with Eyes Wide Open: Doing Short – Term Missions with Cultural Intelligence" – David A. Livermore
8. "The Essential Guide to the Short Term Mission Trip" – David C. Forward
10. "Maximum Impact Short-Term Mission: The God-Commanded, Repetitive Deployment of Swift, Temporary, Non-Professional Missionaries" – Roger Peterson, Gordon Aeschliman and R. Wayne Sneed
11. "Obeying the Great Commission: Preparation for Short-Term Mission Trips" – T.W. Essex
12. "Short-Term Missions Workbook: From Mission Tourists to Global Citizens." – Timothy Alan Dearborn
13. "Doing Good, Well: A Best Practices Guide to Humanitarian Missions" – David Vanderpool