**Mobilization Ideation**

Thursday, May 14, 2020

Matthew 16 – keys of kingdom

Why are we looking for open doors only? We have the keys!

**Desired Key Takeaways:**

Bill – mobilize people in his church. Culture shift needs to happen from program to culture

Alyssa – just onboarding, gain knowledge and wisdom, where she can grow into her position

Andrew – learn best practices, share creative thinktank

Brent – silver bullet to use to fix everything, invest in technology to be a better resource

Brian – share hearts with others to see well prepared and well sent people go out, share experiences and insights

Craig – listen and share with others

Dale – wants to see more missionaries go out, grow globally missions minded churches

Rebecca – connections with a few to see value in increasing reach online

Tina – information gathering, new to role to recruitment side

Lynn – more tools and learn from other mobilizers, learn as much as she can

Tim – new to role and learning

David J – collaborate with others

Gary – looking for others to come alongside colleges and churches to work with YFC

Valerie – how to help churches mobilize their people

Edgar – dealing with COVID to make changes and adapt, be effective during this time

Marie – New in role along with Alyssa, learning. Motivating students to engage in missions

Lawson – building relationships, new to role, getting new ideas

Josh – Partnerships between church, agency and school - how to create intentional relationships between those three entities

Emily – Collaboration and learning with other sending agencies, hear about what others are doing and learning

**Presentation #1**

*12 Core Elements of Candidate Assessment – Emily Brown*

Spiritual Maturity, Clarity of Call, Relationship Management, Holistic Wellness, Cross Cultural Experience & Adaptability, Church Involvement, Professional Development, Educational Preparation, Theological Coherence, Mission-Evangelism Foundation, Global Perspective, Financial Responsibility

**Breakout session #1**

Questions:

*-How does your organization assess missionary candidates?*

*-How would you define these 12 core elements? Are there similarities or differences?*

*-Is there one element that is more important than the other or would you weigh them equally?*

*-How does your organization prioritize assessment?*

Notes (Dave, Lorene, Lynn, Rebecca, Tim, Dale):

Lynn – involvement in recruitment funnel at the beginning. Not familiar with all assessment questions that should be asked.

All Nations offers 3 week intensive course (CPX), then 9 month online internship after that. They use Strength Finders test - very relational, not formal. She connects people to the trainings offered to individuals, churches, etc.

Rebecca – provides resources, challenge others, has self assessment in beginning point of exploring missions

Radius Intl, Café 1040 – providing experiences, basic beginning tools

Dale – Uses psychological exams and questions

Have candidates living with refugees stateside, team projects, interactions. He’s the upfront screener, then is the encourager. He passes it off to a candidate specialist to do in depth assessment. *Asking churches and pastors for references –* *Dale, do you have an example?*

**Large group debriefing #1:**

*What’s the difference between Recruitment and Mobilization?* More assessment and discernment is needed in mobilization.

Depth of assessment process is very important and takes Christ like care, it benefits field leaders and missionaries

People will go with least resistance.

*How do we cast vision for importance of the assessment process and how it will benefit everyone? What’s attrition rate for those who are overly eager?*

Managing expectations early on – emphasize importance of process, ensuring their success, communicating that upfront

Share personal anecdotes with students to slow them down and manage expectations (Lawson)

Many that rush in too quickly without proper preparation do not survive long term

*What do you find the sweet spot, best length of time that you’d like pre-field before they go*? 2-3 years (Andrew), Test of patience shows spiritual maturity (Bill), emphasize cultural humility instead of cultural intelligence (David J),

Willingness to submit and stay and mobilize others while they’re being trained and prepared (Lawson)

Short term investment for long term dividends. Doctors go thru lengthy, rigorous training before they start, shouldn’t the missionary do the same? (Brian)

Important for the church to do the initial assessment and discernment, and be involved in the process (Dave W)

Local church experience and discipleship is key (Josh)

**Presentation #2**

*Seven Essentials in Cross-Cultural Ministry Preparation – Brian Gibson*

Preparation begins in the church, then handed off to educational institution, then the mission agency, then training org

Fire poppies image – don’t blossom until they are exposed to extreme heat

Homeostasis thru Disruption, Reintegration then back (could go back to normal or improve/dysfunction)

Seven Essentials: *Maintain Well-Being (SPIRE), Interpersonal & Conflict Resolution Skills, Accurate Self-AwarenessClear Expectations, Language Acquisition Skills, Cultural Discovery and Adaptations Skills, Ability to Build and Earn Trust*

SPIRE – spiritual, physical, intellectual, relational, emotional

Expectations – Church, Missionary, Agency, God

8 days classroom/5 days wilderness training (total 13)

How does TRAIN partner with agencies? What kind of candidate would be good to send to TRAIN? They train many people who are not ready. They serve candidates that are affirmed as field ready. Many times they realize they have work to do before they go. Most ideal would be someone from a church who maybe hasn’t decided on an agency yet. They could possibly play match maker.

**Breakout session #2**

Questions:

*-From your role and vantage point what essential, would you add to those discussed?*

*-Of the components discussed, which ones do you and your ministry have the most influence and contribution to?-How can each these components be built and strengthened in individuals and families?*

*-Let’s collaborate: what current practices or ideas come to mind to continue contributing to building these components into people once they hit the field? Podcasts? Websites? Books?*

Notes (Dave, Lorene, Tim, Bill, Edgar, Lynn):

Would it be helpful to have a cultural experience in the US to get exposure before the field? Must let them know “this is just a snapshot” of what the culture is actually like – they could have false expectations. Short term trips are helpful and instrumental in calling but have to be done well and intentional.

Go visit place and do vision trips in the host country

What about families/kids and level of involvement of all this training?

**Large group debriefing #2**

TRAIN walks people thru Enneagram and Myers Briggs. They don’t require any assessments ahead of time.

Is there an assessment for language acquisition?

6 language learning styles, demonstrate proficiency, honesty tool

Grow2Serve website - digital online training from anywhere in the world, willing to serve anyone

**Presentation #3**

*A Mentors Influence on the Missionary Call – David Jacob*

Mobilizing vs. Recruitment

Missions Mentoring is a long term process in helping someone get involved in missions

Common barriers: fear, debt, theological drift, family, lack of spiritual formation, confusing definitions

Mentors can provide navigation and direction in fluid situations

As well as character development

Working on how current missionaries on the field can become mentors

**Breakout session #3**

Questions:

*-Should formal mentorship programs be established? If so, how and with whom?*

*-What is definition of mentorship program?*

*-Should missionaries be trained on how to mentor others? If so, how?*

*-How can we better facilitate organic mentoring relationships?*

Notes (Dave, Lorene, Andrew, Abbie, Lawson, Valerie, Alyssa):

Abbie – has a heart for mentoring but doesn’t have the capacity

Café 1040 is a good resource for this

Local churches should be where it starts, rather than the agency fill that role (basic discipleship)

Valerie - serves in role of fundraising mentor

Alyssa - people need training in how to be a mentor, training program

**Group Debriefing #3**

Josh - local church had a missions mentoring small group (two missionary couples leading others feeling led to go/serve)

David J - Mobilizers can have good conversations with students when they visit campuses. It takes an investment of time.

Rebecca – Missionary in residency program at John Brown Univ. (year of transition for missionary coming off the field)

Lawson – marriage of mentoring and mobilization

**Information Bytes (Resources/Websites):**

General:

<https://www.askamissionary.com>

<https://www.goservelove.net> (blog format)

[www.travelingteam.org](http://www.travelingteam.org)

Agency/Orgs:

<https://www.radiusinternational.org/>

<https://www.cafe1040.com/>

[www.avantministries.org](http://www.avantministries.org)

Mobilization Resources:

<https://www.missionarymobilization.org>

<https://threestrandpartners.org>

<https://www.mobilization.org>

Training:

<https://traininternational.org>

<https://www.grow2serve.com>

Mentoring:

Andrew Jit has a mentoring program built to walk with and mentor people “from the pew to the field” called MiT, Missionaries in Training. It’s replicable if anyone wanted to reach out to him on this topic as well. He’s singlehandedly mentored dozens of missionaries to the field.

<http://www.mitglobal.org>

Education:

Intercultural Studies MA with optional track in Missions Mobilization: <https://www.trinitybiblecollege.edu/academics/ma-intercultural-studies>

<https://www.perspectives.org> - become a perspectives instructor, lead a prayer time, be a sponsor

Books:

Hold Fast: The Mission of God & the obstacles of Man by Josh Cooper

Skills, Knowledge, Character: Church Based approach for Mentoring by Greg Carter

Mentoring for Mission

Waking the Giant

Mission Smart

In This Generation

Here’s an ebook to help the younger generations discover their role in missions: <https://missionbooks.org/collections/snapshot-series/products/its-your-call>

Conferences:

David Jacob

The Porch: A meeting for mobilizers to pray, encourage, and refocus

Our first meeting will be **held on May 21st at 12:00 noon CST**!

<https://mailchi.mp/bdaab4030721/new-resources-from-the-center-for-missionary-mobilization-and-retention-3862954?e=7fab689e1a>

Directors of Mobilization Gathering (24 Plus)

Nov 15-17, 2020 (Orlando)

Theme: Mobilizing Communities of Color

<https://missionexus.org/events/#!event/2020/11/15/mobilizing-communities-of-color>

iCom

Nov 19-21, 2020 (Indianapolis)

<https://theicom.org/>

Cross Conference

Dec 30-Jan 2, 2021 (Louisville)

<https://crossforthenations.org>

The Send

October 2020 (Kansas City)

<https://thesend.org>

NAAMC

July 9-11, 2020 (Virtual)

<https://thenaamc.org>

Chinese Missions Conf

Dec 28-31, 2020