



1. Introduction:

- a. Passion is discipleship
- b. Education and training is helping people grow to maturity
 - i. Building systems or process (Intentional)
- c. Outsider to missions: I come at it as a disciple-maker
- d. Partnership with HBI
 - i. Training pastors
 - ii. Bring teams
- e. Teams to Gulf Coast for hurricane relief

2. Goals Today:

- a. Give you a different perspective on short-term mission trips through the eyes of a disciple-maker
- b. Bring together two facets of ministry
- c. Learn together

Warning: I am not going to talk a lot about the training and work on the field.

3. Principles of Discipleship

Definition of Discipleship: Helping others become more like Christ in character, relationships, spiritual abilities and mission-focus.

Assumption #1: Same steps to be successful on MT are the same steps to be successful everyday as a believer.

Here are a few:

- There is a cost
- Denial of self-interest
- It's about helping others
- Depending of God's strength for success
- Need the Word of God for direction
- It takes a team of uniquely gifted people

Assumption #2: A mission trip is just part of the process towards maturity. At NBC, we use MT's as opportunities for people at a variety of spiritual levels on their journey towards maturity.

- a. **Focus on character development:** Christ spent time challenging attitudes, heart issues and values with his disciples, the ones with whom he would leave the future of the church.
 - i. **Come and See*** (Confronted with who Jesus is): John 4:5-26 "The Samaritan Woman"
 - ii. **Come and Follow Me*** (Modeled effective ministry before them): Mark 1:16-20 "I will make you become fishers of men"
 - iii. **Come and Be with Me*** (Launched them into ministry):
 - 1. Luke 10:17-20 "Rejoice that your names are written in heaven"
 - 2. Matthew 20:20-28 "Whoever wishes to become great"
 - 3. Mark 12:41-44 "The widow's two copper coins"

He used the events of his three-year journey with them to transform who the disciples were.

As a discipling leader, see the mission trip as a tool to shape character and expose areas of growth.

(*From the book, "Jesus Christ, Disciplemaker" by Bill Hull)

- b. **Focus on heart issues:** Jesus knew if you change the heart of an individual you affect their present and future influence.

Matthew 5-8 "The Sermon of the Mount"
The righteousness that surpasses that of the scribes and Pharisees begins in the heart.

Matthew 5:21-22 "Do not murder,...But I tell you that anyone who is angry..."

As a discipling leader, see beyond the action and deal with the heart.

- c. **Focus on process:** Jesus brought his disciples from interested observers to become the cornerstone of the foundation of the church over a three-year journey. He was intentional in all he said, did, asked them to do and observed to bring them to maturity.
- i. Perform miracles before them
 - ii. Gave them ministry responsibilities
 - iii. Challenged their thinking
 - iv. Taught them
 - v. Let them fail
 - vi. Help them succeed
 - vii. Rebuked them
 - viii. Restored them
 - ix. Equipped them
 - x. Released them

As a discipling leader, determine what are the goals of the mission trip in the discipling process. Then use it effectively.

- d. **Focus on the present and the future:** Jesus dealt with present issues with the future effect in mind.

John 21:15-19 “Jesus restores Peter. A great example of Christ dealing with an immediate issue, the restoring of Peter, but still dealing with issues of the heart for the future.

As a discipling leader, deal with people issues with the future in mind.

If you change the person from the inside out, you will affect them for the rest of their lives.

- e. **Focus on relationship building:** The reason Jesus could make such an impact was because He invited them to be a part of his life. At the very beginning, he invited them to “Come and see.” John 1:39.

They observed him
They heard him
They talked with him
They knew and felt his love and sacrifice
They “Did life together” with him

As a discipling leader, find ways to connect up with those who you want to influence.

Your ability to influence will only be as great as the strength of your connection.

- f. **Focus on Word of God:** Jesus called his disciples to one standard- The Word of God.
 - i. He lived by it. Matthew 21:13
 - ii. He called them to follow him, the living Word. John 1:14
 - iii. He explained it to them. Matthew 13:18
 - iv. He corrected their misunderstanding of it. Matthew 5-7

As a discipling leader, we call all the members to one standard of behavior and mission.

Show the team how the Word of God is relevant to everyday issues of life.

- g. **Focus on individualized steps:** Jesus dealt with each disciple differently. He knew what would be effective to get each individual to the next level.
 - i. Jesus was hard on Peter. Matthew 16:21-23
 - ii. Thomas, the skeptic, was handled with care. John 20:24-28

As a discipling leader, learn the fine art of being a master craftsman, not a mass producer.

Learn who the people are on your team. Deal with each one as a unique creation of God.

- h. **Focus on the God factor:** Jesus lived a life that demonstrated the power of God in everything He did. He intentionally chose situations to show the power of God.
 - i. The feed of the multitudes
 - ii. The turning of the water into wine

As a leader, look for ways God can demonstrate His power and efficiency for the trip.

You want the team to finish the trip knowing God has done it.

4. Leader's role is to create environment for growth

- a. **Allowing for tensions:** Your tendency is to lean to one extreme or the other because of your personality bend, background and church culture. These tensions are hard to call at times. Sometimes, timing is everything.
 - i. Grace and truth:
 - ii. Structure and flexibility:
 - iii. Uniformity and uniqueness:
- b. **Watching for what God is doing:** I am an intentional person in the way I go about my day. But I have to keep my eyes open and ears attentive to God doing something differently. Then, I need to be willing to make a change.
 - i. Who is on the team
 - ii. What is scheduled for the day
 - iii. Celebrating what God is doing
- c. **Modeling servanthood:** If you don't live it, they will not do it either. They will pick up very quickly whether your effort is for their success or your success. Values are more caught than taught.
- d. **Big, small and individual settings for growth:** You need three levels of relationships to impact a person.
 - i. Large group settings: Sets the vision and focus for the trip.
 - ii. Small group settings: Connects to others to make impact on the individual.
 - iii. One on one connection: This can be planned or a spontaneous meeting. Mostly for encouragement and correction. ("One minute rebuke")
- e. **Authentic relationships through small groups:** If a person knows someone cares, then they will be able to encourage, challenge and instruct them to a higher level of living. You want each person to walk away from the trip with some friends with

whom they have done life together and with whom they will continue the connection after the trip.

- f. **Honoring team member's time crunch:** Be creative in ways to not over burden people with too many planning/training meetings. Some of the factors that affect your decision in planning meetings are:
 - i. Maturity level of group
 - ii. Church level of commitment
 - iii. What is needed in preparation for the success of the trip
 - iv. What is the ultimate goal of the trip
- g. **Give Clear Vision:** Let people know from the beginning what the trip is all about and continue to call them to it.

Hurricane relief team (October 05)

Uplift
Serve
Honor

Hurricane relief team (April 06)

Encouragement through our presence
Strengthen through our service
Hope through our words

One constant: Flexibility

- h. **Equipped with a toolbox of options:** Plan for growth opportunities, but be ready to use a variety of means to accomplish the same goals.
- i. **Keeping the team together:** Have the team connect up with each other daily.
 - i. Morning large group: Vision, instruction and focus
 - ii. Evening large or small group: Celebration, problem solving and debriefing.

I have found that the more you bring the team back together the better the team stays focus.

- j. **Choosing the right leadership team:** Each leadership role has to be on the same page of the bigger goal of looking to make an impact for the future.
 - i. Character is an issue. Faithful, Available, Teachable is still important.
 - ii. Agreement with the mission of the trip.
 - iii. Ability to contribute to the leading of the team.
 - iv. Need to be flexible in a variety of situations.

5. **A Happy Marriage: Missional and Discipleship Goals**

Allow God to do a work through the team:

Do a task: People just want to be successful on a trip
Be an encouragement: Ministry of presence
Present a message: Use my giftedness
Train or mentor some leaders: Equip others

Allow God to do a work in the team:

Relationship building
Character based Bible study
Transition and transformation

Training/equipping: For both the mission work and individual maturity

6. **Benefits of Combining Goals**

- a. As a leader, you walk away knowing all your effort will continue to shape the life of each member after the trip is long over.
- b. A person's course in life is changed forever.
- c. God's stamp of grace is left on the mission field and at home.

Change: "I woke up each morning knowing I was going to make a difference in someone's life today."

- d. Intentionally dealing with character issues will lessen the people problems on a trip.

7. Intentional Steps for Every Process:

“The Master Plan of Evangelism”

The best way to plan a process is to have a successful model to evaluate the process you are building. There is no better model to test your process to than the life of Christ. He was intentional, orderly, successful and universal in what He did. How you go about it may be different than someone else, but the question is “Are the principles from the life of Christ in your process?”

- a. **Selection:** everyday people or leadership material.
- b. **Association:** Spending quality and quantity time with the team.
- c. **Teachable:** They could follow.
- d. **Modeling:** Live the kind of life you want the team to learn.
- e. **Demonstration:** His life was an example to follow.
- f. **Delegation:** Give people responsibility.
- g. **Supervision:** Bring them back for sharpening.
- h. **Release (Reproduction):** Let them go and change the world.
- i. **(My Addition) Debrief:** Stay connected for encouragement.

8. Cultural Sensitivity: Using culture to shape character

How to use culture to teach character: Cindy Weston, team leader to India

9. Sample Model of a Disciple-making Short-Term Mission Trip

The non-negotiables: Relationships, Word of God, time and leadership

- a. People commit to the whole process.
- b. Pre-Flight, The Flight and Landing the Plane
- c. See Appendix #1&2

Appendix #1

Mission Trips: Events or Process?

The popular way of looking at a mission trip is to see it as an event to serve the cause of Christ in a specific way or area of the world. The majority of the preparation time is spent getting ready for the work that will be done once the team gets on location. The success of the trip is determined according to the completion of the work, whether it is labor, training, ministering to others, etc. When the team returns home, the trip is complete. Everybody goes home and back to the regular routines of their lives. Except for the memories and experiences of the trip, that is the biggest change in the lives of the members. The mission trip has been a great **EVENT**.

When we approach a mission trip like this, we miss out on an incredible opportunity for God to do so much more in the lives of each member that will affect them for the rest of their lives. The difference is how we look at the mission trip. You can look at it as a task to complete and then move on to the next task or you can see as part of something bigger. The something bigger is the maturity **PROCESS** towards Christ-likeness.

Instead of seeing the task as something to accomplish, you see it as an opportunity allow God to develop your gifts and abilities in being a kingdom builder.

Instead of only preparing for the work that you will do, you also prepare for God to do a work in you.

Instead of being a part of the trip, then going back to same routines, you allow the trip to be a catalysis to change you in your everyday life.

Instead of being an individual on the team, you allow others to come along side you to help you become more like Christ.

In other words, you allow the whole mission trip experience to make you more like Christ. You will not only be different on the trip, but different as you return back to the normal routines of life.

Two things need to happen for a mission trip to become a process of becoming more like Christ. The first is the leadership needs to prepare differently with the team. The pre-trip, the trip and post-trip work will all be a vital part of the process. In other words, the time together as a team will become as much about

character-development, as preparing for the work. There is a presupposition that any work for God begins with the godliness of the person. The other part of the process is for people to be willing to allow God and other team members to work in their lives to bring about change into Christ-likeness.

There are six essential elements that will enable the trip to become a disciple-making process. They are:

A three-fold approach: The whole process is divided up into three sections. Each part is equally important. Every member will need to commit to the whole process.

Pre-Flight preparation: Getting the team together

The Flight: God working in and through the team

Landing the Plane: Coming back changed people

A Small Accountability group: Each member will be a part of a small accountability group to share what God is doing and allow others to sharpen them.

Evaluation Tools: There will be three evaluation surveys to be taken by each member to give each member a clearer view of their own personality, spiritual gifts and spiritual development.

Journaling: Writing down what God is saying to you will be an important part for each member.

Reading: There will be assigned reading to challenge one's thinking on certain issues related to the trip and to complement the disciple-making process.

The work on site: Accomplishing the work on the trip will still be a key element in the process.

You might think all this will add more meetings and burdens on team member's schedule. It may look like that on the surface, but when it is structured well and with the use of Internet connections, the time frame can be held to a manageable amount. Also, with the use of Internet connecting, the time at which a member does some of the work will be at their convenience, not at a set time and place that is not a good time for everybody. Most lay-people want to go on the trip, do the work and return home to their regular lives. So, we need to craft or structure the process that is both meaningful, but not overburdening to the members of the team.

Pre-flight Meeting #1: The Complete Team (2 hours)

Pastoral: Introduction Comments

1. Process over Event
2. Commitment to whole process
3. Explain accountability relationships in small groups

Presentation

Five Principles of a Successful Mission Trip

- Purpose:** What is the purpose of the trip?
- Sacrifice:** What did you give up to go on this trip?
- Risk:** What box did you have to step out of to commit to this mission?
- Community:** Who will you need to be successful?
- Tools:** What skills will I need to be fruitful?

Pastoral Administration

Form accountability groups with leader/coach

Hand out personality assessment test

Hand out "Prepare Your Heart" (PYH) Bible Study

Homework

Complete personality assessments

Complete lessons 1-4 of PYH study

Extra reading: (e.g., India team- "The God of the Untouchables" first half of book)

Trip Administrative (All material in binder)

- Overview of trip
- Discuss location/projects/goals of trip
- Give overview of country/culture/history/hosts/housing
- Review sample of on-field daily schedule
- Assign team member responsibilities
- Passport and Visa information
- Immunization information
- Support letters/Fundraising projects/ Support Log
- Distribute list of team members to the team with team phones/emails/addresses
- Team Member Commitments and Requirements
- Handout Medical/Minor/Liability Forms
- Set date for return dinner

(Forms to be turned into small group leader)

Possible extra team gathering: (one hour)

- Spiritual Perspectives of Missions
- Cross-Cultural Awareness and cultural sensitivities

- Review expectations from the nationals/hosts
- Review Short-Term Missions “Rules”
- Ten Ways To Ruin A Short Term Missions Trip

Pre-flight Meeting #2: Small Group (Each teams schedules gathering)

Small Group

Work through with group lessons 1-4

Review and discuss: Personality assessment

Reading: “What has impressed you from the story?”

Homework

Complete spiritual gifts assessments

Complete lessons 5-8 of PYH study

Extra reading: (e.g., India team- “The God of the Untouchables” second half of book)

Trip Administrative

Collect appropriate forms from all members

Pre-flight Meeting #3: Small Group

Small Group

Work through with group lessons 5-8

Review and discuss: Spiritual Gifts assessment

Questions for reading assignment

Reading: "How have you been challenged from the story?"

Homework

Complete lessons 9-12 of PYH study

Pre-flight Meeting #4: The Complete Team (2 hours)

Pastoral Review

Process over Event

Five Principles of a Successful Mission Trip

Character formation through labor and relationships

Pastoral Administration

Accountability groups during trip

Explain the important of journaling

Small Group time

Interaction about lesson 9-12

Trip Administrative

- Review flight information
- Luggage allowances
- Customs
- Overseas insurance/Personal insurance
- Gather individual/team prayer requests to give to congregation
- Assign the photo board/photographer/video person/other team member responsibilities
- Discuss safety and health issues
- Review food/dress/weather/gifts for nationals/money and credit cards

The flight Meeting #1: The Complete Team (On-site)

Pastoral

Five Team Principles of a Successful Week (Re-package the FPSMT)

Purpose- **Focus:** What can we accomplish?

Sacrifice- **Consideration:** Whom can I serve on my team?

Risk- **Step out of the Box:** Where do I need to step out of my box?

Community- **Family:** How can I be an encouragement to others?

Tools- **Resources:** What God given resources do we need to be successful?

Hand out journaling worksheets

Reminder: accountability relationships within the group



Determined by team leader

The Flight Meeting #2: Small Group

Interaction about Bible Study and journaling questions

Sharing work experience for the day

Prayer

The Flight Meeting #3: Small Group

Interaction about Bible Study and journaling questions

Sharing work experience for the day

Prayer

The Flight Meeting #4: Small Group

Interaction about Bible Study and journaling questions

Sharing work experience for the day

Prayer

The Flight Meeting #5: The Complete Team

Pastoral

Celebrate the successes for the week: Both tasks, relationships and character issues.

Administrative

Going home details

Landing the Plane Meeting #1: The Complete Team (Dinner together)

Pastoral

Re-entry issues

Five Principles of Following Christ Everyday (Re-package the FPSMT)

Purpose-

Focus-

Obedience: Everyday seek to build God's Kingdom.

Sacrifice-	Consideration-	Denial of Self: I will need to give up my “wants” to be like Christ in the world I live.
Risk-	Step out of the Box-	Trust: I can’t play it safe as I step out of my comfort zone to be light and salt.
Community-	Family-	Authentic relationships: I will need to surround myself with other like-minded believers who will help me obey.
Tools-	Resources-	Spirit and the Word: I can only be successful as I obey God’s Word and depend on the strength of the Holy Spirit.

Homework

Spiritual Growth/Character evaluation tool (5 Purposes Survey tool)

Journaling Worksheets #1: Returning Home

Landing the Plane Meeting #2: Small Group

Pastoral

Going over Evaluation tool: What are your strengths? What is your next step?

Interaction from Journaling

Homework

Journaling Worksheets #2: Returning Home

Landing the Plane Meeting #3: Small Group

Interaction from Journaling

Bibliography / Suggested Reading

“Prepare Your Heart”, Short Term Missions Preparation Guide by Cindy Judge

Breaking Tradition to Accomplish Vision by Gupta and Lingenfelter

Christian Life Profile Assessment Tool by Randy Frazee, Creative Leadership Ministries and Leadership Network

Master Plan of Evangelism by Robert Coleman

New Century Discipling by Bill Hull

Appendix #2

“Five Team Principles of a Successful Week” Talk

1. **FOCUS:** “Staying on task”
2. **CONSIDERATION:** “It’s about others”
3. **STEP OUT OF THE BOX:** “Be adventurous”
4. **FAMILY:** “Be dependent”
5. **RESOURCES:** “Go for the power”

Journaling Worksheets #1: On the Trip

Small Group Meeting

Bible: Read Matt. 6:25-34

What are the two basic needs of a person according to this passage?

What is the difference between a need and a want?

Why do you think Jesus would want to assure a person that the things that they need, God will take care of?

What is the central truth from this story?

How does this apply to a mission trip?

How does this apply to you this week?

Journaling: What challenges are before you this week?

Journaling Worksheets #2: On the Trip

Small Group Meeting

Bible: Read Matt. 10:37-39

Who was Jesus talking to?

Why was it important for Jesus to make these statements at this time?

What does Jesus mean by the phrase “lose his life”?

What is the central truth from this story?

How does this apply to a mission trip?

How does this apply to you this week?

Journaling: How is God using the challenges to change you?

Journaling: What is one thing you have learned about Christ-likeness from someone else?

Journaling Worksheets #3: On the Trip

Small Group Meeting

Bible: Read Luke 1:26-38

Why did the angel appear to Mary?

What do you think were the difficulties Mary was going to encounter because of what God has asked her to do?

Why do you think, when God's calls a person to obey him, there is usually some kind of difficulty? How does one overcome the difficulty?

What is the central truth from this story?

How does this apply to a mission trip?

How does this apply to you this week?

Journaling: When has one character strength (i.e., creative problem solving, being encouraging, etc) of yours been affirmed this week?

Journaling: Of the Five Principles for a Successful Week, which one(s) has been a new step in your Christian walk this week? (Example: "I have had to step out of my comfort zone by talking in front of other people.")

“Five Principles of Following Christ Everyday” Talk

1. **OBEDIENCE:** “Our Calling”
2. **DENIAL OF SELF:** “Modeling Christ”
3. **TRUST:** “Believing God enough to act”
4. **AUTHENTIC RELATIONSHIP:** “Being real”
5. **SPIRIT AND THE WORD:** “Drawing on Christ”

Journaling Worksheets #1: Returning Home

Small Group Meeting

Bible: Read Luke 10:17-20

Where did Jesus tell his disciples to focus when they were excited about all God did for/through them?

Why do you think focus is important for every follower of Jesus Christ?

Journaling: What will you miss most about the trip?

How did God change you through this trip?

How will you live differently because of this trip?

What has been the hardest adjustment since you returned?

Journaling Worksheets #2: Returning Home
Small Group Meeting
Bible: Read Matt. 6:25-34

What is the central message of what Christ is saying in this passage?

How are you going to trust God for your needs so you can focus on building his kingdom?

Journaling: Apply the same principles of success from the trip to your everyday life:

1. What will the principle of ***Purpose/ Focus/ Obedience*** look like in your everyday life?

2. What will the principle of ***Sacrifice/ Consideration/ Denial*** look like in your everyday life?

3. What will the principle of ***Risk/ Step out of the box/ Trust*** look like in your everyday life?

4. What will the principle of ***Community/ Family/ Authentic Relationships*** look like in your everyday life?

5. What will the principle of ***Tools/ Resources/ Spirit and the Word*** look like in your everyday life?