



Presbyterian Mission  
**World Mission**

# Called to Mission

*Finding Our Place in God's Mission*

**Guidebook**



# Friends of World Mission

The joy of the Gospel calls each of us to participate in the redemptive ministry of Jesus Christ. We are called and commissioned as disciples in this world, equipped for ministries of healing, reconciliation and hope. The Presbyterian Church (U.S.A.) has a long history of responding to this collective call. For 180 years, Presbyterian World Mission has engaged in the work of addressing the root causes of poverty, working for reconciliation and sharing the good news of Jesus Christ (see "Critical Global Initiatives," page 8). Just as the body of Christ is made up of many members, the ministry of Presbyterian World Mission is made up of all those Presbyterians who respond to the call of God with joy and thanksgiving. We are God's people, called and commissioned for service. How will we respond to this good news?

As you reflect on God's call in your life, may you know that your ministry is part of a larger web of work, just as the ministry of Presbyterian World Mission is part of the larger web of God's work in this world. Whether you sense a call to long-term service as a mission co-worker (see page 10) or are looking for tools to engage in short-term service (see page 17), Presbyterian World Mission is here to accompany you and your faith community. This guidebook is provided to serve as a companion in your discernment. Through it, we seek to share resources that inspire, to provide tools that equip, and to build relationships that connect U.S. Presbyterians to the larger body of Christ throughout the global church. We hope that you will use this resource in your journey, and that you will know the support of Presbyterian World Mission is with you along the way. As you discern and engage in this call to mission, always feel free to contact your Presbyterian World Mission staff.

May the peace of Christ be with you.

*Ellen*



**Ellen Sherby**

*Coordinator, Equipping for Mission Involvement  
Presbyterian World Mission  
ellen.sherby@pcusa.org  
800-728-7228, ext. 5612*



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# Introduction to Presbyterian World Mission

Beginning in 1837, the Presbyterian Church's Board of Foreign Mission sent mission workers into global service to preach, teach and heal. Over the years, our approach to mission work has evolved, growing stronger as our connections with God's people in the world have grown deeper. As Presbyterian churches have grown and flourished around the world, Presbyterian World Mission's model has shifted toward one of partnering with and equipping these global partners. Around the world, Presbyterian mission workers equip partners for the work of feeding, healing and proclaiming the gospel in their own national church.

Drawing from our Reformed heritage of "reformed, always being reformed," Presbyterian World Mission continues to gain insights and deeper understanding into how God is calling us to do mission together. What was initially once a call set aside for a select few, mission work is now at the fingertips of all Presbyterians. As the increasing globalization of the world makes travel and communication easier across the globe, we are called to coordinate our efforts not just between the national church and global partners, but across Presbyterian congregations and mission communities in the United States.

We do this by affirming certain core values (see page 5) and

mission practices of partnership (see page 6) that characterize all Presbyterian mission work. Further, we live into the model known as "communities of mission practice," which characterizes healthy mission involvement. Through these communities of mission practice, Presbyterian World Mission, our global partners and U.S. Presbyterians come together and share an identity derived from common passion and calling, while maintaining separate spaces of mission reflection and action. By committing to interact regularly for learning and sharing, as well as for prayer, Bible study, reflection and worship, communities of mission practice seek to increase the faithfulness and effectiveness of our service in God's mission.

## Working on Strategy with Mission Partners

In recent years, World Mission conducted an in-depth study of mission leaders across the denomination, among ecumenical and global partner churches and organizations and PC(USA) mission co-workers and others. We heard both hopes and concerns for how our church might increase the faithfulness and effectiveness with which we engage together in God's mission. One insight was heard frequently: Many of our mission efforts remained short-term in focus and addressed almost exclusively the



symptoms of poverty, violence and injustice, rather than the causes. Our global partners challenged us to do something more and identified three critical initiatives in which they need us to engage with them to make a lasting difference in God's world:

- **Address the root causes of global poverty . . .** especially as it impacts women and children.
- **Share the good news of God's love in Jesus Christ . . .** together with other members of Christ's body.
- **Work for reconciliation amid cultures of violence . . .** including our own.

In 2012, Presbyterian World Mission gathered a group comprised of global partners, mission personnel, Presbyterian Women, Young Adult Volunteer alumni, ecumenical mission leaders, seminary professors of mission, seminarians, mission

advocates, mission network leaders, congregational mission leaders and leaders of several Presbyterian mission organizations. Together, they worked to affirm a common structure for mission. This

structure invites Presbyterians from across the U.S. to join with global and ecumenical partners to make a collective impact in the initiatives of poverty alleviation, evangelism and reconciliation. As a result, World

Mission has restructured its work to increase its focus on these critical global initiatives (see page 8) and to inspire, equip and connect Presbyterians to engage in more faithful and effective mission.

## Faithful and Effective Mission: Core Values

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Each year, more and more Presbyterians are active in God's mission locally, nationally and internationally. Each person brings innate attitudes and values that impact their mission service experience. Recognizing our core values helps us establish faithful and effective mission.

### Core Values for Mission Involvement

As a prayerful expression of the one universal church, we cannot see the world as whole without the power of the Holy Spirit. In our brokenness, we are called to seek and share the good news of Christ in common ministry with all Christians. We celebrate a new energy for mission in the PC(USA) that claims the following values:

- **Dignity**

Created in God's image and forgiven by God in Christ, we are all called to treat each person with dignity and respect, following the model of Jesus and standing together with those who are marginalized.

- **Empowerment**

We will focus on long-term relationships, building the capacity of each member of the body of Christ to engage in God's mission in sustainable ways. We affirm that God's call is to all nations and all ages.

We will strive to be aware of issues of power and context, both at home and abroad, as well as the gifts and hopes of all God's people.

- **Holistic Ministry**

We seek to bring about the realization of God's vision for our fallen world: the redemption of the whole creation, including both personal sinfulness and the unjust structures of society. A Christ-centered proclamation of the gospel requires that we work alongside our partners to share the gospel through evangelism, minister in compassion, and advocate for justice. Together we discern God's gracious presence in the world and sustain our common hope through prayer and worship.

- **Partnership**

Our work with partner churches and organizations around the world and with U.S. Presbyterians is based on mutual respect and trust leading to common prophetic witness and to mutual transparency and accountability. Whenever possible, we work in God's mission with other members of the ecumenical family and with partners of other faiths.

- **Relevance to God's World**

We embrace the call of God to respond with creativity and integrity to a rapidly changing and interdependent world where local and global concerns converge in new ways. We will maintain our centeredness in Christ as we follow the example of our spiritual ancestors: "The church reformed, always reforming" (*Book of Order G-2.0200*).

- **Stewardship**

From the beginning God has called humankind to care for the created order; therefore, we will strive to restore God's creation and to use its resources respectfully and responsibly. We, as individuals and as an organization, with all that we have belong to God; therefore, we place under the Lordship of Christ our time, talents and financial resources; our political and economic choices; our relationships; and our very lives.



# The Presbyterian Approach: Partnership\*

## 215th General Assembly (2003) Policy Statement

The practice of partnership guides our whole connectional church. It guides us individually as members, officers and pastors. It guides us collectively as congregations, presbyteries, synods, Presbyterian Mission Agency ministries, and related institutions. Through prayer, humility and a mutual openness to one another, we develop a cooperative witness that exalts the Lord we serve.

The discipline of partnership assumes that mission can best be done by joining hands with those who share a common vision. Partnership in mission involves two or more organizations that agree to submit themselves to a common task or goal, mutually giving and receiving and surrounded by prayer so that God's work can be more faithfully accomplished. Theologically and biblically, partnership is based on the fundamental belief that God's love for the world is greater than any one church can possibly comprehend or realize.

Knowing the breadth of God's love for the world, we affirm that there are different forms of partnership with different patterns of cooperation. We may join around a common goal with other churches, with secular organizations, or with other faith communities. In any case, work for the common good extends partnership—and the service of God's mission—to all people. In doing mission in partnership, we seek to be guided by the following principles.



### 1. Shared grace and thanksgiving

Partnership calls all partners to confess individual and collective failings, to seek forgiveness for complicity with powers of injustice, to repent from histories of shared exploitation, to move toward common celebration of Christ's sacrifice of reconciliation, and together to give thanks and praise to God for all gifts of grace and renewal.

### 2. Mutuality and interdependence

Partnership calls for interdependence in which mutual aid comes to all, where mutual accountability resides, and no partner dominates another because of affluence or expertise.

### 3. Recognition and respect

Partnership calls all partners to respect other partners in Christ and to recognize one another's equal standing before God.

### 4. Open Dialogue and Transparency

Partnership calls for open dialogue where a common discernment of God's call to mission is sought, where Scripture is the base for prophetic challenge, where local initiative is respected, where differences are mediated in a Christ-like manner and where all partners are transparent with regard to their activities and support.

### 5. Sharing of resources

Partnership calls for the sharing of all types of resources: human, cultural, financial and spiritual, especially including friendly conversation and faith-transforming life experiences.

For information on starting a mission partnership, see page 18) or visit [pcusa.org/partnership](http://pcusa.org/partnership).

\* Excerpt from "Presbyterians Do Mission In Partnership"

# Modes of Mission Engagement

When groups engage in mission, they often use different strategies, or modes, for going about their work. These modes shape the very nature of the mission and affect how groups interact with partners and understand “success.” Find out which mode most closely matches your current mission involvement, and consider other modes you might be drawn to engage in.

Mode of Mission Involvement	Hands-on	Empowered Partners	Advocacy
Relationships and Focus	Serving others to meet basic needs	Partnering with others for quality of life changes	Solidarity with others for structural and personal justice and change
Objective	Meet immediate and perceived needs of others by providing goods, services, training.	Develop relationships with partner communities and, with them, identify and seek to overcome causes of needs and injustice.	In solidarity with partner communities, seek humane community development and just structures and systems.
Theological Basis	Deut. 15:7-11: “Open your hand to the poor and needy neighbor in your land.” Matt. 25:31-46: “For I was hungry and you gave me food.”	John 13:16: “Servants are not greater than their master, nor are messengers greater than the one who sent them.” 1 Corin. 3:5-9: “For we are God’s servants, working together.”	Prov. 31:8-9: “Speak out for those who cannot speak, for the rights of all the destitute. Speak out, judge righteously, defend the rights of the poor and needy.”

These three modes of mission represent the different ways in which Presbyterians do mission. With “Hands-on” mission, individuals and congregations often engage in the work of emergency intervention through efforts like soup kitchens, building projects, clothing drives or water development. This is the work of standing alongside individuals in need and actively engaging in work that can help their situation in that moment. Many individuals have their first experience with mission through this mode.

With “Empowered Partners,” individuals and congregations work to build up the capacity of partners, helping them to

transform their personal and communitywide situations. With “Hands-on” mission, a congregation might lead a vacation Bible school, while with the “Empowered Partners” mode, that congregation’s mission might be to train church leaders for leading Christian education within their own community. “Empowered Partners” is a long-term, sustainable form of mission, and it often takes the form of training partners to have a variety of skills that might transform their communities. Most Presbyterian mission co-workers serve through this mode of mission involvement.

Finally, through “Advocacy,” individuals and congregations seek to use their influence to impact systems of injustice. This work can be done through letter-writing campaigns, organizing marches or setting up educational events in your congregation. Both the Presbyterian Ministry at the United Nations and the Office of Public Witness in Washington, D.C., offer excellent resources for congregations wishing to engage in advocacy.



# Critical Global Initiatives

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World Mission continues the work that Jesus began: sharing the Good News, seeking reconciliation and addressing global poverty. We find our calling as the Church in these three critical global initiatives. World Mission also provides connections, resources and tools to inspire involvement and equip congregations with their own mission work in these three areas and more. When U.S. Presbyterians, our mission co-workers and our global partners join together in God's mission, we can do so much more than we can ever do alone

## International evangelism



*"Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect" (1 Peter 3:15–16).*

We are called to share the Good News of God's love in Jesus Christ. We tell the stories of our faith through church planting and frontier mission. Presbyterian World Mission also joins the work of training pastors and lay leaders around the globe in faithful, Reformed theology and in practical, everyday skills that will help them to address critical needs in their communities and provide a living for them and their families. These include such skills as health care, literacy and agriculture—skills that can truly transform communities and sustain church leaders.

## Reconciliation in cultures of violence, including our own



*"All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation" (2 Corin. 5:18).*

Reconciliation is the heart of the Gospel message. Jesus is called the "Prince of Peace" and the "Great Reconciler." Presbyterian World Mission is working with our mission co-workers, congregations and global mission partners to end violence and reconcile people to one another. Together, Presbyterians can be effective in overcoming this social ill, fostering healing through the work of reconciliation.

## Global poverty



*"If you offer your food to the hungry and satisfy the needs of the afflicted, then your light shall rise in the darkness and your gloom be like the noonday" (Isaiah 58:10).*

Presbyterian World Mission is addressing the root causes of global poverty by supporting educational opportunities for youth and providing health care, sanitation, agricultural and food security programs in low-income areas. Our mission co-workers come alongside global partners helping them to build schools and hospitals, train teachers and professionals, and learn important skills that will help transform their communities. We focus not on quick fixes but on long-term, sustainable solutions.



# Presbyterians Serving in God's Mission





# Mission Co-workers: A Bridge to the Global Church

## Who are mission co-workers?

Mission co-workers are men and women who have discerned a call from God through the PC(USA), to serve three or more years among our global church partners through ministries of evangelism and reconciliation and addressing the root causes of poverty. They are ordained and lay people, men and women, Presbyterians and ecumenical partners, young and not-so-young, single and married with families. Mission co-workers are as diverse as the body of Christ they are called to serve. Presbyterian World Mission works with mission co-workers in their process of discernment, training and through various kinds of support, guidance and pastoral care throughout their term of service.



## What role do they serve?

Mission co-workers are people who have dedicated years in order to serve as bridges between peoples of different cultures. They interpret language and culture, both for us and for our partners.

They help us understand issues of ministry across boundaries, and they incarnate Christ's love by giving mission a personal face. They inspire us through their example and their stories, which widen our understanding of God's great work in the world.

## How are PC(USA) mission co-workers called?

In the same way that a pastor is called through both the congregation and the presbytery, a mission co-worker is called to ministry through community. First, one of our global partners asks for a person to help in some ministry that the church sees as a top priority. Then the PC(USA) makes sure that the request aligns with our mission strategies, seeks the best person we can find for the ministry and then invites the person to consider the call. Finally, the identified person accepts that call, attends orientation here in the U.S., and then travels to a new home.

## How are they funded?

Some sending organizations ask new mission co-workers to raise their own funding. The PC(USA) does not. Our new mission co-workers do not have to wait for months of fundraising while the overseas partner waits, too. Instead, new mission co-workers are funded out of a large bucket filled through general gifts that are not designated for a particular mission co-worker. As you can see, this large bucket is a critical component of mission co-worker funding. However, it is shrinking,

and we need our churches and members to fill the gap.

As new mission co-workers become familiar with their assignments and share their experiences through letters, congregations and individuals in the U.S. feel called to partner with them. Those new, designated gifts flow into a smaller bucket for that particular mission co-worker. As the little bucket gets filled with designated gifts, increasingly less funding needs to flow from the big bucket, so it can remain capable of sending out the next season's crop of co-workers.



A generation ago, mission co-workers received most of their funding throughout their terms of service from unrestricted mission dollars. However, due to shifting patterns of mission funding, our mission co-workers now depend on designated gifts from congregations and individuals for most of their financial support.

Yet these relationships are intended to be more than financial arrangements. The goal is for them to grow into lasting friendships that involve prayer and mutual sharing.



Mission co-workers work with Mission Engagement and Support to help raise the sending and support cost of their position, and we have goals for them to raise 25 percent per year until the position is fully supported. One way in which mission co-workers raise awareness about their positions, along with funding, is through their interpretation

assignment (IA), including their "sending" IA when starting service. During their IA, mission co-workers preach, teach and connect with Presbyterians across the U.S. More information about hosting a mission co-worker on interpretation assignment is available on page 12.

Our vision is of a world where the ministries of all of our mission co-workers are securely funded so they never have to worry about the future of their ministry. That includes further involvement by supporting congregations so that the co-worker is supported through prayer, learning and financial gifts.

## Supporting Your PC(USA) Mission Co-workers

If you feel called to support all PC(USA) mission co-workers, especially the newest ones who are not yet well-connected to a support network, please give to our general missionary support fund (E132192). If you feel called to support specific mission co-workers, please give to the co-workers' designated funds available on their Mission Connections profile page or on their prayer cards. Both patterns of help are very much appreciated!

If you or your church would like to connect with an individual mission co-worker, see page 23 for a suggested discernment process that may help you determine where in the world God is calling you to develop mission relationships with church partners and mission co-workers. You may also visit [pcusa.org/missionconnections](http://pcusa.org/missionconnections) to read mission co-worker profiles and letters.

### Make the P.L.E.D.G.E.

**Pray** each day with and for the mission workers, for our global partners and the people they serve.

**Learn** about the mission workers' ministry.

**Encourage** people to become long-term mission workers.

**Discern** where and how you can better serve God by serving others in mission work.

**Give** your time, love, energy, gifts and financial contributions.

**Engage** in faithful and effective mission with the mission workers by advocating for justice, sharing the good news of God's love and seeking reconciliation in the world.

For more information on how to connect with and support mission co-workers, please contact

**Nicole Gerkins**  
**800-728-7228, ext. 5611**  
[nicole.gerkins@pcusa.org](mailto:nicole.gerkins@pcusa.org)

Visit [pcusa.org/worldmission](http://pcusa.org/worldmission) to learn how mission co-workers are serving God around the world through the PC(USA).

### Discerning a call to mission service?

Visit [pcusa.org/msr](http://pcusa.org/msr) or call **800-728-7228, ext. 5327** to learn about opportunities for service as a mission co-worker or mission volunteer.

# Hosting a Mission Co-worker

One of the essential tasks of mission co-workers is the work of mission interpretation. This part of mission service used to be called “furlough” or “home assignment,” and is now often called “interpretation assignment.” Mission co-workers are required to return to the United States every few years in order to share what they have learned, inviting Presbyterians into mission and building an ever-greater community of support and prayer. Hosting a mission co-worker is a great way to deepen your congregation’s mission involvement and understanding. Are you ready to connect with PC(USA) mission co-workers around the world? Presbyterian World Mission wants to help. Below are some frequently asked questions around which to frame a visit:

### ***What events should I arrange for the visiting mission co-worker?***

Be creative. Think about what your congregation likes, but also think outside your congregation. Consider your presbytery, the ecumenical churches in your area, the civic community and the community-at-large. Then try to be strategic. The mission co-worker is there to share, educate and connect in as many ways as possible, but not to just be kept busy. Put the mission co-worker to use and use him or her wisely.



## Some event ideas

- Sunday school and worship
- Prayer breakfast meeting or prayer groups
- Potluck supper
- Mission committee meeting
- Book club
- The Jaycees or Rotary Club
- Keynote speaker at a mission fair or presbytery meeting
- Speaker in a seminary class or a college religion class
- Interfaith dialogue group
- Clergy Bible study
- Interview with a local radio station or newspaper
- Bag lunch in a business area
- Presbyterian Women gathering
- Vacation Bible school

### ***How do I invite a mission co-worker?***

There are two ways to invite a mission speaker. Contact **Stephanie Caudill** (stephanie.caudill@pcusa.org; 800-728-7228, ext. 5279) at the World Mission office, or contact mission co-workers directly. Find their emails on their Mission Connections profile page. Search by their name at [pcusa.org/misionconnections](http://pcusa.org/misionconnections).

### ***How should my congregation/presbytery prepare for the visit?***

Once you have the logistics settled, begin publicizing the event. Send an email blast to members and community friends. Invite other organizations or churches that might be interested in attending. Review the mission co-worker’s Mission Connections profile page to find biographical information, a description of her or his ministry, and links to blogs (if applicable) and recent letters. Consider using the most recent letter as part of your newsletter or e-news. Request prayer cards for the mission co-worker by contacting **Nicole Gerkins** (nicole.gerkins@pcusa.org; 800-728-7228, ext. 5611). Do

not wait until the visit to begin praying for the mission co-worker and her or his ministry and partners. Immediately add them to your prayer group’s list. Lift them up in weekly pastoral prayers. Ask Sunday school classes to spend a few minutes each week prior to the visit (and after) in silent centering prayer, preparing their hearts to receive the message the mission co-worker will bring. Find a song in the language of the mission co-worker’s country or region of service and prepare the children’s choir to sing it as a worship introit or welcome to the mission co-worker. (“Jesus Loves Me” has been translated into almost every language.)

### ***What do I do once the mission co-worker leaves?***

Follow-up begins before the visit ends. Make sure to give the mission co-worker important email and/or mailing addresses. You will begin to receive quarterly mission letters from him or her. Ask for specific prayer requests. Consider adding the mission co-worker to your mission budget. Commit to pray for his or her work in worship at least monthly for the next year. Share your own

prayer requests. Send birthday and holiday cards. Start early on planning the next visit, or arrange a Skype follow-up conversation for six months later.

**What funding is involved in hosting a mission co-worker?**

The hosting presbytery or congregation typically absorbs the travel and hosting cost of a visiting mission co-worker (detailed below). Mission committees are encouraged to include funds to host mission co-workers in their yearly budgets. This allows for as many opportunities as possible to be together—learning, growing, praying and sharing.

**My church cannot afford the cost. Are there scholarships available?**

The short answer is “Yes!” Please review the following three situations in which World Mission may be able to assist with the travel cost involved in hosting a mission co-worker. The host is still responsible for all hosting costs.

**Just a small church? We can help!**

Presbyterian World Mission is able to offer some scholarships to cover all or part of the travel expenses for mission co-workers visiting small churches. While there is some flexibility, typically this scholarship is available for churches under 100 members that are unable to cover the travel cost.

**Creating a cluster of support? We can help!**

One way in which a congregation or presbytery can be part of a mission co-worker’s ministry is to introduce him or her to others. Share the good news! When four or more congregations join together to host a mission co-worker, Presbyterian World Mission may be able to finance half the travel costs. (When appropriate and available, the Small Church Scholarship can be used to cover the second half of the travel costs.)

**Meeting new mission co-workers? We can help!**

Once a year, Presbyterian World Mission orients and sends out new mission co-workers. Before leaving the United States, they are available to visit congregations. If a congregation or presbytery cannot afford to host one of these new mission co-workers, a scholarship may be available to assist with all or part of the travel costs.

For more information, contact:

**Ellen Sherby**  
*Coordinator, Equipping for Mission Involvement*  
800-728-7228, ext. 5612  
ellen.sherby@pcusa.org



**Costs involved in hosting a mission co-worker**

**Travel Costs**

- Airfare or mileage
- Luggage fees
- Parking fees or transportation to the airport

**Hosting Costs**

- Food during travel and while with the host
- Local transportation
- Lodging (either with a host or in a hotel)

*Please note that no honorarium is expected for current mission personnel, so if you usually pay a guest preacher, those funds might be available for the above costs.*





## Young Adult Volunteers (YAVs)



The Young Adult Volunteer (YAV) program is a one-year service opportunity for young adults ages 19 to 30. YAVs live in intentional Christian community, deepening and developing their faith while serving alongside partners in sites across the United States and around the world. YAVs serve for one academic year, August–July, as they explore God’s calling in their lives.

Volunteers are placed in community agencies or churches, with jobs depending on their skills and the needs of partners. YAVs commit to partner with communities addressing root causes of poverty, reconciliation in systems and cultures of violence and holistic evangelism—all while living and reflecting with other volunteers on the meaning and motivation of their Christian faith.

Each YAV experience is unique, but all YAVs participate in a mutual discernment process to be a part of the program, receive national and on-site orientation, work closely with mentors and peers, participate in vocational discernment activities and integrate the whole experience at a transition retreat. All YAVs receive health insurance, and student loan repayment is available for qualified applicants. It costs an average of \$22,000–\$26,000 to support a YAV. The Presbyterian Church (U.S.A.), your supporting congregation and presbytery, and some placement agencies share the funding of this program. All volunteers are required to raise a portion of their financial support. The requirements for fundraising are currently \$4,000 for national service and \$5,000 for international service. A limited number of scholarships are available each year.

### What does it mean to be a YAV?

#### Volunteers:

- serve one year alongside a marginalized community in the United States and around the world;
- meet regularly for prayer and Bible study;
- work with mentors to explore and grow in their expression of their Christian faith;
- build each other up as disciples of Jesus Christ;
- feel supported in their faith journey through orientation and an end-of-term debriefing event.

#### Volunteers should:

- exhibit cross-cultural sensitivity and a creativity and willingness to work alongside diverse communities;
- have a basic understanding of the historical and contemporary religious, political and cultural realities of their site;
- demonstrate flexibility in order to respond to unique situations and circumstances;
- be mature, adaptable and independent. The ability to deal with uncertainty and ambiguity is a plus, as are patience, persistence, initiative, good listening skills, a sense of humor and a desire to simply “be” with people and with God.

*Note: Some sites may also require certain language skills or the willingness to learn a new language. In other cases, additional language skills are helpful but not necessary.*





## YAV Core Values

### **Intentional Christian Community**

YAVs explore what it means to be a Christian community with one another and their neighbors. While some will live in housing together and others spread throughout their country in a host-family model, all YAVs will reflect together on their service and explore their relationship with God, the church and their ministry in their service context.

### **Simple Living**

YAVs are challenged to practice simple living. Living simply pushes YAVs to intentionally evaluate their needs in comparison to their lifestyle and beliefs.

### **Cross-cultural Mission**

YAVs will intentionally explore the diversity of God's creation, living and working outside of their comfort zone. YAVs will work to confront the systemic challenges of race, class, gender and power, while learning to examine their own lives and actions.

### **Leadership Development through Faith in Action**

YAVs develop their leadership by serving in communities alongside local people of faith responding to poverty, violence and injustice in their communities and sharing the gospel through action.

### **Vocational Discernment**

Through theological reflection and spiritual practices, YAVs will participate in the process of vocational discernment—unearthing God's desire for each person's life and work.

## YAV Sites for 2017–18

### **INTERNATIONAL**

Colombia  
Peru  
Philippines  
Scotland  
Zambia

### **NATIONAL**

Albuquerque	Chicago	Miami
Asheville	Denver	New Orleans
Atlanta	Indianapolis	New York City
Austin	Little Rock	Tucson
Boston	Los Angeles	Washington, D.C.

**Learn more and apply to be a YAV at [youngadultvolunteers.org](http://youngadultvolunteers.org).**



# Short-term Mission: History, Trends and Resources

## History and Trends

In the past 30 years, communications and travel have “flattened” the world. Presbyterian congregations in the U.S. have quickly become our church’s primary agent of global mission. An increasing portion of congregations’ mission budgets has shifted from project and missionary support to the funding of short-term mission trips. The positive impact of this shift is that tens of thousands of U.S. Presbyterians have directly experienced global mission.

Our global partners, PC(USA) sister churches and organizations in 52 countries, have reported that this trend has deepened relations between parts of the body of Christ.

Even so, many global partners have lamented the sharp shift toward a congregation-based, often short-term engagement in which many congregations change partners and mission focus frequently. Our global partners have noted with concern that Presbyterians’ mission work today is less coordinated (as most congregations engage independently), less strategic (focusing on more attractive and secure destinations) and therefore less effective. While a 10-day international mission trip can organize a vacation Bible school, build a house or paint a health clinic, it cannot within the limitations of time, language and culture address the deeper needs of evangelism, education, health or justice ministries—or even engage in charity in sustainable, nontoxic ways.

## Resources for Faithful, Effective Short-term Mission

Short-term mission can be done within a framework of cultural sensitivity and true partnership.

- Read more about how Presbyterians engage in mission in partnership (page 6).
- Learn about best practices on planning and leading an effective and faithful mission trip (page 17).
- Learn how to start a mission partnership (page 18).
- Visit [pcusa.org/missionresources](http://pcusa.org/missionresources) and select “Plan a mission trip” for resources.

Consult the “Resources for Mission Involvement” section (beginning on page 27) for books, articles and podcasts that can help guide your congregation or mid council in connectional, coordinated and strategic short-term mission.



For more information, contact:

Ellen Sherby  
Coordinator, Equipping  
for Mission Involvement  
800-728-7228, ext. 5612  
[ellen.sherby@pcusa.org](mailto:ellen.sherby@pcusa.org)



# Short-term Mission Trips: Making the Most of Your Experience

Mission trips are physical, emotional, intellectual and spiritual journeys.

- **Physical**—from one place to another with new sights, smells, sounds and sensations.
- **Emotional**—a journey that arouses a full range of emotional responses, from fear and pain to joy to discomfort.
- **Intellectual**—new customs, understandings and skills in analyzing and communicating, and new ways of seeing the world.
- **Spiritual**—many faith questions are raised. Faith can be deepened and broadened or not, depending on whether and how the issues are handled.

*Based on the experience of numerous trip leaders, participants and mission workers, the best mission trips include:*

## **Thorough planning before, during and after the trip.**

- Establish long-term versus short-term goals.
- Weigh the needs of the host church/community with the needs of the mission team.
- Develop logistical and program plans that address the above.

## **Good partnering for the trip here and at the destination with:**

- Presbytery or other local congregations in the U.S.;
- Equipping for Mission Involvement office in Presbyterian World Mission;
- PC(USA) partner churches and institutions, including mission co-workers who can serve as liaisons and hosts for mission trip groups;
- Mutuality in relationships. Partnership as the way Presbyterians “do mission.”

## **Smart leader selection and preparation.**

- Shared leadership with complementary knowledge and skills.
- Spiritual reflection and prayer for their journey of leadership.

## **Thoughtful participant selection, orientation and preparation that includes:**

- Team building and conflict resolution discussions;
- Cross-cultural sensitivity and communication knowledge and skills;
- Biblical reflection and prayer;
- Social analysis skills;
- Sustainable development knowledge;
- Knowledge of country and culture;
- Specialized skills needed for service projects.

## **Opportunities to process the experience during the trip.**

- Worship/devotions integrated into the schedule.
- Debriefing and reflection time integrated into the schedule.

## **Appropriate follow-up of participants.**

- Group reflection and processing time after the trip, including evaluation.
- Offer fellowship and fun activities.
- Storytelling or story-sharing preparation.
- Mentoring participants as they discern God’s call to them in new ways.



## **Sharing of the experience with others and inviting their deeper commitment to God’s mission by visiting:**

- Congregations;
- Presbyteries;
- Local groups;
- Presbyterian Mission Agency ministries and programs.

### **NOTE:**

See **Appendix C** for a tool to help you craft mission stories that inspire involvement.

# The Practice and Process of Partnership



As you have read, Presbyterians engage in mission work through the model of partnership (page 6). The discipline of partnership assumes that mission can best be done by joining hands with those who share a common vision. Partnership in mission involves two or more organizations that agree to submit themselves to a common task or goal, mutually giving and receiving and surrounded by prayer so that God's work can be more faithfully accomplished. Theologically and biblically, partnership is based on the fundamental belief that God's love for the world is greater than any one church can possibly comprehend or realize.

## So What Does Partnership Look Like in Practice?

In partnership, two or more communities join in relationship through a mutual understanding or formal covenant, committing to pray for, work with, listen to and walk alongside one another. Sometimes partnerships involve projects, but not always.

Communities enter into a partnership through a discernment process. Much like dating, potential partners get to know one another in order to make sure that they are a good match. This takes discernment on the part of your church or community as well as mission partners.

To begin the process of forming a partnership, it is helpful to discern some key pieces in your own community:

- What are you looking for in partnership?
- What needs do you have?
- What do you have to offer to a partner community?
- What connections might you have around the world?

Once you have begun the process of discernment, it is time to make connections with your potential partner. Presbyterian mission co-workers and area office staff in World Mission are great resources for learning about potential partner communities. They can help you begin the process of forming relationship and can walk with you as you have conversations, plan visits and consider forming a covenant relationship. To connect with a mission co-worker, visit **[pcusa.org/start-mission-partnership](http://pcusa.org/start-mission-partnership)**.

The practice of partnership is how we live into our mission values—how we practice what we believe about God's mission in the world. Consider exploring what a partnership might look like for your community. Once you have a partnership in place, consider participating in a mission network, which is a collection of communities serving in partnership in particular sites around the world.



# Mission Networks

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## *What is a mission network?*

A mission network is a collegial partnership between various PC(USA) entities, governing bodies and associations working together around a specific region, people group or program area of international mission (for example, addressing issues of education, water and sanitation or human trafficking). Gathering together in this manner, mission networks provide the opportunity for developing a body of shared knowledge for faithful and

effective practice in mission and encourage moving effectively into a globalized world addressing issues around a common interest.

World Mission-related mission networks are formed for the primary purpose of enhancing communication and coordination among PC(USA) partnerships. Endorsed by synods, presbyteries, or sessions of congregations, mission networks share World Mission's core values and have a common partnership connection with an international partner church or organization related to World Mission.

World Mission has begun to work intentionally in "communities of mission practice" where PC(USA) mission participants, global partners and World Mission (including mission personnel) commit to interact regularly to learn and grow as a community; come together to share an identity derived from a common mission passion; and be guided and shaped by the practices of prayer, Bible study, reflection and worship. Mission networks are one example of a community of mission practice.

## *What do mission networks do?*

Mission networks gather all the PC(USA) participants working in specific regions or program areas to:

- ***Enhance communication and collaboration among participants.***
- ***Share information, experience and wisdom.***
- ***Maximize and economize contact with international partners and World Mission staff.***
- ***Include the perspective of global or ecumenical partners on an ongoing basis as appropriate.***
- ***Develop agreed-upon vision and broader-level goals for the network to increase faithfulness and effectiveness in mission engagement.***
- ***Discuss and identify common strategies and best practices to share with partnerships and organizations via their representatives in the network.***
- ***Invite coordination of effort from the member partnerships through mission network representatives.***
- ***Use World Mission and Presbyterian Mission Agency goals to coordinate all mission work in the network.***
- ***Minimize differences and difficulties through open and honest communication.***
- ***Be accountable to the collegium for shared work and members' mission involvement.***
- ***Welcome new participants.***
- ***Provide spiritual support for all partners engaged in the work of mission.***
- ***Strengthen the partnerships represented by network participants.***

Mission network participants can give input about their network's programmatic direction or content to World Mission through the area or program offices.



### *Who makes up a mission network?*

World Mission-related mission networks consist of representatives from multiple partnerships endorsed by synods, presbyteries or sessions of congregations; with inclusion of World Mission staff and global or ecumenical partners. Mission networks need broad-based participation to generate the energy and resources to operate. Leadership for World Mission-related mission networks is selected from representatives of such partnerships. Mission networks determine their own conveners and other leadership in an appropriate Presbyterian and democratic manner. Representatives of other PC(USA) entities, individuals (such as mission personnel), and representatives of non-PC(USA)

groups and organizations, such as nonprofit or nongovernmental organizations, are welcome to participate in a mission network as observers in a non-leadership capacity.

### **Mission Networks and Presbyterian World Mission**

World Mission staff engage mission networks according to the needs of a particular mission network from its beginning and development into mature stages. Therefore, mission networks are asked to invite the participation of the appropriate PC(USA) World Mission staff in the planning and implementation of all network meetings and activities. In the beginning stages, World Mission will work to inspire, invite and introduce interested participants to join together in the formation of a

network by providing orientation, information, education, counsel and guidance. As a network develops, World Mission will provide content on issues and programs, facilitate connections with other Presbyterian Mission Agency entities, and, in being present at all conference calls and meetings, will facilitate learning and development of the network. As the network reaches mature stages, World Mission will accompany the network as it grows in faithful and effective mission engagement by working with it in the production of resources for the larger church.

For more information about your World Mission-related mission network, visit [pcusa.org/missionnetworks](http://pcusa.org/missionnetworks) for up-to-date contact information of mission network conveners and a listing of mission network meetings.





# World Mission Toolkit for Engagement

# Mission Toolkit: Taking It Home

Your congregation has been reflecting on where God is calling you to participate in God's mission in the world. Perhaps you've identified an area of focus, have begun talking about the values you bring to mission engagement and discovered some signposts directing you to where God is calling you. So now, what's next?

In the pages that follow, we seek to provide you with some practical tools and resources that your congregation or mission organization can use to evaluate and strengthen your mission involvement. Basic questions for your church or organization to ask as you look toward discernment and seek next steps for collective action in God's mission may include:

## *Why do we engage in mission?*

What scriptural basis do we lift up and lean on to begin to tell the story of why mission is the foundation of the church? What drives and calls our church or mission organization?

## *What does our mission engagement look like?*

How can we have collective impact in God's mission as Presbyterians with mission partners in our church or organization, in our communities, across the U.S. and around the world?

## *Who is involved in our mission efforts?*

Who decides what our mission focus will be? Who are our partners? How do we engage in decision-making about mission direction and engagement with partners in our church, our community and across the world? How will we develop our mission focus with cultural sensitivity, mutual dignity, awareness and partnership?

## *What cultural divides might we be crossing as we engage in mission?*

Who will serve as a link between our church and our partners to help us navigate our mission relationship?

As your church or mission organization reflects on how you form part of God's mission and where God is calling you now or in the future, we encourage you to consider these questions and engage in continuous discernment. An in-depth assessment tool can be found in **Appendix A**, and a template for organizing your mission discernment and evaluation criteria can be found in **Appendix B**. World Mission staff are available to help your congregation evaluate its mission involvement, discern its sense of call and find a clearer focus moving forward.

For more information, contact:

Ellen Sherby  
Coordinator, Equipping  
for Mission Involvement  
800-728-7228, ext. 5612  
ellen.sherby@pcusa.org

## Discerning Your Mission Focus

Discernment is best done in the context of community, like a congregation, mission committee or small group. In the process of discernment, we seek to sift,

separate or distinguish among various possibilities that are before us, helping us to know the difference between a strong desire and a true sense of call.

The discernment process requires that we think, learn, pray and pay attention to the ways that different paths resonate with who we are in light of God's mission.



## Think

As you begin your discernment path, consider the following questions:

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### **Where does your congregation already have connections, both near and far?**

- Where are members in your congregation from?
- Where are people in your community from?
- Does your church have historic connections to mission in a particular place?
- Are members of your congregation now connected to mission in a particular place?
- What local mission efforts does your congregation engage in?
- Do they concern a certain topic, focus, people group or part of the world?

### **What does your congregation bring to mission involvement (gifts and needs)?**

- What makes your congregation unique?
- What skills do members of your congregation have to share?
- What is missing in the life of your congregation?

### **What burdens are on the hearts of people in your congregation?**

- Is there a concern for a particular place in the world?
- Are members of your congregation interested in the needs of particular groups, such as vulnerable children, abused women, those who are hungry or people living in fragile ecosystems?
- Does a particular focus spark interest in your congregation, such as poverty alleviation, evangelism, reconciliation, education, medical mission, water projects or eco-justice?

## Learn

As you continue your discernment, gather information, such as:

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### **Where are there global communities that are yearning for a partnership?**

#### **What might such a partnership look like?**

Contact your denominational mission offices to learn more.

### **Where are other congregations in your community engaged in mission?**

Contact your local ecumenical partners to learn of their involvement.

### **What needs do potential partners perceive in their community?**

Contact your denominational mission offices, mission workers or global church connections to learn more.

### **How do the members of your congregation believe themselves to be called?**

Contact your church leaders or denominational research offices to design a survey or listening process for your congregation.

### **How do the members of your community believe your congregation is called?**

Contact your church leaders or denominational research offices to design a survey or listening process for your community partners.

## Pray

As you continue in discernment, commit to one or more of the following:

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**Gather monthly for prayer in community, using a process like Lectio Divina to hear God's Word.**

**Invite church members to commit to daily prayer, Scripture reading and silence.**

**Encourage church leaders to integrate prayer for discernment into weekly worship services.**

**Looking to Quaker tradition, organize a "clearness committee" for your mission committee.** Invite a small, trusted group to engage your committee by asking honest questions about your group's sense of call and process of discernment.

## Pay Attention

As you walk the path of discernment, look for signs of God's calling:

**God's Peace**—a sense of confidence at a very deep level that indicates you are moving in the right direction.

**Joy**—a sense of energy that indicates the presence of the Spirit.

**Persistence**—a sense of energy that indicates the presence of the Spirit.

**Convergence**—a sense that the various questions or pieces of information suddenly come together and make sense.

**Fruitfulness**—a sense of encouragement—be it ever so small—along the way.

The path of discernment takes different shapes and lengths of time. Some may perceive their call quickly, while others take several years. Through intentional thinking, learning, praying and noticing, your way—the way to which God is calling you—will become clear. Using these tools, sift among the many opportunities available and discern the shape of God's particular call to your community.

For more  
information, contact:

**Ellen Sherby**  
*Coordinator, Equipping  
for Mission Involvement*  
800-728-7228, ext. 5612  
ellen.sherby@pcusa.org



# Eight Steps to Make Your Mission Committee More Effective

## 1 Get centered

Rather than form another committee, take the time to build a missional community. This requires study, reflection, shared spiritual practices (worship, Bible study, fasting, prayer, missional “work-days,” witnessing, advocacy, etc.).

## 2 Guard against “mishmash mission”

Carefully craft an overall mission objective for your congregation that can serve as the guiding principle against which all proposed activities are assessed. “Write the vision; make it plain” (Hab. 2:2). With clarity of purpose, you will find that people will be drawn to that vision.

## 3 Seek information

Network with others to access the information, contacts, insights and experiences your congregation needs. Check out [pcusa.org/worldmission](http://pcusa.org/worldmission), the PC(USA) mission networks at [pcusa.org/missionnetworks](http://pcusa.org/missionnetworks), PC(USA) partnership facilitators and regional liaisons, or contact Ellen Sherby at [ellen.sherby@pcusa.org](mailto:ellen.sherby@pcusa.org).

## 4 Assess your congregation’s relationship with local Christians

The practice of partnership guides our whole connectional church. It guides us individually as members, officers and pastors. It guides us collectively as congregations, presbyteries, synods, General Assembly ministries and related institutions. The “Presbyterians Do Mission in Partnership” document, available

at [pcusa.org/partnership](http://pcusa.org/partnership), paraphrases a policy statement adopted by the 215th General Assembly (2003) regarding mission in partnership. Doing mission in partnership is tough because it “keeps us honest” and forces us to see ourselves through our neighbor’s eyes. This allows us to avoid triumphalism and stay connected with Christ’s model of missional humility, so powerfully portrayed in Jesus’ washing of the disciples’ feet (John 13) and the “Christ Hymn” (Phil. 2:5–11).

## 5 Involve long-term mission personnel in your congregation’s mission program

Read some of the hundreds of “Mission Connections” letters written by Presbyterian mission co-workers to their supporting congregations by visiting [pcusa.org/missionconnections](http://pcusa.org/missionconnections).

## 6 Attend to the balance of two critically important aspects of a congregational mission program: *Global–National–Local*

As we involve ourselves more fully in God’s mission, we begin to see the connections between human need, wars and suffering . . . and our own lifestyle and consumer choices. To avoid this reality is to avoid God’s mission, which is as transforming to the “sent one” as to the people who receive the missionary. How does your mission trip to Guatemala engage your people in ministry to Guatemalan migrants in your own town when you return? (or similarly, international students or new immigrant fellowships?)

## *Compassion–Peace–Justice*

These three elements have formed the three legs of Presbyterian mission since 1837. Our love for people leads us toward ministering to their human needs, sharing God’s love with them in word and deed, and addressing the underlying structures that keep them from living the abundant life Jesus promised. Does your mission outreach favor one aspect of mission over the others?

## 7 Identify and address the power dynamic present in your mission relationships

Power is often the “elephant in the room” at the typical mission encounter, and American Presbyterians are often the wealthiest people in the room. Previous groups may have already burned bridges by giving away many things or promising gifts, scholarships and aid. If your mission encounter moves too quickly to money, your relationship will have difficulty getting out of that deep rut.

## 8 Critically reflect on the role of short-term mission (STM)

Are your congregation’s trips actually helping to respond to the needs of God’s people in the world and transform your congregation into a more missional community? See page 16 for more on short-term mission trips and page 17 for best practices in short-term mission.



# Next Steps for Your Engagement

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Consider the following questions as you reflect on ways to integrate your learning into your congregational mission work or mission organization context.

**How do I see my church, network or organization connecting to the work of Presbyterian World Mission?**

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**Who in my congregation, network or organization might have particular interest in learning more about Presbyterian World Mission?**

**Youth:** \_\_\_\_\_

**Adults:** \_\_\_\_\_

**What forum might work well for presenting information about Presbyterian World Mission at my church or with my network or organization?**

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**What would an ideal mission connection look like in/for my church, network or organization?**

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**What information or resources do I need in order to continue in discernment?**

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**NOTE:**

See **Appendix A**, “*Measure Your Mission! Mission Assessment Tool*” and **Appendix B**, “*Mission Evaluation Template*.”

For help concerning these and additional questions about connecting your congregation, network or mission organization with World Mission, contact:

**Ellen Sherby**  
**Coordinator, Equipping for Mission Involvement**  
**800-728-7228, ext. 5612**  
**[ellen.sherby@pcusa.org](mailto:ellen.sherby@pcusa.org)**

# Resources for Mission Involvement

These resources are valuable tools that will help you and your congregation continue your mission education. Items with a PDS number can be ordered from the PC(USA) Church Store at [store.pcusa.org](http://store.pcusa.org).

## Faithful and Effective Mission Practice

### ***Better Together: The Future of Presbyterian Mission***

A resource by Sherron Kay George for mainline Protestant churches active in mission projects; perfect for individual or adult study, for training sessions for mission-committed congregants and for mission committees. Includes a study guide. Available on [amazon.com](http://amazon.com).

### ***Called as Partners in Christ's Service: The Practice of God's Mission***

Sherron Kay George, 2004, Geneva Press. Using a study of the Gospel of John as a framework, George affirms the theological and historical basis for doing mission in partnership. Available on [amazon.com](http://amazon.com).

### ***Doing Good . . . Says Who? Stories from Volunteers, Nonprofits, Donors and Those They Want to Help***

Book by Connie Newton and Fran Early. Comes with an insightful discussion guide. Available on [amazon.com](http://amazon.com).

### ***Faith in Action***

Former PC(USA) mission worker Stephen Knisely proposes three biblically grounded “models” of development ministries and asks crucial questions. \$15. PDS 744000022. Available as a free download on [pcusa.org/missionresources](http://pcusa.org/missionresources) under “Plan a Mission Trip.”

### ***“God’s Mission Matters” Podcast***

Learn how to engage more faithfully and effectively in God’s mission. Hear insights from mission workers and Scripture based on a guiding tip for mission involvement. Contact the Equipping for Mission Involvement office at **800-728-7228, ext. 5279** to receive a copy of this resource.

### ***Interactive Sessions for Faith in Action***

A companion and stand-alone resource on Faith in Action (see above), this resource provides session plans for various time frames, from one session to a 7-hour workshop with adults. Available as a free download on [pcusa.org/missionresources](http://pcusa.org/missionresources) under “Plan a Mission Trip.”

### ***Presbyterians Do Mission in Partnership***

The practice of partnership guides our whole connectional church. It guides us individually as members, officers and pastors. It guides us collectively as congregations, presbyteries, synods, General Assembly ministries and related institutions. This document paraphrases a policy statement adopted by the 215th General Assembly (2003) regarding mission in partnership. Available at [pcusa.org/partnership](http://pcusa.org/partnership).

### ***Restoring Dignity, Nourishing Hope: Developing Mutuality in Mission***

Book by Jonathan Barnes and Peter E. Makari, EDS. Produced by Global Ministries, the book helps guide churches as they seek to answer difficult questions related to international mission engagement. Available at [thepilgrimpress.com](http://thepilgrimpress.com).

## Global Poverty

### ***Africa’s Children: A Church Response to Children’s Issues in Sub-Saharan Africa***

Frank Dimmock, formerly World Mission’s poverty alleviation catalyst and mission co-worker, reviews the models of care existing in sub-Saharan Africa and evaluates them in the context of African cultures and the realities of limited resources. Contact Equipping for Mission Involvement to learn more: **800-728-7228, ext. 5279**.

**Center for Universal Education, Brookings:** [brookings.edu/about/centers/universal-education](http://brookings.edu/about/centers/universal-education)

### ***Global Partnership for Education:***

[globalpartnership.org/](http://globalpartnership.org/)

### ***Helping Without Hurting in Church Benevolence: A Practical Guide to Walking with Low-Income People:***

Steve Corbett and Brian Fikkert, 2015, Moody Publishers.

### ***Toxic Charity: How Churches and Charities Hurt Those They Help (And How to Reverse It):***

Robert Lupton, 2012, HarperOne.

**UNESCO—Global Education Monitoring Report:** [en.unesco.org/gem-report0.0417](http://en.unesco.org/gem-report0.0417) in/

**UNICEF Education site:** [unicef.org/education/](http://unicef.org/education/)

***Walking with the Poor: Principles and Practices of Transformational Development:*** Bryant Myers, 2011, Orbis Books.

***What Works in Girls’ Education: Evidence for the World’s Best Investment:*** Gene Sperling and Rebecca Winthrop, Brookings Institution Press: Download at [brookings.edu/research/books/2015/what-works-in-girls-education](http://brookings.edu/research/books/2015/what-works-in-girls-education).

***When Helping Hurts: How to Alleviate Poverty Without Hurting the Poor . . . and Yourself:*** Steve Corbett and Brian Fikkert, 2014, Moody Publishers.

***The World Bank Education for Global Development:*** worldbank.org/education

## International Evangelism

***Collaborative for Neighborhood Transformation:*** neighborhoodtransformation.net

***Engage curriculum:*** A new approach to evangelism helps churches learn how to share their faith as they invite people to join them in following Jesus—through God’s mission of transformation in neighborhoods and communities. Learn more at [pcusa.org/engage/welcome](http://pcusa.org/engage/welcome).

***Global Community Health Evangelism Network:*** [chenetwork.org](http://chenetwork.org)

***Global Survey on Theological Education:*** [globethics.net/web/gt/research/global-survey](http://globethics.net/web/gt/research/global-survey)

***Graceful Evangelism: Christian Witness in a Complex World:*** Frances S. Adeney. Baker Academic. February 2011.

***Training for Transformation in Practice:*** Anne Hope and Sally Timmel (editors). Practical Action. July 2014.

***Turn to the Living God: A Call to Evangelism in Jesus Christ’s Way (25th Anniversary Edition):*** Download a copy for free at [pcusa.org/calltoSHARE25](http://pcusa.org/calltoSHARE25).

***Witness and Evangelism Among People of Other Faiths:*** Download at [presbyterianmission.org/resource/witness-and-evangelism-among-people-other-faiths/](http://presbyterianmission.org/resource/witness-and-evangelism-among-people-other-faiths/)

## Reconciliation

***Hope for a Global Future: Toward Just and Sustainable Human Development:*** This report, adopted by the 208th General Assembly (1996), provides a remarkable understanding of peacemaking and justice issues. Contains the report plus study guide. Download at [presbyterianmission.org/resource/hope-global-future-toward-just-and-sustainable-hum/](http://presbyterianmission.org/resource/hope-global-future-toward-just-and-sustainable-hum/).

***Interfaith Toolkit:*** This kit contains a variety of resources to help you engage with neighbors of faiths other than your own. Download at [presbyterianmission.org/ministries/worship/interfaith/interfaith-toolkit](http://presbyterianmission.org/ministries/worship/interfaith/interfaith-toolkit).

***Kairos Palestine: A Moment of Truth:*** A statement written in 2009 by a group of Palestinian Christians who affirm that Israeli occupation of the West Bank and Gaza is evil and must be resisted, but with Christian love. \$2. PDS 2646610001.

## Short-term Mission

***Helping Without Hurting in Short-Term Mission—Leader’s Guide:*** Steve Corbett and Brian Fikkert, 2014, Moody Publishers.

***Serving with Eyes Wide Open: Doing Short-Term Missions with Cultural Intelligence:*** David A. Livermore, 2014, Baker Books.

***When God’s People Travel Together, a three-volume set for mission trip leaders:***

- Volume I, Debby Vial, “*Trip Leader’s Planning Manual*”
- Volume II, Barbara Battin, “*Acting and Reflecting on Mission Trip Experiences*”
- Volume III, Alice Winters, “*Bible Studies for Mission*”

Available for free download at [pcusa.org/missionresources](http://pcusa.org/missionresources) under “Plan a mission trip.” Also available for purchase (\$20) at the Church Store, [store.pcusa.org](http://store.pcusa.org). PDS 2435807014.

***The Wolf Shall Dwell with the Lamb: A Spirituality for Leadership in a Multicultural Community:*** 1993, Eric H.F. Law, Chalice Press.



# Measure Your Mission! Assessment Tool

# Appendix A



# Measure Your Mission!

Use this congregational assessment quiz for understanding the nature of your mission involvement, equipping your congregation for more focused mission, identifying opportunities to deepen engagement, and learning where you might want to seek additional resources.

## Directions

1. On a scale of 1-5, rate your congregation's mission involvement as it regards each bolded statement, with "1" representing "disagree" and 5 representing "agree." Use a score of "0" if the statement is not applicable. Write "DK" if you don't know.
2. Tally your total at the end of each of the five sections. At the end of the assessment, tally your total for the whole. Using your totals, read the tips provided in **Appendix A** for tools to enrich your congregation's mission involvement.
3. After filling out the assessment, share the results with your congregational mission leaders.
4. If being done by a mission committee, try this approach: On a piece of paper, create two columns. In the left one, list the "mission partners" with whom your congregation engages. "Mission partners" is another way of naming those whom you serve in mission, or the mission "recipients." In the right column, list the projects, activities or service work that you do with or for each mission partner. Use this sheet as a point of reference when filling out the assessment.

Section 1: Congregational Participation in Mission		DISAGREE ← → AGREE				
1. Our congregation has a mission committee and long-standing mission work locally, nationally and/or internationally.	1	2	3	4	5	
2. A large percentage of our congregation's active members participates in church mission programs, and members are able to get involved in mission in a variety of ways (projects, learning, prayer, giving, etc.).	1	2	3	4	5	
3. Our congregation has mission as a focus at least once a year, and mission is regularly lifted up as a theme during worship.	1	2	3	4	5	
4. Mission is regularly highlighted in communications, such as worship bulletins or newsletters.	1	2	3	4	5	
5. Our congregation supports long-term mission personnel (missionaries) financially, in prayer, through communication or otherwise, and receives an offering for mission at least once a year.	1	2	3	4	5	
6. Our education programming offers chances for all ages to learn about mission.	1	2	3	4	5	
Observations for Section 1:						
	TOTAL SCORE Section 1					

Section 2: Mutuality of Mission		DISAGREE ← → AGREE				
7. Congregational mission leaders ask mission partner leaders what needs are greatest in their community, and how our congregation and mission partners can work together to address those needs.	1	2	3	4	5	
8. Building healthy, mutual relationships with mission partners is more important than “doing” things, like building projects or collecting donations for mission partners.	1	2	3	4	5	
9. Church members and mission partners work together to decide what mission activities will be done, do the work together, learn from one another and pray for each other.	1	2	3	4	5	
10. Our congregation and its members express needs, vulnerabilities and brokenness with mission partners, and listen to their needs, vulnerabilities and brokenness.	1	2	3	4	5	
Observations for Section 2:						
	TOTAL SCORE Section 2					

Section 3: Mission Focus and Effectiveness		DISAGREE ← → AGREE				
11. Our congregation pursues mission activities based on stated mission values, and discerns what our mission priorities are based on those values.	1	2	3	4	5	
12. The number of mission activities is proportionate to the size of our congregation.	1	2	3	4	5	
13. Our mission efforts are rooted in prayer and reflection, with prayer and Bible study as integral parts of our mission endeavors.	1	2	3	4	5	
14. Our mission activities are evaluated for effectiveness. <ul style="list-style-type: none"> <li>• We have a system of reporting to the congregation how funds or resources are used.</li> <li>• We have a regular practice of evaluating mission activities together with our mission partners and making changes based on those evaluations.</li> </ul>	1	2	3	4	5	
Observations for Section 3:						
	TOTAL SCORE Section 3					

Section 4: Scope of Mission		DISAGREE ← → AGREE				
15. Our congregation engages in different “modes” of mission (direct action, empowerment of mission partners, and advocacy).	1	2	3	4	5	
16. Our congregation connects with local, national or international mission networks and is linked to our denomination’s mission offices.	1	2	3	4	5	
17. Mission “success” is aimed at root causes, seeking sustainability of mission efforts and interdependence rather than long-term dependency on our congregation.	1	2	3	4	5	
Observations for Section 4:						
	TOTAL SCORE Section 4					

Section 5: Mission Integration		DISAGREE ← → AGREE				
18. Our mission work is evenly balanced between local, national and international mission activities. Our congregation makes connections between the international, national and local mission work that we do.		1	2	3	4	5
19. Our congregation brings the mission trip experience (or mission projects) back to the whole congregation, especially to those who weren't able to participate directly.		1	2	3	4	5
20. Congregational mission participants make long-term commitments and/or lifestyle changes that stem from their experience in mission service.		1	2	3	4	5
Observations for Section 5:						
		TOTAL SCORE Section 5				

Overall Observations	Overall Score

## Next Step: Assessing Your Mission Involvement

Using the totals from the individual and overall scores, measure your congregation's mission involvement. Notice the areas where your congregation is strong and compare this to areas where you scored lower. Read the suggested next steps below and consider how such steps might strengthen the mission work in your congregation.

### Overall Score

**If you scored 0-25:** Your congregation may just be in the beginning stages of developing mission partnership. This is an exciting time! Read the sections below to find pointers for how best to set out in this new venture. Reach out to other congregations and denominational offices for help as you begin.

**If you scored 25-50:** The mission work of your congregation has taken off and is beginning to be shaped by key concepts like partnership, mutuality and effectiveness. As you encounter hurdles, don't get frustrated! God is working through your committee and your congregation to build important mission connections. Read the sections below to learn how to strengthen your mission involvement and deepen your impact.

**If you scored 50-75:** Mission is a fundamental part of your congregational life. Your work has been shaped through years of discernment and a sensitivity to your partners' perspective. As you continue to strengthen your mission involvement, consider how you might ensure that all members of your community feel involved in your mission work. Read the sections below and find tools for strengthening your mission involvement.

**If you scored 75-100:** Yours is a congregation driven by mission. You approach mission work with a critical eye and a discerning heart. Find ways to invite others into your mission involvement. Work with neighboring congregations to help them in their mission efforts. Read the following tips to see how you might continue to strengthen your work moving forward.

## I. Congregational Participation in Mission (Questions 1–6):

**If you scored 0–15:** Your congregation will benefit from work to broaden and promote its mission participation.

### Tips:

- Form a mission committee to discern your congregation’s mission involvement, building mission relationships and encouraging broad participation.
- Work with leaders in worship, Christian education and congregational life to include mission in different facets of church life for people of all ages.
- Talk with your worship committee about regularly including mission themes in your worship services. Consider including a minute for mission during your services.
- Explore ways to communicate mission work more effectively through print and web media.
- Work with the finance committee or other church leaders to include mission in the budget.
- Contact your denominational mission offices for resources on mission involvement.

**If you scored 16–30:** Mission is a priority in your church, so consider some ways to go deeper.

### Tips:

- Use a discernment process with your congregation to learn where people’s passions lie, what gifts you bring to mission, and what needs exist in your local, national and global community.
- Brainstorm ways for everyone to participate, be it through prayer, financial gifts, in family groups or during Sunday school. Set a goal that 20 percent or more of your active members have some participation in your mission programs.
- Plan an annual mission-focused worship service. Invite mission partners to participate in worship leadership. Receive an offering for mission at least once per year.
- Report the results of mission activities. People feel inspired by stories of impact, personal relationships and transformation. Hearing such stories may encourage others to join in.

- Set a goal of designating 15% or more of your church budget for local, national or international mission. Support long-term mission personnel financially, in prayer and through communication.
- Work with your Christian Education committee to offer programs or speakers on mission topics. Find ways to include a mission focus in your annual vacation Bible school.
- Connect with local congregations or ecclesial bodies (e.g. presbyteries, conferences, dioceses, etc.) to join in their mission efforts.

## II. Mutuality in Mission (Questions 7–10):

**If you scored 0–10:** Your congregation would benefit from deepening relationships with your mission partners. Consider ways to transform your mission relationship from serving “recipients” of mission service toward viewing them as partners, serving alongside you in God’s mission.

### Tips:

- Think critically about how mission partners are included in planning as well as “doing” mission. During your mission activities, plan time for intentional conversation, devotions, group games and “get-to-know-you” activities with your mission partners.
- Ensure that your congregation and mission partners have dedicated time to discern if your partnership is a good match. Spend at least a year in relationship-building efforts with mission partners before engaging in mission projects that involve material or financial resources.
- Share prayer requests, faith journeys, needs, vulnerabilities and brokenness with one another.
- Suggest that the congregation participate in a Bible study on mission using books like *Doing Good . . . Says Who? Stories from Volunteers, Nonprofits, Donors, and Those They Want to Help* (Connie Newton and Fran Early); *Toxic Charity*, (Bob Lupton); or *When Helping Hurts: How to Alleviate Poverty Without Hurting the Poor . . . and Yourself* (Steve Corbett and Brian Fikkert).



**If you scored 11–20:** You recognize that in God’s mission, it’s not all about “doing.” Rather, relationships are primary. Now, how can you go deeper and improve your relationships with mission partners?

### Tips:

- Reflect on cultural “intelligence,” which explores a person’s or group’s ability to relate and work effectively across cultures. Identify resources that help you and your mission partner learn about and discuss cultural intelligence in the context of your mission relationship.
- Ask: What resources (financial, spiritual, relational) do you bring to your relationship with mission partners? What do you receive?
- Engage in conversation with mission partners on what it means to be “accountable” and how you exchange resources.
- Consider writing a formal covenant or partnership agreement to help define your mission relationships. Ask the question of your mission partners: “Who are we together as partners in God’s mission?”
- Continue to build your relationship with your mission partners through Bible study and prayer.
- Create a liturgy with mission partners for a service to celebrate your relationship in mission.

- Engage in shared Biblical reflection with mission partners that relates directly to the mission activities you’ve discerned that God is calling you to work on together. Involve as many people in the congregation as possible in at least some aspects of this shared reflection.
- Together with mission partners, develop an evaluation process for mission activities.

**If you scored 11–20:** Your mission is directed in focused, intentional ways. Your congregation is centered on a few mission activities it can do well and may be successful in evaluating the way it engages in mission.

### Tips:

- Create a written mission values statement that defines the areas in which the congregation feels particularly called to service. Use this mission values statement to evaluate new mission proposals.
- Consider a mission sabbatical in which you allow yourself the freedom to stop “for a season” the historic, but not well-supported, mission projects. Ask yourselves: Are there points of connection between all the mission projects you are currently doing that suggest a core interest? If so, can your mission efforts be better focused or tailored to that core interest?

### III. Mission Focus and Effectiveness (Questions 11–14):

**If you scored 0–10:** You may find yourself wrestling with “mish-mash mission,” where multiple mission commitments compete and ultimately take away from one another. By making your congregation’s mission activities more focused, you will be able to deepen the congregation’s involvement and commitment.

### Tips:

- Keep mission activities proportionate to the size of your congregation.
- Engage in a process of discernment to identify where God is leading your congregation in mission. Use a discernment process with your congregation to learn where people’s passions lie, what gifts you bring to mission, and what needs exist in your local, national and global community. Contact your denominational mission offices for assistance in this area.

### IV. Scope of Mission (Questions 15–17):

**If you scored 0–10:** There are always ways to improve the scope of mission.

### Tips:

- Consider your mode of mission: What percentage of it is direct service (things like soup kitchens, water projects and orphan care)? How much of it empowers mission partners through education and training in their local context? Is advocacy a part of your mission involvement?
- Explore local-global connections in your congregation’s mission involvement. How can you connect your local involvement with global mission and vice-versa?
- Invite neighboring churches to participate in your congregation’s mission activities. Likewise, explore joining together with another congregation for greater impact locally,

nationally or internationally. What mission activities can you do together? What activities are you engaged in already that are with the same mission partners, and that you could do together?

**If you scored 11–20:** Use the same list of tips to go deeper. In addition, consider the following activities:

### Activities:

- Work with mission partners to evaluate the sustainability of your mission efforts as well as their potential for addressing the root causes of a particular issue.
- Host a “mission retreat” for your local community, encouraging other congregations to deepen their mission involvement.

### Tips:

- Brainstorm with mission committee members or other mission leaders, with members of session and with those who organize Christian education and/or worship to find ways to bring the transformational experience of mission into the way your church functions, its mission priorities, Christian education program and worship.
- Research how other organizations or churches are responding to the same issues and needs. Is this an opportunity for you to team up with others who are more experienced with this type of mission?
- Consider ways in which mission leaders and participants can utilize their knowledge in your local community. Make the global-local connection.

## V. Mission Integration (Questions 18–20):

**If you scored 0–7:** There are always ways to heighten the integration of mission into the life of your whole congregation.

### Tips:

- Ask in prayer what changes God might be calling your church to make in light of what you’ve learned.
- Ask that mission leaders host post-mission trip retreats for trip participants to reflect on their experiences.
- Invite mission participants to share compelling stories of witness with the congregation.
- Create venues that bring mission leaders or mission participants together with those in the congregation who do not regularly participate in mission service.
- Encourage worship leaders to create space (perhaps a “minute for mission,” or even a sermon) to allow mission participants to share a story about the experience they’ve had in mission.

**If you scored 8–15:** You’re off to a very good start.





# Mission Evaluation Template

# Appendix B



# Introduction to the Mission Selection and Evaluation Tool

This template is intended to offer a format that might be helpful as your congregation discerns its mission calling and evaluates possible and ongoing mission engagement. You may change any of the categories, add or subtract language and sections, and tailor it for your particular congregation. If you

need this document in Word format, please contact the Equipping for Mission Involvement office at **800-728-7228, ext. 5612**. You can find this template and other resources for mission discernment and evaluation at [pcusa.org/missionresources](http://pcusa.org/missionresources). Click on “Strengthen Your Mission Committee.”

## Section I: Calling and Values

The first section of the template will become a “permanent” part of your template. After appropriate discernment, you will want to articulate: (1) where or how the congregation feels called by God to serve; and (2) the key values for faithful and effective mission to which you will commit. Those might be done in list form or narrative statements. It is anticipated that these sections will be applicable to all mission projects and activities and will continue to inform your decisions from year to year. Of course, God’s mission is not stagnant, and you might be called in new ways or identify additional values that influence how you engage in God’s mission. Be open to ongoing discernment, but expect these sections of the template to be more static than others.

## Section II: Balance

The second section allows you to list your proposed or existing mission activities and relationships and to measure them, in check-box fashion, against certain factors. Most important, are these activities and relationships consistent with your calling and values? If not, is there an overriding reason why you are continuing in this mission? The other columns might prompt you to explore “modes” of mission that will allow you to go deeper on particular matters and/or make more meaningful contributions. It might suggest where you are heavily-weighted in mission, perhaps deliberately or perhaps inadvertently. Is there value to a more balanced approach? Modes of mission range from “hands-on” activities to engagement that empowers the people you are serving to advocacy.

## Section III: Impact

The third section helps you articulate the impact of your mission engagement. More than numbers, you may want to look at the impact on your own congregation’s discipleship and spiritual growth, the effect on individuals or organizations who partner with you, or other factors. If no discernable impact can be identified or if it is limited to certain columns, are you able to make changes that increase the impact in other ways? You might also use this section to help you interpret back to the congregation why this mission engagement is important.

## Section IV and V: Evaluation

The fourth and fifth sections challenge you to avoid “business as usual” mission. Though an activity or project might be a traditional one, should it be continued? Is there an ongoing sense of call to this type of mission or this particular mode of mission? You might ask whether you are moving forward and making headway, so that the congregation has empowered others to take over this activity.

# Mission Selection and Evaluation Tool

## Presbyterian Church

Please find instructions for the use of this template at [pcusa.org/missionresources](http://pcusa.org/missionresources). Click on "Strengthen Your Mission Committee. Call **800-728-7228, ext. 5612** for assistance.

### Section I: Calling and Values

<p><i>We feel called by God to serve in the following ministry areas:</i></p> <ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>
<p><i>We commit to engaging in faithful and effective mission in these areas by adhering to the following key values:</i></p> <ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> <li>4.</li> <li>5.</li> <li>6.</li> <li>7.</li> <li>8.</li> <li>9.</li> <li>10.</li> </ol>

### Section II: Balance

<i>We will engage in mission projects, activities and relationships that are consistent with our calling and values, and we will strive for a balance among these factors and others:</i>			
Mission Engagement		Local	
Our Calling		National	
Adheres to Values		International	
Relief		Long Term	
Empowering		Short Term	
Advocacy			

### Section III: Impact

<i>We recognize that God's mission is not bound by statistics, and we evaluate the impact of our mission engagement on many levels:</i>					
<b>Mission Engagement</b>	<b>Transformation of Our Congregation</b>	<b>Transformation of Our Mission Partners</b>	<b>Inspiration</b>	<b>Numerical Measure</b>	<b>Other</b>

### Section IV and V: Evaluation

<i>We evaluate our mission engagement regularly to discern God's ongoing call and our effectiveness by considering the following signs:</i>					
<b>Mission Engagement</b>	<b>Joy</b>	<b>God's Peace</b>	<b>Convergence</b>	<b>Persistence</b>	<b>Fruitfulness</b>

<i>We acknowledge that our role in God's mission is always evolving and may come to a conclusion. We promise to evaluate our role as time passes and to refrain from holding on too tightly.</i>				
<b>Mission Engagement</b>	<b>Working Toward Independence</b>	<b>Matured</b>	<b>Better Handled by Others</b>	<b>Conclusion Celebrated</b>



Crafting Mission Stories  
that Inspire Involvement

# Appendix C



# Crafting Mission Stories that Inspire Involvement

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One of the best ways to engage an audience is by telling them a good story. When preparing a short three- to five-minute talk for interpreting mission service, follow these focused steps:

## *What is the MAIN thing?*

- What do you want your audience to know?
- What do you want your audience to do?

The following are areas of mission focus that may help you determine what your MAIN thing is:

- Poverty alleviation
- Love of God through Jesus (evangelism)
- Ending violence, working for reconciliation

- Restoring dignity
- Empowerment, capacity building
- Help facilitate holistic ministry
- Covenantal partnership
- Good stewardship of resources
- What other possibilities are there?

Take a couple of minutes to write one sentence each for the “MAIN thing” questions above.

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## *Which stories to tell?*

What stories can you tell that illustrate the MAIN thing? Note story ideas below:

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## **Beginning the Story in the Middle**

Choose ONE story to work with here. Come up with a sentence that puts us right in the middle of that story.

## **Easy on the Exposition**

Weave in just the important expository information through the action of the story. Come up with a second sentence that *moves the story forward*, and incorporate one or two bits of information that you feel are crucial to the story (i.e., your name, role, church’s name, global partner’s name, place of service, etc.).

## **Climax and Resolution**

What is the climax or turning point of the story? What is the resolution?

## **Ending the Story**

When a story is over, simply pause. Let the audience sit with it for a moment.

## Inviting Companions for the Journey

Take a few minutes to finish these prompts for the story you are telling today:

**1. What excites me right now about my involvement in this work is . . .**

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**2. I'm reminded of the scripture verse . . .**

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**3. One joy I've had in this work . . .**

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**4. One challenge that I would ask you to pray about is . . .**

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**5. I invite you to come alongside me in God's mission through your prayers, your gifts, your commitment to joining our delegation, your . . .**

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## Framing the Story with an Engaging Start

How will you engage the audience at the outset of your short talk?

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## Framing the Story with a Strong Ending

What final words will you leave your listeners with to seal your MAIN message?

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Presbyterian Mission  
**World Mission**

Presbyterian Church (U.S.A.)  
100 Witherspoon Street  
Louisville, KY 40202

