Facilitator Suggestions

Below you will find the categories (main tabs) in bold, with the subtopics and their desired outcomes bulleted underneath. For each page, there are further explanations, suggestions or specific items that should be addressed. Most of these are not mentioned specifically in the Inbound program, so the members won’t know to ask about them.

**Introduction:**

Mention the following to help them gain a better grasp of how they can be more involved with the whole AIM family, rather than just in their area of service:

* Breakthrough prayers on the Intro page. These are prayers we as an organization are committed to praying together as we ask the Lord to guide us and help us in our efforts to reach our ends of Christ-centered churches among all African peoples. These are directly tied to the goals of Vision 2020 (attached on the AIM page). If the member is not familiar with Vision 2020, it would be good to go over that document with them. This is further addressed on the AIM International page.
* [www.prayafrica.org](http://www.prayafrica.org) is one way the member can see how God is at work among the UPGs we are working with; this is also a great tool for getting supporters involved in praying
* Another possibility of the member getting to know more about the rest of AIM would be to visit another ministry within AIM. If the member needs suggestions for where they could visit, the regional office can be of assistance with this.

**Jump Start:**

Jump Start is most effective when begun within a few days of arrival, as it is the initial introduction to language and culture acquisition and to the practical every day realities for immediate survival in the new culture

* First Things First: To receive basic information necessary to be able to function in the new host culture within your first few days and weeks
	+ These are the things that need to be addressed within the first few days and weeks of the member’s arrival in their new location. A list of suggestions is given on the page in Inbound, but based on your location, you will need to decide what needs to be addressed immediately and what should be covered within the first couple of weeks.
* Language Intro: To start building new relationships through a learner attitude; To receive tools for language and culture acquisition ; To formulate an initial plan for language learning using the tools you have received;
	+ A great tool to fulfil all these goals is “LAMP ReLit”, a course of six half-days led by a trained facilitator. If possible, this course should be done in the language they are going to be learning and in the area in which they will be working.

Most regions, units and departments have trained facilitators for the LAMP ReLit course which can be worked easily together with other activities during that first week to accomplish the goals listed above. In some cases it may be beneficial for members to be in their Home Stay while doing LAMP Relit during the day.

* Homestay: To take part in daily living in your new culture; To discover differing cultural practices and values; To build relationships in your new culture

It is your responsibility to coordinate with your regional leadership and whomever else you need to in order to organise a homestay for the new member.

Try to keep the needs of the individual or family in mind when planning the location and length of the homestay so that it will be a positive experience for them.

The idea is not to teach them to “rough it” but to introduce them to the culture by allowing them to experience parts of it by living with a host family that will hopefully become friends and cultural guides as they continue to learn.

* + WHAT? Encourage them to observe, ask questions, try new things, participate, interact as much as possible with their hosts, and allow themselves to “speak as a child” by attempting to learn and use some new phrases in the local language.
	+ WHEN? Ideally, the home stay should be as soon as possible after Jump Start as it helps with ongoing language study, but some people may benefit more when they know a bit more of the language.
	+ HOW LONG? The length of time will be flexible and will vary for each person or family as needs and situations vary. It may be several weeks or it may be a couple of weekends. The home stay may be in an urban or rural setting, or both.

**Abiding:**

* Spiritual Fitness: To engage regularly in practices that facilitate deeper intimacy with Jesus; To make a plan to re-evaluate periodically to see what’s working well and what changes you need to make
	+ This needs great emphasis, as we all need to be continually guarding our hearts and growing deeper in our relationship with the Lord. Hopefully you and the new member will develop the kind of relationship that encourages them to be open with you (or at least someone) about where they are spiritually and where they are struggling. If the goals seem a bit “me-focused” it is only to emphasize that it is through a solid and growing relationship that we are able to pour ourselves into others.
	+ Come back to these questions periodically, even after this category is “completed”, as it is so important for them to reflect on what’s happening in their spiritual life. You may want to encourage them to look at the ideas for spiritual refreshment (link from the Soul Care page) and change things up a bit to avoid getting into a rut.
* Disciple Making: To identify at least one person you will intentionally invest in, share the Gospel with and disciple; To intentionally share your faith and engage in spiritual conversations through your daily life and work.
	+ Remind them that AIM’s purpose is Matt 28:19-20 (making disciples) and that in order to disciple others we need to be living as a disciple (see Spiritual Fitness page for more on this).
		- The questions are meant to help them explore what discipling or coming alongside someone in their culture might look like and help them to identify at least one person that they can do that with.
		- Is the member confident in sharing their faith? As their facilitator, help them to think through what they need to be doing in order to be intentional (if they are not already) about having spiritual conversations, sharing their faith, coming alongside people and discipling them as they develop an interest in the Gospel.
		- If the member is in a professional setting, re-emphasize the importance of speaking the Gospel as well as demonstrating it through their lifestyle and work.

**Living:**

* Daily Life: To know the “basic” practical things that allow you to function and meet the needs of self and family
	+ A list of suggestions (not complete) can be found on the Daily Life page, but basically it’s all the things they might need in order to live and function well in the host culture.

Try to remember what it was like to be new in this (or any) culture. *What kinds of things do you remember being told or wish you had been told?* Many of these will need to be addressed early on, but some things may simply be addressed as they come up.

* Ongoing Language Learning: To use language and communication patterns in an appropriate way for different contexts; To demonstrate significant progress toward reaching level 2 in language learning (Link for language level table can be found on *Language* page under *Living* tab).
	+ If they don’t already have a language helper, help them (or assign someone to help them) find one and know how much or how to pay/ compensate the helper.
	+ Keeping in mind the member’s learning style, help them choose an appropriate language learning method such as: LAMP, GPA, LACE, tutor, language school, or any combination of these approaches. (This is after their initial week of LAMP or whichever method the region chose to use as an introduction during Jumpstart).
	+ Make sure they are filling out the *Progress Report* for language learning (link from Ongoing Language page). Encourage them to press on with language learning, and if they are struggling or feeling stuck, to look at the *ideas* for language learning & practice (link from Ongoing Language page).
* Host Culture: To define what becoming a ‘belonger’ in the new surroundings might look like and identify ways you are moving forward in this process; To identify various similarities and differences in cultural practices between your home culture and your host culture.
	+ This section is intended to help them learn about the attitudes and practices of their host culture. It may be that some of these things will overlap with other topics you are discussing throughout the year, but this is an opportunity for the member to choose a few to look at particularly (and continue to revisit as s/he continues to get to know the culture). Help them to recognize that even in the differences between the host culture and their own culture, there are things to celebrate. Discuss ways to cope with the things that are more challenging.
	+ If you are meeting as a group or team, one idea is to assign them in advance to the group members, and everyone reports back to the group at your meeting.
* Relating to Religious, Political & Social Scene: To gain and understanding of how your community views the religious, political and social aspects of their culture; To gain an understanding of some of the challenges the community faces as a result of the religious, political and social environment in your area; To consider a Biblical response to the community’s perspective and the challenges they face.
	+ Understanding the religious, political and social undertones that govern a society are very helpful in understanding how and why people think and act as they do. It also helps uncover cultural “keys” that can be used to share the Gospel more effectively.
	+ On the Inbound page there are suggested questions that can help the member gain understanding about the religious, political, and social norms of the area. The suggestion is for them to ask those questions of local people to get the most insight, rather than from merely observing or talking with other missionaries. If you haven’t already, it would be good to familiarise yourself with those areas as well in order to facilitate more productive discussions that will benefit the member.

**Relationships:**

* AIM International: To be familiar with the purpose, values, mission, structures and policies of AIM; To be able to articulate Vision 2020 and your role in accomplishing it; To pray regularly for the UPGs of Africa and for AIM to accomplish its ends.
	+ This is an opportunity to re-emphasise who we are as an organization, including Vision 2020 and their role in accomplishing it. The related documents are all links on the *AIM International* page for your reference. Please be familiar with these before having discussions with the new member about them.
	+ It is also an opportunity to make sure the member has at least a general idea of the overall structure of AIM and how that impacts them
		- who they are accountable to
		- where they can give feedback or suggestions for ministry or other areas (End of Term review is one opportunity for this)
		- that the region is responsible for setting the vision, identifying unreached people groups, and making decisions for the region
	+ Please use this opportunity to encourage their full involvement in the greater AIM family through attending conferences, prayer days, unit gatherings or retreats, visiting other AIM ministries, praying through the 3 breakthrough prayers (listed on the Intro page), praying for the UPGs we are working with or trying to engage, etc.
	+ Please also point out that they should send their prayer letters to their Mobilising Region, Receiving Region office, Unit leaders (they should ask their UL if s/he wants to receive it) as well as the International Office (admin.io@aimint.org) because we pray for them often and would like to know how to pray more specifically.
	+ Remind them that the Member Handbook has helpful information. Encourage them to familiarise themselves with it, and then discuss any questions they may have.

 Point them particularly to:

* GMP16 (Rest days and Annual leave)
* GMP17 (Home Assignment)
* GMP 18 (Leave Policy) and remind them that they need to follow these procedures when considering leave of any sort.
* Multi-Cultural Teams: To identify cultural similarities and differences within your team and demonstrate respect for teammates in practical ways while seeking to gain a better understanding of their cultures; To identify and demonstrate attitudes that foster openness and unity within a multi-cultural team.
	+ Even if the member is not on a formal team, please don’t skip this section, as it has more to do with interacting with other workers whether on a team or not. Point out that this section also refers to workers of different cultures, including national partners, who live and minister in the same general area and have interactions with one another (teach at same school, minister in the same small town, etc).
	+ For many workers, one of the biggest challenges of being on the field is not the ministry or the host culture but struggles with teammates from other cultures. As AIM works more and more in multicultural team settings, it is vital for members to take time to learn about the cultures of their teammates (or those they will be interacting with, if not on a formal team) and think about what it means to be culturally sensitive to them.
		- In order to do that, the member needs to first understand his/her own culture and the similarities and differences to other cultures within the team. The WEC profiles (found within Inbound) could be a helpful tool for these discussions. *If you or a member notice that a cultural profile for one of our members (or their teammates) is missing, please pass that feedback along to the regional office.*
			* I’m sure you can think of many examples of cultural differences, but here is one real-life example: In American culture, telling a visitor to “make yourself at home” means “you are so welcome in my home that I don’t need to treat you like a visitor. You are welcome as if you are part of the family.” In Australian culture (and maybe others), that translates to, “I don’t have time to make you feel welcome” and is seen as offensive and unhospitable behaviour. An Australian host would always take time to offer you (and serve you) a drink, even if it’s just water.
	+ In addition to self-care, “one anothering” is a term we use to express the idea of members caring for one another. Talk with your teammates or those you are working near and to find out how you can bless them or care for them. As appropriate, communicate what blesses you as well.
	+ It would also be helpful to discuss expectations of interactions between singles/ couples/ families to alleviate tension that comes from unmet expectations. (This would be helpful to discuss as a team). The examples below are only a few real-life examples of things that have been expressed among workers.
		- Singles often appreciate being welcomed into a family, sharing some meals together, participating in holidays and family activities. They may even enjoy babysitting on occasion but should not be “expected” to do so or assumed that they have more time on their hands than a busy family.
		- Families also often enjoy welcoming a single or couple to be part of their family. However, they should also be allowed to have protected family time or family events. Rather than invite someone with the blanket statement, “Come over any time”, it might be better to specify a couple nights a week, or which nights are set aside as protected family time, etc.
		- A parent once expressed to his team, “If you want to show me love, love my children.” That speaks volumes.
		- Couples without children sometimes feel left out because they may not be invited to “singles” events because they are married, and they may not feel the same connection with families with children because they themselves don’t have children. So just being aware of this and remembering to invite them to your home or to events is helpful. Mothers (and fathers) often appreciate being invited as well to do something with other ladies or men or the group, even if only one of them can come while the other stays home with the children. They appreciate being able to get out of the house and away from the children sometimes.
	+ It may also be helpful to talk about good conflict resolution strategies. This goes hand in hand with the *Interpersonal skills* page, where there is a word document on conflict resolution.
* Interpersonal Skills: To identify the signs and symptoms of culture shock and describe some methods of coping with it; To identify and demonstrate Christ-like attitudes in relationships that will create unity and edify both fellow missionaries and nationals; To create a plan for continued personal development, including awareness of self and others, and thus improve the ability to handle stress, manage conflict well, and prevent interpersonal problems.
	+ This page goes hand in hand with the *Multi-cultural teams* page, as it is all about relating positively to one another. Again, the more the member knows and understands his/her own personality, the better s/he will be able to interact with others.

Apart from the ones listed on the page in Inbound, the **PDP** (Personal Development Plan) has a variety of self-assessment tools to help with this. Some will find PDP helpful as a structure for identifying strengths and weaknesses, setting goals, and making a plan for growth in various areas. This is available on Sharepoint. The Regional office should also have a copy available on a thumb drive for those who can’t easily access the internet.

* + It is important for the member to understand what culture shock is, how to recognise it, and have some tools for dealing with it when it comes (some helpful word documents are linked to the Inbound page).
* Host Church: To seek to understand the vision and structures of the local church (if applicable) and look for appropriate opportunities to serve; To look for opportunities to mobilize your local church toward mission
	+ Help the member understand how vital the local church and its leadership is and that our role is to partner with the local church and come alongside them.
	+ Regular attendance and involvement in a local church is important not only for the church and community but also for the member.
	+ Where appropriate, look for ways to equip leaders and mobilize local missionaries.
	+ Encourage the member to watch for people in the church who might be a candidate for leadership training or missions/ evangelism.