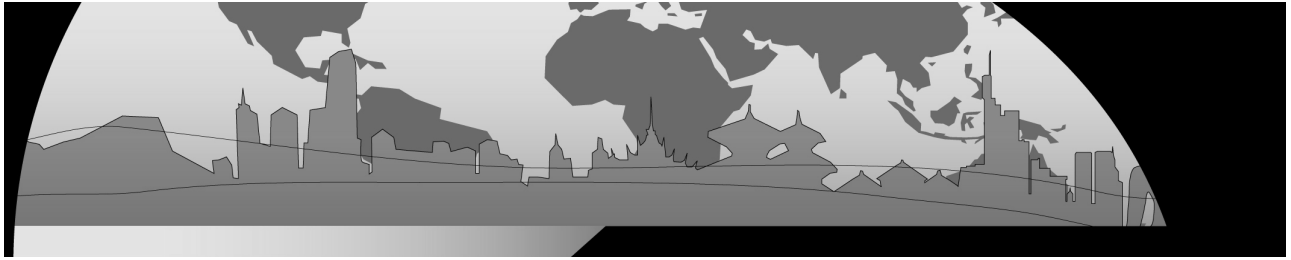




Global **Xposure** LEADER'S MANUAL

globalxposure.net.au

Last Edited: December 2010



Session One

Duration	<ul style="list-style-type: none"> ▪ 2 hours
Topics	<ul style="list-style-type: none"> ▪ Team formation ▪ Motivations / Fears / Hopes ▪ Global Xposure explained ▪ Future planning ▪ Team roles
Materials	<ul style="list-style-type: none"> ▪ Friends of ... DVD (contact your state YAC or Director for a copy) ▪ Photocopies of “Motivations” worksheet ▪ Map of destination ▪ Photos of destination ▪ Diaries – Inform your team to bring their diaries ▪ <i>Optional team bonding activity: 200 plastic straws & sticky tape</i>

Team Leader Pre-Reading...

The aim of session one is to begin building unity amongst your team and introducing them to the Global Xposure experience. This will include spending time doing team bonding activities, exploring why each team member is wanting to participate, discussing what will happen in future sessions, delegating specific team roles and praying for one another. Session one is designed to be a gentle introduction and time of building excitement for what is to come.

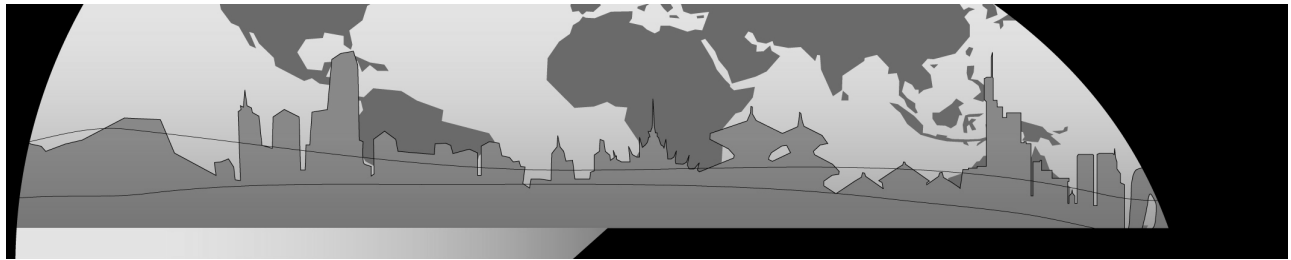
Team Work

The Global Xposure experience is largely focussed on teams. It's important to recognise and understand:

- Not all groups become a team
- Teams don't just happen
- Teams can falter
- Teams go through development stages

A well selected, prepared and bonded team can make all the difference in having a meaningful, life-changing and enjoyable experience.

Every training session will allow time for team bonding. It's important that Team Leaders promote teamwork and encourage their team to learn as much as possible about one another. This will aid in understanding one



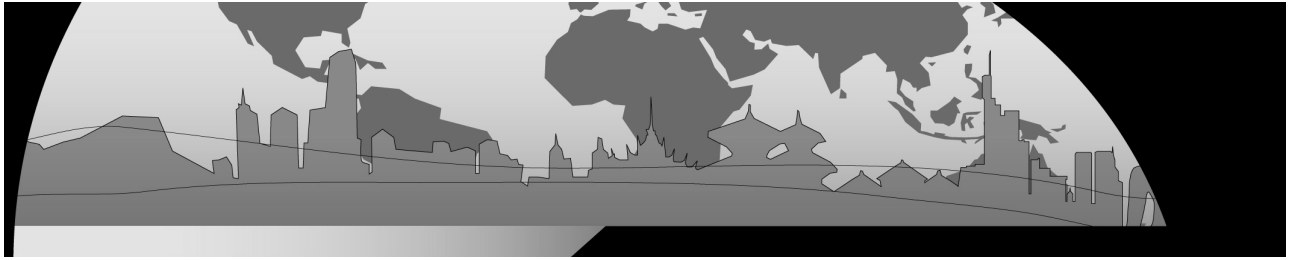
another and providing support for each other when faced with situations that are outside of their comfort zone. While the actual activities aren't important, the team building is. Please adapt the team bonding activities to suit your team; you may wish to even include more time bonding as part of your team's training.

Team Roles

Specific team roles are a great way for individuals on the team to feel ownership of what they are embarking on. They also take some stress off the Team Leader and share the work across everyone involved. It's a good idea to think about who is on your team and what specific role might be best suited for their personality, skills and abilities. The following team roles may be useful for your team:

Money	Someone to collect team deposits and investigate the best way of accessing/using team funds while overseas. It's advised that all Global Xposure teams make use of "team funds". In other words, put all your team money together in one account. The "finance" person withdraws large amounts at an ATM once a week and distributes to team members. At each restaurant, accommodation and transport etc one team member pays the bill.
Health/First Aid	Someone to ensure every team member has the required vaccinations and medications and also to carry a small first aid kit. This role would also include being aware of the specific health/medical issues of the entire team (e.g. allergies, blood type); in an emergency this person can quickly respond with the required information.
Advertising	Someone to promote your Global Xposure within your church. This could entail posters, notices in your bulletin, powerpoint/video promotions. This role would be to make people aware of what you're doing and to offer ways of supporting you.
Prayer Support	Someone to gather prayer supporters and provide them with email updates during your training period and while overseas. Refer to <i>Building a Prayer Base</i> section below for more information about this role.
Worship	Someone who could facilitate times of worship during your training sessions and allocates team members to lead devotional times.
Photos	Someone responsible for taking/organising TWO cameras and capturing your experience while overseas. This would include designating different team members each day to be the team photographer. This role would also include collating all the photos upon returning home and distributing copies to every team member.
Gifts/Thankyous	Someone to organise appropriate gifts/thankyous/cards for the staff and locals you are visiting. More information about gifts is available in your country specific supplement.
Admin. Assistant	If there is no co-leader, this role can assist the Team Leader in chasing up team member forms and ensuring all the administration side of the Global Xposure is on track.
<p>NB: Two team members should take their mobile phones; allowing for communication if the team is divided and for emergency purposes.</p>	





Building a Prayer Base

Unfortunately, it can be said that many Global Xposure teams allow prayer to be the tragic omission from the preparation. This dimension of preparation is crucial. We are in a spiritual battle and the potential impact of the Global Xposure experience on participants, will in part, be determined by what movement of prayer precedes, partners and follow the trip.

Appoint a Global Xposure prayer co-ordinator(s) whose role is to communicate the prayer needs of your Global Xposure to your church/supporters in effective ways such as:

- email prayer chains and newsletters
- group website with information to inform prayer
- prayer calendar
- notice board display
- service/church meetings/youth group spots
- prayer shares

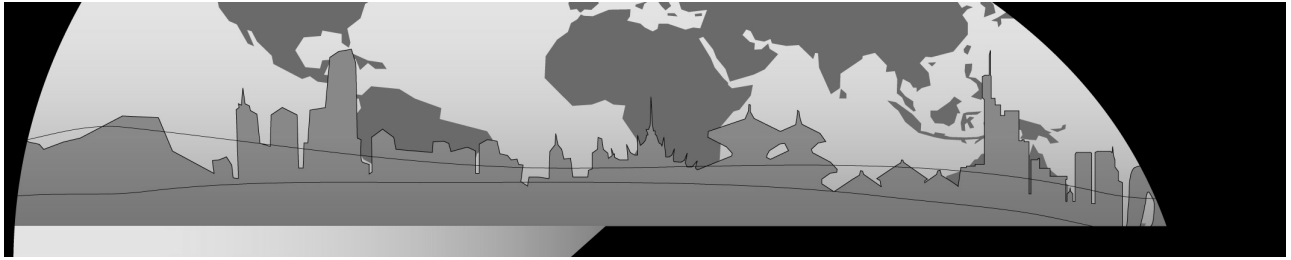
You will need to be careful about security with putting Global Interaction staff workers' names, photos and descriptions and projects on the web or in print. Speak to your state YAC or Director for more information on this.

Expectations

It's advised that you think about your expectations of your team members and some expectations that they can have about you. It's important to begin the training with an understanding of what's expected e.g. being on time to sessions, participating in all group activities.

Finances

Before you meet with your team you should decide on a budget per team member (consult your country specific supplement). Some team members may be able to easily afford this whereas others might struggle. You should approach each team member individually to ascertain how much they will be able to contribute. In addition to the team's budget, you may also wish to undertake supporting a specific project that you will be visiting. The following information on Support Development will give you an idea of what to do in regards to creating a team fund and also supporting a project.



Philosophy of Support Development

The goals of support raising are more than just trying to raise money. Some of these goals include:

- Involving non team members in the Global Xposure
- Securing a prayer base for the team
- Teaching participants about God's provision
- Building a sense of team and others-centred spirit in the team before you go
- Challenging the materialistic basis of our thinking
- Support of the needs of the long-term work

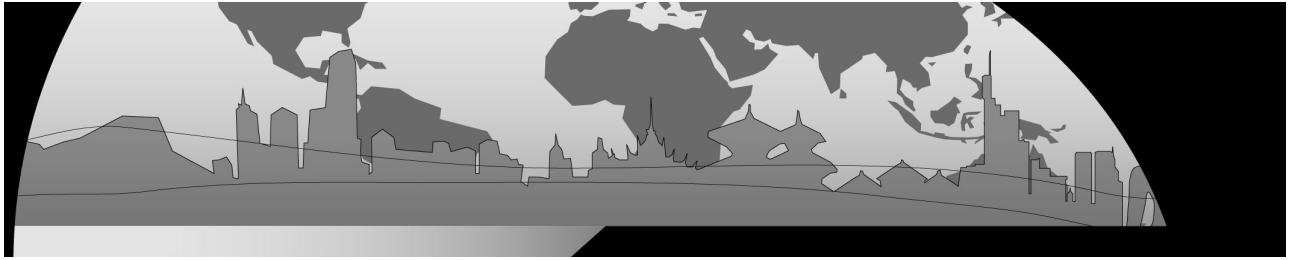
A team approach

In the West we tend to have an individualistic approach to life rather than a community approach. Participants in short-term missions tend to raise their money for their part of the project.

A better, and perhaps a more Biblical approach, would be for all members to raise money for the team, not just for themselves. Rather than ask each person to raise a certain fixed amount that will cover only his expenses, why not set a goal for the team to raise the total amount for the team as a whole.

The benefits of this approach are as follows:

- Support raising becomes a team building activity
- The Bible makes it clear that it isn't the amount of money that's given but how sacrificially it's given. See the story of the widow's mite. (Mark 12: 41 - 44)
- The body principle means that we are all different and have different gifts and capabilities. This includes the amount of resources that we have. (1 Cor. 12: 4 - 27)
- It takes pressure off those who have limited financial resources.
- It puts pressure on those who have an abundance of resources to use their money for the benefit of the team rather than to hoard for themselves.
- It helps all involved to realise that money is just a tool, it's not the determining factor as to who will go or what we will undertake - God is!
- It challenges our Western Christian taboo about paying our own way and "fair's fair."



What to do...

Step One: Total Team Budget Amount

Let's say the budget for each person works out at \$2,500 and you have 8 people on the team. This equals as a whole \$20,000.

Step Two: Work out personal contribution estimates

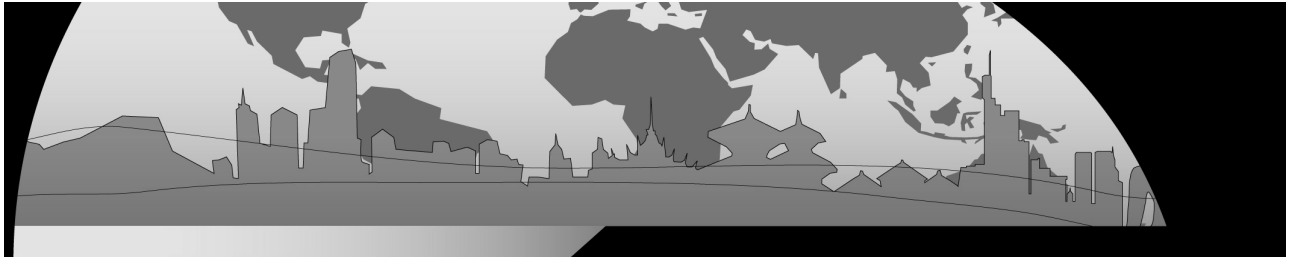
Ask each member to privately tell you what portion of their \$2,500 they believe they can contribute from their savings or support from family. Some will believe they can raise all the money and even give additional amounts to help others to go. Others might estimate they will be short \$500 or so. Let's say there is a total group shortfall for the \$20,000 of \$5,000.

Step Three: Investigate the different project options (see Global Interaction Guide or website)

Choose 1 or 2 or more of the projects and come up with a lump figure that you will as a group seek to raise by group fundraising initiatives. Let's say this comes to a target of \$1,000

Step Four: Add the project figure to your team figure (\$6000) and begin support raising.

Total amount needed	\$
Name	Contribution
	\$
	\$
	\$
	\$
	\$
	\$
	\$
	\$
Total contributions	\$
Total amount minus total contributions	\$
Cost of project (add)	\$
Goal for support raising	\$



Team Project

The thrill of giving

It is a great thrill for a group of young people to be impacted by what they experience and having undertaken pre-trip fundraising to be able to respond to what they have seen by supporting the work financially. In fact, it leaves an empty feeling to have not prepared in advance for this inevitability.

Guidelines

Except for small personal gifts (e.g. a CD or book for a Global Interaction staff worker), **we do not allow teams to give money directly to nationals or our staff.**

Why?

- As an outsider, we are often unaware of the implications of our giving. We don't know cultural norms and practices.
- If giving to nationals, our giving may encourage a dependency mindset when we are seeking to increasingly empower the local leadership. If we give to some and not others, it can lead to suspicion, jealousy and division.
- Do not make any comment that even nears a promise of help. It is common to be asked for financial assistance to help people come to study in Australia. Be very careful how you respond.
- Trust established procedures and channels for giving money. Use the processes that have been set up for giving purposes and see the strategic impact that can be a blessing over the long term.

The correct procedure for giving

When you have chosen a project you can add the amount to your fund-raising target to ensure all team members contribute to the effort.

The Global Interaction Guide – contact your state YAC or Director for a copy

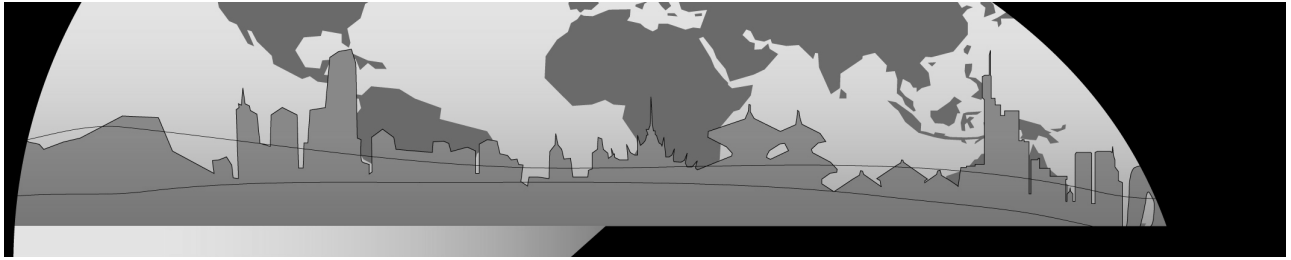
You will no doubt visit areas and people groups that are listed in the guide (or the Global Interaction website). Before you go, select a project to raise money for. If, while overseas you see another project you would like to support, direct your funds through the Australian Global Interaction office with clear directions for the project.

Support a staff member

You can pledge to support a Global Interaction staff member who you spend time with while overseas. Contact your state Global Interaction office for more information. We can also advise you about which staff members are struggling or are oversubscribed for support.

Online giving

You can give to general funds, a people group or staff member via www.globalinteraction.org.au/online_giving



Support Raising Guidelines

Money is not the most important goal of support raising. As well as raising finances, your goal is to engage people in what you are doing, inform them of the needs of the people you are visiting and gain prayer support. Make sure that you raise support in such a way that people realise that the team is going over as a group of learners and not as people going to give their expertise. This is not only more humbling and accurate but also makes the goals of the group more realistic to those who have doubts about the effectiveness of a group of young unskilled people in a foreign environment

- Avoid collecting money in such a way that it doesn't engage the thinking of those who are giving. If you resort to "passive methods" (car washes, cake stalls, BBQs) at least hand out an info/prayer sheet that people can refer to.
- Avoid fundraisers that are labour-intensive but don't raise much money.
- Be strategic – think about the implications of your actions. E.g. do you want to sell chocolates to an obese generation? Are car washes helpful to the environment? Does selling cakes after church have anything to do with relieving starvation in Africa?
- Where possible, raise money as a team rather than as an individual. If the team comes from the same church, some church members feel uncomfortable giving to one person over another. Some people may have more success than others at fundraising yet they put in the same time and effort.
- Don't use guilt.

Fundraising Ideas

Slave Auction

These are easy, fun, quick, raise large amounts of money and involve the whole church.

You will need

- People to be auctioned off – Global Xposure team, the missions committee and hopefully the pastoral team!
- An auctioneer – team leader or LOUD person.
- Secretary- to note who bought whom for how much and to collect the money.

How to run the auction

A good time and place is a church hall straight after a service. In the publicity leading up to the auction you need to explain what the money raised will be used for and what the slaves will be available for e.g. half days of manual labour, cleaning, babysitting, entertainment at children's parties, waiters at a dinner party etc.

Prayer Shares

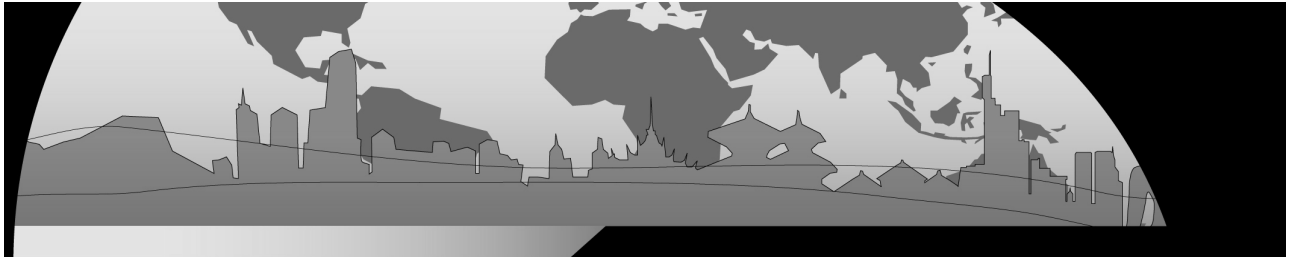
Sell shares in your Global Xposure trip. Print up gold (\$100), silver (\$50) and bronze (\$20) certificates to sell to your family, friends and church. By paying for their certificate, they commit to praying for your team. You can attach magnets or frames for people to put them in a prominent place to display and remember to pray. On the certificate you would have:

- Global Interaction, Global Xposure and your Church logos
- A description of the project and benefits of support, including a feature on the team aid project
- Team, individual and destination photos
- Gold, Silver or Bronze sticker

Email your state YAC if you'd like to see some samples from other Global Xposure teams.

Christmas Gift Options

One group produced a Christmas Gift Options pamphlet and made Christmas cards with the details of the projects inside (similar to TEAR's gift guide). Email your state YAC if you'd like to see some samples from other Global Xposure teams.



Session One

Welcome **5 minutes**

Spend the first 5 minutes of your time as a new team with introductions. Some Global Xposure teams may know one another and some may be meeting each other for the first time. Regardless of the team's background, Team Leaders should encourage team bonding from the outset. Start simply with everyone sharing their name and a one word reason for wanting to be a part of this Global Xposure. Conclude the introductions with a prayer.

Team Bonding (optional) **15 minutes**

Activity: Divide your team into two groups (preferably mixing the team with people that they don't know very well). Distribute to each team approximately 100 plastic drinking straws and instruct them as a team to construct a tower only using the straws and sticky tape. The aim is to create a taller tower than the other team that is free-standing. Give them 5 minutes to complete this.

The aim is teamwork and bonding. Try to encourage every team member to be involved.

Friends of ... DVD **10 minutes**

Include the discussion questions.

Motivations, Hopes & Fears **15 minutes**

Hand out the **Motivations** worksheet. Give the team 5 minutes to complete their own sheet. Once everyone is done share as a group your reflections.

Questions to ask:

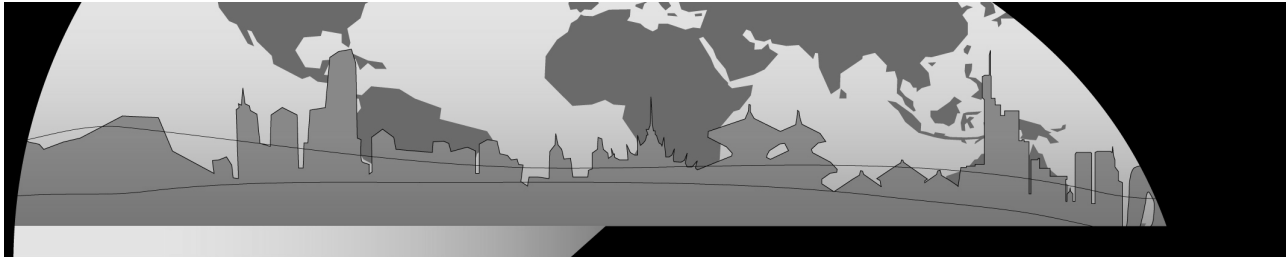
What was my most powerful motivator in each section?
Do other people share this motivation?
Any surprises?

Does anyone have other hopes for this Global Xposure not listed on the motivation sheet? What are they?
Do others share your hopes?
Are your hopes realistic?

Go around the group and ask each team member to name just one fear they have; something that they are apprehensive about. Discuss as a group each others fears, including possible ways of overcoming/coping with these.

Global Xposure Explained **10 minutes**

Session two will be facilitated by your state Global Interaction YAC or Director, where more details will be provided about the Global Xposure programme. Therefore you don't need to go into too much detail here. However it's a good idea to at least cover the Global Xposure Focus (Leader's Manual page 9) and provide your team with an overview of the Action-Reflection model of learning. A Global Xposure has a strong emphasis on observing, discussing, asking questions and reflecting. Your team should be well aware of this from the outset and should be encouraged to begin the process of asking questions of themselves, each other and God about their own culture, their host culture, mission and call.



Action-Reflection Learning

Action-Reflection or Active-Learning, as it is sometimes called, is about learning by doing. It stands in contrast to passive learning, which is overused in our churches and was rarely used by Jesus. Educators tell us that we learn more effectively if we **do** something rather than if we're just told something. *We are more interested in what participants learn than what we have to say to them, as important as the latter is.*

In training the twelve, Jesus educated the apostles through participation, rather than just through sermons in the local synagogue. They often discussed what was being taught or what they observed. Here's the sum of it:

Sermons/Deputation
 Personal Reading
 Audio Visuals
 Discussion/Bible Study/Prayer Meetings
 Audio visuals with discussion group
 Simulation Activities
 Participation

Least desirable



Most desirable

In "Do it! Active Learning in Youth Ministry" (pp. 10-14), T & J Schultz summarises the nature of Active Learning as:

- an adventure
- captivating
- involving everyone in the learning
- student-based, not teacher-based
- process-oriented in arriving at conclusions
- focused through debriefing
- relational

A simple exercise to gauge where different team members place their priority on learning methods is: Draw an imaginary line across the room. On one side is "Most Effective" and the opposite side is "Least Effective". Read out the above learning methods (e.g. sermon, DVDs, participation etc) and ask the team to move to a place on the imaginary line where they think that learning method best fits. E.g. If you say "sermon" and someone thinks that it's the best way to learn, then they would stand very close to the "Most Effective" side of the room.

This simple exercise will encourage each team member to be actively thinking about their learning during this Global Xposure and will enable you as Team Leader to assess how each team member believes they respond best to different learning methods.

Prepare | Experience | Reflect

The next six months will be the preparation period. It's important to stress the importance to the entire team that the team training sessions must be a priority, and that by participating fully and being open to learning new ideas and hearing from God, they will be well placed to benefit greatly from their Global Xposure experience.

Expectations

5 minutes

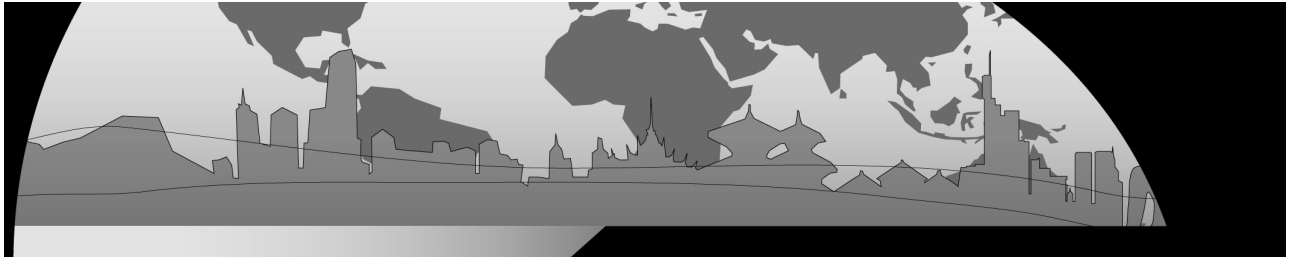
Have a brief discussion about your expectations of your team. Some examples include:

- attending ALL team training sessions
- being on time
- returning required forms and payments on time
- participating in training sessions
- encouraging one another

You should also include some expectations that the team can have of you, and include space for the team to add some if they feel they need to.

BREAK (eat/drink)

15 minutes



Finances

10 minutes

Before this session you will have an idea of whether team fundraising will be needed. If it is, you should discuss as a team possible ideas to raise the required funds (examples in the Team Leader's pre-reading section).

As a team you need to decide if you will fundraise for a project. If so, refer to the Team Leader's pre-reading information regarding Support Development. This will give you an idea of the benefits for the team and how to go about raising support.

Read the following "Changing Attitudes" box to your team. Discuss these attitudes.

Changing Attitudes

Robbing Peter to pay Paul?

One of the most common criticisms levelled against short-term missions is that it results in funds that would normally go to long-term workers and other areas of the longer term strategy. In Australia, where we are already said to have the lowest per capita giving to missions in the developed world this is a serious issue.

Therefore, to counteract this *very real concern*, the goal of short-term support development should be to develop new support, not to compete for already existing funds. By having a team project with Global Interaction tied to the long-term work this potential criticism will also be somewhat negated.

Just to forewarn you, these are some common attitudes your team may come up against:

- If you don't pay for it yourself then you're bludging
- Parent – "If you ask for money, people will think that we can't support you properly"
- Asking for money makes me feel like a beggar
- Save your money up and do the responsible thing and buy a house
- The money could be better used by long-term missionaries

Some principles in dealing with those having different opinions about raising support are

- listen to them and show respect for their concerns
- explain clearly what it is you're doing and why you're going
- gently challenge the materialist western world view that many of us have
- maintain friendly relationships with those who have different ideas

Session Planning

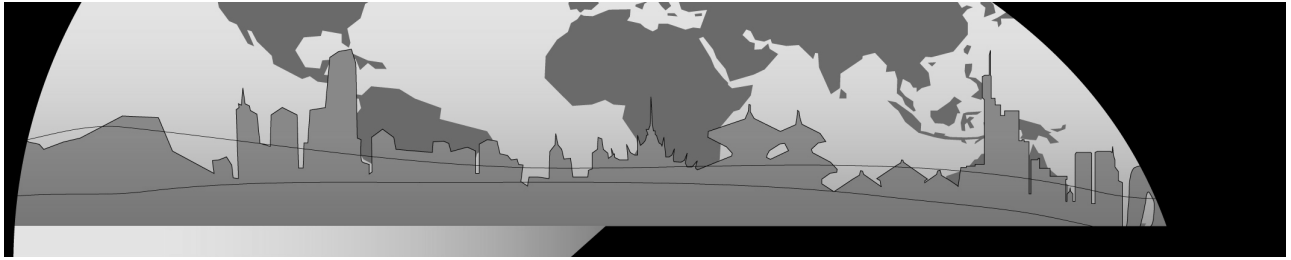
10 minutes

Use this time to set dates for ALL future sessions and the weekend away. **Every team member should have their diary at this session.** The aim is have one training session each month leading up to your departure date. However there may need to be some flexibility so that every team member is accommodated. Remember that the weekend away doesn't need to be at the end of training session six. The aim of the weekend away is to create team unity and bonding and to experience travelling and living with each other before departing overseas. It's advised that the weekend away occur after session two and takes place somewhere conducive to learning.

Team Roles Allocations

5 minutes

From the Team Leader's pre-reading you should have an idea of what role you'd like each team member to do. Delegate these roles to your team **OR** present each role, offer a suggested team member's name who you think would be good for the role and allow some room for team members to select which role they'd like to take. If negotiating doesn't work, you should make the final decision.



Map / Photos

5 minutes

Spend some time as a team looking through some photos of your Global Xposure destination and a map of where you'll be travelling. Use this time to build excitement within your team and to ask questions about the local clothing, customs, food etc. Maps of Global Interaction fields are available from the resources section of the website www.globalinteraction.org.au.

Prayer

5-10 minutes

Prayer is essential for the success of a Global Xposure. You may want to include:

- Pray for each other specifically, using information that is discovered from the motivations/hopes/fears discussion time.
- Pray for your church; for their support, encouragement and awareness of cross-cultural mission.
- Using the photos and map, pray for your host country; the people, places, specific situations if known.
- Pray for the staff in your host country that you'll soon be meeting.