



Team Leader's Guide

How do you help train and equip individuals and churches to think critically about how they engage on mission internationally, regionally and locally? That is the question at the core of *Pivot*. Field Personnel along with the *Pivot* workbook help individuals and churches dive deeper in their discipleship as Christians by thinking critically about their mission practice, the theological foundation of this practice, and how it relates to their church and community.

Pivot challenges traditional thoughts and beliefs about mission. The late missiologist David Bosch reminded us that mission is the total task of the Church. This mission may sometimes mean crossing physical borders and social, religious, cultural, economic, ethnic and ideological boundaries (Bosch: 1978). *Pivot* challenges participants to think analytically about mission involvement and why it is necessary to cross borders. The program also helps churches identify the boundaries that need to be crossed internationally and in the local community. In many ways, the local boundaries are the hardest to cross.

Pivot represents one specific approach to short-term missions; not the *only* approach. It lives within the missional situation of the Cooperative Baptist Fellowship Mission Distinctives. You can learn more about these distinctives through the Bible study as well as other mission resources at www.cbf.net/resources.

Fortunately, the concise *Pivot* book is inclusive of most of what you will need to be a team leader. From group discussion questions to stating explicit goals, the workbook is designed to be a transparent process.

Next are tips and timelines which should help you plan how you can use *Pivot* with your team.

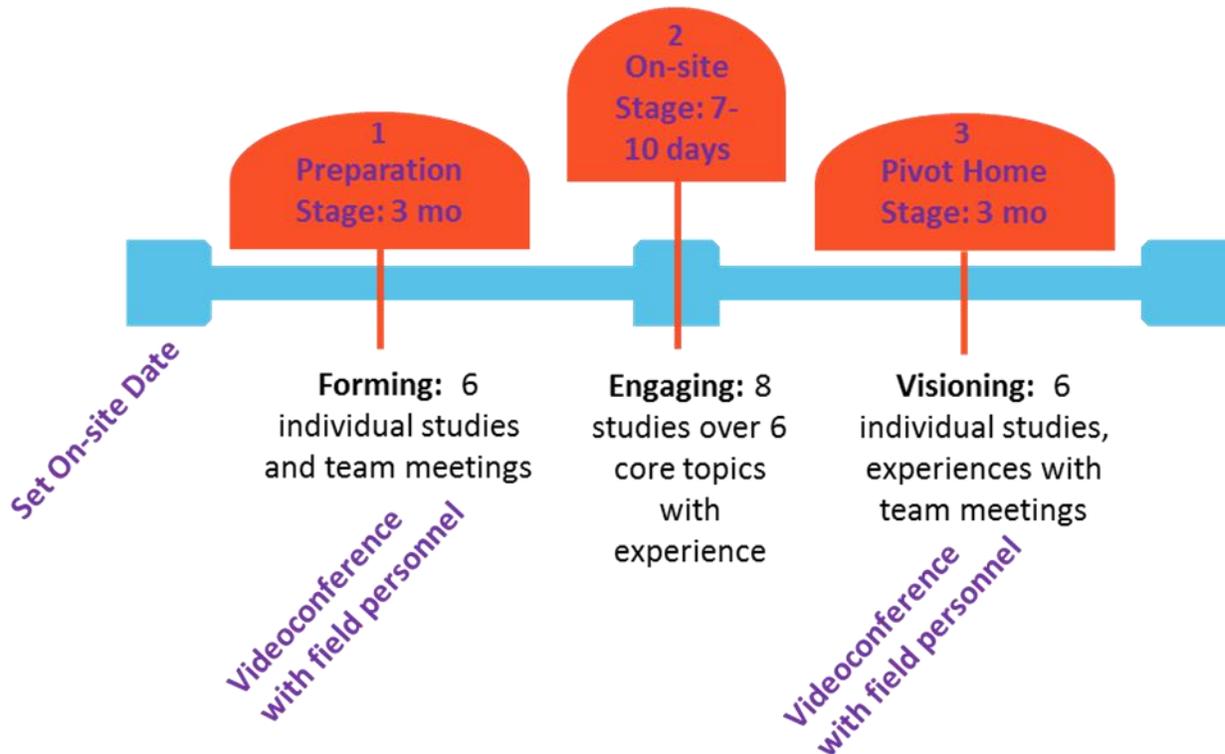
Draft: 3/15/16 Please email engage@cbf.net with corrections

Let's begin by talking about how *Pivot* may be different from other resources you have used. Consider this table comparing short-term mission paradigms from a Western church perspective:

Traditional STM Paradigm	Missional STM Paradigm
They need us.	We need each other.
We'll bring God to them.	We'll look for God there.
We've come to teach.	We've come to learn.
Those people are poor.	We all are in need.
We want to see their community transformed.	God wants to transform all communities.

Because of this paradigm shift from control to accompaniment, the focus of our time during a *Pivot* mission endeavor is not service. While our experience may include service, the focus of our time is creating space for *metanoia* to occur through the work of the Holy Spirit. We seek to *Pivot* from our usual way of doing things toward a changed way; hopefully, a more faithful attempt toward God's way: God's Mission.

Below is the basic *Pivot* timeline.



Getting Started with *Pivot*

Use *Pivot* with:

- Small Groups
- Church Lay Leaders
- Spiritually Mature Groups
- Church and Denominational Staff
- Individual Supporters

And with people who are:

- Ready to dig deeper into missiology, culture, integral mission, asset based community development and who want to apply what they learn and experience on-site in their own community
- Affiliated with CBF and/or are interested in learning more about CBF mission and identity
- Seeking to cultivate closer, ongoing relationships with ministries afar
- Intending to return home to be leaders in their church and community



Pivot can be used **domestically** or **internationally** as long as the team is crossing “borders”. These borders can be economic, racial, ethnic, religious, or geographic.

Getting Organized for *Pivot*

Plan Where and When

1. *Pivot* works best in partnership with CBF field personnel, allowing teams the opportunity to be trained in the facilitation of the *Pivot* on-site experience. A public list of field personnel and places in which to engage can be found at the following link: www.cbf.net/fieldpersonnel
2. Set a date for your on-site experience with your field personnel. You need to plan for 7-10 days on the ground. They will provide you with a *Mission Brief*, which is a description of their work and culture.
3. Plan your on-site experience to take place at least 3 months after your first team meeting. Your team members will need ample time to complete the 6 unit lessons. During the 3 months the team will read *When Helping Hurts* by Steve Corbett and Brian Fikkert, and have 7 group meetings.
4. After your on-site location and date are set, you will be ready to begin Stage 1: Preparation, which asks the question, “Why practice mission?”
5. *Pivot* includes content to set the stage for change. Please consult the CBF Short-term Mission Manual for Volunteers for the logistics around leading short-term missions: <http://www.cbf.net/missions/stm-resources/>

Pivot in Three Stages

Stage 1: Preparation

Stage 1 of *Pivot* serves as the orientation *and* reorientation stage for the group. The team should end this stage with many of questions and self-revelations related to mission practice. After completing Stage 1, the team will be ready to ask how to put what they are learning into practice and to see how this plays out in a real world context.

The Preparation stage requires teams to complete 6 individual studies with group meetings and is framed under the question, “Why practice mission?” Each lesson follows a pattern of prayer, preparation and discovery; inviting participants to pray the biblical text. To learn more about praying Scripture, you can visit: <http://alivenow.upperroom.org/2011/08/29/praying-the-scriptures-2/>

The purpose of this training is to begin to develop a solid foundation for mission service in the world - whether that is in an international or regional location or in your own backyard, by doing the following:

- Reading and discussing the book *When Helping Hurts* to:
 - Learn about culture and how culture affects the way we understand the world.
 - Learn about mission practices and how to help without hurting others and ourselves.
- Reading and discussing studies 1-6 on *Why Practice Mission?* to:
 - Learn about a biblical theology of mission, integrating word and deed.
 - Discover the core purpose and attributes of CBF as well as the mission distinctives of CBF Global Missions in an effort to understand how the attributes and distinctives express themselves through mission service.
 - Reflect spiritually on God’s leading in all of our lives, and in your church's life, and how God has gifted us to serve from our strengths and passions.
- Meeting via video conference to:
 - Learn about the culture and ministry currently being led by CBF field personnel in the area where you will engage in the on-site Stage of *Pivot*.

Preparation Stage TIPS:

- Create a closed group on Facebook or Google so your team can engage with each other between face to face meetings.
- Invite your field personnel to join this group so she or he can answer questions and be a helpful guide.
- The last group meeting is intended to also include a videoconference, such as Skype, with the field personnel in preparation for the team’s visit. Contact field personnel in advance to schedule this videoconference.
- Keep a record of group discussions during team meetings on easel pads so you can refer back to them during the *Pivot* Home stage.

Stage 2: On-site Experience with CBF Field Personnel

When the team visits the on-site location, you will have the opportunity to practice and reflect on what you have learned in Stage 1 of *Pivot*. The second stage is tangible and practical. It allows the team to continue to develop the perspective, skills and tools necessary for mission service in the world by walking alongside CBF field personnel and seeing what missions looks in the real world. Generally, the on-site visit will last 7-10 days.

CBF field personnel's on-site role is as a mentor and guide. By the end of the on-site visit, you need to help your team consider how this learning applies in their home, surrounding their church and even in their everyday lives.

During the On-site stage, your team will:

- Experience other cultures - This may be done through intentional activities such as attending church, sharing meals, having conversations with local people, visiting cultural sites, experiencing everyday life, or anything that brings cultural education.
- Practice missiology -This may be done through reviewing previous learning and then practiced through the lessons and experiences such as reading a community and/or asset-mapping a community, ministering alongside others, applying case studies, etc.
- Reflect on and discuss the learning through journaling, group discussions and other activities
- Serve from a missional perspective

The team should practice learning about a community with field personnel and see the community as a missionary does. They may experience some culture shock and need to think through difficult social and religious issues. The daily rhythm of this stage includes 6 core lessons. Note: The rhythm of your on-site experience may require teams to complete the on-site lessons in a different order than they are printed in their books.

[See Sample Schedules at the end of this handout]

On-site Engagement unit session agenda: 6 Core Lessons

- Reading a Community , p. 52, 64
These lessons are aimed at helping teams understand how to gather information about a local community. The team is taken to a local neighborhood, divided into small groups and then guided through the neighborhood. Field personnel will guide the team as they use the information in the article to practice reading a community. At the end of this session, the groups come back together and form a word picture of the community based on how well they read the community. Field personnel will then help the team evaluate how well they did by sharing more about the neighborhood related to the attributes from the "Reading a Community" article.
- Voices (the individual study is completed the week or day before the team travels), p. 48

These sessions are practiced during your on-site experience when the team learns to listen to people they would normally not hear. This can take place in the form of having coffee with a person of another faith, listening to the story of a believer in the local context, meeting with college students or refugees, etc. The goal is to have the opportunity to listen, ask and learn.

- Learning Culture, p. 56

These activities are intentionally designed for opportunities to learn about the culture/s of the area. This can include visiting tourist sites, museums, eating local food, or any other activity that helps the team reflect on the specific culture and how culture shapes a person's worldview.

- Worship in a local church or with local believers, p. 60

This session is an opportunity to experience worship in a different place. It is important that the team not take part in the service by preaching, singing or any other type of leading. Because this is a learning trip, the team needs to simply sit and experience worship and then later reflect on their experience.

- Serving alongside local people (optional based on location and opportunities available), p. 66

The team will engage in a service project with local leaders. It is important that the team not take the lead, but instead use the opportunity to experience how other cultures organize their time and activities.

- Asset mapping, p. 70

After meeting together and discussing asset mapping, the team will break into groups, explore a neighborhood and list all the assets that they see. After the team returns to the meeting place, they will work together to fill in a blank map of the neighborhood. With field personnel, they will discuss the map and the assets discovered. The team will then apply the concepts learned as they think about their home community and what assets are available there.

Stage 3: *Pivot Home*

At this point in the process, teams have covered all the content they will need. The remainder of *Pivot* is designed to organize their thoughts and have group time for application in their home communities.

Once the team returns home, they will begin review and reflection activities addressing the culture of their community and practicing what they learned in Stages 1 and 2 of *Pivot*. Invite field personnel to be involved with this stage in a similar fashion to the involvement in Stage 1.

Unit 4 of *Pivot Home* requests participants to download and complete the "Mapping Community Assets Workbook" by Diane Dorfman in order to organize the mapping activities in their community. Follow the links in the online or printed resource and become familiar with this process of knowing and appreciating a community.

As Stage 3: *Pivot Home* concludes, *Pivot* formally ends. We invite you to continue to work with CBF Global Missions to help your church with further mission training. Perhaps, the team leader would like to lead a new group from the church through *Pivot*. You may be interested in formally partnering with

the field personnel long-term and becoming an Encourager Church or, you may seek to move into our Dawnings process. Whatever the case, there are many ways in which CBF can connect with your church as the congregation discovers and fulfills its God-given mission.

Sample Schedules

Pivot Baguio City, Philippines Schedule

Day 1: Voices	Day 3: Culture and Service	Day 5: Reading A Community 2
5:00 p Arrive, settle in	9:30 a Leave for service site	9:30 a Leave for service site
6:00 p Dinner & Orientation	Team will have a cultural immersion experience while volunteering at the church's mission outreach. Complete exercises starting pg. 56	Team will return to guest house via public transportation (Jeepney), lunch in town. Evening debrief and intro Asset Mapping
7:00 p Hear from 2 local pastors. Discussion: <i>Voices</i> , pg. 48, <i>Pivot</i>	Noon: Lunch & Debrief	Day 6: Asset Mapping
9:00 p Sleep!	1-4 p History Center & Botanical Gardens: Team will explore history of the region, including Japanese occupation and Era of Spanish Colonization: Local Guest: Dr. Caesar Espinoza, University of the Cordilleras	9:30 a Leave for service site
		Noon: Lunch Afternoon: Asset Mapping exercise, reading a community & group discussion on theology of mission Activity: Groups of three will take Jeepney to central market to buy two ingredients for dinner.
	Dinner and Debrief - Camp John Hay	6:00 p Cooking and serving Dinner 7:30 p Debrief day and ABCD Discussion
Day 2: Reading A Community	Day 4: Worship	Day 7: Asset Mapping (cont.)
9:30 a Team walking the neighborhood: Pinsao to Burnham Park (Reading a Community) pg. 52	Read and Journal pp 60-63, <i>Pivot</i>	9:30 a Mystery Cultural Experience. Wear clothes and shoes that can get wet. Be prepared to stay out all day (return 8:00 p.m.)
Noon Lunch @ Good Taste (clean, local food) and debrief the morning	10:00 a Meet to walk to Calvary Church – Worship	
Afternoon on own exploring the city	Noon: Lunch hosted by church	Day 8: Pivot Home
6:00 Dinner in Canteen	Afternoon: free time	9:30 a Team worship and reflection in preparing what to take home.
8:00 Check-in meeting -Intro to Culture Conversation	6:00 p Evening worship @ Kisad Baptist and fellowship (Be prepared to hike up 332 steps!) Pastor Edison leads discussion on Catholic/Protestant/Indigenous traditions	Noon: Lunch and head to airport

Additional Related Resources – Please contact CBF @ engage@cbf.net if you have questions

Mission Distinctives Bible Study: Coming Soon!

Dawnings (www.dawnings.org)

CBF Short-term Mission Handbook (http://www.cbf.net/images/STM_Volunteer_Manual.pdf)

PilgriMission (<http://store.cbf.net/>)