

Mentor Guide: Program Week 7

Marriage and Singleness on the Field

(You are not required to watch the videos, but here is a [link](#) if you are interested.)

FOR MARRIED COUPLES:

Bill and Rachel Gorman lived in Germany and served many years as missionaries there. Bill is a licensed counselor and deals with marriage and family problems consistently.

Process questions from their teaching:

1. How do you anticipate married life on the field to be different than married life in the US?
2. What things do you think that you need to be aware of in your marriage to keep it healthy on the field?
3. Summarize the teaching from Bill and Rachel.
4. What things do you want to apply from Bill and Rachels' teaching?

The couples have been asked to listen to a training about the challenges of being single on the field. ASK:

- What insights did you gain on helping singles thrive on the field?

FOR SINGLES:

Todd and Lexia Meek share with the young adults on Singleness. This message was not specifically for field staff or training for overseas work. However, Todd and Lexia apply lessons they learned overseas to real life to help Singles have a healthy outlook.

Process questions from their teaching:

1. How do you anticipate single life to be different on the field than in the US?
2. What things do you need to be aware of in your outlook on your “single-ness” on the field to stay healthy?
3. If you are joining a team of married couples, what specific challenges do you anticipate in being on this team as a single? What boundaries do you need to create in that team relationship? In what ways do you need to serve the married couples in that team relationship?
4. Summarize what you have learned from Todd and Lexia.
5. What things do you want to apply from Todd and Lexia's teaching?

The singles have been asked to listen to part of the talk on marriage because it includes explanations of techniques related to team. ASK:

- Did the explanation on flooding resonate with you? How will becoming aware of this help in team dynamics?
- What other insights did you gain from the video?

Understanding Third Culture Kids

Sonya and Betty share on issues related to the shock of transitions and culture on a family. They also address the topic of child safety. This video is required training for every missionary going out with our organization since they will most likely have children on their team or children attending your meetings. (You are not required to watch the videos, but here is a [link](#) if you are interested.)

Some process questions:

1. Sonya and Betty shared about transitions. What did you find that you can apply from the information on transitions?
 2. How is the struggle with transitions more potent for children?
 3. What are two or three takeaways from Sonya's talk that were important for you in your transition?
 4. On the topic of child safety, what were one or two takeaways for you?
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Assignment: Team Agreement Writing and Processing

A Team Agreement is an important part of functioning in a healthy way as a team. Note the instructions below we gave the mentees in the document about team agreements given to them before beginning the videos.

For Team Members

1. Have you read the Team Agreement and understood it? Any questions about it?
2. Is there anything that you need clarity about from the TLs? Are you ready to agree to it? (Make sure appropriate people at the sending church are aware of what they are committing to.)
3. How are your conversations with your Team Leaders going?

For Team Leaders

1. How are you feeling about your Team Agreement?
2. What type of input are the team members giving? Team Agreements have three aspects:
 - a. Parts determined by AMI Policy
 - b. Team Leader has the authority to decide by seeking team input
 - c. Collaborative effort with team
3. Are your conversations open and uplifting? Any concerns? (It is not your responsibility to intervene, but point them to resources for help.)

For team members joining an existing field team...	For team leaders forming new teams or team members joining a newly forming team...
<p>One of the best ways that destructive team conflict can be avoided is clear expectations.</p> <p>Team Agreement:</p> <ol style="list-style-type: none">1) Before you start the videos, write your Team Leader and request a copy of the Team Agreement, if they have one.2) Read the document and note any concerns that you have.3) Give a copy of the Team Agreement to your CP School mentor. You will discuss any concerns in one of your mentoring sessions.4) When you begin the “Team Members Being Added Conversations” below, you will also debrief the Agreement with your Team Leaders.5) If you have a major concern with the Team Agreement, send a copy to team.training@quikmail.org6) On the <u>Last Steps</u> tab on the menu to the left, you are asked to say that you have read and agreed to the Team Agreement. The Team Agreement is not merely suggestions, but a true agreement to abide by the what is stated. The IFO will have a copy of your team’s agreement on file. <p>Team Members Being Added Conversations:</p>	<p>One of the best ways that destructive team conflict can be avoided is clear expectations.</p> <p>Team Agreement</p> <ol style="list-style-type: none">1) Because of this, we are asking that all NEW teams be required to write a Team Agreement before deploying overseas.2) <u>This document</u> explains how a team agreement should be written.3) Once you have completed writing the agreement, please send a copy to steve.venable@antiochwaco.com for input and approval.4) There are three stages to the process:<ul style="list-style-type: none">• Parts determined by AMI Policy• Team Leader has the authority to decide by seeking team input• Collaborative effort with team5) We encourage that this team agreement be pulled out yearly and reviewed. <p>Pre-Deployment Training</p> <ol style="list-style-type: none">6) Contact your sending church or the Team Training Department to have these exercises facilitated with your team (Please do this at least 2 months before deployment.) team.training@quikmail.org

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| <ol style="list-style-type: none"> 1) Print off a copy of "Team Members Being Added Conversations." (TMBA) 2) Send a copy of the TMBA document to your Team Leaders. Then, make a plan with them for talking through these conversations before departure. 3) Especially note the conversations on Team Agreement and language study. | <ol style="list-style-type: none"> 7) You will complete the remainder of the training once you are overseas. |
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Antioch Conflict Resolution Protocol

Being part of a team requires skills in conflict resolution. In lesson 8 you will be looking at the RELATE lesson on conflict resolution, so by week 8 we would like you to read through the [Antioch Conflict Resolution Protocol](#) and discuss any concerns with your mentor.

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Relate—Trust

Summary of the lesson

- Trust is the foundation of our relationship with God and of all healthy relating.
- God is the source of our trustworthiness.
- God has entrusted us with His indwelling Spirit. His presence in us is a vital demonstration of His trust toward us.
- Trust must be present between members of the Body of Christ in order for there to be love and unity. (John 17:20-23)
- Trust is a proactive, intentional and risky action. It is not built passively.
- Believing the Best – Seeing one another by the Spirit, trusting that the same life transforming Spirit of God that is at work in me is at work in you.
- Trust can be built and broken. It is actionable and needs to be tended to for interpersonal and functional health.
- Interpersonal (relationship related) trust and functional (task related) trust overlap. A breach of trust in one area impacts the other.
- Trust Languages help us develop a common language for understanding the ways we build or erode trust with one another.
- Identifying our primary Trust Language and learning to build trust in ways that are meaningful to others strengthens the Body.
 - Respect - honor everyone equally
 - Openness - a willingness to freely share information with others
 - Reliability - doing, with competence, what you say you will do when you say you will do it
 - Honesty - truthfulness and integrity in words and actions

a. How to mentor an Individual

- i. Take the [Trust Language Inventory \(Located at the end of this lesson.\)](#)
- ii. Discuss how you build trust with people, how people build trust with you and how it is eroded.
- iii. Has someone ever re-built trust with you who had broken your trust previously? How did they do that?
- iv. How can you build trust in these days/weeks/months with your team?

b. How to mentor a Group

- i. Same as above.
- ii. In addition: if the group has relationship with one another, give each person the [Trust Skills Sheet](#). Then, in pairs or as a group, have them give feedback to one another about what skills they do well from the skills sheet and what they could improve.