

# Respectful Service as an Area Director

The Mission Team strives to set up mission trips that respect and honor communities. They are passing off these relationships and plans to staff teams, who are managed by you, the Area Director. In fact, you and your teams are effectually extensions of the Mission Team this summer. That's an exciting yet heavy responsibility. We want to prepare you to effectively nurture relationships and plans as you lead your teams in respecting and honoring communities this summer.

## CONCEPTS FROM THE BOOK *WHEN HELPING HURTS*

These are principles that guide our Mission Team throughout the year and should guide you and your teams throughout the summer.

### **The community has something to offer.**

The people we serve have something to offer us, and we have something to offer them. This is called "mutual giving." We may paint a house, but we benefit from forming relationships with homeowners. We don't enter communities knowing what is best. Rather, we recognize God is already at work in communities and so we can enter as learners, ready to both give and receive.

### **We all experience brokenness.**

Everyone experiences some form of brokenness in one area of life or another: relationships with God or self, resources, etc. Realizing this can help us see the similarities we have with people we serve. It also helps us understand that we are all in need of restoration.

## APPLYING THE CONCEPTS FROM *WHEN HELPING HURTS*

These concepts should manifest themselves in proactive ways and when you're troubleshooting issues that arise. Here are some examples of applying these principles:

### **Proactive Communication & Accountability:**

- Prep Week – Help SDs prioritize meeting community members during this busy week. Discuss with them how they can learn from and about the community while completing tasks.
- Programming – We intentionally build Respectful Service into programming. Know each staff team's plan for showing the Respectful Service video and talking about Respectful Service in orientations.
- Informal Staff Counseling – As you develop staff, help them process their experiences by providing the context of Respectful Service.

### **Troubleshooting:**

- Service Orientations – All orientations should reflect Respectful Service. When you listen to them during Prep Week and throughout the summer, make any necessary corrections / suggestions.

#### **Poor Example**

"We're so glad you're here to do kids programming. Without you, these kids would have nothing this summer. You're the only ones to put a smile on their faces."

#### **Good, Respectful Example**

"We're excited about how you can serve and learn from kids in this community. We have an opportunity to help provide a safe place where they can play and engage their gifts and talents, and we get to share Christ's love with them through our words and actions."

- Adult Leader Feedback – If Adult Leaders mention being dissatisfied with their service, the solution might be more effective vision casting with an emphasis on Respectful Service.

#### **Feedback Example**

"We thought we'd be doing a lot more, not just sitting at a nursing home."

#### **Vision Casting Example**

"We come into communities and ask what they need. In this case the elderly population in this community needs a sense of community and friendship, and we are able to provide that through spending time with them."

#### **Feedback Example**

"We wanted more relational ministry, but all we did was weed gardens and clean."

#### **Vision Casting Example**

"This organization has relationships with people in the community. We can enable their long-term relational ministry by taking weeding and cleaning off their task list. Invite the program director to eat lunch with you. She loves sharing her story with groups!"

As much as possible, influence and encourage staff to understand the "why" behind the way we do service. They, in turn, will influence participants. We are thankful you are serving in this way this summer!