|  |  |
| --- | --- |
| ***MISSION******Why we exist**** **Vision:** *To see every international student befriended, led to a personal relationship with Jesus Christ, and discipled for His service – to impact every nation with the Gospel of Jesus Christ.*
* **Mission**: *International Students Inc. exists to share Christ’s love with international students and equip them for effective service in cooperation with the local church and others.*
 | ***CENTRAL MINISTRY FOCUS*** ***What we do every day to accomplish mission****Making disciples who make disciples among international students* * M28 Cycle is our core Philosophy of Ministry
	+ Pray
	+ Bless
	+ Find
	+ Discover
	+ Follow (disciple to maturity, ICF)
	+ Multiply (we follow up with returnees, train them)
 |
| ***PREFERRED CULTURE*** ***Who we want to/must be TOGETHER to accomplish our mission***We are those who seek to live out Emotionally Healthy Discipleship in our spiritual health, relationships & leadership.We are innovative. We are highly focused, missional, and empowering others to do the same. We redeem conflict, engaging one another with grace. | ***GUIDING PRINCIPLES******Non-negotiables: what we DO and VALUE in order to reach our goals***Crazy Intense PrayerWe measure results and practice accountability.We listen for direction and need the power of the Holy Spirit in our work. We strive to be incarnational in our ministry approach. We mobilize and equip workers for the harvest. |

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**ISI New York City Area Vision 2019**

**ISI National Vision:** The vision of ISI is to see every international student befriended, led to a personal relationship with Christ, and discipled for His service in order to impact every nation with the Gospel of Jesus Christ.

**ISI National Mission:** International Students, Inc. exists to share Christ’s love with international students and equip them for effective service in cooperation with the local church and others. [www.isionline.org](http://www.isionline.org)

***In keeping with the above:* ISNYC Local Vision -** The vision of International Students, Inc. – New York City (ISNYC) is to be a catalytic presence among New York City believers in order to initiate a disciple-making movement among international students and their networks. Or, simply put:

***“Making disciples who make disciples among international students.”***

**ISNYC local Philosophy of Ministry** – the M:28 Cycle – We engage in fervent prayer for international students, work actively be a visible and tangible blessing among them, seek and find spiritually interested students, lead them through a discovery based Bible study, encourage them as they choose to follow Jesus, and faithfully coach them to reproduce their faith among their own network of family and friends. We do all this upon a strong foundation of prayer and belief in the power of the Holy Spirit and the Word of God in an unbeliever’s life. We do this in strong partnership with the local churches of NYC, coming alongside them and enabling them to live out their role in the Great Commission.

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**ISI New York City Staff Team – What we do:**

**August** – 1-2 days of staff training before the semester beings, usually these days are some catch up time, prayer, and introduction of a theme for the year.

**August** – a “city-wide” training day for all partners/volunteers who work with us. We offer a basic track and an advanced track. Basic includes M28, starting spiritual conversations, and some practical beginner training like English conversation or some other tool.

**September – June: Monthly one-on-one meetings** with all members of the team

**Discuss:** Sabbath rest & time with Jesus, Highs & Lows, areas of growth they desire, action steps for next time (review action steps from before – did you do them?), prayer

**September – December** – **Monthly staff meetings** with this model: (We meet 9:30am-2pm)

 Allow time for arrival/coffee/chatting among team members – builds connection

 Begin with devotions and prayer. (Share this responsibility with others)

 Training Topic – about 90 minutes

 Discussion of topic – application – usually in groups of 2-4

 Lunch break – fellowship/fun

 Administrative items – planning ahead, etc.

**January** – **Spiritual Formation Day** – purpose is not ministry training, but something that will benefit their intimacy with Jesus or relational life with family/friends. Could be a speaker, read a book and discuss, etc.

**January**- late in the month we have another city-wide training day, same as August (before spring semester)

**Feb – May**- continue staff meetings, one on ones

**June**- Meet up one on one for annual evaluation, End-of-year Goodbye brunch staff meeting at someone’s home **(July & August = no meetings)**

**Intentional Multiplication:** This year I gave the responsibility to lead several staff meetings to my team – in groups of 3-4 – they will choose the topic, prepare for it, run the meeting and train us in what they learned.

**Cross Pollinate:** Occasionally, we invite another ISM organization team to meet with us. We share our best practices and ideas, what worked/didn’t work, and pray for one another’s ministries.

**Training Topic Ideas: Just a few for you to consider.**

I read a lot, attend other trainings, invite other trainers, etc. Consider having a ‘core competencies list’ top 10 that you want all of your team to really know in a deep way, so all new members get this training. \*Shared Vocabulary is important\*

Starting spiritual conversations (tools)

Be sure people are equipped along the M28 Cycle – tools for each part

Leading an ICF

Discipling Christian students in a multicultural context

Cross-cultural Communication

Time Management

English Conversation outreach

Church Partnerships

Leadership

Being a Courageous Follower

Volunteer Management

Teamwork

Handling Conflict in a Healthy Way

Healthy Marriage/Singleness in Ministry

Returnee Follow Up

Social Media – Training/Tools

Spiritual Warfare

What does it mean to be incarnational?

Building Trust with University Administration

Personality Types & Team Communication

How to be a ‘Multiplier’

Role of Prayer in Evangelism

Prayer-walking Your Campus

Explaining the Gospel Cross-Culturally

Muslim Outreach

Hindu Outreach

Recruiting Volunteers

Honor/Shame Cultures

How to ‘Coach’ Others

Buddhist/Chinese outreach

Professionalism in Ministry

Encourage people to take Perspectives course or Kairos course

Entrepreneurial Leadership in New Ventures

Team Alignment Discussion Guide

* In alignment with ISI national vision and mission?

Vision

* Can we state it in one sentence?
* Is it compelling?

Purpose

* What do we do that fulfills the vision?
* Does everyone know the purpose, does it hold the team together like glue?

Objectives

* What are our goals?
* How will we measure what activities we do to reach our goals?
* How will we keep each other accountable?

Essential Principles

* What principles will guide us as we reach our objectives?
* What will we not tolerate?
* What is our ideal team culture?

Methodologies

* What methods will we use to accomplish our vision and purpose?
* What methods, if any, do we reject and why?

Team Roles

* Inventory strengths and skills of teammates
* What tasks must be done, and who will fill them?
* Job descriptions for each team member

Accepted Leadership

* Who will serve the team purpose by keeping us on track?
* Do all accept this leadership and agree to submit?
* Leader, how will you lead your team spiritually? How will you lead them to results & avoid common team dysfunctions?

Solid Relationships

* How will we establish & maintain our team relationships?
* How will we handle conflict in a productive & Biblical way?
* How will we grow in trust?

Communication

* How often & what tools will we use to communicate with one another?
* What principles guide our communication?

*Created for International Students Inc. – Valerie Althouse – March 2018*

**ISI NYC SANDBOX WORKSHEET – May 2019– Working Draft**