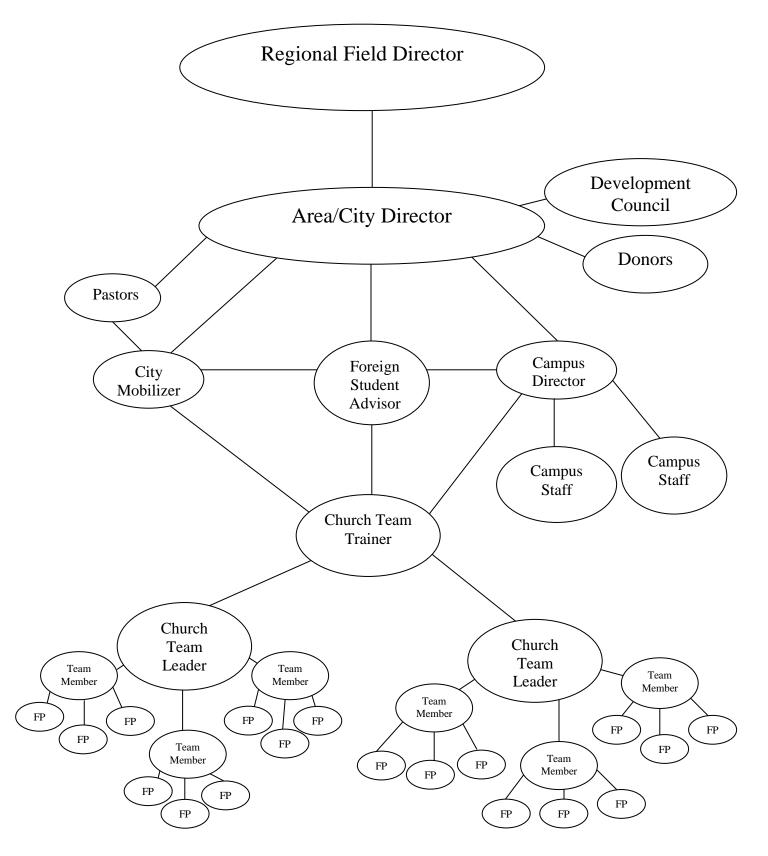
Church Team Leader Manual

International Students, Inc.

P.O. Box C, Colorado Springs, CO 80901 Phone (719) 576-2700 Fax (719) 576-5363 Website: www.isionline.org For Students: www.internationalstudents.org

ISI City Ministry Organizational Chart



ISI's Pathway for Church Mobilization

- Church becomes an Affiliate with ISI
- Church appoints a Church Team Leader with input from ISI staff
- ISI's Church Team Trainer (or appointed staff person) meets regularly with the Church Team Leader
- The source of students is determined and coordination of relationship with International Student Advisor/Foreign Student Advisor is agreed upon
- Church Team Leader recruits team
- Prayer team for the ministry is recruited
- ISI provides Church Team Training
- Envisioning of the ISI ministry is made to the congregation
- Brief informational meeting is offered for those interested in gaining more information
- Friendship Partners and additional team members are recruited
- ISI provides Friendship Partner Training
- Church hosts activities for Americans and students
- Testimonies and promotion of the ministry is made to the congregation on an ongoing basis to build awareness and grow the ministry
- Evangelism and discipleship opportunities are offered (include distribution of *Jesus* videos and Bibles in most languages)
- Student names are forwarded to ISI as they leave the area for follow-up and continued ministry in the lives of students
- The team and outreach of the church grows year to year as more people are recruited for involvement, diverse ministries to students are created, student needs are discovered and met, and congregational awareness, interest, and commitment grows

Church Team Leader Job Description

Job Status:	Church volunteer position
Supervisor:	Church Team Trainer
Coordinates with:	Other Church Team Leaders and ISI Campus Staff
Objectives:	To recruit, train and lead a church team. To collaborate with other church teams and ISI staff to develop and nurture a well-rounded ministry that eventually serves virtually all international students on one or more nearby campuses.

Qualifications:

- Has a spiritually mature relationship with Jesus Christ
- Has a heart for evangelism and discipleship and is committed to prayer
- Is a visionary; sees the "big picture"
- Is a self-starter and is able to build a team
- Has good administrative, training, and networking skills
- Has people skills; is diplomatic and reads people well
- Has the ability to motivate people to commit to a ministry vision
- Is respected and endorsed by the local church leadership
- Has phone, email, and Internet access
- Has the ability to relate well with evangelical Christians of other denominations
- Is committed to working with the ISI Church Team Trainer
- Understands and fully agrees with ISI's Mission, Vision, Core Values, Statement of Faith, Code of Ethics and Approach to Ministry to International Students
- Is willing and able to commit to 15–20 hours per month and serve as Church Team Leader for at least two years

Responsibilities:

- Meets monthly with the ISI Church Team Trainer for training, planning and prayer for the first year of the Church Team Leader's service, and at least quarterly after that
- Recruits, trains, encourages and prays for a prayer chairperson for the church's ISI ministry
- Recruits, trains, and prays for the other members of the team
- Calls and chairs church team monthly meetings and prepares agenda for them
- Trains team members to recruit and call Friendship Partners
- Oversees planning of ministry events
- Delegates and oversees the work of the church team members
- Assures that evangelistic and discipleship activities are taking place with students
- Meets with other Church Team Leaders and leaders of the ISI Campus staff team

Church Team Leader Information Form

Please print or type. Use other side or attach a separate sheet if needed.

Date
Name
Date of birth
Address
Names and ages of children
Home phone
Occupation and employer/company (if self-employed)
Work phone
Church
Cell phone
Church address
Fax number
Church phone
Email/Web address
Name of Senior pastor
Name of Missions pastor

1. Please describe how you became a Christian.

2. What leadership experience have you had in a church or Christian organization?

- 3. What other leadership and volunteer experience have you had?
- 4. What travel and cross-cultural experiences have you had?

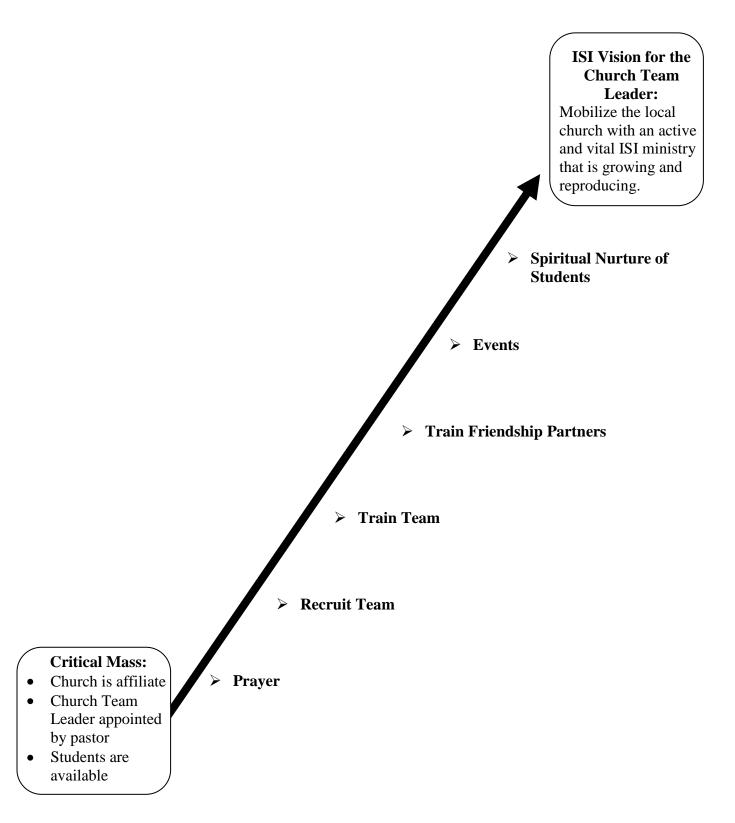
- 5. What special interests, hobbies and talents do you have?
- 6. What are your greatest strengths?
- 7. What things do you struggle with or find you still need to work on most?
- 8. Do you believe that God is calling you to this position? Please explain.

9. Give any additional information you think would be helpful.

I agree with ISI's Mission, Vision, Core Values, Statement of Faith, Code of Ethics and Approach to Ministry to International Students. I also wish to apply for the position of Church Team Leader and am willing to serve in this capacity for at least two years.

Signed:_____ Date:_____

Critical Path: Church Team Leader



Prayer Chairperson Job Description

Job Status:	Church volunteer position			
Supervisor:	Church Team Leader			
Coordinates with:	Other church prayer groups			
Objective:	To lead the church's prayer support for the church's partnership with ISI in international student ministry and serve as a member of the church team.			

Qualifications:

- Has a spiritually mature relationship with Jesus Christ
- Person of prayer and able to lead others in prayer
- Has a heart for evangelism and discipleship
- Has the ability to recruit others for prayer ministry
- Has the ability to communicate praise and prayer items verbally and in writing
- Understands confidentiality issues and can keep confidential matters private
- Understands and fully agrees with ISI's Mission, Vision, Core Values, Statement of Faith, Code of Ethics and Approach to Ministry to International Students
- Has phone, email, and Internet access
- Is able and willing to commit to at least one year in this position

Responsibilities:

- Collaborates with Church Team Leader in recruiting other prayer team members
- Calls and presides at prayer team meetings which occur at least quarterly
- Serves as a church team member, attending church team meetings, which are usually monthly
- Gathers prayer and praise items at church team meetings, and receives prayer and praise items from other ISI leaders as needed

- Writes and sends by email a praise-and-prayer letter to prayer team and Church Team Trainer every month
- Prays at least weekly for praise and prayer items of church's ministry partnership with ISI
- Interfaces with other church prayer groups and networks, and prayer teams of other churches about prayer and praise items as appropriate

Prayer Team Member Job Description

Job Status:	Church volunteer position			
Supervisor:	Prayer chairperson			
Coordinates with:	Friendship Partner and Church Team Leader			
Objective:	To help with the church's prayer support for the church's partnership with ISI in international student ministry			

Qualifications:

- Has a spiritually mature relationship with Jesus Christ
- Person of prayer
- Has a heart for evangelism and discipleship
- Is able to lead others in prayer
- Understands confidentiality issues and can keep confidential matters private
- Understands and agrees with ISI's Mission, Vision, Core Values, Statement of Faith, Code of Ethics and Approach to Ministry to International Students
- Has phone, email, and Internet access
- Is able and willing to commit to at least one year in this position

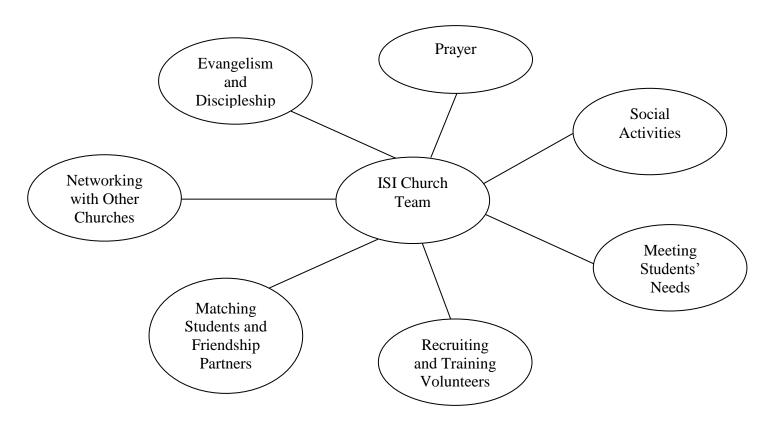
Responsibilities:

- Receives from prayer chairperson monthly prayer letter about church's ministry partnership with ISI, and prays for these praise and prayer items at least once a week
- Reports promptly any international student ministry praise and prayer items to prayer chairperson
- Performs prayer team tasks as assigned by prayer chairperson
- Attends prayer team meetings, which occur at least quarterly

Prayer Team Ministry Recommendations

- Within five days of the last monthly meeting of the church team, the prayer chairperson sends out a praise-and-prayer letter by email to each member of the prayer team.
- Prayer team members pray individually at least once a week or daily using the ministry praise-and-prayer letter as their guide.
- Each prayer request should be as specifically worded as possible so that answers can be more easily identified when they happen.
- Whenever answers to prayer occur, they should be clearly linked to the corresponding request or concern. This is very encouraging and motivates further prayer for the ministry.
- The prayer team meets at least quarterly to maintain a personal sense of being part of a team.
- The Church Team Leader should send a note or email of appreciation to the prayer team from time to time. He or she can also use this opportunity to remind the team of the "big picture" and their importance to the ministry: God uses their prayers to empower the accomplishment of His kingdom agenda through this ministry.

The ISI Church Team



There are certain functions that your team will have to carry out in order to have a strong ministry to international students:

- Prayer
- Evangelism and discipleship
- Social activities
- Meeting students' needs
- Recruiting and training volunteers
- Assuring that students are matched with Friendship Partners
- Networking with other churches

Church Team Member Job Description

Job Status:	Church volunteer position			
Supervisor:	Church Team Leader			
Objective:	To collaborate with the rest of the church team to develop and nurture a well-rounded ministry that eventually serves virtually all international students on one or more nearby campuses.			

Qualifications:

- Has a spiritually mature relationship with Jesus Christ and an active prayer life
- Has a heart for evangelism and discipleship
- Is willing and able to function as a team player
- Is comfortable talking with people on the telephone
- Has phone, email, and Internet access
- Understands and agrees with ISI's Mission, Vision, Core Values, Statement of Faith, Code of Ethics and Approach to Ministry to International Students
- Is willing to serve in this role for at least one year, with annual renewal of commitment

Job Description:

- Attends monthly church team meetings
- Attends Friendship Partner Training session and has an international friend
- Calls assigned Friendship Partner households every month and reports results to Church Team Leader
- Prays regularly for the ministry, especially for the team, Friendship Partner/student relationships and students' salvation and discipleship
- Reports praise and prayer items from Friendship Partners to prayer chairperson at least once a month
- Assists each year in planning and implementing ministry events and performs additional tasks assigned by Church Team Leader, including possibly chairing the events or receptions

Recruiting Church Team Members

Types of People to Observe and Pray about for Potential Recruitment

- 1. Someone who has a heart for missions and evangelism and discipleship, such as a person who has or is taking a Perspectives class, Contagious Christianity class or similar evangelism training
- 2. A person who has recently led another person to the Lord and has an interest in international students or is a former international student who has become a Christian and is attending the church
- 3. A person who has the gift of hospitality and follows through in various roles in the church.
- 4. A person who is faithful in prayer, living a consistent Christian walk, and earnestly seeking God's direction for his or her life

Recruitment Steps

- 1. Church Team Leader begins by praying daily for God to begin to identify and prepare the hearts of those people He is calling to be church team (and prayer team) members. Church Team Leader asks God for a team with the right complement of gifts and united willingness to follow God.
- 2. Church Team Leader seeks advice and recommendations from Pastor/Missions Director and other church leaders.
- 3. Church Team Leader recruits prayer chairperson and collaborates with him or her to recruit the rest of the prayer team.
- 4. Church Team Leader gives prayer chairperson a list of specific prayer to raise up church team members.
- 5. After prayer, the Church Team Leader begins to approach potential church team members.
- 6. The Church Team Leader meets with each candidate personally, and shares the vision for the ministry.
- 7. If the Church Team Leader senses God's leading to continue, he or she asks the candidate to attend an ISI event, ICF, or training opportunity.
- 8. After prayerful consideration and continued dialogue, the candidate is invited to be part of the team.
- 9. Church Team Leader recruits additional church team members in the same way, asking the prayer team and current church team members to pray for the recruitment process.

Church Team Member Information Form

Please print or type. Use other side or attach a separate sheet if needed.

Date
Name
Address
Church Address
Church
Pastor
Home phone
Work phone
Cell phone
Church phone
Fax
Email/Web address
Date of birth
Names and ages of children
Occupation and employer/company (if self-employed)

1. Please describe how you became a Christian.

2. What leadership and/or volunteer experience have you had?

3. What travel and cross-cultural experiences have you had?

4. What special interests, hobbies and talents do you have?

5. What are your greatest strengths?

6. What things do you struggle with or find you still need to work on most?

7. Do you believe that God is calling you to this position? Please explain.

8. Give any additional information you think would be helpful.

Having carefully read all of the materials in the presentation packet for church team member Candidates, I agree with ISI's Mission, Vision, Core Values, Statement of Faith, Code of Ethics and Approach to Ministry to International Students. I also wish to apply for the position of church team member and am willing to serve in this capacity for at least one year.

Signed: _____ Date: _____

Training Your Team

Training is essential for the strength of your team and, therefore, the strength of the overall ministry to international students in your church.

Ongoing mentoring

ISI will assign a Church Team Trainer to you to assist you, mentor you, train and encourage you in your new ministry with ISI. Any questions, help, or advice needed will be provided. This Church Team Trainer will also be working with other Church Team Leaders like yourself around the campus so that you can coordinate your efforts.

In turn, you will have some time for training your team at each meeting. One of the key elements is in the area of telephoning Friendship Partners so that you are aware of the relationships being developed and ongoing prayer needs.

Friendship Partner Training

ISI will train your volunteers to effectively minister to international students.

Group Training

Group Church Team Training is designed to help your team think through how to develop your ministry to international students at your church. This is a three-hour training for your team and often will take place with other teams in your area.

Long-Range Planning

As your team forms and strengthens, your Church Team Trainer will work with you to develop long-range goals and plans for developing an expanded ministry to students.

Church Team Meeting Working Agenda

- 1. Open in prayer.
- 2. Introduce new team members (if any) and hand out new team email list.
- 3. Have team share unusual or urgent praise and prayer items from telephone calls to Friendship Partners, and pray about the items. Prayer chairperson collects written praise and prayer items from other members for the past month.
- 4. Evaluate Friendship Partners and other programs.
- 5. Review recent event or student reception and/or plan for the next one.
- 6. Introduce, entertain questions about and train team in new material, program or skill, such as telephoning Friendship Partners or planning strategically.
- 7. Plan for next year.
- 8. Look at calendar for additional upcoming items and remind about next meeting—time, place and primary agenda.
- 9. Close on time with prayer covering matters discussed and decisions made.

Telephoning Guidelines

Reasons for Telephoning Friendship Partners

- To promote positive relationships between the church team member and the Friendship Partner
- To encourage Friendship Partners and to update them
- To solicit Friendship Partner questions and share with them strategic information available from ISI
- To collect praise and prayer items concerning their relationships with their students
- To help Friendship Partner stay accountable in their relationship with the student
- To provide access for students to ISI's domestic and overseas networks
- To gather information for ministry data for the church and area ministry

Advice and Guidelines

- Pray before telephoning regarding attitude, words, responses, etc.
- Smile. It has been proven that if you have a smile on your face, it will come across on the telephone and puts the recipient in a better frame of mind.
- AT&T professional telephone manners: Identify yourself first and then ask for the person you wish to speak with. Respect their time. Try not to get sidetracked. Thank them for their time.
- Typical calls should last no longer than 10–15 minutes.
- Sensitivity: Ask the person if this is a good time to call. Check with each person and find the time they are easiest to reach. Note this on each person's chart.
- Do not eat or chew gum while telephoning.
- Positive presentation of information and questions. Discuss personal concerns, prayer requests, interest in ISI materials, and relationship with student.
- End the call with prayer.

Conversation of a Church Team Member and a Friendship Partner

Suggestions for Filling Out the ISI Church Team Member Report

It is very important that you build a relationship between the Church Team Member and the Friendship Partner. In larger churches many of the Church Team Leader and Friendship Partners will not meet for several months and their only communication will be by telephone.

Why is it important for us to have the information from the ISI Church Team Member Report? When the City Mobilizer meets with the pastors of the affiliate churches, the first thing they ask is "How are you doing?" From this form we can tell the following:

- 1. Where that student is on the Spiritual Scale.
- 2. Whether or not he or she is growing spiritually.
- 3. If he or she has made a commitment to Christ
- 4. Whether he or she is growing in Christ.

When Team Members make their monthly calls, they can ask the following questions that will give you the information you need for your Team Member Report. The phone conversation should take only ten minutes. Below are some suggested questions to ask.

- 1. Visits—Were you able to visit or do something special with your student this month? The annual church family picnic is this week, and maybe you could invite your student.
- 2. Introduce to ISI—Did your student invite a friend to join them? If not, there is another church activity this next month and maybe they would like to invite a friend.
- 3. Present Opportunity—Was your student able to join you and your family at church or any church activities with other Friendship Partners?
- 4. Shared Christ—Has your student shown any interest in your sharing the Gospel or your personal testimony? If so, *Knowing God Personally* is a witnessing tool designed for international students. You can order this by contacting ISI.
- 5. Initial Commitment—Does your student have the understanding and application of Bible doctrine and has he or she trusted Christ as Lord and Savior?
- 6. Growing in Christ—Is your student aware of the International Christian Fellowship Bible Study every Friday night? Has your student attended the Bible study at church and the wives Bible study on campus?

Telephone Call Report Form and Suggested Agenda by the Month

Before beginning your telephoning, please pray that God would be in control of the conversation and that you would establish a good relationship with the Friendship Partner.

Use the Telephone Call Report Form to record the pertinent information and prayer requests.

Use a separate page for each Friendship Partner including the Friendship Partner's name, address, telephone and email address. Also include the Friendship Partner's student's name, home country, and email address.

Example

Hi, this is ______from Scottsdale Bible Church, may I speak with _____? Familiarize yourself with the family/children's names, or singles.

Telephoning record: Have a cover sheet with all the information on how to telephone. Then have a separate sheet for each Friendship Partner/student you are calling. Keep all Friendship Partner/student information confidential except for those prayer requests the Friendship Partner wants relayed to the prayer group. Before closing the call, pray with the Friendship Partner over the phone.

Name of Friendship Partner	
Friendship Partner telephone number	
Name of student	
Student's country	
Student's email address	

Sample of Questions to Be Asked in a Particular Month

September

Record highlights of conversation and prayer requests. Do they need any materials such as a Religion Profile or Country Profile? Have they made contact with their student? If not, encourage them to try the student's email as well as continuing to phone.

Tell them about the first event and give them directions. Tell them about the prayer group who will be praying for them. If they have contacted their student, how did the first meeting go? How would they like us to pray specifically? Encourage them to ask two or three of their friends to pray specifically for the relationship. Write down any prayer requests and pray with them before you hang up! Then email the Church Team Prayer Chairperson with the prayer requests.

October

Was the student able to attend the October event? How is the relationship going? How can we pray? Has God opened any opportunities for spiritual conversations? Ask again if they are interested in a Religion or Country Profile. Let them know about the Christmas event that will help their student better understand American culture. Ask them to begin inviting the student to this and encourage them to put it on their calendar. Ask if their student is already a Christian. If so, ask them to let the student know about the International Christian Fellowshiop or to encourage them to get into a Bible study. Pray with them for the relationship before closing.

November

Remind the Friendship Partner to invite the student for Thanksgiving or to make sure the student gets signed up with someone else if they are going to be out of town. Remind them to reconfirm with the student the date of the December (Christmas) event. Does the Friendship Partner feel comfortable asking the student to come to church as an observer? Is the Friendship Partner interested in a free *Jesus* video in the student's language to give as a Christmas gift? Record the number and the language preferred for our records. Has God provided the Friendship Partner with an opportunity to share his or her testimony?

December

Ask if Friendship Partners and their students will be attending the December Christmas event. Let them know that friends of the student who wish to attend with them are welcome. Try to get a head count. Make arrangements with the Friendship Partner to get the *Jesus* video to them before the event. Ask how you can pray specifically. Pray with the Friendship Partner for the requests and the relationship. Pray that God will give them opportunities for spiritual conversations.

January

Have there been any opportunities for spiritual conversations? Did they attend church? More than once? Christmas event? What was their response to the Christmas event? Have they heard the Gospel? Has there been any interest in spiritual matters? If so, ask the Friendship Partner if he or she is interested in a Bible study. Ask if the Friendship Partner if he or she would like any ISI materials, or invite the student to join the ICF Bible study on campus. Have other students (roommates or friends) joined them for these events or social times?

February

Could the Friendship Partner estimate where the student is on the Spiritual Stages Scale? If they have no idea, ask them to pray for God to reveal this to them. Is the student interested in Christianity? Would they be interested in doing a Bible study? Do they know about the ICF that is sponsored by ISI locally? Thunderbird? If the student is a Christian, would he or she be interested in doing a discipleship Bible study? Would the Friendship Partner be interested in teaching the student? Would the Friendship Partner be interested in training to do an evangelistic Bible study? Discipleship study? Leadership training (depending on their spiritual maturity and leading)? Has the student attended church more than twice? Have any of their friends attended church with them? Once? More than once? Ask for prayer requests and pray with them on the phone.

March

Tell Friendship Partners about any upcoming Easter or special events. Share about last year's event and ask if they would like to come and bring their students and any others (internationals) that would like to come. Tell them to let their student know that there will be a short time of sharing why Americans celebrate Easter. Has the student received Christ? Is the student in the campus International Christian Fellowship?

April

Ask if the student is transferring to another university or is returning home. Ask them to fill out the transfer form or the Global Follow-Up Network Form (these are found in the back of their Friendship Partner Training Manual). Ask them to send you the form and make sure it is emailed or faxed to the Home Office or to the Global Follow-Up Network. Is the student interested in doing a return home program before returning to their home country? If so, contact the staff person doing this study. Is the student interested in Christian leadership training (contact staff doing this training)? Has the student attended an ethnic church? A local American church?

May

What is the students' status? Has the student become a Christian? How did Friendship Partners feel about their relationship with the student this year? Will they be keeping their student for the next year? How long will the student be in this country? Do they want a new student for the coming year? If they seem enthusiastic about the process, ask if they feel equipped for

friendship evangelism/discipleship. Would the Friendship Partner be interested in training to equip them to train their student in Christian leadership principles?

Closing

At the end of each phone conversation, thank Friendship Partners for serving the Lord in this ministry. If there was a prayer request, ask them if you could pray with them over the telephone before you hang up, and pray for the situation. Tell them you will be praying for them and the request will be sent to the prayer team and will be kept confidential. Do not share the student or Friendship Partner name with the prayer team, just the specific requests so that they will see the answer. Please share answers to prayer with the team so we can encourage our prayer team.

Reasons for Collecting Information from Friendship Partners

Often, the Church Team Leader will not understand the reasons for collecting information and perhaps may see it as a "numbers game." Church Teams may resist the process and feel the process is unimportant or unworkable. However, collecting information on the activity of Friendship Partners and their students is vital to the growth of a church's ISI ministry. Here are some reasons why:

- We have a commitment to the student. It is important that we know that there has been contact. There are situations where a Friendship Partner cannot or does not contact their student. When this happens, a student often feels like they were not wanted (gender, nationality, etc.) and we have no opportunity to match the student with someone else.
- Sometimes the student changes his/her mind and does not want an American friend. We need to know this so that we can assign another student to the Friendship Partner.
- The team can help bring resolution to any problems that arise.
- Effectiveness in the prayer ministry will strengthen with specific requests from those involved.
- When a student trusts Christ, we want to rejoice and be able to assist in follow-up and discipleship.
- It is a blessing to hear stories from the Friendship Partners on what is happening with their students. They enjoy sharing their experiences.
- When a student makes a move back home, or to another campus, we can provide a new source of relationships for the student.
- Some schools want reports on the match of Americans and students.
- We have an obligation to the church to let them know what is happening with the ISI ministry in their church. It is also a huge encouragement to the team to know how God is working through their efforts. Success breeds success!

Church Team Member Monthly Report

Friendship Partner	
Phone Number	
Email Address	
Church Team Leader's Name	

Church Team Leader's Phone Number ______ Church Team Leader's Email Address ______ Name and Country of Student _____

Monthly Questions	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Visits												
Student visits each month												
Introduce to ISI												
Extra Students joined Friendship Partner at home or												
for events												
Presents Opportunity												
* Invite student to church, Christian events, etc.												
Shared Christ												
** Student heard the Gospel through church or other												
activities												
Initial Commitment												
Student trusted Christ as Lord and Savior												
Growing in Christ												
Student in Bible study, local ICF, etc.												

* Total number of invitees

** Total number for the month

Share any success stories or items of praise:

Send the above report to the ISI church Team Trainer no later than the last day of the month.

Friendship Partner Job Description

- Job Status: Church volunteer position
- Supervisor: Church Team Member
- **Objective:** To be matched with and then to befriend and share Christ's love with an international student.

Qualifications:

- Is a born-again Christian
- Has ability to follow through on commitments
- Is able and willing to meet with student monthly, contact weekly, pray daily
- Enjoys giving hospitality
- Is willing to share his or her faith in Christ in an appropriate way as the Holy Spirit leads
- Agrees with ISI's Statement of Faith, Code of Ethics and Approach to Ministry to International Students
- Is willing to bring assigned student to ISI church events and activities
- Is willing to commit at least one year to the relationship with the assigned student

Responsibilities:

- Contacts the student within one week of being matched and provides transportation to the student for the first meeting
- Meets with the student at least once a month
- Makes weekly telephone call/email to student to see how he or she is doing and to provide encouragement
- Prays for the student daily and for the church's ministry to international students weekly
- Takes student to ISI church events and activities
- Shares the Gospel with the student in an appropriate way as the Holy Spirit provides the opportunity

- Avoids sharing the Gospel in a manipulative or coercive way
- Disciples a student who is a new believer or connects the student to a mature Christian who will disciple the student
- Returns calls to give information to a church team member on monthly basis, sharing praise items and prayer requests about the student (these will be kept confidential)

Recruiting Friendship Partners

Goal

To recruit and train high impact volunteers who sense God's call to minister to international students through friendship evangelism.

- Diligently ask God to raise up Friendship Partners who will faithfully care for international students and share Christ's love with them.
- Do a three-minute pulpit interview to launch general recruitment.
- Watch for evangelism classes like "Contagious Christianity" and missions classes like "Perspectives." Share the ISI opportunity as a way to apply what they've learned.
- Speak to your Sunday school class or home group. You can show the 4– or 7–minute *Building Bridges with ISI* video from ISI or simply give a personal 3–5 minute presentation yourself. Hand out an information flyer with time and place for Friendship Partner training and also pass around a sign-up sheet.
- Ask pastors and church mission leaders for potential recommendations. Find out who's recently been on a short-term mission trip.
- Ask existing Friendship Partners if they have friends they believe would be interested in becoming Friendship Partners.
- Re-launch general recruitment by giving a presentation in which you interview a Friendship Partner, but do not mention students' names without their permission.
- Conduct a pulpit interview with an international student who has come to Christ through the local ministry.
- Invite your student to your Sunday school class or home group's potluck. Introduce the student and have him or her tell briefly about himself, including aspirations and attitude toward Christianity.
- Recruit church members to get involved in the international student ministry in other ways. Invite them to bring dinner some Friday night for the campus International Christian Fellowship, provide transportation for an outing or help out with the airport pick up, etc. Later, they will be more open when you ask them to consider becoming Friendship Partners.
- Share the vision and strategic nature of the ministry through bulletin inserts (downloaded from ISI's website) or church newsletters. Share testimonies, information from ISI pamphlets, books, etc. Give your name, telephone number and email address for people who may feel nudged by God seek out more information.

Events

Church Events

Excitement for the ISI ministry in your church will grow as you have group events with your Friendship Partners and international students. You should have your first event planned soon after initial matching takes place so that the first meeting can be casual and relaxed. Holiday events particularly give opportunity for students to experience American culture and the Christian faith.

Campus Events

ISI campus staff will have trips, welcome parties, International Christian Fellowship and other events planned. You may also want to develop other activities among several churches that help involve more students in the overall ministry.

An Event Sampler: For Friendship Partners and International Students

These are just a few suggestions. You can think of many more. It is good for new Friendship Partners to have a place to meet with all the other Friendship Partners and students. You will probably want to limit the number of events to four a year not including summer. You can expect that many students will attend Christmas and Easter events. The students love to see the Christmas lights and have many questions. See the Church Team Training manual for additional ideas.

Airport Pick Up

By prior arrangement and in cooperation with the school, church volunteers meet international students at the airport, keep them overnight and take them to their next day's lodging.

Garage Giveaway, Shopping Day/Tour, or Ice Cream Social and Auction

Volunteers take students newly arrived from overseas to discount stores, garage sales, or a special auction to acquire dishes, blankets, furnishings, etc. for their rooms or apartments. The auction items at the Ice Cream Social are brought by volunteers and the auctioneer starts the bidding at a quarter or less. Only international students may bid.

Day Hike, Sports Day and Picnic

Takes place at a nearby location, such as a park, recreation center, farm, ranch, beach, river, lake, mountain, wilderness area, etc.

Swimming, Rafting, Water-Skiing, Sailing, Snowboarding, Skiing

A more adventurous version of the previous event.

Thanksgiving Dinner, Dessert and Presentation

At a church or international house, the presentation explains the Christian origins of the holiday. Be sure to have alternate dishes to turkey, potatoes and stuffing because not all internationals enjoy traditional Thanksgiving fare.

Christmas Party

The first weekend of December is a good time for this party, which can be done in several ways. A church team can organize a progressive dinner with small groups of Friendship Partners and their international students going to various houses. Then all the groups meet together at one large home near the campus to have dessert, sing carols by candlelight and hear a 15-minute presentation by a local campus minister on the meaning of Christmas. For a simpler party, exclude the progressive dinner.

The party can be enlivened by the Christmas Gift game. Each person brings an inexpensive (\$5 or less), wrapped gift for someone of the same gender. People draw numbers. The person who drew the number *1* picks and opens a gift. The person with number 2 can take the gift the first person opened or open another gift. Number *3* can take either the opened gift or open another gift, etc. When a person has his or her opened gift taken, he or she now opens a new gift or takes someone else's already opened gift except for the one just taken from him or her. An opened gift taken a third time stays with the taker. With an able game host, hilarity is guaranteed.

"Learning from Each Other" Friendship Partner Dinner

This is the only event listed to which students do not come. In February all the Friendship Partners and the church team meet together for dinner at a church. People at each table share "what is working" in their relationships with their students. This event strengthens relationships between Friendship Partners and the church team.

"Picnic in the Park"

On the Saturday before Palm Sunday, the church team holds a picnic at a local park. They rent a covered shelter, buy fried chicken from a supermarket deli for the whole group and the Friendship Partners bring side dishes and dessert. Students and Friendship Partners enjoy volleyball, soccer, football, etc. After lunch, a short (15-minute) presentation explains the meaning of Easter. In colder climates this could be done a month or two later as part of a celebration of spring from a Biblical perspective.

Jesus Film Festival

The film is shown simultaneously in several/many languages at a single site, such as a church. Friendship Partners bring their students, everyone watches the film in his or her native language or in English, and then everyone meets back together to discuss it over a light meal, snack or dessert. ISI study guides are available for both Friendship Partners and students. This is great event to connect with Christmas or Easter but can happen any time.

Game Night

Some churches have facilities for basketball and volleyball. Board and card games can also be played, and refreshments provided.

Other ideas not described in-depth include a square dance, cultural exposition, sports event, concert, day trip to an historic area, trip to a museum, zoo, observatory, or gardens.

Stages of Relationship with Your Student

Stage One

Your relationship with your student, particularly if she is not a follower of Jesus, will probably begin at what we might call (surprise!) Stage One:

You extend genuine friendship to your student and find ways to meet his or her practical needs.

You invite your international friend to your family events and join her at her national holiday celebrations. You show interest in the student's country, studies, work, family, beliefs, problems, and needs.

Stage Two

As trust builds between you and your student, your relationship shifts to Stage Two:

He or she trusts you to treat him or her with respect and sensitivity to her feelings, beliefs, and needs. The student can open up and be his or herself, express his or herself honestly, and talk about personal issues.

Stage Three

But because Christ is central to your life, you hope and pray that your relationship moves to a Stage Three:

Your international friend is willing to learn from you about Christian beliefs and experience.

As you spend time with your student, ask God to provide natural leads into a discussion of your student's spiritual interests or needs. People from most non-Christian cultures are curious and interested in the topic of religion. Many Americans view the topic of religion as taboo in light social conversation and feel uncomfortable when it is seriously introduced. However, internationals often welcome such discussion. Indeed, you may be pleasantly surprised to find how quickly your student wants to move on to the second and third stages. But if he or she shows a reluctance to talk about spiritual matters, be patient.

Ask the Holy Spirit to give you the sensitivity to assess accurately your relationship with your international friend and his or her "felt needs." May God grant you the right words to say and the right times to say them, in respect and love, to help someone far from home and maybe far from God.

Progression of Student Commitment

1	ESL Garage	Trips Giveaway	Events Welcome Party					
2	ICF	Spiritual Discussions Knowing God Personally Studies	Jesus Video					
3		Investigative Bible Studies						
Student Conversion								
4		Basic Steps						
5		In-depth Discipleship Cell Groups Leadership Development						
6		Preparation for Return Hor Specialization in Ministry	ne					
7		Spiritual Leader in Homeland	1					

Spiritual Stages Scale

Adapted by Dean Halverson and Howard Killion from the Spiritual Awareness and Growth Scale by Dr. James F. Engel. Note: Not everyone goes through these stages exactly as indicated, but they are important signposts.

God's Initiative	Christian's Responsibility		International's Response (Becoming aware of, and then more and more in love with, Jesus Christ)
Witness of the Spirit	Ministry outreach T Christian fellowship Personal growth	+10	Vision for future ministry
		+9	Effective outreach to others
		+8	Development in Christian leadership
		+7	Growth in total stewardship
		+6	Recognition and use of spiritual gifts
		+5	Understanding and application of Bible doctrine
		+4	Growth in Bible study
		+3	Conceptual and behavioral growth
		+2	Adoption of Christian identity
		+1	Assurance of salvation
Gives spiritual life	Harvesting		Conversion: New Creation in Christ
Convicts	Cultivating and watering the crop	-1	because received Him as Savior Repentance
		-2	Decision to act
		-3	Recognition of personal sin problem in relation to
		-3	God
		-4	Positive attitude toward the Gospel
Reveals Himself	Planting the seed	-5	Understanding fundamentals of the Gospel
		-6	Positive attitude toward the God who has made Himself fully known only through Jesus [Biblical Monotheism: Christianity (but no personal relationship with Jesus)]
		-7	Understanding that God made Himself fully known only through Jesus
		-8	Belief in a Creator God with personal attributes but not belief in Jesus as God [Nonbiblical Monotheism: Judaism, Islam, some forms of Hinduism]
		_9	Belief in a spiritual reality but not in a single Creator God who has personal attributes [Monism, Pantheism, Polytheism: Hinduism (most forms); Jainism; Sikhism; Buddhism; Shintoism; Taoism; Zoroastrianism; Animism/Voodoo/Santeria; New Age; Native American religion; Wicca; Druidism; Gaia; Astrology; Mormonism]
	Preparing the soil	-10 35	No belief in any spiritual reality [Secularism, Atheism, Agnosticism: Scientism, Neo-Darwinism, Marxism, Confucianism]

ISI Resources for Spiritual Growth

Evangelism

- Sharing Your Faith with ISI
- Your personal testimony
- Jesus Video
- Bibles in student's language
- Knowing God Personally tract
- How Will They Hear
- The Way to Life Bible study

Discipleship

- Discovering God Bible study series
- *Growing Strong to Serve* Bible study

Leadership Preparation

- Developing Cell Groups with International Students
- Think Home workbook

Recruiting and Training Church Volunteers

Prayer

Pray for God to prepare the hearts of those He has chosen, and for the gifts needed by the team.

Observation

Observe people's spiritual maturity and obvious gifts, including flexibility, hospitality and ability to work on a team; their effectiveness in follow up of other areas of ministry; and their attitude toward this ministry (such as "high interest," "skeptical," "complaining" or "delighted").

Recommendations

Get recommendations from spiritually mature, discerning people, such as pastors and other church leaders, who know potential volunteers well and who understand the ministry.

Job Description and Application

Prepare a written job description that clearly spells out what the potential volunteer would be committing to do, including length of commitment. Also prepare an application form as needed. Job descriptions for Church Team Leader, church team member, prayer chairperson, prayer team member and Friendship Partner are already available in this manual. Application forms are also available for all of the above except prayer chairperson and prayer team member.

Personal Interview

When potential volunteers are identified, have a face-to-face meeting with them individually or in a small group. Hand out to each of them a copy of the job description and go over it with them explaining clearly what the job entails and what training is provided. Give an application to each candidate who wants one and establish a time frame for its return, which is usually one week. Pray with them before finishing the interview.

Invitation to Observe

Invite potential church volunteers to observe an ISI activity (event, training, International Christian Fellowship, etc.) This gives candidates the chance to see how the ministry works.

Big Picture

Share the overall vision of the ministry with potential volunteers. They should have some understanding of how their particular job fits into the "big picture" and why their role is important. Show them that even preparing a meal can have an eternal impact if it is covered in prayer and carried out with a joyful heart.

Adequate Training

People are much more likely to commit to a ministry if they are confident that they can do the job. Providing adequate training is a key to encouraging this confidence. The Church Team Trainer provides training for the Church Team Leader and for Friendship Partners. The Church Team Leader provides training for church team members. For other tasks, whether providing food or moving furniture, explain very clearly exactly what you want the volunteers to do. If the job is a complex one, such as Conversation Partner or airport pick up (overnight included), then you may need to prepare a manual or handbook and provide a briefing on it.

No Additional Jobs

Do not ask volunteers already committed to one job to do additional tasks. This reduces the risk of volunteer "burn out" and dropping out of the ministry.

Encouragement

In addition to prayer and reminders about the "big picture," be sure to thank volunteers often, verbally and with notes or cards, and even occasional little gifts. Sharing results of the ministry, and pointing out how volunteers played a valuable role in them, blesses hearts wonderfully.

Recognition

Honor volunteers publicly in some way. A popular idea is to host a volunteer dinner once a year to recognize and thank all the volunteers for their work in ministry.

Suggested Praise and Prayer List

"Talking to men for God is a great thing, but talking to God for men is greater still." -E .M. Bounds

Praise

For God Himself:

- His great character and abilities
- His marvelous works in Creation
- His redeeming work through history, especially His provision of salvation through Jesus Christ and of His revealed Word, the Bible

For Specific Answers to Prayer:

- Decisions for Christ by international students and others connected to the ministry
- Other commitments to God by international students
- International student involvement in small groups, ICF, Bible studies, etc.
- International student relationships with Friendship Partners
- News about returnees
- Volunteer recruitment and training
- Number of active Friendship Partners and other volunteers
- Results of an event
- Church Team concerns
- Campus Ministry Team concerns

Prayer

For All Church Volunteers and Staff Members, and Others Involved in This International Student Ministry:

• That they will be united in spirit and faithful in their prayers, lives and ministry

- That God will protect them and their loved ones from succumbing to temptations and from other dangers
- That God will guide and comfort them
- That their hunger for God and His Word will continue to increase
- That their love for the lost and for their fellow believers will continue to increase
- That God will add plentifully to their numbers and provide the necessary finances
- That all the volunteers, in particular, will faithfully carry out their work

For Friendship Partners and Other Programs:

- That God will send us many new students whose hearts He has prepared to respond to Christ, removing any spiritual strongholds and cultural obstacles from their minds and hearts and drawing them to Himself
- That these students will sign up for Friendship Partners and that enough American Christians will respond to God's call to become trained and active Friendship Partners
- That God will guide the matching of Friendship Partners and students
- That all Friendship Partners will live a consistent, attractive Christian life, glorifying God in attitudes, actions and words, laying claim to God's promise of 2 Timothy 1:7.
- That Friendship Partners will be sensitive to the needs of their students, and faithful in their relationships with them
- That trust and love will grow and deepen in the relationships between Friendship Partners and their students
- That God will provide, and Friendship Partners will be led by the Spirit to respond to, opportunities for conversations about spiritual matters, and will communicate the love of Christ and the Gospel in appropriate ways to their students
- That many students will open their hearts to Christ
- That many Christian students will be effectively discipled, given opportunities for exercising leadership and prepared for effective service back home

For the Church Team, Campus Ministry Team, Development Council and ISI Staff Members:

- That they will be united in spirit and faithful in their international student ministry
- That God will guide them as they make ministry plans
- That they would be good role models for the other volunteers and for the international students
- That God will raise up any needed additional team members, that His able servants will hear His call and respond with enthusiastic commitment
- That church team members will be consistent and sensitive when calling Friendship Partners
- That God will guide the Development Council (if any) in seeking financial resources for the city ministry and supply greatly according to His promises and His gift of faith in those promises

For Campus and Church Groups of International Students:

- That God will give these groups unity within themselves and with other evangelical groups
- That God will raise up ample and good leadership among the international students
- That God will draw many international students to Him through these groups and Christian students
- That Christian international students will receive the equipping they need in preparation for returning to their home countries
- That many Christian international students will return home to roles of effective service and reproductive discipleship, and will use ISI's Global Follow-Up Network to further this goal

Making Church Team Meetings Fun and Effective: One Church Team Leader's Advice

- 1. I make sure to prepare well.
 - I pray for a well-attended meeting that is worth the team's time—fun and effective in fulfilling God's purposes. I ask God for direction about the agenda.
 - I prepare for every member a written agenda and a list of praise and prayer items to take home.
 - I review the material to be covered and make necessary copies.
- 2. I always begin and end the meetings on time, and open with prayer.
- 3. I share two or three exciting new statistics and/or answers to prayer from the international student ministry, connecting these specifics to our team's overall vision and current year's ministry plan.
- 4. Last year we varied the meeting location. For our initial meeting we first had breakfast together at a local restaurant and then went to the nearby home of a team member for our meeting. In August our team met at the new Chinese Cultural Center on our primary campus. After a delicious ethnic meal we discussed the use of new materials and prayed for the ministry during the upcoming academic year. Then our entire team attended the university's reception for new international students. To wrap up our ministry year in late spring, we held a breakfast meeting in a reserved room at a restaurant.
- 5. I pray regularly for each team member. I ask each one what things I need to be praying for him or her. I keep notes so that I can ask the member for updates on these concerns and sometimes spontaneously pray with him or her about them and always praise God for answers when they come.
- 6. I seek out members' written feedback for improving the quality of the meetings, addressing issues in Friendship Partners and other programs, planning and evaluating major events and getting new event or program ideas.
- 7. I do not give extra work to team members unless it has been discussed **before** the meeting and they have made it clear to me that this is something they want to do.
- 8. For the last team meeting of the year I give the ministry statistical totals from all the phone calling and compare them to those of the previous year. Then I share at least one conversion story and another highlight story that the team has not yet heard. This promotes the "big picture" while recalling that we are serving real individuals, not numbers.

Telephoning Training Exercises

Exercise One

- 1. Distribute copies of the telephoning guidelines.
- 2. Read aloud the list of reasons.
- 3. Read aloud each of the advice and guidelines items. These can be reworded or comments added.
- 4. Answer questions.

Exercise Two: The Generic Telephone Call (Role-Play)

Directions: Church Team Leaders takes role of church team member and a team member takes role of Friendship Partner. The church team member has a notebook, pen and a Telephone Call Report Form. Debrief after the role-play.

Church Team Member: Hi. This is _____ from ____ church. I'm with the ISI ministry at the church. I'll be calling you on a regular basis to let you know about events and ISI materials and to take any prayer requests you have. Have you had a chance to talk with your student yet?

Friendship Partner: Yes, we finally reached him, but it was difficult. We invited him for dinner this week. He was a little shy at first, but we all were talking more easily by the end of the evening.

Church Team Member: That's great! Let me encourage you to use the student's email address to contact him. Most students check their email messages two or three times a day. Our team is getting ready to order some ISI materials useful for Friendship Partners and their students. Would you like to give your student a copy of *How to Survive in the US*? And are you interested in getting profiles about your student's country and religious background?

Friendship Partner: Yes, I'd like to get that survival book. But I think I'll wait on the profiles for now.

Church Team Member: (The church team member writes down the order in the notebook.) All right. I'll let you know when the survival book comes in. We also have *Jesus* videos that are free for the student and low cost study guides for you to watch the video together with your student. You may want to think about that for Christmas. I'll check back with you in November to see if you have any interest.

Friendship Partner: That sounds great, but you're right, I think I'll wait until we get to know the student better.

Church Team Member: We have an upcoming event that can help you and your student get better acquainted. We are going to go to Sedona on Saturday, October 15 to see the color of the leaves change and hike through the canyon. We'll meet in the parking lot #4 at 12:00 noon. It's a good idea to bring sandwiches and drinks or stop for an early lunch on the way to the rendezvous. We'll leave at 12:30 p.m. and get back around 4:00 p.m. You and your student will need light jackets. Hope to see you there.

Friendship Partner: That sounds great. We'll see if our student is free. He told us hiking is one of his hobbies.

Church Team Member: We have a prayer group that prays for our ministry prayer concerns on a regular basis, but I would like to encourage you to get two or three of your close Christian friends together to pray for you, your student and your relationship with him. Do you have any requests that I could give them right now? We keep these requests confidential.

Friendship Partner: Yes. Please pray for a good relationship to develop and also for time to get together with him. Pray that we would be able to connect with him in a personal way and that he would come to feel like part of our family.

Church Team Member: (Writes down prayer request.) Okay, I've got it. I'm so excited that you've answered God's call to befriend an international student this year. May I close us in prayer? (The church team member prays for the request and thanks God for the Friendship Partner, for the student and for what God is going to do in the student.

Exercise Three: Building the Relationship between the Church Team Member and Friendship Partner (Role-Play)

Directions: Take different roles from previous exercise, but make sure the person who takes the church team member role has his or her three-minute testimony ready. Again, the church team member has notebook, pen and Telephone Call Report Form handy. Debrief after the role-play.

Church Team Member: Hi, this is _____. How are things going with _____ (student)?

Friendship Partner: Pretty good. But we're having trouble getting together. The student is very busy and so are we.

Church Team Member: We can put that on our prayer list. Maybe one member of your family could meet with the student on campus for lunch or an early supper. Or even just a snack or cup of coffee and a study break. The important thing is to keep trying to get something scheduled. Maybe a soccer match your son is playing in.

Friendship Partner: Those sound like good ideas. I'll try the soccer but keep the campus meal or study break as a backup.

Church Team Member: In the conversations you've had with your student so far, has the Lord opened any doors yet for a spiritual topic? Or even a chance for you to share your testimony?

Friendship Partner: Not yet. To tell you the truth, that's a difficult area for me.

Church Team Member: It used to be for me, too. But I practice with the three-minute testimony sheet and try to make it very conversational. Do you have three minutes right now to hear it?

Friendship Partner: Sure.

Church Team Member: (Gives three-minute testimony.) Well, that's it.

Friendship Partner: That was very helpful. I didn't know you had that kind of background.

Church Team Member: Let me tell you a bit more about me and my family now. (The church team member shares briefly.) Would you mind telling me a little about yourself?

Friendship Partner: (Shares something about him- or herself.)

Church Team Member: Thank you for that. It's good to get better acquainted, isn't it? By the way, about that personal testimony, you could do the same thing. The three-minute testimony sheet is in your Friendship Partner Participant's Manual. Just make a photocopy, write some notes and practice with a friend or on your way to work.

Friendship Partner: That doesn't sound too hard. I'll try it.

Church Team Member: Super. Now do you have any other questions about you and your student?

Friendship Partner: No, not really. But if something comes along, can I call you?

Church Team Member: Of course. (Gives his or her phone number.) Would you be interested in a *Jesus* video or a Bible in your student's language? They're free.

Friendship Partner: That would be wonderful. I'd like both in Spanish. How can I get them?

Church Team Member: We could meet in the foyer between first and second services this Sunday. I'll be carrying the video and Spanish Bible. It would be great to meet you. Or better yet, is there any chance you and I could go for dinner after the last service? My treat. My family's going to be away on that retreat and I don't have any special plans.

Friendship Partner: That's awfully nice of you. Well, sure. After the last service, in the foyer.

Church Team Member: All right, great. Now before we close, I want to let you know about our Christmas event that's coming up. This would be an excellent thing to invite your student to. Just make sure she understands that the original Christian story of Christmas will be presented. Your

whole family would love it. (The church team member gives date, time and location.) I'll bring you a flyer about it on Sunday.

Friendship Partner: It sounds interesting. Thanks.

Church Team Member: I and the prayer group will be praying for you and your student. And also your family. Is there anything in particular that you would like us to pray about?

(Friendship Partner shares a couple of concerns, the church team member prays for them briefly, and they close, looking forward to meeting each other for dinner on Sunday.)

Exercise Four: Assessing an Event (Role-Play)

The church team member has notebook, pen, Bible and Telephone Call Report Form handy. Debrief after the role-play.

Church Team Member: Hi, this is _____. May I speak to ____?

Friendship Partner: This is _____.

Church Team Member: I'm sorry. I'm still learning your voice. I'll keep working on it. Is this a good time to talk?

Friendship Partner: That's perfectly all right, and yes, it is. We've finished dinner and my wife is watching TV.

Church Team Member: Okay, good. How's the relationship building going with your student?

Friendship Partner: Things are going fine with our student right now, but I'm concerned about _____ (name of spouse). She's had a new flare-up of arthritis these past two weeks. The doctor's prescribed something, but so far there's not a lot of relief.

Church Team Member: I'm so sorry. Do you mind if I give this to the prayer group to pray for?

Friendship Partner: No, we'd appreciate it, believe me.

Church Team Member: Let me pray for you and _____ right now. (Prays for them.) The Lord gave me a verse last week when a sinus infection laid me low. (Shares it with him or her.) Do you have any other prayer requests?

Friendship Partner: No, that's our main concern right now.

Church Team Member: All right. Thanks for telling me. I and the prayer group will continue to pray. (pause) Shifting to a more pleasant subject—I was really happy to see you and _____ (name of spouse) at the Christmas event with your student three weeks ago. Did you enjoy it?

Friendship Partner: Yes, we had a good time.

Church Team Member: What about the student? Did he enjoy it? Did he have any questions, especially about the meaning of Christmas and why we celebrate it? **Friendship Partner:** As a matter of fact, he did, but some I don't think I answered very well.

Church Team Member: Would you mind telling what some of the hard questions were?

Friendship Partner: (Tells church team member.)

Church Team Member: (After writing down the questions, offers some answers and suggests a book at a nearby Christian bookstore that might help fill in these gaps for the Friendship Partner. Or if the questions are really tough, offers to find out.) You might also want to let us connect your student with our campus staff. We have an International Student Club table on the campus staffed by several ISI personnel who could meet personally with the student and probably answer his questions. He might also be interested in attending a Friday night meeting of the ICF, or International Christian Fellowship. Another possibility is to invite your student to your church as an observer. If your pastor's preaching about Christmas, he might answer some of the questions. ISI also has published some useful materials, including "Is Jesus the Only Way to God?" and "How Can I Know the Bible Is the Word of God?" These are available separately and information regarding these topics is also in the book *The Compact Guide to World Religions*. So you've got some options here.

Friendship Partner: Oh, that's a relief! I would like a campus staff person to meet the student, but me check with him first. Personally, I'd like to read "Is Jesus the Only Way to God." How do I get it?

Church Team Member: You can order it directly from ISI. (Gives telephone number.) Getting back to the Christmas event, do you have any suggestions for how we might do it differently next year? What did you especially like? What could be improved?

Friendship Partner: I liked nearly everything, except I thought it went a little long. And I would have loved to invite all the Friendship Partners and students back to our house afterwards for hot chocolate and neighborhood Christmas lights.

Church Team Member: (Taking notes) Thank you for your input, and your offer's a great one. I'll pass these on to our team. Of course, it'll probably be eight or nine months before our plans for the next Christmas event start taking shape. But I'll definitely let you know about your offer one way or the other when they do. Let's close in prayer. (The church team member thanks God for Friendship Partners and prays for them and their student and again for the arthritis.)

Exercise Five: Collecting Information (Role-Play)

- Church Team Leader gives many reasons why collecting information is important to the ministry (from Reasons for Collecting Information from Friendship Partners) and uses a positive manner to encourage the team.
- Church Team Leader goes over the Church Team Monthly Report with the team and explains how he or she uses the Information from their phone call reports to fill this out. Church Team Leader asks the team to share any stories with the assurance that the name of neither the student nor the Friendship Partner would be used without specific permission of each. He or she also explains how stories of conversion, other spiritual growth and answers to prayer will encourage the pastor, Friendship Partners, other church volunteers, ISI staff, the prayer team and, of course, the church team members themselves.
- Church Team Leader gives example of conversationally collecting information by using a short role-play that her or she has adapted from one of the previous exercises.
- Church Team Leader asks the team to look over the Telephone Call Report Form and suggest questions that would reap needed answers while keeping the conversation warm and friendly. Make a list of the best questions.

Student Receptions: One City's Plan

Receptions

We currently have several methods for putting on a reception. This can be arranged through the Foreign Student Advisor's office. Below are three examples currently being used in the Phoenix Metro area for Arizona State University and the American Graduate School of International Management.

Example: Reception # 1

We have a committee made up of representatives from ten local churches. The head of our committee works with the Foreign Student Advisor at ASU to work out all the details to meet their requirements. Each church donates \$150.00 for the reception. The reception is held at the Memorial Union Building on the ASU campus the Sunday evening before the semester begins in August.

We have several speakers, including the Mayor of Tempe, who welcome the students to this country and this university and encourage them. Through the university system, we hire their outside official food provider to supply sandwiches, fruit, dessert and drinks. We normally have between 200 to 250 students. Also attending are ISI local staff and eight members of each church on the committee. They know we are a Christian group, but there is no proselytizing allowed. However, the university does allow us to exchange telephone or email addresses with the students that are interested in the Friendship Partner Program.

The students hear about this program on the last day of their university orientation. Many of the students attending this reception are interested in having an American friend. There are forms to be filled out by those students if they would like to have an American Friendship Partner. If there is an exchange of telephone numbers between one of the Americans and one of the international students, then the American notifies their church that they are taking that student as a Friendship Partner. All American Friendship Partners are required to take the ISI three-hour Friendship Partner Training.

Example: Reception # 2

The second example is one local church team that puts on a welcome party the last Saturday in August. We have a chairperson but the entire team participates. The reception is held at a private home. We work with the senior campus minister for ISI at ASU. ISI has a table on campus for students to sign up. There will be both brand new students as well as returning students for this reception. The ASU International Christian Fellowship (ISI) busses these students up to the reception.

We recruit people from different Sunday school classes and from the Women's Ministry to prepare a variety of potluck dishes. We do ask that all the side dishes be vegetarian since we have a number of students who do not eat meat, eggs, etc. We rented six five-gallon containers from McDonalds. We serve ice tea, lemonade and water. We buy nice paper plates, forks, and

large paper cups from Costco. We buy brightly colored plastic round tablecloths for about \$2.00 each. Next year we are asking that all side dishes come in disposable containers. This has been a fun evening. The Campus Director puts on a program that helps everyone to get to know each other. About 30 Americans from our church who are interested in the Friendship Partner Program attend this reception and are often matched with students that evening. We also have a table at the front door after the reception for those students who would like to sign up for a Friendship Partner. There is also a sign-up sheet for the ISI International Student Club on the ASU campus. It is a great time.

Example: Reception # 3

This reception is held on the campus of the American Graduate School of International Management (Thunderbird). It is also put on by a number of churches on the western side of the Phoenix Metro area. The committee chairperson works with the Foreign Student Advisor at Thunderbird. This reception is held immediately after orientation. Each of the churches brings finger food, snacks and drinks for the reception, which is held from 4:00 to 6:00 p.m.

There is a sign-up table for the students. Many are matched that same evening. All of the American Friendship Partners have attended the three-hour ISI Friendship Partner Training. After the students leave, the chairperson and several people from each church match as many of the students with a Friendship Partner from their churches as soon as possible. The remaining students not placed are given to the Church Team Leader of each church working with us to place after further Friendship Partner Training has been done. Over 50% of the students sign up for the program from this school.

Leading a Church Team in Strategic Planning

Set aside **three or four hours** for this planning session at a time when all church team members can be present. Take a break halfway through. Have refreshments.

Make sure every member has a copy of the City/Area Ministry Plan and keep this plan before the group throughout this session.

If the team numbers six or less, including you, the Church Team Leader, then the team can stay together throughout the session. You will need blank sheets of regular paper, markers and a large whiteboard or a flip chart with big blank sheets. You serve as the recorder for the team, or, if your handwriting is bad, you can ask another member to write, but you lead the discussions.

If the team numbers seven or more, break the members into groups of three or four and have them work in separate rooms or parts of a large room. You can be a member of one group or "float" between groups. Each group should choose a recorder who is given a marker to write down the group's ideas on a large whiteboard or several big sheets of blank paper torn from a flip chart and taped to a wall (with masking tape). At the end of each stage of the planning, have the groups come back together, share their findings and work out their differences into one statement, one set of goals, etc. This small group process will probably require the planning session to last four hours.

Don't let the team get bogged down in the first steps. Keep the process moving. Keep reminding the team to work out these planning stages within the context of the City/Area Plan.

1. Ask the Lord to bless this planning session.

2. Statement of Purpose

- Give each team member a sheet of paper and ask him or her to write down what he or she believes is the overall purpose of the ISI ministry partnership for this church. The responses should answer the question, "What is or should be the ultimate goal of our ministry efforts?"
- Have the members share in turn what their answers are and you write these on a whiteboard or on blank pages of a flip chart in a hand large enough for all to read, compare and evaluate.
- Lead an open discussion on the different aspects, help the team decide what elements should be included, and facilitate the crafting of a statement of purpose that includes all these essential aspects in as clear and simple a way as possible.

3. Three-Year Goals

Ask, "In light of this ultimate purpose or goal, where do we as an ISI church team want to be three years from now?" Encourage the team to dream, brainstorm and get excited about what God might do. Again record ideas on a whiteboard or flip chart. Help the team do these steps:

- Set numerical goals for numbers of students introduced, presented with the Gospel, brought to commitment in Christ, discipled, given positions of leadership, and prepared for returning home for effective service.
- Work out how many church volunteers will be needed to accomplish these numerical student goals.
- Prioritize these goals.

4. Implementing Goals

Ask, "What is it going to take to get there?" Encourage the team to think through realistic faith steps by answering these questions:

- What can we as a church team do to achieve these goals? Whom do we need to recruit? What training, materials, equipment and facilities do we need?
- How can the team draw on what is already in place? For example, if a women's outreach program with childcare already exists, could this be expanded to include international wives and children instead of starting something totally new?
- With whom can the team collaborate/network/interface? What other ministry leaders, ISI staff, international student leaders, FSAs, ESL teachers, Christian faculty, other church teams, church outreach/missions leaders might be available?
- How much is the achievement of these goals going to cost and how does the team get the funding? Is there a local Development Council to help?

5. Scheduling the Plan

Have the team fit the steps into a three-year schedule by month. If the team is large enough, you can divide the years up among groups of two or three members.

6. Thank God for this plan and ask for His blessings on it.

Global Follow-Up Network Overview

GFUN U.S. Staff

Dan Brannen Carolyn Brannen (part-time) Joe McGrath

GFUN Overseas Staff

Stuart Bullington, full-time Ministry Representative in Taiwan Vemon and Yoko Song, ISI Ministry Representatives in Singapore Seng Tan, ISI Ministry Representative in Singapore

GFUN Vision

To help staff, volunteers and international students keep the end in view: to help returning students take root and bear fruit back home. We follow up with students with either:

- A contact—someone who agrees to provide information and point the way to Christian resources
- A friend—someone who agrees to meet a returnee and introduce him/her to Christians, churches, etc., or
- A mentor—someone who agrees to meet regularly with a returnee until he or she is connected and established in his or her faith back home

We have a growing database of overseas contacts in major cities around the world who are willing to serve in one or more of the above roles. Our overseas contacts are either ISI returnees, expatriates (missionaries, tentmakers, etc.) or Christian nationals.

Follow up Procedures

Depending on the country and security issues, we try to provide as much information as we can (names, addresses, telephone numbers and emails) to both the student returning home and those following up back home. If both parties agree to initiate contact, the chance of a successful connection increases. In some cases, for security reasons, we can only give the name of the returnee and contact information to the follow up person back home.

Follow Up and Reentry Recommendations and Requests

The three most valuable follow up connections for support for returnees are:

- 1. Ongoing communication and connection with Christian friends in the U.S. who have encouraged them personally and spiritually.
- 2. Relationships with Christian friends from their own country who will eventually be returning home.
- 3. Connection with new Christian friends or mentor provided by GFUN.

ISI staff and volunteers need to inform and promote GFUN services to volunteers and students they are working with throughout the year.

ISI staff and volunteers can help students "keep the end in view" while they are sojourning in the U.S. and help them prepare for returning home from the time they first arrive.

ISI staff and volunteers should inform GFUN and submit follow up requests with as much lead-time as possible (Hard copy forms, web or email).

Students returning home (Christians or seekers) must themselves desire (ask for) follow up services (not just the desire of the staff and volunteer who is serving them). Students who are used to accountability relationships will especially appreciate a Christian friend or mentor.

Outbound Students

As a result of Stuart Bullington's work in Taiwan, we understand more about how to intercept students in their country before they leave for overseas study. This enables those at ISI to be their first friends when they arrive home.