

### Dream Team

Over the past five months you've been working hard to recruit your Leadership Development team. This will be your fourth time leading this type of trip, and it has consistently been the highlight of your year. You take the recruiting process very seriously and, if you've learned one thing over time, having the right team is critical to a great experience. Your team will focus on two main objectives:

Leadership development for the community Leadership Council, and

Biblically-based business training – teaching biblical principles that are relevant to running a successful business.

You're four weeks out. You've got your dream team. It's small, but that's OK. You have nine people – seven have been on a trip with you before. The other two are spouses of returning team members. You've had two team meetings and couldn't be more pleased with the team dynamic. You're convinced this will be the best trip yet.

Last week you received a call from the Pastor of Family Ministry at your church. He quickly gets to the point. "I have someone who is interested in joining your trip to Haiti. I know your trip is less than 60-days out, but I'd really appreciate it if you would meet with her." You push back, but the family pastor presses the issue so you agree to meet with her. He gives you the name "Debbie

Winthrop" and a phone number. The name sounds familiar, but you're not sure why...

You call Debbie and agree to meet her for coffee. You introduce yourself and ask her to share a little about herself.

She starts, "Thank you for meeting me. I've been looking forward it. I really feel led to join your service trip." After several minutes you learn why her name sounded so familiar. Ms. Winthrop recently went through a messy, and very public, divorce. All the local media outlets carried the news over the past several months and most everyone in the community knows about the Winthrop divorce. You learn that Debbie is involved in "Fresh Start" – the divorce recovery ministry at your church. She is scheduled to be baptized and intends to make your church her new church home. She is a mid-level manager for a large corporation, and is excited to use her leadership and management gifts to serve others.

"I know this is last minute, but I really feel led to serve with your team. Fundraising and time will not be a problem. I hear you have a smaller team and might welcome an addition. What are the next steps to join your team?"

You shared the information with your Family Pastor and with your team. The Family Pastor wants you to allow her to join the trip, but your team is concerned that she will disrupt the team's well-oiled dynamic.

### Table Discussion Questions



1. Do you allow Debbie to join your team?
2. If not, what dynamics are you likely to face?
3. If you do, what dynamics are you likely to navigate?

### You Did What?

Oh no... What were they thinking? You explained, and explained, and explained... But still it happened.

Two well-to-do members of your team, both successful business professionals in their late 30s, did a home visit and met a really poor family. Isabella is the mother of six children and caretaker of the family. She lives in a dwelling with two small rooms, a dirt floor, and wood and tin construction. Two of the children belong to her brother, but Isabella provides for them.

During the visit, Isabella and her American guests toured her home and small plot of land. Isabella is obviously a hard worker. She grows maize (corn) and has a small stand to sell vegetables near the local market. Isabella is very proud of her family and her farm, but she struggles to produce enough food to feed her family and pay for the children's school fees.

She told the two team members that she is a member of a church, but is not able to regularly attend due to working her stand. She went on to explain that she dreams of someday having a larger shop in the market selling vegetables and dry goods. As the home visit was wrapping up the two team members prayed for Isabella and her family.

After the prayer, and without your knowledge, the two team members decided to give Isabella \$40 (\$20 each). They took out the money and gave it to Isabella. You learn of their actions at the evening debrief when the team members that gave away the money share the news with the rest of the team.

They explain, "God led us to help our new friend Isabella. We gave her \$40 so she can go buy food for her family. Isabella needs all the help she can get, and we wanted to help her out. We're so grateful to help Isabella, and we don't feel bad about it. We did what Jesus would do!"

## Table Discussion Questions



1. What do you tell the people that participated?
2. What do you tell the entire team?
3. What other steps should you take?

### Great Expectations

What a great trip....

You and your team of 21 people are enjoying your third full day in the community of Wasmus, Kenya. For the past couple days, you've been teaching Biblical virtues to primary school children and working along side community members on a water project. Each day, your team divides into two groups. One group teaches in the school while the other has been digging trenches for the water project. Each night the team comes together as a whole and talks about their experiences that day.

The conversation each night has been invaluable. Team members share their stories from the day, and the group is able to process together and make adjustments for the coming day. On the second night, Marty, one of the men working on the water project expressed his concern about the lack of progress being made in the ditch digging despite the large community turnout. "There are just not enough tools for everyone, and the tools we have are flimsy, it's like digging with a tin spoon." You made note of Marty's comment and purposed to talk with your Kenya team leader about it in the morning.

Towards the end of the meeting you prepare the team for tomorrow. You explained that the plan for the team is to spend the morning continuing their programs in the school and working on the water project. After lunch the team will split into four

groups to do home visits. As soon as you mention "home visits," you can sense the tension in the room. Again... Marty speaks up, "I just don't think we have time for home visits, not if we are going to get this trench finished by Thursday." You graciously remind Marty and the team that, "the purpose of this trip is building relationships, not accomplishing a task." The team (at least most of the team) nods in agreement and you move to close the meeting in prayer.

The next day the team does the activities as planned, and from your perspective, it seemed like a good day. You heard from team members that there were a few more tools on the worksite, still not enough for everyone, but it helped with productivity. There was the normal awkwardness during the home visits, but it seemed like people were really connecting with the families.

That evening after dinner, you gathered the team together for the debrief. You start the conversation by asking... "Anyone have any thoughts about the day?" The group is quiet for several seconds and then Marty abruptly speaks up and says... "I'm frustrated, I did not pay thousands of dollars, cash in all my vacation time, and travel halfway around the world to dig with cruddy tools, and tour houses in the bush." He went on... "I came to make a difference, to share the gospel, and help bring people water. This is not what I signed up for, and I'm not the only one who feels this way." All eyes are now on you...

### Table Discussion Questions



1. How specifically do you address Marty's criticism?
2. What action would you take moving forward?
3. What if anything could have been done to avoid this scenario?