

CORE COMPETENCIES FOR CVM SHORT-TERM MISSION (STM) LEADERS

The five Core Competencies for a CVM Short-Term Missions Leader are that they are **Christ-Centered**, a **Learner**, **Cross-Culturally Sensitive**, have **Professional Skills** that are culturally appropriate and sustainably replicable, and they understand the value of **Partnership**. *Keep in mind that CVM is more concerned about the process of working toward these competencies more than arriving at a point of “achievement.”*

LEARNING OBJECTIVE	SUGGESTED ACTIVITIES
<p>Christ-Centered We want the STM Leader to...</p> <ol style="list-style-type: none"> 1) grow in your own relationship with Jesus Christ through the STM experience. 2) be an active member of your local church and in regular Bible study and prayer as a personal discipline. 3) intentionally challenge team members to a deeper commitment in their relationship with Jesus Christ, through encouragement from other believers, daily devotions, Bible study, prayer, and sharing of their faith before, during and after the trip. 4) understand Missions as the Bible teaches it and what our role is to be as the Church. 5) understand and practice the power and absolute necessity of prayer throughout the missions process, also understanding the principles of spiritual warfare and practicing discernment. 	<p>Pre-Field:</p> <ol style="list-style-type: none"> 1) Ask team members to share testimony/bio with entire team. 2) Challenge participants to do daily devotions, Bible studies and other assignments. 3) Share prayer requests & concerns, encourage prayer for each other 4) Encourage scripture memorization 5) Prepare to minister through sharing while on outreach (devotions, testimony, worship, etc.)
	<p>On-Field:</p> <ol style="list-style-type: none"> 1) Daily devotions 2) Pray together as a team & w/ nationals & missionaries 3) Be prepared to share faith, testimony and/or a devotional as requested 4) Debrief/prayer every evening, if possible, addressing issues as needed 5) Pray for needs of LT missionary/host
	<p>Post-Field:</p> <ol style="list-style-type: none"> 1) Challenge to continue with daily devotions 2) Church involvement – serve! 3) Stay in touch – encourage continued prayer for each other 4) Encourage continued participation with CVM, including volunteer pool, prayer letter sign up, financial support, etc. 5) Continue prayer for LT missionary/host.

<p>Learner We want the STM leader to...</p> <ol style="list-style-type: none"> 1) understand and practice the value of going into a culture as a learner vs. a paternalistic expert. 2) understand the positive impact on a community when visitors seek to appreciate local practices, knowledge and resources with an attitude to learn and work with them as much as possible, while sharing new information and ideas in a participatory way. 3) understand and practice the value of assessing the needs of a community based on the perspective of the community, not the visitor (Community based Needs Assessment). 	<p>Pre-Trip:</p> <ol style="list-style-type: none"> 1) Ask questions to understand project details and dynamics at host site 2) Ask how your team can best <u>serve</u> and contribute to their project goals. 3) Get to know team members as much as possible before you go; find out challenges they are facing in their lives and pray with them. 4) Prepare yourself and your team by modeling the attitude of a servant, someone who does not arrive on the scene with all the answers, but seeks to understand, equip and empower others to succeed. 5) Understand the difference between ignorance and intelligence (just because someone doesn't know doesn't mean they can't learn), applicable to both yourselves and the nationals.
	<p>On-Field:</p> <ol style="list-style-type: none"> 1) Seek to understand local customs as much as possible. 2) Utilize as necessary the principles of Appreciative Inquiry, Needs Assessment and participatory methodology.
	<p>Post-Field:</p> <ol style="list-style-type: none"> 1) Journal the insights you gained and what you learned on this trip. Share it with your senders so their worldview is expanded as well. 2) Share these insights and observations with CVM. 3) Encourage your team to continue to be learners in their own culture.

<p>Cross-Culturally Sensitive We want the STM leader to...</p> <ol style="list-style-type: none"> 1) understand, practice and model the attitude of valuing another culture for its uniqueness and differences. 2) understand your own culture and values and how that affects your understanding and interpretation of other cultures. Challenge team members to do the same. 3) understand culture shock and be able to help team members when they struggle with this. 	<p>Pre-Field:</p> <ol style="list-style-type: none"> 1) Study the culture (travel books, missionary info, internet, etc.) 2) Educate yourself and team members re: clothing, men/women, family, food, religion, customs, hospitality, greetings, hygiene, etc. 3) Understand paternalism and how not to practice this! 4) Take the Cultural Profile test to help you understand your own culture, esp how it differs from new culture; 5) Ask host how Americans (or other nationalities) are viewed and understand the need for wisdom and humility. 6) Learn basic and useful vocabulary. 7) Develop sensitivity to issues of gender.
	<p>On-Field:</p> <ol style="list-style-type: none"> 1) Keep your eyes, mind and heart open to this new culture and what you can learn from it. 2) Continue learning & using vocabulary. 3) Remember you are a guest, not a visiting dignitary. 4) Let them know you value and are interested in their culture by asking [tactful] questions. 5) Don't make promises you can't keep. 6) Use your vocabulary, however limited! 7) Value time with people as a gift from God, not a distraction or delay from "work."
	<p>Post-Field:</p> <ol style="list-style-type: none"> 1) Re-entry principles – assess your experience carefully 2) Share insights you learned so that others worldview is expanded also 3) Keep your promises 4) Plan to return

<p>Professional Skills – culturally appropriate & sustainably replicable We want the STM Leader to...</p> <ol style="list-style-type: none"> 1) in cooperation with the host, develop relationship with the local vet professionals on how to best serve their community. 2) understand the role and value that animals have in the culture. 3) conduct training that supports sustainability of vet practices for the culture & context. 4) be realistic, and help team members to also understand that change may take several trips/years. 	<p>Pre-Field:</p> <ol style="list-style-type: none"> 1) Work closely with host in setting reasonable the goals for the on-field time. 2) Find out what value they place on animals in their culture. 3) Find out how to best simplify vet procedures and treatment to fit their context so that it is sustainable. 4) Find out what supplies/meds are available at trip location. Work with CVM to determine appropriate meds to take/not take. 5) What is being requested in the way of training? Prepare appropriately for realistic expectations 6) Know relevant legal issues such as drug use, zoonotic disease reporting guidelines, etc.
	<p>On-Field:</p> <ol style="list-style-type: none"> 1) Work closely with the host and/or vet professionals in the area. 2) Identify local vets/para-vets in the area and work closely to learn from them and train as requested/ appropriate. 3) May also need to identify who actually cares for the animals in the culture/locality (may be different from vets/vet agents). 4) Remember that if the culture is oral (illiterate), <u>learning is doing.</u> 5) Remember the ignorance/intelligence rule.
	<p>Post-Field:</p> <ol style="list-style-type: none"> 1) Provide encouragement & prayer to the host; 2) Stay in touch with host for feedback and to improve and plan future visits; 3) Return! Multiple visits communicate love and value to the community, and exponentially increase your impact there.

<p>Partnership & Relationships We want the STM Leader to...</p> <ol style="list-style-type: none"> 1) model and communicate the value of caring relationships with your team members. 2) model and communicate the value and importance of the Senders (Church, Supporters, Family & CVM). 3) understand that you are a liaison to CVM for both your team members and your host. 4) build bridges, not barriers, to the community for the host and the existing ministry. 5) understand the value of building relationships with your host, other vet professionals and the community, and be willing to patiently gain their trust and respect. 	<p>Pre-Field:</p> <ol style="list-style-type: none"> 1) Be in touch with your team regularly thru phone, email, etc. helping them to prepare. 2) Identify the senders (CVM, church, family, supporters, etc.) Make sure team members are communicating with the appropriate groups, thanking them, inviting prayer and reporting back to them post-field. 3) Identify your host/receivers and discover their expectations as best you can. 4) Leader is a bridge for the team to CVM & to host.
	<p>On-Field:</p> <ol style="list-style-type: none"> 1) Work closely with the host and/or vet professionals in the area. 2) Understand that relationship is often more highly valued in other cultures than in ours. You may need to be prepared to “socialize” vs. “work” at times. 3) Pray and debrief together as a team daily, if possible (evenings are best). 4) Make sure you show respect for your host by building bridges through them with the community vs. agreeing to other projects or opportunities outside of their influence. 5) Remember that it is extremely important to increase the status and respect of your host in their community. Never correct or criticize the host in front of others.
	<p>Post-Field:</p> <ol style="list-style-type: none"> 1) Stay in touch with your host as appropriate. 2) Ask each member of your team to submit Trip Reports and other requested forms to CVM. Encourage their continued

	<p>involvement with and support of CVM.</p> <ol style="list-style-type: none"> 3) Remind team to send reports to their supporters/senders, and share insights learned to expand supporters worldview as well. 4) Share experience in your church, local newspapers, your clinic, (photo albums), etc. 5) Plan to return and encourage team members to do the same. Also support the host ministry through prayer, finances, encouragement, etc. 6) Encourage team members to continue to pray for and encourage one another. 7) Provide feedback to CVM on host, team members, design of trip and all other aspects of CVM involvement so CVM can learn and seek to continually improve.
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Note: Understanding that there is an endless variety of mission trips and team members who serve, we fully expect the Team Leader to contextualize the Suggested Activities for each Learning Objective to fit their specific situation.