

## ISP Team Leader Expectations

Thank you for your interest in leading an ISP team! This is some basic information regarding our program and what you can expect as a team leader. Before any logistical topics can be covered, it is essential for any potential team leader to have an understanding about the purpose of our program:

*Above all else, we are looking for team leaders who will **invest** in every area of a student's life for the purpose of nurturing Disciples of the Nations. We believe mobilization is participating with the Holy Spirit in the **awakening** of the sent ones of God. Since ISP is a discipleship program, we want leaders who are learners and will serve alongside their students as role models and ambassadors for Christ. The end goal is not to get the students overseas and back safely; the goal is to see them nurtured in their intimacy with the Living God and grow in their understanding of their role in the story of God. In that effort, our office seeks leaders who have that same passion and will help us live it out.*

- **Qualifications** to lead a team include: being a follower of Jesus, being a member of an evangelical church, adhering to core values of the Southern Baptist Faith and Message, and receiving approval by your direct supervisor and Vice President. Last, we ask that you participate in a discipleship community prior to being accepted as a leader.
- Teams are generally made up of 1 leader (staff, faculty, or alumni), 1 co-leader (staff, faculty, or student), and about 8-10 students.
- Spouses of faculty, staff and alumni are welcome to apply and if selected will be paired with their spouse to serve. In addition, teenage students of faculty, staff and alumni may apply to participate. Students must be in at least the 11<sup>th</sup> grade, and are subject to approval by the University.
- **Your team will serve** for 3 weeks overseas on ISP. The Team Preview Page contains this year's teams, and it will continually be updated. You might also find the FAQ page to be helpful. You can find these links at [www.calbaptist.edu/go](http://www.calbaptist.edu/go).
- **Applications** are due October 13<sup>th</sup> and can be found at [calbaptist.edu/go](http://calbaptist.edu/go). **For first-time leaders**, after you submit your application, you will be invited to a required *information meeting* and an *interview* with a member of our staff. Both of these interactions will be a good opportunity for you to ask questions and to discuss which team would be a good match for you.
- Team Leaders will then be **approved** by Executive Council and then announced via a letter from our office in early-November. Your **acceptance** letter will include location, dates, training night, basic information about your team's assignment, who your co-leader is, and how much you will need to raise in support.
- **Cost** includes international insurance, flights, on-field travel, housing, food, ministry supplies; basically everything except personal souvenirs, sightseeing and snacks. Each leader will need to raise between \$500 and \$2,000 in support depending on their leadership role.
- **Fundraising** is an essential part of ISP, as our program is 100% self-funded, meaning we receive no university funds to send students. Students are required to send out support letters; leaders are not required to do so. However it is strongly encouraged that leaders develop a support team not only for finances but also for prayer support.
- **Discipling Community**- Team leaders will be required to participate in a Mobilization Discipling Community. This requirement may be waived if you are a part of a discipling community in your church.
- **Leader Training** is an all-day session on Saturday, November 18. We will review the objectives of spring training and help you prepare to lead your weekly team training time. There will also be an hour-long team leader meeting before **Team Reveal on December 1**. Any additional leader meetings will take place during the regular spring training time.

- **Team Reveal** takes place at 7pm on **November 30**. This event is the kickoff of training and is arguably the most exciting night of the school year for all participants, because students learn where they are going and the team is united for the very first time. The evening will include training, during which Mobilization will cover basic information, including expectations, dates, security, immunizations, as well as time to connect with your team.
- **Spring training** will be one night a week on either Monday or Wednesday, depending on which night your team is assigned, from 6pm – 9pm. Some evenings will be large group format, and others will be all team time. You are required to attend the Monday or Wednesday assigned on nights where training is provided. Your team will continue to meet on training nights throughout the season when large group training does not meet.
- We estimate that leaders will spend about **five hours a week** on team-related activities. (3 hours for training, one hour for a 1-on-1 with a teammate, and 1 hour planning team time.) This amount of time may change depending on your schedule or what is happening in training, and may need to occasionally include a couple of additional hours for fundraising.
- **Intensive Training Weekend (ITW)** ITW is absolutely mandatory for all ISP and SOS participants. Everyone will spend time as a team going through various cross-cultural simulations and team building activities. This is like a trial run of your on-field experience, and the goal is to immerse students into a different culture and see how they respond both as a team and as individuals. **Dates for ITW will be January 26-28, February 2-4 or February 16-18.**
- **Teams will be on the field** beginning May 7, with our last team of the summer returning by July 10.
- **On-the-field tasks** include leading daily Bible studies and prayer time, guiding students through a service learning experience, facilitating daily debriefing, delegating responsibilities to students, building team unity, resolving conflicts, encouraging Christ-like character development, and managing team finances.
- **Compensation** for 9-month faculty member leading a 3-week ISP team is \$600 since it is considered like an additional class. 12-month faculty members and staff do not have to use vacation time to participate in ISP and therefore are paid their regular salary or hourly rate.

Thank you for taking the time to read this overview of leader expectations and for considering partnering with us. If you have any questions or would like to discuss leading a team with a member of our staff, please contact us at 951-343-4718 or send an email to khorton@calbaptist.edu.

**2017 Dates**

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|--------------------------------------|----------------------------------------------|
| • <b>Applications due</b>            | October 13 <sup>th</sup>                     |
| • Leader Acceptance Letters released | Early November                               |
| • MOB Leader Training (half day)     | Saturday, November 18 <sup>th</sup>          |
| • Team Reveal                        | Thursday, November 30 <sup>th</sup>          |
| • MOB Leader Retreat                 | Saturday, Jan 13/14                          |
| • Weekly Training begins             | January 15 and 17                            |
| • Intensive Training Weekend         | Friday, January 26-28, February 2-4 or 16-18 |
| • All Teams Sent Out                 | May 7 <sup>th</sup> – July 10 <sup>th</sup>  |

I have read and understand CBU's Leader Expectations \_\_\_\_\_

*Applicant's Signature*

*Date*

