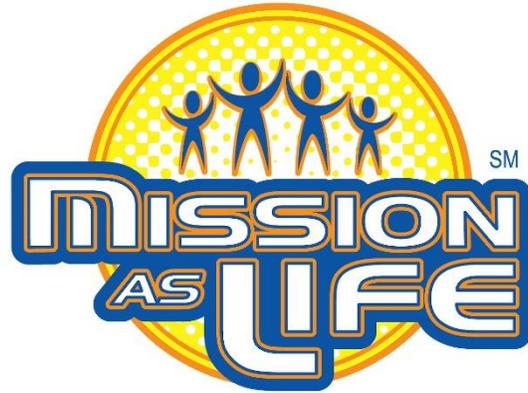


Mustard Seeds & Mountains



Team Packet

Be the **Best Trip Leader
by doing the following **6**
things:**

- 1. Read the entire packet!**
- 2. Take trip preparation seriously!**
- 3. Share the contents of this
packet with co-leaders.**
- 4. Turn in payments on time.**
- 5. Debrief after the trip.**
- 6. Implement service in your
community after returning.**

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Introduction to *Mission as Life*

Thank You for scheduling a Mission as Life trip with Mustard Seeds and Mountains. In this packet, you will find much of what is needed to organize and prepare your group for the trip. We seek to use pre-trip team preparation, experiential learning activities, evening devotions, team debriefing times, and post-trip ministry in your own area as ways to help **transform your experience into a lifestyle**.

Research has shown that short-term mission trips are often a form of religious tourism. Participation in standard short-term trips tends to produce a sense of gratitude for the participants' wealth and living conditions (which is a nice but insufficient response), but does little or nothing in relation to how participants end up spending their money, time, or express their talents in relation to God's Kingdom once they return home. The often highly emotional time on the trip is much like a fever, followed by a chill. Once home, the participants continue to live as the rest of society lives, reflecting the values of American Culture more completely than the values of the Kingdom of God.

Mission as Life
trips involve
greater
preparation,
commitment and
follow-up than
regular short-term
trips.

When you commit to participating in a Mission as Life trip, you are committing to more than a single week in the beauty and poverty of West Virginia. Participation in a Mission as Life trip involves a much more comprehensive commitment for team members and their preparation, as well as to the creation and follow through with ministry opportunities once you return home. Our goal is simple. In addition to helping our community, we want to stir church after church, small group after small group, individual after individual into action in their own communities. The things done on the Mission as Life trip are hopefully a "jumpstart" into creative, locally anchored ministry for each group.

Who should come on a Mission as Life trip?

Mission as Life trips are perfect for **adult, college, or youth groups**. These teams have a great time serving those need in while building relationships with each other. After they return home, they can also hold each other accountable to put into action what they learned on the trip.

Whole families can also participate on *Mission as Life* trips. We want to enable families to make service a vital part of their family life. We have created the opportunity for families to serve together as a unit, children working with parents.

We are very excited if **elderly or people with disabilities** are interested in coming on mission trip. However, they should use discretion when signing up for a trip. Due to the terrain in our area, participants will be expected to ascend stairs and sometimes hills. Stairs are actually unavoidable when going to our team sleeping facilities.

Because of the evangelistic nature of the work that happens on a Mission as Life trip, it's best if the trip participants are **followers of Christ**. However, we realize that the spiritual condition is only truly known by God and sometimes non-Christians will participate on mission trips. We do pray that the spiritual life of each participant is highly impacted by the trip in addition to the people that they serve. During registration, every participant is required to sign a commitment to obey the rules, maintain a good attitude, and not influence others against Mustard Seeds' beliefs as noted in our **Statement of Faith** (see the following section).

About Mustard Seeds & Mountains

Who We Are

Mustard Seeds & Mountains is a Christian relief and development agency, based in Appalachia, reaching out to those in greatest physical and spiritual need in poor communities. Mustard Seeds is committed to working from a biblical foundation in its mission and to the declaration of the gospel of Jesus Christ. This declaration is expressed in reconciling people to God, to one another, and to God's creation.

Our Mission

Mustard Seeds & Mountains' mission is to see the reign of God established in the lives of people, families, and communities throughout His world. We have the obligation to discern how God's Kingdom is already expressed in the culture and community of those with whom we work. We seek to make a conscious effort to augment what is already of God's Kingdom wherever we work.

Statement of Faith

- We believe the scriptures to be the final word in doctrine and practice and infallible in the original languages.
- We believe in one God, eternally existent in three persons, Father, Son, and Holy Spirit.
- We believe that God has created each individual as a person in their mother's womb and their gender is not subject to being altered by the choice of the individual.
- We believe that marriage is a covenantal relationship between one man and one woman and that God's design is that sexual relations should not be exercised outside of marriage.
- We believe in the fallenness of humankind and its total inability to bring about salvation itself.
- We believe that the substitutionary death of the sinless, virgin born, Jesus Christ is the only means for reconciling humankind to God and atoning for sin.
- We believe salvation is by grace through faith and that it is evidenced by works of righteousness and obedience.
- We believe that everyone who has been saved is responsible to work toward evangelization of the world and the spread of the Kingdom of God and its values upon the earth.
- We believe that Jesus Christ will physically return and gather unto Himself His church, judge the world and bring about His reign upon the earth.

Core Values

Servanthood - As servants, we seek not to elevate ourselves but to focus on the needs of others. We treat others with humility and respect, affirming their dignity.

Quality - To give our best to the Lord we serve, we deliver excellence in our work, products, services, and relationships.

Innovation - We're always looking for "a better way" in our products as well as in our internal operations, never satisfied with "the way we've always done it."

Authentic Learning - We focus on learning, rather than simply teaching. We concentrate on the essentials of the Christian faith, helping learners of all ages to know, love, and follow Jesus Christ.

People Friendliness - We believe our work environment should be friendly, fun, fair, & forgiving. We handle our differences with love and tact, without raising our voices or lowering our integrity.

Team Leader's Responsibilities

Mission as Life trips require a great commitment by leadership during all phases of the mission trip. The impact and quality of your *Mission as Life* trip experience is **dependent upon your preparation of the group before the trip, how well you handle responsibilities during the trip, and what you do to build on everyone's experience afterward.** As you can imagine, there are a number of responsibilities when leading a trip although many of the tasks can be delegated to co-leaders. This packet will explain many of the details but here is a summary of trip leadership responsibilities.



Responsibilities before the mission trip:

1. Form the team and identify co-leaders.
2. Decide how the trip will be funded. Some groups do fundraising, some are funded by a church, some have participants pay themselves, others do a combination of methods.
3. Communicate with Mustard Seeds to arrange trip dates and submit payments.
4. Ensure that everyone on the team completes Mustard Seeds' trip registration on time.
5. Arrange all logistics (like travel method, meal prep, and food purchasing).
6. Make sure that the team is prepared physically, mentally, and spiritually.

Responsibilities during the mission trip:

1. Oversee your team members, at the volunteer house and work site.
2. Supervise repairs at the home/work site that is assigned to you.
3. Make sure all volunteers from your group abide by the policies, rules, and guidelines set by Mustard Seeds & Mountains (and common sense).
4. See that chores are performed satisfactorily at the volunteer housing facility.
5. Assist with devotions and meal blessings.
6. Transport your volunteers during the week.

Responsibilities after the mission trip:

1. Conduct debriefing meeting(s).
2. Organize presentation of the trip with church, families, or others who helped.
3. Monitor ongoing outreach by everyone who participated on the trip.

You will need some **competent adults on your team to be Site Leaders.** Site Leaders' responsibilities include:

1. Transport your group to the work site during the week.
2. Help your group abide by work site instructions of the mission staff.
3. Ensure that participants are following Mustard Seeds' policies, rules, and guidelines.
4. Site leaders (or other adults) will be required to read a safety handout, sign a safety confirmation, and pay special attention to safety on the worksite. The safety handout can be viewed in advance on Mustard Seeds' website (at www.mustardseeds.org/forms).
5. Attempt to keep all members of your work crew busy without jeopardizing quality.
6. Encourage all members of your group to take sufficient time for building relationships with homeowner's family in addition to doing quality home repair work.
7. Help make sure that expensive ministry tools are not left at the work site.

Preparing for the Trip

In this packet, you will find much of what is needed to prepare for your trip. The time and care you put into preparing your group for the trip will determine the kind of experience you have when you arrive. The pressure of the spiritual warfare, the challenge of the work, the personal stretching of comfort zones while here brings out both positive and negative traits of team participants.

The more completely
you prepare, the
greater impact your
Mission as Life
trip will have.

We have found it best to schedule **at least 3 to 5 pre-trip meetings** in which team members are preparing for the upcoming trip. This will provide the ground work for God to work in them while they are in WV and when they return home. Some **key topics** you should cover include:

1. Communicate and enforce **trip registration** requirements.
2. Implement fundraising (if required) and **trip payment** logistics.
3. Read and distribute Mustard Seeds' **packing list, policies and rules**.
4. Research **Appalachian culture** so there will be an understanding of the people and area.
5. Study "friendship" or "conversational **evangelism**" (some possible resources could be *Reimagining Evangelism: Inviting Friends on a Spiritual Journey* by Rick Richardson or *Share Jesus Without Fear* by William Fay).
6. Encourage **servant attitudes**. Talk about things like going the extra mile, being flexible, not having "romantic" notions about the trip. Serving the poor is usually not glamorous.
7. Discuss **cultural sensitivity**. Understand ethnocentricity (cultural arrogance) and make sure participants are going with the attitude of a "learner" rather than a "fixer of problems". Also, address that much harm comes from sarcasm and cutting speech.
8. Study **scriptures about God's preferential concern** for the poor, widows, orphans, the fatherless and immigrants.
9. Understand that the mission work is **physical and spiritual**. Work done on houses and land will pass away but investment in lives will go on through generations.
10. Emphasize that **wrong expectations** can be the source of great disappointments. Consider possible questions like "Why don't these people seem to be thankful?", "How come we can't be working with a family with little children?", "It doesn't look so poor here", "Why don't these guys just change the way they live?".
11. Encourage personal **spiritual preparation**. Participants should be regularly reading the Bible as well as praying and fasting. Explore God's perspective on their trip involvement.
12. Discuss the problems of **traditional charity work**. We recommend that team leaders read *Toxic Charity* by Robert Lupton or *When Helping Hurts* by Corbett & Fikkert.

Other Tools for Your Use

Included on our website (at www.mustardseeds.org/forms) are some tools for your team to use. **First**, there are **Preparation Bible Studies** which contain three studies on the poor that you may want to use in preparing your group for the trip. **Second**, there are **Daily Devotionals** that you can print and take for each member of your team to use during the trip. You will need to carve out time around the scheduled meetings to give time for personal devotions. **Third**, there is a **Medical Form** which should be completed by each trip participant unless the Team Leader already has this type of info on file (sometimes required by church insurance companies). Mustard Seeds does not collect these completed medical forms, they are for the Team Leader. The Team Leader should bring all participants' medical forms on the trip (multiple copies if desired) in case of an emergency.

Additional Trip Information

A typical *Mission as Life* trip starts Sunday evening and goes through Friday morning. Plan to **arrive before dark, between 4 and 6pm**. Mustard Seeds will lead an Orientation on Sunday night.

Mission as Life trips are for families, school groups, youth groups, adult teams, college groups, or a combination of each. For student or youth groups, we like to have a ratio of 1 adult for every 4 or 5 students. Please make sure you have enough adults with your students.

For **Family** trips, we allow children (ages 5 to 11) on our construction work sites only if they are closely supervised, are mature enough to help out, and are well behaved (work sites can be dangerous places...they are “work” sites, not play sites and we emphasize safety with our volunteers). We try to fit the kind of work project with the family dynamics, the age of children, and skills of the parents.

Most teams get involved in some sort of **home repair** (roofing, replacing floors, walls, some plumbing, drywall, scraping/painting, etc.) but we also work on the mission facilities and do community projects at times. *We match groups and their skills with the tasks we have. You will not be given something to do which is beyond your ability, but you may be stretched and learn new skills.* Teams are divided into 5 to 10 person groups for each worksite. Each youth site must have an adult leader. Families normally work as a unit. Depending on the size and makeup of your team, **make sure there are competent adults that can be Site Leaders**. The participants' cars, vans, and/or buses are used to transport people to and from the worksites.

Mustard Seeds will provide all the tools and construction materials needed for your worksites. There are some optional tools in the packing list you may bring if desired. Don't worry about bringing tools in addition to those, unless they're in excellent condition and you want to donate them. For various reasons, we **will not know your job assignments** until just before your team arrives.



Mustard Seeds & Mountains staff will provide experiential learning activities for your team each morning as well as a devotion each evening. We do ask that someone on the teams lead a short devotion at lunchtime each day with the local family at the work site. If someone on your team is willing, they can lead the group in a few worship songs along with our evening devotions, just let our staff know at Orientation. Feel free to bring along an acoustic guitar for that purpose.

Your team will stay in our volunteer houses. All houses have bunks with mattresses, dining areas and kitchens equipped with a stove, family size refrigerator/freezer, pots, pans, dishes and utensils for eating. We can accommodate groups up to 70 people in size during the summer using all houses. In the spring and fall, we only book smaller groups.

You are responsible for your own food purchase and preparation. Additionally, we ask that you provide meals for the one or two Mustard Seeds' interns in charge of your group (there are usually no interns in the spring or fall) and **extra packed lunches** for family members whose homes you work on, so average three extra lunches per worksite. We encourage you to bring all your food for the whole week but if you do need to go to a grocery store, there is one about 30 minutes away from the volunteer housing. **Come prepared with food to last at least through Monday.**

Although we have cleaning supplies on hand, you can bring your own if you like. Our volunteer houses go through a lot of paper towels and toilet paper so feel free to bring some to help us out.

Mission as Life Process & Leader Checklist

Trip Leadership Tasks	Task Complete
1. Read through this Team Packet to get a good understanding of expectations.	
2. Recruit trip participants and get commitments. Groups will often screen trip candidates to help ensure that participants won't damage the mission.	
3. Inform Mustard Seeds of interest in trip & inquire about available trip dates .	
4. Send deposit to Mustard Seeds to secure the date of trip.	
5. Schedule team preparation meetings, identify co-leaders, and share this packet.	
6. Share with trip participants the online Trip Registration link (and group code) provided by Mustard Seeds and communicate the deadline for submission.	
7. Payment #2 sent in 90 days prior to trip.	
8. Payment #3 (final payment) sent in 60 days prior to trip.	
9. Continue trip preparation meetings to cover the topics noted in this packet.	
10. Medical form and Packing List given to each participant.	
11. Arrange travel transportation .	
12. Plan trip meals and purchase food . Include 3 meals per day for one Mustard Seeds' intern plus a few extra packed lunches per worksite for local families.	
13. Create a Phone Tree so one call to home can update all participant's families of key information. Bring a phone card for this (participants usually have no cell service on trip).	
14. Collect and pack a completed Medical Form from each participant (multiple copies if desired). These forms are not for Mustard Seeds, they're to be used by the Team Leader in case of an emergency.	
15. Load up vehicles, travel to McDowell County , and encounter what God has prepared for you!!! WoooHooo!	
16. Hold a debriefing meeting after returning home as noted in this packet.	
17. Organize presentations of the trip with church, families, or others who helped make the trip happen.	
18. Monitor ongoing outreach by everyone who participated on the trip.	
19. Hold a second debriefing meeting to discuss additional topics noted.	

Directions to Mustard Seeds & Mountains

Mission as Life Volunteer facilities

Note: Most streets and buildings in Northfork are not listed properly in GPS units, so it's very likely you will need these directions. Also, there is **no cell service** in Northfork. The main road going through Northfork is Highway 52. The Northfork zip code is 24868.

1. Whether coming North or South on **Interstate 77**, **get off at Exit # 1, the Bluefield exit**.
2. At the stop sign **turn Right** and follow the road to the US460 intersection and **take the off ramp toward Bluefield**.
3. Follow 460 toward Bluefield and watch for the Maryland Avenue Exit (at a traffic light). **Turn Right onto Maryland Avenue**.
4. Maryland Ave takes a slow 90 degree turn to the left. Follow to the stop sign that says stop unless turning Right. **Turn Right at the stop sign** to stay on Maryland Ave.
5. At this point, **call Mustard Seeds** at 304-862-3837 to check-in. If no answer, call 304-888-2035. This is a very important step. **If you do not call, our staff will NOT know when to meet you at the volunteer houses!!!**
6. **Follow this road for about 20 miles** (Maryland Ave becomes **Route 52**) until you reach Northfork (roughly 45 minutes from Bluefield). You will pass Bluefield Regional Medical Center, Bluefield State College, and Pinnacle Rock State Park. You will go through traffic lights and pass through many small towns, just continue on the same road with no turns.
7. When you arrive in the town of **Northfork**, continue straight through town for about a 1/2 mile. **Turn right on Steam Engine Drive** (across the street from *Black Diamond Pharmacy*). If you pass Family Dollar (on the left), you've gone a block too far.
8. Go over the bridge on Steam Engine Drive and **park in the lot** by the creek on the right.
9. Exit vehicle, walk back across Route 52, and **proceed up the street by the Nick's Famous Liver sign (Central Ave)**.
10. Follow the street 1 block to the tee intersection and **turn Left** (the street sign says **East McDowell St**). Look up on the **Right side** and see a large white house with a sign that says **EMMAUS HOUSE**. This is the main facility for housing volunteers. Fifty yards up the street on the right is brick duplex called the **IONA HOUSE**, also for housing volunteers.



Emmaus House



Packing List

Necessary Items

- Bible & journal
- Pillow & sleeping bag or bedding for a twin size bed
- Socks & underwear (plan enough for your entire stay, laundry facilities are not available)
- Work t-shirts (enough for 4 work days)
- Work pants or jeans required (no shorts or sweatpants at the worksites)
- Work boots or sturdy shoes required
- Comfortable shoes for evenings
- Modest casual clothes for evenings (Shorts, t-shirts, and flip-flops are fine)
- Pajamas
- Lightweight jacket/rain jacket
- Towels and washcloths
- Medication (Tylenol/allergy/prescription)
- Sunscreen
- Extra money for snacks, shopping, sightseeing, etc.

Toiletries

- Soap/shampoo/conditioner
- Deodorant
- Items for shaving
- Toothbrush/toothpaste
- Eye care products
- Comb/brush
- Feminine products
- Nail clippers/tweezers
- Earplugs
- Lotion
- Lip balm

Optional Items

- Hat & Sunglasses
- Rain gear
- Shower shoes
- First aid kit
- Insect repellent
- Wasp and hornet spray
- Alarm clock
- Flashlight
- Camera
- Guitar or musical instrument
- Hammer & nail apron
- Measuring tape
- Safety goggles/glasses
- Utility knife
- Carpenter's pencil

You will NOT need

TV's, music players, **cell phones**, laptops, tablets, hair dryers/straighteners/curlers, fireworks, or valuables (expensive jewelry, excess money),

When packing, make sure all of your personal items are marked. You might not want to bring the best of something you have. Things have a tendency to be misplaced when you are living with a group of people all week.

You will be working and living in a somewhat conservative community and representing Mustard Seeds & Mountains as volunteers. **Do not wear things like halter tops, short-shorts, etc.**



Typical Daily Schedule

- 6:30** Rise and shine
- 7:00** Breakfast
- 7:30** Cleanup
- 8:00** Morning activity led by Mustard Seeds staff
- 9:00-9:30** Arrive at worksite and begin work
- 12:00** Lunch and devotions with family at worksite
- 1:00** Resume work
- 4:00** Cleanup worksite
- 4:30** Return to team house for showers and dinner prep
- 6:00** Dinner
- 7:00** Clean up after dinner. Daily cleaning chores at team house
- 8:30** Evening gathering/Bible study led by Mustard Seeds staff
- 11:00** Lights out

Weekly Schedule

- Sunday** - Travel day. Arrive at housing facility between 4 and 6pm. **Orientation at 8:30 pm.**
- Monday** - Begin work at site. Monday night Bible study.
- Tuesday** - Continue work at site. Tuesday night Bible study.
- Wednesday** - Continue work at site. Free evening for outreach, team-building, or rest.
- Thursday** - Complete work. Thursday night Bible study.
- Friday** - Cleanup housing facility, inspection by staff. **Leave for home by 9am.**



Trip Policies for Participants

Program Attendance Requirements

- All participants must attend all morning programs, evening devotions and special activities.
- Failure to cooperate with the planned program may require that a group or individual return home.

Prohibited Items or Actions

- Tobacco use (or vaping) is not allowed in Mustard Seeds buildings or in client's homes at any time.
- **Alcohol, drugs, and fireworks are prohibited.**
- **NO cell phones** (Team Leaders may have one for emergency use although there is no cell service in most of the area).
- NO Ipods, music players, handheld video games, or computers of any kind. **These items should not be brought.** Consider this a fast from technology. (Be strong here leaders!)
- Lack of cooperation may require that a person or group be sent home at their expense.



General Issues

- Discipline of participants is the responsibility of adult chaperones.
- Damage to the buildings, furniture, or equipment **will be charged to the team.**
- Guys are not allowed in the girls' rooms or halls, and girls are not allowed in the guys' rooms or halls.
- **Lights out time** is 11:00 p.m. every night. The work we do requires that people be alert. Lights out time applies to all participants. Please follow through with this.
- Form a **phone tree** before arrival so that the Team Leader can call one person back home who will relay messages to participants' families and those who might need to know information about the team. Remember, there is no cell service here and you will need a phone card to call long distance.

Safety Issues

- Use power tools safely. Unplug them when they are not in use.
- Take breaks throughout the day and drink plenty of water.
- Use ladders safely and take them down when not in use.
- For your own safety, work boots or sturdy shoes, complete t-shirts (no tank tops, muscle shirts, or cut-offs), and long, sturdy pants are required at the work sites (no sweats or other thin pants, no shorts).
- Avoid snakes, ticks, and other creatures, as well as poison ivy and oak.
- No goofing around!
- Have a first aid kit in each vehicle.
- Be wary of dangerous curves and coal trucks.
- Do not play in or use water from creeks, it may be polluted.

Sensitivity Issues

- Please respect the privacy and property of our neighbors. Be sensitive to noise and parking issues.
- Take time to meet and talk with the family before beginning to unload.
- Keep reactions to yourself that might hurt or insult the family.
- Be sensitive to the family's need for space and privacy. Ask before venturing into new areas of the home; remember, you are a guest.
- Ask for the family's ideas and advice, and encourage them to join in the work. However, do not commit your team or Mustard Seeds to any work that has not been already talked about.
- Don't bring out cameras until a relationship has been established. Take pictures of people you want to remember, not before-after shots of the work. You won't need cameras until Wednesday or Thursday.
- Be sure to cover a family's belongings before working in a room and put things back the way you found them.
- Ask before throwing away trash. It might not be considered trash by the people who live there.

Stewardship Issues

- No paint-mud-water fights or food fights.
- Plan ahead to use tools and materials in the most economical way. Measure twice, cut once. Use the right tool for the right job.
- Clean tools after use, including mud knives, paint brushes, etc. **DO NOT CONTAMINATE A FAMILY'S WATER SOURCE.**

House Rules for Participants

To make everyone's stay here more enjoyable, you are expected to:

- **Treat the house gently and with respect.** These are old houses and handle hundreds of volunteers per year. No running, jumping, or horsing around.
- **Keep the living environment clean.** This keeps out vermin and lessens wear and tear on the house. **Daily cleaning rules are posted in key areas of the house.** You are expected to follow them.
- **Keep hallways clean and walkways in rooms.** This is required by the fire marshal.
- **All food and drink must stay downstairs.** No snacks allowed in bedrooms.
- **Conserve water.** Navy showers.
- **No cell phones, music players, or mobile devices.** This is a fast from technology.
- **Only use the house phone for emergency calls.** The Team Leader may use the phone to notify your group's phone tree of arrival. Call should be limited to 10 minutes. Long distance calls must be on a phone card.
- **No neighborhood people** are allowed inside of the house or on the porch without permission from Mustard Seeds' staff.
- **Do not enter any abandoned buildings in our community.**
- **Keep valuables with you** at all times.
- **Do not give things (like money or food) to people** in our community without permission. Although intentions may be good, this is usually harmful.
- **No feeding or petting the neighborhood animals.**

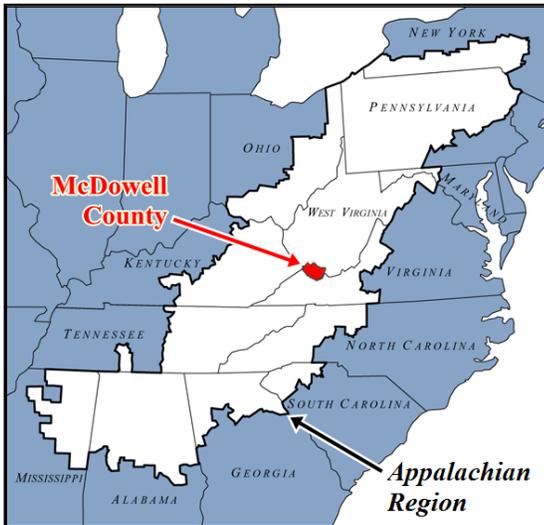


If you do any of the following things while here, you will be sent home at your expense:

1. If you drink alcohol or do any illegal or prescription drugs which are not prescribed for you.
2. If you participate in any sexual activity.
3. If you play or loiter on the railroad tracks. Do not put anything on the tracks!
4. If you climb or sit on the rock walls around the house.
5. If you climb on the roof of a team housing facility.
6. If you are abusive toward families who live in the area.
7. If you persistently create unsafe, dangerous conditions on the worksite.
8. If you intentionally destroy mission equipment.
9. If you persistently fail to cooperate with mission staff.
10. If you become a danger to yourself or others.

Thumbnail Sketch of Appalachian Culture and History

Appalachia is a geographic region which encompasses a mountain range extending from Connecticut to Mississippi. It contains some 397 counties, part of 12 states and all of West Virginia.



Central Appalachia was settled primarily by Scots-Irish who were brought to the colonies as indentured servants. After they had completed their servanthood, they left the lowlands ruled by the wealthy and headed westward to the mountains where they would be able to obtain land and freedom. They carved out of the wilderness a home and lived fairly self-sufficient lives. They were instrumental in obtaining new lands for the country and taming wilderness areas. They were known for their resourcefulness, loyalty and courage. It was Appalachian mountaineers who won the crucial battle at Kings Mountain during the Revolutionary War. They were awarded land as repayment for their contribution.

Appalachia remained undeveloped economically for years due to the terrain and difficulty related to transportation. Development followed two main cycles. First, timber companies entered the region and purchased trees from the mountaineers. Prices paid were very low since the mountain economy was not based on cash. The small amounts of cash offered were more than the people in the region saw in years. Timber rights were sold and logging of old growth hardwood forests began. Soon the railroad began to build tracks into the region to more easily bring out logs. This change altered the economy of the area and made the mountaineer dependent on outside goods. This new dependence caused the people to begin to abandon practices which had made them self-sufficient. The logging also damaged the environment. Runoff from the clear cut hills damaged farm land and streams.

The second major change involved mineral rights. The mountains were now becoming accessible to developers since the railroad was building track into the region. Representatives were sent into the region to purchase mineral rights from the inhabitants. Most the population was illiterate and ignorant of legal issues related to mineral rights. Through questionable means, mineral rights were purchased at the rate of about \$.50 per acre in most cases. To the mountaineer this was a great cash windfall. They could earn more money than their forefathers had seen simply by signing the paper the representative placed before them. What they didn't know was that in the case of coal, some 200,000 tons may reside in one acre. Even at \$.10 a ton the mountaineer would lose thousands of dollars per acre. The same was true if natural gas was discovered. What also wasn't told to the mountaineer was that the contracts also stipulated that the owner of the mineral rights could use any means necessary to get to the minerals including eviction and the total destruction of the landowner's land. Courts later upheld the right of the mineral owners to do this. Companies involved in mining used the men in the area as cheap labor, established towns owned by the companies, and erected company stores so that the money earned by the miners would remain in the company.

These two cycles of development created some of the root causes for the condition of the Appalachian region today. For instance, about 72% of the land in the region is owned by outside interests, usually corporations involved in timber or mining. These outside interests work diligently today to protect themselves by manipulating tax structures, politics and local laws. It has been in the interest of the companies to keep the people dependent. It has also led to the mind-set of the people to distrust outsiders and be suspicious of change.

Concepts of Poverty

People generally see poverty as a stigma, a mark of disgrace. The poor are often characterized as lazy, ignorant, inefficient, drunkards, immoral and promiscuous, degenerate, untrustworthy, genetically inferior, and undisciplined. They can be seen as riffraff and undesirables who are best kept out of sight. They have been blamed for creating their own condition and expected to lift themselves out of it since they got themselves into it.

By maintaining this view of the poor, we do a number of things. **First**, we justify our own standard of living by thinking it is obviously the result of our labor. **Next**, we justify our unconcern by rationalizing the foolishness of attempting to help those who do not want to help themselves. **Third**, we provide a convenient argument for laying blame, i.e. the poor are poor because of their own devices. This exonerates any individual or entity of responsibility for creating conditions which may force a people into poverty. **Fourth**, it perverts justice as portrayed in Scripture by believing that the just are those who have, the unjust are the have-nots. Then justice becomes not a means of right living among our fellow humans so as to fulfill the twofold Law of Love as spoken by Jesus but, a means merely for punishing wrong doers. **Fifth**, it distorts our concept of sin from being both corporate and individual to only being individual. **Finally**, we perpetuate the idea that we must do something "for" the poor, that the poor are helpless and we must rescue them as opposed to working *with* them recognizing that they have something to offer.

Differing Worldviews

MIDDLE CLASS VALUES (TYPICAL IN NORTH AMERICA)	TRADITIONAL VALUES (TYPICAL IN APPALACHIA)
<u>Acts define the self</u> A person is defined by what they have done. We use cues like clothes, property etc. to determine this.	<u>Self determines one's acts</u> Who you are determines what you are able to do.
<u>Object orientation</u> Value is placed on things. How much you have and what you have determine your relative worth or value as a person.	<u>Person orientation</u> You are valued based upon who you are in a family. A frequent question asked of strangers is "Who are your people?" Things exist for the purpose of use and are not that valuable.
<u>Time Orientation</u> Time is money. You must keep to a schedule and use time wisely in terms of productivity. Unproductive time is wasted time.	<u>Event orientation</u> What is happening is what is important. Schedules are to be flexible. Time is used for relationships.
<u>Routine seeker</u> Likes things predictable and planned.	<u>Action seeker</u> Dislikes routine. Seeks episodes of action which give meaning to life.

Resources for Understanding the Culture

Movies

You may want to watch some of these movies. Read the **Thumbnail Sketch of Appalachian Culture** and then preview the movies, making notes about scenes which illustrate issues or characteristics listed in the article. Once the movie is over, you could create a series of questions alerting and highlighting key points to hand out to your team members when they watch the film. Have them take notes during the film. Once the film has ended have a time of discussion going over each of the points.

Caution! Some of these movies have foul language and/or scenes that may be inappropriate. Please use discretion if showing to your team.

Matewan (1987). This is a film about the struggle coal miners had in the 1920's against coal companies. It presents one incident of many related to what history refers to as the Redneck Wars of 1924 (coal mine union wars). It takes place in Mingo County, a county next door to McDowell. This film gives insight into attitudes and practices you may still encounter in Southern West Virginia.

October Sky (1999). An actual story of youth in McDowell County in the latter 1950's. Provides insight into youth rising above their limitations and achieving greatness. This is a good look into the history of the area where you will be serving.

Blood on the Mountain (2016). A documentary that focuses on the environmental and economic injustice and corporate control in West Virginia and its rippling effect on all American workers.

The War (1994). Although filmed in the South, it still captures the struggle, stigma and dignity of the poor. It helps people see how often forces outside the control of families shape their lives. Your group should pay special attention to how the poor maintain their dignity and strive to succeed.

Books

You may want to read one or more of the following to familiarize yourself with Appalachian Culture, the culture of poverty and working among the poor.

Night Comes to The Cumberland. Harry Caudill. Overview of the systematic exploitation of the Appalachian Region and the culture of the Appalachian people.

Toxic Charity. Robert Lupton. Reveals the shockingly toxic effects that modern charity has upon the very people meant to benefit from it and shows us how to start serving needy and impoverished members of our communities in a way that will lead to lasting, real-world change.

When Helping Hurts. Steve Corbett and Brian Fikkert. Have you ever wondered if what you're doing is really helping? This reveals the painful truth about poverty. But it does more than tell you what not to do. The book moves from foundational concepts about poverty, to principles, to strategies.

Restoring At Risk Communities. John Perkins. An overview of Christian Community Development and how its principles are essential to breaking the cycle of poverty in communities.

Compassion. Henri Nouwen. An insightful look at what true compassion really is and how it was reflected in the life of Jesus. Understand how to lead a group into true, life changing servanthood.

Team Debriefing Process

The quality and impact of your *Mission as Life* experience is **greatly enhanced by planning follow up debriefing sessions**. They are so important that it must be emphasized during the recruitment of team members that a commitment to the trip also involves a commitment to attending the debriefing sessions.

What does debriefing accomplish?

Debriefing forces participants to not only remember, but follow through on what God taught them during the trip and on decisions or commitments they made as a result. Debriefing moves the *Mission as Life* experience from “religious tourism” to “discipleship training”. During the debriefing process, people often revisit powerful emotions and impressions they experienced and make concrete plans and commitments to follow through in ways that lead to life change and new habit formation.

What does debriefing look like?

Debriefing meetings work well when food is involved. Have a potluck or a meal with a theme. Share photos from the trip and allow time for team members to share stories from the trip. What were the high points, what were the challenges? How did you learn from them?

Remind the team of the morning and evening sessions...what did they learn from them? What did they learn from the people they served? If the team did a brainstorming activity on the trip, review the ideas and have participants commit to investigate those areas of service in the community.

Spend time praying for the families that were served and about what was learned on the trip. Thank God for all aspects of the trip including the lessons, the challenges, safety, and His presence.

Schedule another debriefing meeting as well as times to meet individually with team members for prayer, guidance, and accountability in their service.

What topics do you cover in debriefing?

First, the team reflects on the how they encountered God during the trip and what they felt **the Lord was seeking to teach them**. Realize that once people return home, the busyness of life distracts them. Debriefing helps to ensure that the important lessons of God are again brought to the forefront.

Next, the leader helps people move beyond superficial issues to **deeper spiritual truths and challenges which require action**. Often, the first thing people feel on a *Mission as Life* trip is gratitude for what they have in comparison to the people they served. While this is nice, they must move beyond this to deeper truths that call for their sacrifice and life change. Leaders can guide team members to consider ways they can:

- Change their living patterns to free up God’s money for use in the Kingdom.
- Change their living patterns to free up personal and family time to serve their community.
- Identify and use the gifts and talents God has given them to advance His Kingdom.
- Look at their community, neighborhood, or church with new eyes, seeing opportunities for serving those God particularly cares for like widows, orphans, poor, outcast, and immigrants.
- Function as a team once they return home. It is not necessary to serve as a “Lone Ranger”.
- Challenge team members to take on significant tasks that require faith and are bigger than what one person alone can do.
- Make commitments to specific, measurable goals over the next year in serving their existing community.