

FIRST 30 DAYS

ORGANIZATIONAL

- Complete new hire docs (3 days)
- Take Lightbearers Online Scavenger Hunt
- Join health insurance and benefits plan
- Receive Lightbearers materials (business and credit card, etc.)
- Added to GroupMe, email lists, web
- Receive log-in and intro training to email, Expensify, and other applicable IT (Dropbox, etc.)
- Review intranet documents and mentor webpage at length
- Review each Lightbearers value
- Receive staff calendar (Discipleship Staff)
- Complete Ministry Safe Training
- Introduction and Commissioning on Staff Development Call

LOCAL MINISTRY

- Meet at least 3 mentors
- Meet at least 2 local church partners
- Attend Institute, weekly staff meeting and monthly all-staff meeting
- Complete assignments from supervisor and tasks from staff meetings
- Meet at least 10 LMI students

PERSONAL SUSTAINABILITY

- Have regular check-in about personal support*
- Engage in the local church by visiting or committing to a local church
- Begin weekly 1-on-1 meeting with supervisor

*This is only if you've been given clearance to start working for Lightbearers and have yet to reach 100% of your personal support goals.

YEAR ONE

Bible
Systematic Theology (Grudem)
The Trellis and the Vine (Marshall and Payne)
The Whole Story of the Bible in 16 Verses (Bruno)

FIRST 60 DAYS

ORGANIZATIONAL

- Understand missions funding requirements and be able to paraphrase
- Understand discipleship model and be able to paraphrase
- Begin preparation for Scripture subtitles test
- Complete Ministry Safe training

LOCAL MINISTRY

- Meet all interns and house leaders at your campus (if applicable)
- Meet at least 6 mentors
- Continue to attend Institute, weekly staff meetings, monthly all-staff
- Complete assignments from supervisor and tasks from staff meetings
- Begin mentoring 2-3 students
- With supervisor, determine area of LDC responsibility

PERSONAL SUSTAINABILITY

- Have regular check-in about personal support*
- Create newsletter to notify supporters of what you are doing
- Continue 1-on-1 meeting with supervisor and staff mentor (if applicable)

*This is only if you've been given clearance to start working for Lightbearers and have yet to reach 100% of your personal support goals.

YEAR TWO

Bible
Systematic Theology (Grudem)
Relationships: A Mess Worth Making (Tripp)
Let the Nations Be Glad (Piper) or Intro to Missions (Pratt)

FIRST 180 DAYS

ORGANIZATIONAL

- Visit home office and meet staff (If outside Fayetteville)
- Be able to identify and answer FAQ
- Review Lightbearers application, leasing process, and housing agreement
- Scripture subtitles test

LOCAL MINISTRY

- Meet all students (either male or female) at your campus
- Meet with 10 potential students
- Meet all mentors for whom you have responsibility
- Continue to attend Institute, weekly staff meetings, monthly all-staff
- Complete assignments from supervisor and tasks from staff meetings
- Meet weekly with 2-3 students for mentoring
- Serve a day on property (if appropriate)

PERSONAL SUSTAINABILITY

- Submit a 12 month support maintenance plan
- Continue 1-on-1 meeting with supervisor and staff mentor (if applicable)
- Take a day of solitude

REQUIRED READING

YEAR THREE

Instruments in the Redeemer's Hands (Tripp)
Delighting in the Trinity (Reeves)
What Is Biblical Theology? (Hamilton)

THE MODEL



Value	Definition	How We Pray	+ Behavior	- Behavior	Scripture
Gospel	The glory of Jesus above all things In everything we do and everyone with whom we partner, we desire for His name to be known and glorified.	God’s glory to be known in every part of the world “Not our will but thine be done.”	+ Mission partners focused on Great Commission + Credit or “praise” from others directed toward Christ + Christ-exalting communications	- Human aid only partnerships - Proudful communication - Getting lost in the details and forgetting the mission communications	Jn 1:11-12 Matt 24:14
Scripture	Scripture as the source of all wisdom We desire to make decisions that are biblically grounded.	Ask for wisdom “Open our eyes Lord”	+ Discipleship-centered around the Bible + Quality instructors and mentors + Study of Scriptures	- Teaching the ‘latest and greatest’ - Elevating non-Biblical material above the Bible	2 Tim 3:16 Deut 6:6-7 Ps 119:130
Relationship	Intentionality and integrity in our relationships Seeking God’s best and speaking for His glory; we mobilize and connect via relationship.	Intercede for others – students and partners Pray for various relationships, staff marriages, etc.	+ Regular communication + Expression of heart + Asking right questions + Consider others more important than ourselves	- Lack of follow-up - Tasks at the cost of relationship - Lack of focus on mentorship - Unwillingness to confront	2 Thess 1:11-12
Stewardship	God’s faithful managers In every aspect of ministry, we strive to be humble and faithful stewards of what God has given us to do.	Fear of the Lord According to His will Acknowledgment of God’s ownership	+ Seeking God’s wisdom in all choices + Strong financial accountability + Excellent maintenance and management	- Spend money on self - Burying our talents - Properties lose money - Prosperity theology	Ps 90:12-17 Phil 2:3-4
Purity	Moral and doctrinal purity We value authenticity in our lives and expect our organization and its member-partners to be above reproach.	Without ceasing Sanctified for the sake of the gospel Hands, mouth, mind, heart	+ Intentional actions + Strong house covenants + Scriptures are source of moral compass + Exemplary lifestyles	- Execution without thought - Compromise convictions - Fundraising through manipulation - Sensationalistic communications	Ps 119:165 2 Cor 6:3-10 Prov 22:11