

**Western Indian Ministries  
2006 SWIM Program Manual  
(Summers With Indian Ministries)**

**A handbook for summer volunteers and workers  
on the Navajo Indian Reservation**

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**INTRODUCTION**

Welcome to Western Indian Ministries, Inc.'s summer work program. We commend your willingness to follow the Lord by serving in this way.

This manual is written to help you understand a little about WIM, our philosophy, and our summer work program. There is material included here to help you better understand the culture you come to serve and avoid misunderstandings. We encourage you to supplement your reading with readings from our suggested reading list. This manual also spells out the rules and requirements that WIM short-term missionaries must agree to in order to serve here. We want your summer mission experience to be a positive one. We wish your interaction with the Navajo people to be the very best in Christian fellowship. Most of all we wish to see the Lord served as He would have us serve Him. Please feel free after reading this manual to call us with any questions you might have.

***A. . . Take heed to the ministry which you have received in the Lord, that you may fulfill it.***

***Col. 4:17***

**SOME HISTORY**

Western Indian Ministries was established in 1938 by the Reverend Howard A. Clark. Originally the mission was called Navajo Bible School and Mission but as times and ministry needs changed the name was changed in 1983.

#### OUR MISSION STATEMENT

Western Indian Ministries exists to glorify God by making disciples of Native Americans, and training native Christians to be leaders in indigenous churches.

Our mission statement tells our primary goals. These goals are met by the ministries we are currently involved in.

#### OUR MINISTRIES

Hilltop Christian School and Hilltop Christian Preschool offers quality education to Navajo children in the area with a strong Biblically based curriculum. The school provides regular chapel services and outreach to parents through the Parent-Teacher Fellowship. Hilltop Christian School was the first mission school in the world to be accredited by the Association of Christian Schools International.

Western Indian Network includes a network of radio stations reaching most of the reservation with the gospel message. KWIM (102.7 FM) and KHAC (880 AM) are headquartered on the central mission compound. KWIM provides Christian music programming 24 hours a day. KHAC has teaching programs in both the English and Navajo languages as well as music in both English and Navajo and is on the air 24 hours a day. KTBA (1050 AM) is located in Tuba City, Arizona and covers the western portion of the reservation by broadcasting teaching programs in the Navajo, English, and Hopi language and is on the air 24 hours a day. These ministries are a great blessing in an area where neighbors are far apart and hard to reach.

Church Development is the other division of our three part ministry. Through the years the mission has planted many churches which are functioning independently today. Currently Good News Church in Houck Arizona is functioning under the umbrella of WIM. The Director of Church Development, Pastor Milt Shirleson is pastor of this church with the goal of its becoming a fully functioning, independent church in the near future. Church Development also includes such diverse ministries as jail outreach, police chaplaincy, and family and individual counseling.

***"then, brethren, stand firm and hold to the traditions which you were taught, whether by word of mouth or by letter from us."***

***2 Thess. 2:15***

#### DOCTRINAL POSITION OF WESTERN INDIAN MINISTRIES

Western Indian Ministries, Inc. holds to the fundamentals of the Christian faith, believing that God is a person who has revealed Himself as a Trinity in Unity: Father, Son, and Holy Spirit-- Three persons, and yet, one God.

The Bible, including both Old and New Testaments, is His divine revelation, the original manuscripts of which were verbally inspired by the Holy Spirit.

Jesus Christ is the image of the invisible God, which is to say, He is Himself very God. He took upon Him our nature, being conceived by the Holy Spirit and born of the Virgin Mary. He died upon the cross as a substitutionary sacrifice for the sin of the world. He arose from the dead in the body in which He was crucified. He ascended into Heaven in that body glorified, where He is now our interceding High Priest. He will come again personally and visibly to set up His kingdom and to judge the living and the dead.

Man was created in the image of God but fell into sin and, in that sense, is lost. This is true of all men, and except a man be born again, he cannot see the Kingdom of God. Salvation is by grace

through faith in Christ, who His own Self bore our own sins in His own body on the tree. The retribution of the wicked and unbelieving, and reward of the righteous, is everlasting; and as the reward is conscious, so is the retribution. The church is an elect body of believers baptized by the Holy Spirit at the time of salvation into one body. Its mission is to witness concerning its head, Jesus Christ, preaching the Gospel to all nations.

Western Indian Ministries, Inc., takes a stand against the so-called ecumenical movement and does not become involved in events in which unbelievers take leadership.

#### THE SWIM PROGRAM

The SWIM program is designed to benefit the mission, the local church, and above all, the individual participant. This takes commitment by all who are involved. The bulk of SWIM work will involve some type of construction, maintenance, or other type of project. Some ministry work may be done, but keeping in mind that we are there only to help the local church where they cannot do it by themselves-- not to do it for them.

As a short-term SWIM missionary your contribution is very important to the entire operation of the mission. Full-time missionaries, including the maintenance staff, simply do not have the time or the funds to complete all the projects that are needed to maintain this mission. When you contribute your time, talents, and financial support, you are making an eternal investment in God's work here at WIM.

#### MAKE UP OF A MISSIONARY

Missionaries at WIM are a diverse group and include people from all cultures and walks of life. At the mission you will find full-time supported missionaries (ones who get their financial support from churches and individuals like you), part time volunteer missionaries, part and full-time paid employees, short-term missionaries, and volunteers. The really amazing thing is that God gets his work done through all types of peoples with different abilities and different levels of commitment.

Missionaries are human. They are just like other Christians and face the same temptations and triumphs as those who labor for the Lord at home. If you cannot serve God at home, you will not want to serve Him under the difficult conditions of missionary life. Missionaries often spend much of their time doing physical work and only a very small portion of their work doing spiritual ministry. This is probably how your mission experience will be. Missionary work requires years of planting seeds, clearing the land, preparing the soil, and watering, before significant fruit is seen.

#### THE INDIGENOUS CHURCH PRINCIPLE

From the earliest days of Christianity the church has been based on the principle of indigenous (that is the people who live there) people taking over the running of their own churches and propagating the faith in their local area and then throughout the world. Western Indian Ministries is committed to this principle. For this reason any ministry work that you (or any WIM missionary) undertakes should be done with a heart sensitive to encouraging and training up local people to do that work. The full-time staff at the mission are involved in this process and can be an excellent source for questions you might have about this process.

***"For you were called to freedom, brethren: only do not turn your freedom into an opportunity for the flesh, but through love serve one another." Gal. 5:13***

#### CULTURAL ISSUES

Despite being born and raised in the United States, Navajos have some definite cultural traits that make working with them different than working with people in our culture. Navajos are very independent and believe in letting others do as they please as long as they are not hurting others. Navajos also don't believe in disagreeing with others verbally. This leads to a possible

communication problem when we communicate with a Navajo. Often Anglos have thought they have communicated with a Navajo and that the Navajo is in agreement only to find out (usually through a third party) that the Navajo did not agree and is in no way happy about whatever it is that is going on. Cross-cultural communications is very difficult and can be, at best, frustrating and, at worst, damaging. This is why when dealing with a Navajo we ask you to rely on the judgment of experienced career missionaries.

In addition, there are certain cultural beliefs that you should be aware of. Affection for Navajos is very personal and private. Touch is particularly personal in cross-gender interaction. For these reasons we ask that there be no public displays of affection, especially between unmarried people. We ask that you speak, behave, and dress in a conservative manner. A handshake is appropriate and expected when meeting a Navajo.

*"Be diligent to present yourself approved to God as a workman who does not need to be ashamed, handling accurately the word of truth."*

*2 Tim. 2:15*

#### SPIRITUAL PREPAREDNESS

While one does not have to be a theologian to be a missionary, there are certain standards one should meet before becoming a missionary, even short-term. For this reason all missionaries coming to work for WIM must be "born-again" Christians.

As a WIM missionary you must be committed to serving God, obeying His word, and you must be willing to listen to His voice. Every missionary should "always have prepared to give an answer to everyone who ask you to give the reason for the hope that you have." (1 Peter 3:15) On the mission field you may have the opportunity to share your testimony. Some preparation for sharing would be appropriate before coming. In addition, a habit of daily scripture study and prayer are good preparation for the mission field.

In order to help you understand the culture and missionary work we ask that your group read at least three of the following books:

1. Any of the Tony Hillerman novels. These are secular books, but are easy reading and give some real insight into the area and the cultural beliefs.
2. Aldrich, Joseph C., *Life-Style Evangelism*, Multnomah Press, Portland, OR 1981.
3. Packer, J.I. *Evangelism and the Sovereignty of God*, Inter-Varsity Press, Downer's Grove, IL, 1961
4. Peterson, Jim *Evangelism as a Lifestyle*, NavPress, Colorado Springs, Co 1980
5. Taylor, Dr. and Mrs. Howard, *Hudson Taylor's Spiritual Secret*, Moody Press, Chicago, IL. 1932.

In addition to this list, you may visit your local library for books written on Native American culture and religion.

#### PHYSICAL PREPAREDNESS

The time spent here will involve strenuous physical work. Because of this every member of the group must be in good health. Our high altitude (we are at 6,850 feet), and the change in climate may adversely affect even the most fit individual. It is very important that everyone drink at least 40 oz of water daily and receive adequate rest. All juveniles must bring medical release forms signed by their parents and proof of insurance coverage.

Because of our elevation many people from lower elevations will need time to adjust. Light-headedness, headaches, tiredness, and shortness of breath are all symptoms that may bother you. Most people do adjust with little or no discomfort, but people with high blood pressure or a weight problem will need to be extra careful. If you have a medical condition that affects your

breathing, heart, or in some other way may be affected by the altitude we encourage you to check with a doctor before coming.

#### CLIMATE OF WINDOW ROCK

Window Rock, Arizona is a semi-arid high desert with an elevation of 6,850 feet. You may find that you become thirsty more and perspire less. The sun is intense and you may burn easily. We recommend that you bring individual water bottles and make sure each individual drinks plenty of water (at least 40 oz per day). We also recommend you bring sunscreen--even for those who don't normally burn.

Although the temperature in the day may reach 80-90 degrees, the temperature at night may drop by as much as 50 degrees. It can also be windy, causing sand or dirt to blow in your eyes. For this reason, contact wearers should also bring glasses.

The area around the mission compound is "open range," which means that horses, cattle, and sheep roam freely wherever they wish, which includes the roadways. Care should be taken when driving to avoid livestock--especially at night!

Because we live in a semi-arid climate there are cactus, tumbleweeds, and other plants that can prick or irritate the skin. Care should be taken when walking to avoid such hazards. When hiking you would do best to stay on clear trails or roadways.

There are also snakes, scorpions, black widows, tarantulas, and other such hazards to be aware of. Although we have never had a problem with any of these, they are common to this area. Take care to watch for these types of hazards.

Hantavirus is another concern to the uneducated. Hantavirus is passed through the feces or urine of mice and is often fatal. You will be educated on how to avoid mice and mice droppings at the mission and there will be mice clean-up kits. You should take care to avoid any contact with mice and mice droppings at all times (even at home).

We do not want anyone to be frightened by the remote chance of encountering any of the above dangers, but if you have respect for our type of environment, you will have nothing to fear. Remember, we let our children play outside so it cannot be too dangerous.

"Whatever you do, do your work heartily, as for the Lord, rather than for men." Col. 3:23

#### REQUIREMENTS FOR SWIM WORKERS

You must be born again.

You must be in good physical health.

You must be prepared to share your testimony with others.

You must agree with and be committed to Western Indian Ministries doctrinal statement and mission statement.

You must have a willing and humble heart. You must be prepared to take direction from your leaders and those in the mission, and be prepared to serve the Lord in any way He requires of you.

You must have a love and respect for Native Americans and a true concern for their salvation.

#### RULES FOR SWIM WORKERS

SWIM workers should conduct themselves as professional missionaries. The people in the community do not know that you are here for a short time only. Since Navajos are quiet and sometimes shy, you should be polite and reserved in most situations.

Respect the advice of resident missionaries with regard to personal conduct and work assignments. These experienced staff members know the Navajos and will be caring for their spiritual welfare.

Stay with your group or at your assigned work area. Tell your chaperone when you go anywhere and be back on time. Ask before climbing on sandstone cliffs other than on the trails.

No smoking, drinking of intoxicating beverages, or use of illegal drugs.

There will be no dating or physical displays of affection between unmarried couples.

Be considerate of the resident missionaries' schedule and observe a 10:00 p.m. noise curfew.

Western Indian Ministries, Inc. reserves the right and responsibility to ask any SWIM worker to leave the mission field if his or her behavior is seen to be detrimental to the well-being of the growing Navajo Church.

#### FOOD, LODGING, MONEY, AND MEDICINE

SWIM workers will be responsible for purchasing and preparing their food. There are stores in Window Rock where you can purchase all of the necessities. Local prices will be similar to what you pay at home.

Lodging will be provided by us. Our facilities are not plush but they are livable. A two story dormitory is used for large groups. Our facilities should be clean when you arrive. You will be expected to leave them in the same condition. There will be a checklist to assist you in the checkout procedure.

You may want to bring additional spending money for film or souvenirs. Be very careful about buying jewelry or other expensive items. Authentic Navajo crafts are very expensive. If you find a good price, you may also have found nickel or aluminum instead of silver. If you bring money to invest in Navajo arts and crafts, we can assist you in purchasing them.

Medical facilities are nearby for emergencies. For minor problems we travel to Gallup, New Mexico about 30 miles away. Be prepared to pay for those medical expenses not covered by your insurance. Your church or organization will be responsible for liability and medical insurance for your group.

#### WHAT TO BRING

##### TOOLS

It is helpful if your team can bring tools and, where possible, some material such as paint and paint brushes. The mission does have a variety of tools on hand but it is your responsibility to provide all the tools and materials for your project. Check with us prior to coming to coordinate the tools you will need to bring and the tools we might have on hand.

##### CLOTHING

For women: modest tops, jeans, t-shirts, tennis shoes, warm jacket, one dress, casual shoes. No short shorts or halter tops or other clothing that exposes the midriff. Knee length shorts are acceptable for work projects. Neat casual clothing is acceptable for worship services.

For men: jeans, t-shirts, tennis shoes, dress shirt, dress pants, and casual shoes, warm jacket. No short shorts and please do not plan on going shirtless, even to work. Knee length shorts and t-shirts are acceptable for work projects. Casual clothes including neat jeans are acceptable for worship services. Heavy hiking shoes are not necessary.

##### COOKING EQUIPMENT

There is a supply of pots, pans, and cooking utensils in the dorm for your use. If possible bring 1 or 2 coolers for water for your group while they are outside working.

## CLEANING SUPPLIES

There is a stock of cleaning supplies available in the dorm. We ask that you replenish these as you go, as well as restocking paper supplies your group may have used.

## PERSONAL SUPPLIES

Bring a sleeping bag, pillow, towel, washcloth, toothbrush, soap, personal items, lotion, sunscreen, hat, Bible, and phone calling card if you are intending on making long distance calls. Writing paper, a notebook, camera, film, and sunglasses are also highly recommended.

## AMENITIES

In Window Rock there are two grocery stores, a post office, several gas stations, a zoo, museum, Laundromat, and several fast food restaurants. A phone is available at the mission office. Incoming emergency calls can be placed to the mission office at (505) 371-3749. Gallup, New Mexico is about 25 miles away and has drug stores, a Super Wal-Mart, many restaurants, hotels, a public swimming pool, and a hospital.

## WORK PROJECTS

We will be compiling a list of work projects, which will be completed and mailed to you as soon as it is available. Some projects require special skills, while others can be completed by any group. Projects should be selected by you based on the skills and funds available within your group and according to how you believe the Lord is leading your group.

We ask that each SWIM group provide the supplies and tools necessary to complete the project they select. No mission funds can be used. We will indicate the approximate cost of each project on the list. It is also requested that a check is mailed prior to your arrival to cover the cost of the materials so we can purchase them in advance and have them ready when you get here. Since some items may have to be special ordered, it is very important we have enough time and your pre-sent funds so we can have the materials on hand when you arrive.

## MINISTRY OPPORTUNITIES

Because of the nature of the work we do at this mission, and the fact that sometimes it takes years of ministry to have any real affect, we do not have as many direct ministry opportunities as we do work opportunities (Remember it's all God's work!). With prior arrangement, you can arrange to spend a day involved in direct ministry such as street ministry, delivering food to the poor, outreach at the flea market, or other ministries as arranged by the mission.

When working with the churches please keep the indigenous church principle in mind. A VBS or other outreach is the local churches responsibility and you are here to help. Respect the local leaders and follow their leads when ministering with them.

## RECREATION AND SIGHTSEEING

Usually one day will be set aside for recreation and sightseeing. The agenda for that day is up to your group but could include: a backpacking trip, a tour of Indian cliff dwellings, a trip to the Grand Canyon, Monument Valley, Canyon de Chelly, or a camping trip.

In addition to one of these trips, you may spend your evenings in local sightseeing since the sun goes down late in the summer. Your group chaperone can decide where you can go. You will not be able to see it all in one trip. We hope that many of you will return to see more.

## SHORT-TERM MISSIONARIES AND INTERNS

Those who apply for short-term mission service (for six months or more) must fill out the same application forms as do regular missionaries. Because their salary (support) will probably have to be raised, a support scale will be supplied by the mission and the application processed by the

personnel director. Requirements for short-term missionaries are found in the missionary handbook.

Interns are expected to have the recommendation of and a sanction from a recognized and acceptable Bible school, college, or seminary. They should be pursuing a course of study in school that is directly associated with missions, or which can be aided directly by the practical experience gained in this program.

Regular reports will be issued to the school as to the progress of the intern, and a final evaluation written at the completion of his or her term.

Please have each member of your group read the manual and sign this form. Return this form to the mission office prior to your trip.

COMMITTED TO COMING?

I/we have read the SWIM missionary handbook and will commit to it heartily.

(Signature and written name and address of each member of the group below:)