

# ENCOUNTER

# MANUAL

...for short term missions that may change your  
life...

WESTERN INDIAN MINISTRIES

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## INTRODUCTION

Welcome to Western Indian Ministries' (WIM) volunteer Encounter Manual. Thank you for your willingness to visit us in Navajo country and to walk as Jesus walked.

This manual is written to help you understand a little about WIM, the culture where we live, and our volunteer work program. We have included a suggested reading list, things to prepare before you embark on this journey and the requirements that WIM short-term missionaries must agree to in order to serve here.

We want your mission experience to be a positive one and your interaction with the Navajo people to be the very best in Christian fellowship. Most of all, we want to see Jesus lifted up and all men to come to Him. Please feel free, after reading this manual, to call us with any questions you might have.

***“ So then, just as you received Jesus Christ as Lord, continue to live your lives in Him, rooted and built up in Him, strengthened in the faith as you were taught, and overflowing with thankfulness.” Colossians 2:6-7***

## ***SOME HISTORY***

The Reverend Howard A. Clark established Western Indian Ministries in 1938. 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** ... *Bringing the Gospel of Jesus Christ to Native People and the World*

*We intentionally —*

*Connect and Respond*

*Build a Christ-centered community*

*Cultivate and serve the Church*

*Mobilize the next generation*

*for hope and transformation!*

**Our Vision** ... *Native America, restored and transformed by the Creator, into self-determined, emboldened servants, enlarging God's global kingdom.*

## OUR MINISTRIES

Hilltop Christian School ministers to Native American students on the Navajo reservation. Our goal is to bring God's light and God's love to all of our students who come with deep needs that can only be met through a changed life in Jesus. We endeavor to provide a solid educational foundation, strong Biblical values, and hope for the future, that will lead to a successful life of serving Jesus and others.

WIM includes a network of three radio stations reaching most of northern Arizona and New Mexico with the gospel message of Jesus, 24 hours a day, seven days per week. KWIM (104.9 FM) and KHAC (880 AM) are headquartered in Window Rock, AZ. KTBA (1050 AM) is located in Tuba City, AZ, on the western side of the Navajo Nation. An application has been submitted to add FM capacity to the western station in order to boost our signal further into the reservation.

Our Church Development department works to bring pastors together for prayer, encouragement and training. Through the years our mission has planted many churches that are functioning independently today. Our desire is to build and serve the Church, much like a chapter house on the reservation serves the community.

Community Outreach is our department that includes such diverse ministries as jail outreach, police chaplaincy, and family/individual counseling.

Lastly, Christ for Native Youth develops youth ministry on the area reservations and assists churches by training youth leaders, praying for them, linking them with needed resources and encouraging them to *keep on* in their difficult ministry. We are better and stronger together.

#### **WESTERN INDIAN MINISTRIES' DOCTRINAL STATEMENT** (approved April 18, 2016)

*Article I:* We believe the Bible, consisting of the Old and New Testaments only, is verbally inspired by the Holy Spirit, is inerrant in the original manuscripts, and is the infallible and authoritative word of God. (Psalms 12:6-7; II Tim. 3:16; II Peter 1:20-21)

*Article II:* We believe that the one true God exists eternally in three persons: Father, Son, and Holy Spirit. (Duet. 6:4; Matt. 28:19; John 1:1, 14; Acts 5:3-4; II Corinthians 13:14)

*Article III:* We believe that Adam, created in the image of God, was tempted by Satan, the god of this world, and fell. Because of Adam's sin, all men have guilt imputed, are totally depraved, and need to be regenerated by the Holy Spirit for salvation. (Gen. 1:27; 3:5-6; Rom. 5:12)

*Article IV:* We believe that Jesus Christ is God, was born of a virgin, died vicariously, shed His blood as man's substitutionary sacrifice, rose bodily, and ascended to heaven, where He is presently exalted to the Father's right hand. (Isaiah 7:14; 53:5,8; Matt. 1:18, 21-23; John 1:1-2, 14; Eph. 1:20)

*Article V:* We believe that salvation consists of the remission of sins, the imputation of Christ's righteousness, and the gift of eternal life received by faith alone, apart from works. (Acts 4:12; Rom. 3:23-24; Eph. 2:8-10; Heb. 9:22; II Cor. 5:21; I Peter 1:18-19)

*Article VI:* We believe that the return of Jesus Christ is imminent, and that it will be visible and personal. (Zech. 14:4; John 14:1-3; Acts 1:11; I Cor. 15:51-53; I Thess. 4:13-18; Phil. 3:20-21; Rev. 1:7; 19:11-16; 22:20)

*Article VII:* We believe that the saved will be raised to everlasting life and blessedness in heaven, and that the unsaved will be raised to everlasting and conscious punishment in hell. (Matt. 13:42, 25:34, 41-46; Mark 9:43-48; Luke 16:19-26; John 5:28-29; 11:25-26; II Thess. 1:7-9; Rev. 20:11-15)

*Article VIII:* We believe that believers comprise the Church and are one Body, having Christ as their Lord, God's glory as their aim, and making disciples as Jesus commanded as their mission. This Body is manifested in local congregations that seek to represent His spiritual Body, the universal church, with baptism, teaching, fellowship, prayer, discipline, and the Lord's Supper. We believe that Christ commanded the church to go into all the world and preach the gospel to every creature, baptizing and teaching those who believe to observe everything our Lord commanded His disciples. (Matt. 28:18-20; II Tim. 2:2)

*Article IX:* We believe that the Holy Spirit baptizes every believer once, at the moment of salvation, and indwells the believer thereafter. We believe that believers are filled with the Holy Spirit, as they yield control of their lives to Christ. We believe that the Christ-controlled life is the evidence of the presence and power of the Holy Spirit in one's life. (Deut 4:2; Rev 22:18-19, Acts 1:21; I Corinthians 15:7-9; John 3:5; Galatians 5:22-23; Acts 1:8; Isaiah 8:19-20; I Corinthians 14:37)

*Article X:* We believe God's plan for human sexuality is to be expressed only within the context of marriage, that God created man and woman as unique biological persons made to complete each other. God instituted monogamous marriage between male and female as the foundation of the family and the basic structure of human society. For this reason, we believe that marriage is exclusively the union of one male and one female. (Gen. 2:24; Matt. 19:5-6; Mark 10:6-9; Rom. 1:26-27; 1 Cor. 6:9)

*Article XI:* We believe that human life is sacred from conception to its natural end; and that we must have concern for the physical and spiritual needs of our fellow men. (Psalm 139:13; Prov. 31:8-9; Isaiah 49:1; Jer. 1:5; Matt. 22:37-39; Rom. 12:20-21; Gal. 6:10)

## **THE ENCOUNTER PROGRAM**

The Encounter program is designed to help you to:

- encounter Christ in a deeper way
- encounter Culture to learn what makes the Dine' unique and beautiful people
- encounter Missions that could change your life

Much of the time during the day is spent on work projects in the community, on WIM grounds or a local church. Evenings and weekends could be sight seeing, enjoying worship in the Navajo language, and visiting local sights like the Navajo Nation Zoo, Museum, the Window Rock Park, and the Navajo Nation's tribal headquarters, including the Tribal Council Chambers. Amazing canyons are nearby like Canyon de Chelly, which is just about an hour from WIM, and has some easy and fascinating hiking and Native ruins.

We also want to give you a cultural orientation when you arrive! There is much to learn about the Navajo traditions and beliefs. The Dine' are a proud and generous people, with rich stories of their heritage and their descendants that survived the Long Walk, early believers and today's Christian Church.

As a short-term 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 encouraged the 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**

The Navajo (Dine') are a proud and generous people, often very independent and reserved. Many will not disagree with you verbally, even though they may not be in agreement with something you are asking them to do. So be a good listener, and hear more than words. Let people take their time to respond.

Cross-cultural communications can always be a challenge, so remember to watch and notice how people act in a group, or in a quiet conversation.

Showing affection is very personal and private. Consider that many people need to have a safe space around them. If you are an affectionate person, consider waiting for someone to reach out to you first before you initiate any contact. Touch is particularly personal in cross-gender interaction, so please listen and learn.

***"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**

We don't expect you to be a theologian, but there are certain standards we uphold since often missionaries are setting an example of who Jesus is and how He acted.

As an Encounter team member, you must be committed to serving God, obeying His word, and willing to listen to His voice. Each person should be prepared "to give an answer to everyone who asks 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 good habit of daily Scripture reading, meditation and prayer are good preparation for the mission field.

Here are a few suggested books to help you prepare for your Encounter:

Taylor, Dr. and Mrs. Howard. *Hudson Taylor's Spiritual Secret*, Moody Press, Chicago, IL. 1932.

Corbett, Steve and Fikkert, Brian. *When Helping Hurts: How to Alleviate Poverty Without Hurting the Poor . . . and Yourself*, Moody Publishers, Chicago, IL. 2012.

Hillerman, Tony. Any of his novels. These are secular books, but are easy reading and give some real insight into the area and the cultural beliefs.

Pasternak, Judy. *Yellow Dirt: A Poisoned Land and the Betrayal of the Navajos*, Free Press, New York, NY. 2010.

Sides, Hampton. *Blood and Thunder: The Epic Story of Kit Carson and the Conquest of the American West*, Anchor Books, New York, NY, 2006.

Sitton, David. *To Every Tribe with Jesus, Understanding and Reaching Tribal Peoples for Christ*, Grace and Truth Books, 2005.

In addition to this list, you may want to read about missions work and Native American culture and religion.

## **PHYSICAL PREPAREDNESS**

The time spent here will involve strenuous physical work, so prepare yourself with exercise and healthy food. We are at 6,850' in elevation 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. Everyone under the age of 18 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. 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 these. Stay on trails when hiking.

Be aware of rattlesnakes, scorpions, black widows and tarantulas. Usually they don't bother you, but a bite could cause serious pain, infection and other complications. Check the internet to get familiar with what these creatures look like.

You also need to be aware of hantavirus, which is passed through the urine or droppings of mice. This is often fatal, but is avoidable. If you see mice and/or mice droppings do not go into the area until you put on a mask and spray the area with Lysol disinfectant or a bleach and water mixture. Stay away for at least 30 minutes. Be familiar with symptoms of hantavirus.

We don't want anyone to be frightened by the remote chance of encountering any of the above dangers, but if you have respect for the environment, you'll be alright.



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

### **FOR ENCOUNTER WORKERS**

Volunteer workers should walk as Jesus walked! Serve as He served and learn to treat others better than yourselves. Our desire is to build up a Christ centered community so please be prayerful in all your ways!

Please spend time with the local believers and missionaries as much as possible. Pray with them, ask about their families, their churches. Show respect by asking their advice. And please remember that the community is watching to see what makes Christians different.

Stay with your group or at your assigned work area. Tell your chaperone when you go anywhere, make sure you never go alone, and be back on time. Please do not climb the sandstone cliffs unless you have a local person hiking with you. Sandstone can break off easily and we have taken many to the emergency room!

No smoking, drinking alcohol, or use of illegal drugs.

There should 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 Encounter 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**

Volunteer Encounter team members will be responsible for purchasing and preparing their food, unless you have made special arrangements with WIM. There are two grocery stores and convenience stores in Window Rock . Local prices will be similar to what you pay at home.

We will provide lodging. Our facilities are not plush but they are livable. A two-story dormitory is used for large groups. We have 2” twin sized mattresses that can be used. 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 jewelry 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**

### **1. TOOLS**

It is helpful if your team can bring special tools and/or materials. The mission does have a variety of tools on hand but work gloves, and specialty tools can always be helpful. Check with us prior to coming to coordinate the tools and materials needed for your project.

### **2. CLOTHING**

For women: modest tops, jeans, t-shirts, work boots, warm jacket, casual shoes. No short shorts 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, work boots, 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.

### **3. COOKING EQUIPMENT**

There is a supply of pots, pans, coffeemaker, freezer, toaster, microwave, double frig 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. We do not stock dishes so plan to purchase paper goods or a set of plastic that you can wash and reuse.

### **4. 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.

### **5. PERSONAL SUPPLIES**

Bring a sleeping bag, pillow, towel, washcloth, toothbrush, soap, personal items, lotion, sunscreen, lip balm for sun protection, bug spray, hat, Bible, a notebook, pen 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 (844) 241-2202. Cell phone coverage is not reliable. Gallup, New Mexico is about 30 miles away and has drug stores, a Super Walmart, 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 any group can complete others. 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 Encounter group provide the supplies and tools necessary to complete the project they select. Mission funds are scarce for all of the upkeep on our campus. 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 church's responsibility and you are there 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, and a trip to the Grand Canyon, Monument Valley or Canyon de Chelly.

In addition to one of these trips, you may spend your evenings in local sightseeing, ultimate frisbee, 'Worship at the Rock', volleyball, bonfires, or walking our prayer trail on campus, since the sun goes down late in the summer. Your group leader 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, as do regular missionaries. Support will have to be raised, and a support scale will be supplied by the mission, which outlines the amount you may raise. The application will be processed by the personnel director and department supervisor. Requirements for short-term missionaries are found in the missionary handbook.

Interns are expected to have the recommendation of and a sanction from a secondary 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.

## BACKGROUND CHECKS

**Background checks must be completed for everyone on the team who is 18 years of age or older.** The check should include a national criminal background check and sex offender registry check, on a national NOT a state search. Some of the places you can go on the web:

Praesidium: [www.praesidiuminc.com](http://www.praesidiuminc.com)

Church Staffing.com: [www.churchstaffing.com/Store/BackgroundCheck.aspx](http://www.churchstaffing.com/Store/BackgroundCheck.aspx)

Safe Church: [www.safechurch.com/Pages/Default.aspx](http://www.safechurch.com/Pages/Default.aspx)

Safe Hiring Solutions: [www.safehiringsolutions.com](http://www.safehiringsolutions.com)

Protect My Ministry: <http://protectmyministry.com>

We recommend annual background checks, however, if a background check was run in the last three years by your organization, there is no need to run a new background check.

Our desire is that you and your church have seen the results of the background check on all participants and leaders 18 and older and approve them before allowing them to attend the mission trip.

You may keep the results of these background checks as long as you **present WIM with a letter attesting to the responsibility and safety of each of your team members.** You may email or deliver the letter once you arrive, as long as it is signed by your pastor or team leader.

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

**COMMITTED TO PRAY, GIVE AND GO? Group Name:**

I/we have read the Encounter Manual and will commit to it heartily.

Name, Address and email for each member of the group below. Please put an asterisk next to the leader's name. Thank You!

NAME:

EMAIL:

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