



# WELCOME TO THE TEAM!

Welcome to the Gleanings for the Hungry Summer Staff Team! You are joining an exciting mission. We can't wait to team up with you this summer.

### YWAM Mission Statement

To know God and to make Him known

### Gleanings For The Hungry Mission Statement

To feed the hungry of the world both physically and spiritually

### Gleanings' Vision and Mission for the Summer Staff Internship Program

Our Vision is to see the lives of young servant-leaders transformed by the love of God through daily surrender.

Our Mission Is To...

- PROMISE** to live and work graciously with one another in the way we will think, speak and act together
- LEAD** by being an example of Christ-like servant-leadership to the Gleanings family and community
- FEED** the poor and needy by working hard, safe, and smart as a team to make dried fruit and soup mix
- RE-FUEL** for spiritual and physical wholeness by consistently resting well, and making healthy choices
- CELEBRATE** the presence of God, our growing relationships, the reaching of goals, and safe, quality work

Our Gleanings Staff is looking forward to partnering with you in this mission. Our desire is to create space and freedom for you and the Summer Staff team to use your God-given gifts and talents to propel the Gleanings ministry forward. So, feel welcomed and encouraged. We are already praying for each of you regularly.

We included a lot of information in this Summer Staff Welcome Packet so we can communicate important matters effectively with you before you arrive. Please take time to read through this packet carefully. If you have any questions or concerns, please feel free to contact us at any time.

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## BASICS PREPARATION CHECKLIST

### **WELCOME PACKET:**

Read through this packet prayerfully and give careful thought to the direction of this program as well as your commitment. The packet is referred to very often throughout summer.

### **ARRANGE ARRIVAL/DEPARTURE SCHEDULE:**

Contact Gleanings booking department as soon as possible to let us know your arrival and departure details: when and how you are planning to arrive, whether you will need a ride to or from the airport or bus/train station. Please communicate any changes to the booking department as well. Email to [booking@gleanings.org](mailto:booking@gleanings.org) or call **559-397-0470**.

### **COST:**

The fee for room and board is \$100 per month. Please make your monthly payment during the first week of the month or the week of your arrival. Contact us if you have any questions or concerns. You should also plan to have some spending money for your personal expenses during your time living and serving at Gleanings.

### **FINANCIAL SUPPORT:**

Pray about your financial needs. Use the Support Raising Guide as a help for you (See page 25). If you have a financial challenge as you commit to serve as a short-term missionary this summer, we encourage you to step out in faith, trust the Lord for finances, and take the steps of missions support raising the Lord directs you to take.

### **GLEANINGS CAMPUS RULES:**

Volunteers will see you as an example and will follow your lead. We expect you to be a Godly example and follow the Gleanings rules (See page 16). Please read them carefully and contact us if you have questions.

### **"I AM COMMITTED":**

Are you committed? Please take time to read this packet and the Summer Staff Behavioral Commitment (See page 5), and study the scriptures mentioned as well as the other important expectations made clear in this packet. Complete the Behavioral Commitment form online at [gleanings.org/summerstaff](http://gleanings.org/summerstaff). We will talk about our commitments and team covenant during your first week on summer staff.

### **STRENGTHSFINDER ASSESSMENT:**

Take the StrengthsFinder assessment and send us your results. We will send you an email with a StrengthsFinder access code. After you get your results complete the attached Strengths activity. (See page 12)

### **PRAYER SUPPORT:**

Get people praying for you! We are praying for you. We encourage you to personally invite at least one person to commit to pray for you throughout your Summer Staff commitment.

### **PACKING LIST:**

Please see the attached packing list. Remember that the summer at Gleanings will be hot and full of hard work. Bring what you need to stay cool, healthy, and safe. Pack light! You will be living in community with other team members and each person will have a very limited amount of space. (See page 17-18)

### **BE PREPARED:**

The summer is intense, and the work and community life can be very personally challenging. We suggest that you prepare by getting yourself physically fit, eating healthy, and getting enough rest and sleep before you arrive. Most importantly, prepare yourself spiritually by drawing close to God and His great love for you!

### **YOUTUBE CHANNEL:**

Check out YouTube "Gleanings For The Hungry" channel. Little by little, we are posting short videos to help you get familiar with our base, the work, and our mission.



## PURPOSE OF SUMMER STAFF

### Vision: The Why

The Welcome page says our vision is to see *the lives of young servant-leaders transformed by the love of God through daily surrender*. This was born out of a picture our director saw in prayer of a summer staffer in a small red Ford Fiesta driving out of the Gleanings gate at the end of summer. Many of us stood together and watched the car disappear down Road 104. Tears came to our eyes as we reflected on the transformation God's love made in that person's life. Someone said out loud, "They are so different from when they arrived!" That is our vision and hope for each summer staff:

### TRANSFORMATION BY GOD'S LOVE

### Mission: The What

How do we get there? What actions will we take along the way while pursuing our vision of transformation for the future? We have five mission verbs that capture the heart of exactly what we all commit to do:

### PROMISE | LEAD | FEED | REFUEL | CELEBRATE

Details about these verbs are mentioned on the Welcome page and in many other pages in this packet. We want all that we do to somehow express these five mission verbs. Why do we make a team covenant? Promise. Why do we sign a behavioral agreement? Lead. Why do we train to work hard, smart and safe? Feed. Why do we set a routine that involves rest and sleep? Re-fuel. Why do we have Sunday family dinners? Celebrate!

### Values: The How

Our values express the beliefs, attitudes, mindsets, motivations, principles and characters that are important to us while we journey in the God-given direction of our vision.

**GOD'S VOICE:** God's Word is the most important thing in our ministry and relationships. We don't want to plan and move in our own best ideas. We want to seek the Lord and submit our plans to him. He gives us humility toward one another, unity with each other, and authority as we follow His lead. We never want to work a single day without seeking God's heart.

**GRACE RELATIONSHIPS:** Gleanings is a working base and a community. There are lots of people around and lots of work to be done. Things go wrong. Feelings get hurt. Misunderstandings happen. Communication is not perfect. We have determined to walk in God's grace and give that grace to one another. We assume positive intent. We pray and ask God to show us His perspective of forgiveness, mercy, and grace.

**UNITY THROUGH HUMILITY:** Everyone wants unity, especially on teams. We believe that unity comes from the humility God gives when we surrender to Him our relationships with one another. So, if there is division, there is pride. Philippians 2 is our directive. It says, "Rather, he made himself nothing by taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, he humbled himself by becoming obedient to death—even death on a cross!" Christ is our humility pioneer.

**IRON SHARPENING IRON:** We are firm believers in regular evaluation for growth. When someone loves you and is for you, their affirmation and challenges bring about sharpening and growth. We believe the opposite of growth is drift, and no one ever drifts to a healthy place. So, we intentionally take time to give loving evaluation and ask for your honest evaluation. Gleanings wants to grow too!

**PASSING THE BALL:** We want to give you the most opportunity possible. We want to see you grow, so we are always looking for ways to give you a chance to learn, try, train, lead, plan, operate, manage, evaluate and more. We learn to lead by leading something. This is what makes the difference between a work program and a leadership program. Let's all hold each other accountable. Ask for the ball, grow, and pass the ball!

**THINKING & DISCERNMENT:** Lastly, we want you to think. Some things are black-and-white and others are left to interpretation. This is purposeful. We want you to pray, think, and make decisions. Then we help each other evaluate.





## BEHAVIORAL COMMITMENT

As we come together from different places, with different backgrounds and different experiences, it is good to have a common understanding of our commitment *to the Lord, to the summer ministry, and to each other*. Please understand that we do not seek to depend on a system of behavioral controls, but rather our hope is that each team member would be actively submitted to the direction and leading of the Holy Spirit in all things. Our desire here at Gleanings for the Hungry is to foster a healthy and safe environment where you and your teammates can grow and where authentic Christian ministry and community can take place.

Please carefully read through the following statements and sign your name in agreement (see also Abide or Appeal, page 11). We also encourage you to study the scriptures in their context. You will be blessed if you do so, and put it into practice even before the summer starts!

### I am committed to...

1. **Trust God by giving Him the authority He deserves in my life.** (Prov. 3:5-6; Rom. 8:9-11; Eph. 5:1, 8-11)
2. **Trust my leaders by submitting to their authority (Abide or Appeal).** (Rom. 13:1; Eph. 6:1, 6-8)
3. **Show respect and honor to those I work and live with, and to those I serve.** (Rom. 12:10; Eph. 5:21; Eph. 4:29)
4. **Participate with my whole heart in all scheduled activities.** (Eph. 6:7; Col. 3:15-17; 4:2-6)
5. **Be a team player.** (Eph. 4:2-6)
6. **Be dedicated to the end.** (Gal. 6:9; Heb. 12:1-3; 6:11-12)
7. **Be teachable, open to evaluation, personal challenge, and feedback.** (Phil. 4:9; Tit. 3:14; Matt. 11:29)
8. **Keep a good attitude.** (Rom. 12:11-16; Phil. 4:4-8; Gal. 6:7)
9. **Be an example for others in all things and make every effort to live above reproach.** (1 Tim. 3:2, 4:12; 1 Cor. 11:1)
10. **Set this time apart to grow and serve God and others.** (Phil. 3:12-14; Rom. 12:1-2; Heb. 12:1)
11. **Take “next steps” and grow as an individual.** (1 Pet. 3:18; Heb. 6:1; Luke 8:14-15)
12. **Abstain from any use of alcohol, tobacco, marijuana, illegal drugs, and the abuse of any other substances.** (Eph. 4:17; 5:18)
13. **Abstain from inappropriate, hyper-physical and/or extra-marital sexual relationships with others.** (Matt. 19:4-6, Gen. 2:19-25, 1 Cor. 7:1-7)
14. **Refrain from being alone and in private with minors of the opposite gender.** (Phil. 2:3, Titus 2:7, 1 Pet. 2:17)
15. **Be relationally patient and honoring to others by refraining from excessive displays of affection, and excessive exclusive or romantic alone time with others.** (Rom. 12:10, 1 Tim. 4:12, Gen. 29:20)
16. **Refrain from hateful, demeaning, devaluing, divisive, or malicious behavior, speech, or activity.** (1 John 1:6, 2:17-9-17; Eph. 4:31; Prov. 10:12)
17. **Exercise self-control, appropriateness, accountability, and purity with use of technology.** (Gal. 5:22-25, 1 Cor. 6:12-20)
18. **Fulfill the Summer Staff Team Covenant.** (Eph. 5:21, Heb. 10:24, Rom. 12:16)

I, \_\_\_\_\_, have carefully read and agree to these promises, and I agree to do my best to fulfill them throughout the duration of my time on Summer Staff. If I fail to keep them, I allow my leaders, fellow Summer Staff teammates, and community to hold me accountable.

**Sign online at [gleanings.org/summerstaff](http://gleanings.org/summerstaff)**



## LEADERSHIP TEAM

### THE HISTORY

In the Spring of 2018 Fritz Meier (Gleanings Base Director) challenged our Summer Staff Program Director to “pass the ball” and give summer staff alumni the opportunity to lead the program themselves. That summer the official Summer Staff Leadership Team was born. Five former summer staff came to Gleanings one week earlier than the rest of the team to prepare for 12 weeks of summer. They also took on the challenge to lead in unity by humbly walking together in faith. The leadership ball was passed, and our leadership teams have done an amazing job each year since.

### THE GOAL

We have selected a leadership team again this year. They are a small group of your peers who have agreed to lovingly serve you all summer. They have committed to do their best to exemplify Christ-like servant-leadership. The team’s theme passage is Philippians 2:

*Therefore, if you have any encouragement from being united with Christ, if any comfort from his love, if any common sharing in the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and of one mind. Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others. In your relationships with one another, have the same mindset as Christ Jesus:*

*Who, being in very nature God, did not consider equality with God something to be used to his own advantage; rather, he made himself nothing by taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, he humbled himself by becoming obedient to death—even death on a cross!*

*Therefore, God exalted him to the highest place and gave him the name that is above every name, that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, and every tongue acknowledge that Jesus Christ is Lord, to the glory of God the Father.*

### WHAT THIS MEANS FOR YOU

We prayerfully select each Leadership Team member. We train them and place them a position of God-honoring authority over the Summer Staff team and program. A major part of you saying yes to the Summer Staff program is agreeing to serve with an attitude of loving trust, gracious submission and active support for the Leadership Team. They will sharpen you through regular affirmation and challenge, and you will sharpen them through your routine, honest feedback. Though they are your peers, and possibly even younger than you, you must defer to them and submit to their authority. Trust that their heart and purpose is to serve you in sincere love.

### LEADERSHIP COMMITMENT

The Leadership Team have committed to...

- Prepare remotely for up to 3 months ahead of time
- Arrive one week early for Leaders Week
- Serve for the entire 13 weeks of summer
- Assume major leadership and decision-making roles in the program
- Pass the Leadership Team ball to others during their summer of service
- Take important time to refuel during the summer
- Stay one week after summer program for Leaders Debrief Week

### SELECTION

Leaders select leaders. There is no leadership application. As a staff and leaders, we prayerfully observe summer staff team members throughout summer and we look for those who evidently love to serve Christ and others with genuine humility and those that exemplify the overall direction of the Summer Staff program purpose statement (See page 5).



## TEAM COVENANT

One of our favorite aspects of the Summer Staff team is the Team Covenant. During Launch Week (the first week of Summer Staff training) you will work together with your team to draft and agree upon a Team Covenant. It is a promise for every team member, by every team member. Everyone shares in upholding it daily, and everyone provides the grace the team needs when we step off course. It will be a daily reminder of the direction we are heading together. It will push us all to live out our core values and to treat each other the way we promise to. A Team Covenant is custom-crafted by the team members only, so it is easy to take ownership of. It is about direction and grace rather than rules and consequences. A Team Covenant helps us move from a “Me” culture to a “We” culture within our team. It will be a huge blessing to us and to those who watch us live it out.

Here is Pastor Timothy Keller’s comment on the meaning of “covenant”:

*“A covenant is a relationship. But it is a relationship more loving and intimate than a merely legal relationship, yet more binding and enduring and accountable than a merely personal relationship. The covenant is a stunning blend of law and love. Stunning, because it’s a personal relationship made more loving and intimate, because it is legal. It is this way through voluntary, mutual, binding promises and vows to be loving and to be faithful, no matter what the circumstances are.”*

Our team covenant will be based on the Apostle Paul’s words to the Colossian church:

***“Therefore, as God’s chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience. Bear with each other and forgive one another if any of you has a grievance against someone. Forgive as the Lord forgave you. And over all these virtues put on love, which binds them all together in perfect unity.***

***Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful. Let the message of Christ dwell among you richly as you teach and admonish one another with all wisdom through psalms, hymns, and songs from the Spirit, singing to God with gratitude in your hearts. And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him.”***

**Colossians 3:12-17**

You can begin preparing yourself for your team covenant. Here are a few things you can do before you arrive...

- Read our Colossians scripture above. Pray over it and highlight important words to you.
- Think about your deepest personal values. List 5-10 out on paper. List any important values, and also reflect on your values that pertain to work, leading others, and community.
- Discuss this with others. Ask others about their top two or three core values.
- Google “Team Covenant.” See examples and insights.



## ICE CREAM TIME

Some organizations do staff evaluations—we do Ice Cream Times! These are the best. Ice Cream Time is weekly one-on-one meeting with you and at least one of our leadership team. And, YES, there will be ice cream!

The goals of Ice Cream Time are...

- To encourage you
- To get to know you personally
- To challenge and affirm you for growth
- To give you a regular, predictable place and time to communicate important things
- To build close and lasting relationships with each individual summer staff intern
- To celebrate your personal growth and transformation

The focus of Ice Cream Time will be the following conversations... (See the template on the following page)

- “We think you are doing an excellent job by...”
- “We would like to see you take a *next step* by...”
- “What *next steps* do you see for yourself?”
- “If you were us, how would you do things differently?”

We look forward to spending some Ice Cream Time with you!

Please pray about this beforehand. ICT is a very important aspect of this ministry and program. This is the area where you will show your readiness to receive evaluation, personal challenge, coaching and feedback.





## ICE CREAM TIME TEMPLATE

<b>[SUMMER STAFF NAME]</b>	YOUR STRENGTHS: [LIST OF SUMMER STAFF'S TOP 5 STRENGTHS]
<b>AFFIRM: WE THINK YOU ARE DOING A FANTASTIC JOB BY...</b>	<b>CHALLENGE: WE WOULD LOVE TO SEE YOU TAKE A "NEXT STEP" BY...</b>
[THIS IS WHERE WE AFFIRM YOU]	[THIS IS WHERE WE CHALLENGE YOU]
<b>WHAT NEXT STEPS DO YOU SEE FOR YOURSELF?</b>	<b>IF YOU WERE US HOW WOULD YOU DO THINGS DIFFERENTLY?</b>
[THIS IS WHERE YOU CHALLENGE YOURSELF AND WE LISTEN AND TAKE NOTES]	[THIS IS WHERE YOU CHALLENGE US AND WE LISTEN AND TAKE NOTES]
	WEEK OF: [DATES FOR THE WEEK]

NOTES:



## ONE-ON-ONE

Our desire is to see you transform more and more into a Christ-like servant leader this summer. We know that every Summer Staff intern needs personal support and encouragement during a summer of hard work and living in community. We will pair each Summer Staff intern with a Gleanings Staff One-on-One mentor. They will give you their undivided attention, prayer, and encouragement once a week. There will be plenty of tiring and challenging situations during your service on Summer Staff. Your One-on-One is there for you—ask them to listen to you and pray for you. Our Gleanings staff want to welcome you and treat you like family.

A special part of the Gleanings for the Hungry mission is...

### TO CHAMPION YOUNG PEOPLE

Each of our Gleanings Staff are praying for you already. We are excited to know you more and to celebrate the ways God will transform you this summer as you surrender to Him daily.



## ABIDE OR APPEAL

*Abide or Appeal* is the language we want to use as we learn to work as a team and live together in community. Here is what we mean by each word:

### **Abide**

*Graciously follow leaders' directions without creating dissention among the team.*

### **Appeal**

*Graciously follow leaders' directions and immediately communicate your prayerful concerns to leadership without creating dissention among the team.*

Be ready to explain connections between your concerns and the purposes of our ministry. We always welcome your voice in leadership decisions. *Appeal* communicates, "I'm thinking. I'm communicating. I'm ready to lead."

### **Disregard**

*Not following leaders' directions, and not communicating your concerns to leaders.*

Disregard goes against our mission. Sadly, it often *communicates* disrespect, division, and a desire to injure the team. In the end, ongoing disregard for direction may be grounds for dismissal. *Disregard* communicates, "I'm doing my own thing. I don't care if I lead others off mission and team direction."

During your time serving as a member of the summer staff team, it is important to understand the expectations concerning conduct, growth, and commitment. In this internship there is a structure of leadership in authority, an aspect of accountability, and biblical culture among the members of the team, and there is a commitment between everyone on the team to hold on to core values and in everything seek God. Our community and team can only be successful to the degree we set God as our true priority and let our own feelings and desires become second. Furthermore, we must all live in love and trust for one another. The goal is that in this type of structure, servant-leaders can enjoy the greatest amount of freedom, growth, and fulfillment. Nevertheless, there will be times and circumstances when leaders will need to make decisions for the health and direction of the summer staff team. In those cases, your options are to abide or appeal, but not to disregard.

*Abide or Appeal* is an important leadership principle in this program—it's about respect, trust, communication, and unity; it's not about rules and control. Not only do we want to hold you accountable to this principle, we also desire to model it for you, and more importantly, we want to pass on the principle to you for when you are leading and directing teams yourself.

This policy is rooted in our core values: Humility and Unity. We believe that unity can only come through humility.

If you have any questions, please speak with leadership.



## STRENGTHS

Every Summer Staff team member will have the opportunity to take the *Clifton's StrengthsFinder*. We will email you a StrengthsFinder access code so that you can take the assessment before you arrive at Gleanings. Please set aside 30 minutes of very focused time to take this online quiz. We love to see every person on our team using their talents and *Strengths* in their work and relationships. The StrengthsFinder gives us language when we want to talk about and understand each other's God-given talents. It is a great tool for "stepping toward" one another as a team and community.

**RETURNING SUMMER STAFF:** You have already taken the StrengthsFinder. Please log back into your account at [strengthsquest.com](https://strengthsquest.com) and review your Signature Themes Report. Be prepared to talk about your Strengths in the context of a new team this summer!

**NEW SUMMER STAFF:** We will send you a special email regarding the StrengthsFinder assessment with subject line "Summer Staff 2020 – Strengths". Read it carefully and complete the StrengthsFinder assessment. Send us the results. It is essential that you complete the assessment and know your Strengths **before** you arrive.

We want to know your Strengths, collaborate with you in your Strengths, and celebrate your God-given Strengths with the goal of helping you grow as a servant-leader.





## PASS THE BALL

Many of us have been on sports teams where there was a super-talented individual. There is usually one really good kid on every sports team. Everyone is happy to have the good kid because at least someone on the team can score, and help us win, right? ... That is, until the other teams begin to pass. Passing is a more skillful, mature, intelligent, and effective thing to do in sports. It is a trust move between individual players. We begin to believe in the potential of another player and invest in their growth by giving them real opportunities—even if they fail sometimes. A team with one good kid can't beat the team who has learned to pass well. Fun fact: the Spanish National Soccer Team won the World Cup in 2010 by connecting 3,547 passes in the tournament final alone!

*Pass the Ball* is a phrase we use all summer long at Gleanings. It functions as a reminder for us to **invite others into what we are doing as servant-leaders.**

The easiest way to become a leader is by passing the ball, by continually inviting others, especially younger people, into whatever you are doing. So, begin passing the ball now, even before you get here. Get ready to invest in the growth of others this summer.

### **Examples of Passing the Ball we've seen in the past:**

- Training a volunteer to operate the bin dumper
- Asking a volunteer to help you at the tray stacker
- Summer Staff leading morning worship with volunteers
- Delegating leadership oversight to volunteers at the dried fruit packing line
- Inviting volunteers to sit in on a Summer Staff morning meeting
- Gleanings Staff empowering Summer Staffers to direct or lead the program
- Plant managers selecting a protégé and training them to run the full production process
- And more!



## ROMANTIC RELATIONSHIPS

Gleanings is proud to welcome healthy romantic relationships within our Summer Staff program. What better place to learn to serve the Lord together and grow in God-honoring relationship than here at Gleanings in a loving Christian community? In the past, romantic relationships have been prohibited at Gleanings, but now we are glad to allow the privilege of healthy, God-honoring relationships.

**EXISTING COUPLES:** We do ask that existing couples seeking to serve at Gleanings take special time to pray before they commit to come in order to seek God's guidance about participating in the Summer Staff program together. We also encourage existing couples to seek advice from Christian mentors about serving together in the context of a team.

**NEW RELATIONSHIPS:** Sometimes new friendships develop into more. We welcome new relationships to grow slowly with guidance while remaining wholeheartedly focused on the Lord and the Summer Staff commitments detailed in this packet. Our leadership team requires summer staff in new relationships to...

- Demonstrate patience by waiting at least 4 weeks before expressing feelings openly
- Demonstrate submission by asking for agreement and consent from leaders before acting on feelings
- Demonstrate honor by refraining from physical affection that betrays the relational commitment level
- Demonstrate openness by growing closer among friends and welcoming feedback
- Demonstrate commitment by maintaining focus on the summer staff mission and community

It is important for any young, unmarried couple in a romantic relationship to know Gleanings values:

- We value God-honoring relationships
- We value honoring one another, especially regarding physical affection
- We value focused commitment to the Summer Staff team
- We value inclusivity rather than exclusivity, especially in the team context
- We value servant-leadership and being an example to others in our community
- We value agreement and unity among our Gleanings community (Staff, Summer Staff, Volunteers)
- We value prayerful, gracious accountability and discipleship
- We value physical and sexual intimacy in the context of a marriage covenant
- We value romantic relationships and marriage relationships as they are an expression of God's love
- We value God's direction and leading in all our relationships

We welcome young couples into this community with these values. We want to be clear that these values will be encouraged and upheld. When these values are not expressed in a romantic relationship, it is the desire of our community and leadership to speak the truth in love in order to urge couples to be healthy and God-honoring. Couples must expect guidance, be open to direction, and accept feedback from others.

We do ask couples to exercise self-control during their commitment to the Summer Staff program by...

- Focusing first on each individual's commitment to the Summer Staff team and mission
- Refraining from excessive displays of physical affection whether public or private
- Refraining from excessive private time away from the team or excessive, exclusive alone time whether on or off site
- Refraining from spending affectionate time alone in closed quarters
- Refraining from any public displays of affection during chapel—keep chapel time focused on the Lord.
- Examples of excessive affection are massages, sitting on laps, laying together, intimate touching, kissing, etc.

Essentially, we are asking you to date in a group of friends and not in isolation or seclusion, to treat each other as cherished friends. We believe this is a healthy way for you to grow closer to one another. We want this to be an amazing summer of personal growth and encouragement for you.

Limits for romantic relationships during the summer program:

- WHO: No pursuit of relationships with staff, staff family, summer staff leaders, or volunteers
- WHEN: These limits begin when you arrive at Gleanings and end when you leave Gleanings



## GOOD ROOMMATES

Living in community is one of the uniquely wonderful aspects about Gleanings. Healthy community life comes when we live with purpose, care, and lots of intentionality. When we describe our community, we use the phrase “honor culture.” Honor means to “value highly or to hold in great respect.” We require that individual team members honor each other in the way they live together in the Gleanings housing. Below are the important ways in which you can practically honor one another as Summer Staff roommates:

### HYGIENE

**BED:** Make your bed daily. Wash your sheets weekly at minimum. Keep it smelling and looking pleasant.

**FLOOR:** Clean belongings and trash from floor daily. Floor space in the room should be clear every day.

**LAUNDRY:** Do laundry weekly. See special notes below.

**CLEANING:** Work together to do a deep clean of all surfaces and spaces weekly. Room checks will be weekly.

**TRASH:** Dump trash daily or as needed. Do not let things rot in trash bins. Recycle in provided bins.

### SPACE

**BED:** Keep your bed area reasonably organized every day. Gleanings will provide storage area or containers.

**STORAGE:** Work together with your roommates to divide up common storage or closet space.

**LIVING ROOM/LOUNGE:** Clean up after yourself. Tidy up together after group gatherings. Put away belongings.

**FRIDGE:** Share fridge space. Clean out/wipe out the mini-fridge regularly. Do not allow things to rot.

**BATHROOM:** Keep your toiletries neatly stored or packed, not out on counters. Launder towels weekly.

### REFUEL

**PEACE:** Your room is meant to be a place for peace and refuel. Your bed is your own private place to rest.

**SLEEP:** Allow each person to sleep without being disturbed. This includes lights, noises, smells, and activity.

**CURFEW:** Finish what you are doing and head to your rooms at midnight. Allow lights out at 10 PM if needed.

**QUIET:** Allow your roommates “quiet time” or “no conversation time” in the rooms. Work this out together.

**CLEAN:** Your room should be easy to rest in for all. Clean, clear, peaceful, quiet and pleasant.

### ENCOURAGEMENT

**COMMUNICATING:** Living together requires talking and strategizing about how you will live together well.

**SPEAKING LIFE:** Don't gossip. Speak well of others. Let your room be full of words that build up not tear down.

**BUNK TALK:** We encourage roommates to also make time to connect. Have fun, sit on bunks and chat.

### PRIVACY

**PROPERTY:** Do not touch or use others' belongings without asking permission

**SPACE:** Refrain from using or entering others' personal space (bed and storage areas)

**TIME:** Be sensitive and give one another time alone or in private.

### LAUNDRY

**WASH:** Wash your clothes and bedding weekly at minimum.

**NO MOLD:** Do not leave wet clothes to mold in the washing machines, on your floor, or in your baskets.

**PUT AWAY:** After drying, fold and put away laundry in dresser/closet (not on your bed, or the floor or in piles)

**BASKET:** Store your dirty clothes in the laundry basket provided for you.

**SUPER DIRTY:** Clothes or shoes that are super dirty or wet should be placed outside or washed immediately.





## GLEANINGS FOR THE HUNGRY BASE & WORK RULES

### WORK AREAS

- Fruit:** No throwing or smearing fruit.
- Stations:** When assigned a job on the production line, don't leave without the plant manager's knowledge or consent.
- Music:** For everyone's safety we need your full attention on the production line. Therefore, there must be no media devices or cell phones while working on the production line or while driving the forklifts.
  - Music is not permitted in the plant—No headphones, speakers, etc. All music is a safety hazard.
  - Music is permitted on forklifts only through speakers at a reasonably low volume—no headphones ever on forklifts. Persistent disregard will result in removal from forklift duties.
  - Music through headphones is permissible afterhours during yard clean up only.
- Yelling:** No unnecessary yelling while the production line is running. Note: If we hear yelling, we automatically assume danger; someone is injured, or equipment is broken.
- Forklift Awareness:** Please watch out for the forklifts—they have the right of way. Just because you can see them doesn't mean they can see you. No passengers ever allowed on forklifts, except for during training.
- Forklift Training:** You will be trained to operate our forklifts. Do not use without proper training. Only authorized personnel allowed to drive forklifts or other equipment.
- Equipment Awareness:** Heavy machinery is powerful and can cause serious injury or death. Work safely. Do not use your body to interrupt the flow of motorized equipment.
- Shop:** Only authorized personnel allowed in the auto shop.
- Golf Carts:** Golf Carts are for ministry use only. You are not allowed to joyride or use golf carts as your means of transportation. If you need to use a golf cart, please ask the staff member that it's assigned to.

### GENERAL RULES

- Substance Use:** No alcohol, tobacco, marijuana, illegal drugs, or abuse of any other substances.
- Living Areas:** Respect rules and guidelines set for entering living areas of the opposite gender.
- Recycle:** Use recycle bins for cans / glass / plastics only. Use garbage cans for trash.
- Property:** Please respect all staff property: bikes, scooters, balls, etc. If it doesn't belong to you, then do not take the liberty to ride or use it without permission. Ask parents, please do not pressure kids.
- Safe Zone:** Use of your own skateboards, bikes, scooters, etc. is allowed north of the yellow line only in the 5-mph safety zone.
- Kitchen Dress Code:** Always wear shoes in the dining hall. "No shirt, no shoes, no service" State requirement
- Kitchen Use:** You may help yourself to leftovers in the kitchen. Always clean up after yourselves. You are not allowed to go into the walk-in fridge or freezer. If you need any items other than leftovers, please see our kitchen manager. Follow food safety practices and procedures. Note: Weekend meals are not provided.
- Dining Hall:** No sitting on the counters or tables. Please do not remove dining room chairs, plates, cups, etc. from the dining room.
- Pool:**
  - A leader/adult (18 yrs+) must always be in the pool area when people are swimming.
  - Always shower before entering the pool – shower located at poolside.
  - No diving, the pool is very shallow.
  - No running or pushing.
  - No food or drinks in the pool area. Plastic water bottles are okay.
  - Last leader/adult out must lock the gate. Please exit the pool by 9 pm for pool maintenance.





## SUMMER STAFF PACKING LIST

You will be staying in a room with 1-3 other summer staff. Space will be very limited, so please pack light. We suggest 1 suitcase and 1 backpack. You will have your space under your bed and 2-3 dresser drawers (Some living areas have small shared closet space). We provide towels, sheets, blankets and pillows for you, but feel free to bring your own. There are laundry facilities available for you to use (H.E. High Efficiency required). We will provide a laundry basket for you.

- Bible
- Notebook
- Water Bottle
- Hat/baseball cap
- Sunblock
- Toiletries and personal items
- Medication (Please notify Summer Staff Director of medications if you haven't already)
- Work clothes (long durable shorts and short-sleeve t-shirts. Each team member will receive a staff t-shirt.)
- Work shoes (no flip-flops/open-toed shoes while working) Non-slip recommended. Will get wet daily and ruined overall.
- Casual clothes and shoes for after work hours
- Dress clothes/nicer outfit for special occasions such as the weekly Love Feast banquet
- Work gloves
- Extra towel/Beach towel
- One-piece bathing suit (or modest "tankini" style) / swim trunks
- H.E. (High Efficiency) Laundry detergent (available for purchase at local stores)
- Small backpack for possible outreaches and day trips
- Extra discretionary spending money for personal expenses, times off base (Starbucks!), for eating out on weekends, etc.
- Money for weekend meals (not provided)
- Scooters/Skateboards/Bicycles (if desired/possible)



## DRESS CODE

We are committed to honoring God and each other in every area of our lives. We hold a high standard in our attire and require that you comply with our standards during your time of service with us. Please look at your clothes and ensure that you will comply with our standards **before you arrive**—this is very important. As you are packing, ask a trustworthy friend or parent their honest opinion (regarding information below) about your clothing choice if you have any hesitation.

As a leader, you must be ready for feedback and accountability about the way you choose to dress. Dress modestly, conservatively, appropriately, and safely for the context you are in. Volunteer groups will be required to follow this standard, so please be an example for others. We also ask that you dress appropriately off-site.

- SHOES:** Closed-toed shoes with backs are required during work. Non-slip shoes are recommended.
- TOPS:** Tops must always be worn, except in the pool area (males). Non-revealing tank-tops permitted.
- UNDERGARMENTS:** Your undergarments (underwear or bra) should never be showing, especially in a way that exposes the chest or midsection. Modest shoulder straps are permissible. Take notice when you are selecting tank tops, cut-off shirts, low cut tops, dresses, skirts, shorts, etc.
- WOMENS SHORTS:** Shorts must be conservative, mid-thigh length, not even close to exposing your bum or midsection. Please leave any shorter style shorts at home and purchase appropriate clothing for your commitment to our mission.
- WOMENS TOPS:** Shirts, tanks, blouses, and dresses must be modest, appropriate, and not low-cut or even close to revealing the chest.
- PRINTING:** When your clothing has artwork and logos, please make sure it is modest and appropriate.
- FORM-FITTING:** Yoga pants or form-fitting pants are for exercise and private living areas only—not for work, worship, or casual community dress. Form-fitting bottoms are permissible with shorts worn over.
- SWIMSUITS:** Bathing suits must be one-piece or modest tankini-style only. No bikinis. If you wear a shirt over your bathing suit, please ensure that it is not see-through when wet. No cheeky bottoms.
- LOVE FEAST:** We encourage you to wear a modest, dress-casual or nicer outfit to Love Feast dinner.
- WORK CLOTHES:** Of course, dress modestly and appropriately, but remember to dress for working safely.

The basic idea when it comes to dress code is...

- Work clothes for working
- Swimsuits for swimming
- Yoga pants for yoga-ing =)

Dress modestly for the context you are in.

Thank you for your understanding in this area. We appreciate your agreement and compliance.



## BASIC DAILY SCHEDULE

SCHEDULE IS SUBJECT TO CHANGE.

5:30 AM	Early Morning Forklift Duty	Select Team Members
7:00 AM	Breakfast	Everyone
7:30 AM	Summer Staff Morning Meeting	Everyone
8:00 AM	Worship	Everyone
9:00 AM	Work Begin	Everyone
10:30 AM	15-Minute Morning Break	Everyone
12:00 PM	Lunch	Everyone
12:55 PM	Work Resumes – Ready to Start Plant	Everyone
3:30 PM	15-Minute Afternoon Break	Everyone
4:00/:30 PM	Plant Clean Up	Everyone
5:00 PM	Work Ends	Everyone
5:30 PM	Dinner	Everyone
6:30 PM	Evening Activities	Select Groups
10:00 PM	Campus Quiet Time	Everyone
11:00 PM	Lights Out	Everyone
12:00 PM	Wrap Up the Night & Head to Bed	Everyone

## WEEKLY SPECIAL OPPORTUNITY SCHEDULE

SCHEDULE IS SUBJECT TO CHANGE. OTHER OPTIONAL ACTIVITIES NOT LISTED.

<b>MONDAY</b>	Morning Meeting//Chapel Orientation & Full Workday Missions Night for Teams Hosted by Gleanings Staff	<b>FRIDAY</b>	Morning Meeting//Chapel Morning Devotional Led by Summer Staff - Devotional (opt.) Full Workday Love Feast for Everyone
<b>TUESDAY</b>	Early Morning Prayer (optional) Morning Meeting//Chapel Full Workday	<b>SATURDAY</b>	Morning Meeting (as needed) //Chapel Sharing Morning Half Work Day – Clean Up
<b>WEDNESDAY</b>	Morning Meeting//Chapel Morning Devotional Led by Summer Staff – Testimony (opt.) Half Workday	<b>SUNDAY</b>	Church Carpool (opt.) Day of Rest Dinner @ Rotunnos House (opt.) New Volunteer Teams Arrive
<b>THURSDAY</b>	Early Morning Prayer (opt.) Morning Meeting//Chapel Full Workday	<b>OTHER WEEKLY</b>	One-on-One Meet Up Small Groups Bible Study Special Events and Games Hosted for Volunteers Affirmation Send Offs Optional Team Gatherings Day Trips for Fun



## BASIC WEEKLY SCHEDULE

EXAMPLE ONLY - SUBJECT TO CHANGE

	MON	TUES	WED	THURS	FRI	SAT	SUN
<b>EARLY</b> BEFORE 7:00 AM	GET READY FOR BREAKFAST	EARLY AM FORKLIFT GET READY FOR BREAKFAST	EARLY AM FORKLIFT GET READY FOR BREAKFAST	GET READY FOR BREAKFAST	EARLY AM FORKLIFT GET READY FOR BREAKFAST	EARLY AM FORKLIFT GET READY FOR BREAKFAST	SLEEP IN IF DESIRED GET SOME EXTRA REST
<b>BREAKFAST-TIME</b> 7:00 – 7:30 AM	BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST ON YOUR OWN
<b>MORNING MEETING</b> BEFORE 7:30 – 8:00 AM	MEETING IN LOUNGE BE ON TIME	MEETING IN LOUNGE BE ON TIME	MEETING IN LOUNGE BE ON TIME	MEETING IN LOUNGE BE ON TIME	MEETING IN LOUNGE BE ON TIME	NO MEETING UNLESS OTHERWISE SPECIFIED	FREE
<b>CHAPEL</b> 8:00 – 9:00 AM	BE ON TIME AND FOCUSED	BE ON TIME AND FOCUSED	SS-LED TESTIMONY BE ON TIME AND FOCUSED	BE ON TIME AND FOCUSED	SS-LED DEVOTION BE ON TIME AND FOCUSED	SHARING TIME BE ON TIME AND FOCUSED	FREE CHURCH OPTIONAL
<b>MORNING 1</b> 9:00 – 10:30 AM	WORK 15M BREAK @10:30 ICE CREAM TIMES	WORK 15M BREAK @10:30 ICE CREAM TIMES	WORK 15M BREAK @10:30 ICE CREAM TIMES	WORK 15M BREAK @10:30 ICE CREAM TIMES	WORK 15M BREAK @10:30 ICE CREAM TIMES	WORK 15M BREAK @10:30 ICE CREAM TIMES	FREE CHURCH OPTIONAL
<b>MORNING 2</b> 10:45 AM – 12:00 PM	WORK ICE CREAM TIMES	WORK ICE CREAM TIMES	WORK ICE CREAM TIMES	WORK ICE CREAM TIMES	WORK ICE CREAM TIMES	WORK ICE CREAM TIMES	FREE CHURCH OPTIONAL
<b>LUNCH-TIME</b> 12:00 – 12:55 PM	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH ON YOUR OWN
<b>AFTERNOON 1</b> 12:55 – 3:00 PM	WORK 15M BREAK @3:00 ICE CREAM TIMES	WORK 15M BREAK @3:00 ICE CREAM TIMES	FINISH WORK FREE	WORK 15M BREAK @3:00 ICE CREAM TIMES	WORK 15M BREAK @3:00 ICE CREAM TIMES	FINISH WORK ICE CREAM TIMES FREE	DINING HALL CLEAN UP FREE
<b>AFTERNOON 2</b> 3:15 – 5:00 PM	WORK CLEAN UP	WORK CLEAN UP	FREE	WORK CLEAN UP ICE CREAM TIMES	END WORK EARLY ICE CREAM TIMES	FREE	FREE
<b>DINNER-TIME</b> 5:30 – 6:30 PM	DINNER KITCHEN CLEAN UP	DINNER KITCHEN CLEAN UP	DINNER ON YOUR OWN	DINNER KITCHEN CLEAN UP	LOVE FEAST DINNER KITCHEN CLEAN UP	DINNER ON YOUR OWN	FAMILY DINNER OPTIONAL FREE
<b>EVENING 1</b> 6:30 – 9:00 PM	FREE MISSION NIGHT (AFTER HOURS WORK/TEAM TIME)	FREE (AFTER HOURS WORK/TEAM TIME)	FREE (AFTER HOURS WORK/TEAM TIME)	FREE (AFTER HOURS WORK/TEAM TIME)	FREE (AFTER HOURS WORK/TEAM TIME)	FREE	FREE
<b>EVENING 2</b> 9:00 PM – 12:00 AM	FREE AFFIRMATIONS	FREE AFFIRMATIONS	FREE AFFIRMATIONS	FREE AFFIRMATIONS	FREE AFFIRMATIONS	FREE	FREE AFFIRMATIONS
<b>LATE</b> AFTER 12:00 AM	WRAP UP AND HEAD TO HOME BE WELL RESTED	WRAP UP AND HEAD TO HOME BE WELL RESTED	WRAP UP AND HEAD TO HOME BE WELL RESTED	WRAP UP AND HEAD TO HOME BE WELL RESTED	WRAP UP AND HEAD TO HOME BE WELL RESTED	NO SUGGESTED CURFEW BE WELL RESTED	WRAP UP AND HEAD TO HOME BE WELL RESTED





## LAUNCH WEEK SAMPLE SCHEDULE

EXAMPLE SCHEDULE IS BASIC AND SUBJECT TO CHANGE

<b>SUNDAY</b>	Summer Staff Pick Up, Arrivals Please do not plan to arrive before Sunday (Our staff will not be able to accommodate you before the scheduled activities) Welcome Dinner
<b>MONDAY</b>	Opening Celebration Team Building Plant Tour & Work Training Campus & Mission Tour
<b>TUESDAY</b>	Work Training <i>Strengths Training</i> Gleanings Values & Team Covenant
<b>WEDNESDAY</b>	Team Building Re-Fuel Practice Forklifting Practice
<b>THURSDAY</b>	Work Training Team Covenant Exercise House Meetings Kitchen Training
<b>FRIDAY</b>	One-on-One Meet & Greet Work Training Team Covenant Draft
<b>SATURDAY</b>	Work Training Pool Party Re-Fuel Night
<b>SUNDAY</b>	Church Re-Fuel Day First Teams Arrive



## OTHER THINGS TO THINK ABOUT BEFORE YOU ARRIVE

TAKE YOUR TIME IN READING AND THINKING THROUGH THESE TOPICS. OVER THE YEARS WE HAVE LEARNED THAT IT IS IMPORTANT FOR OUR INTERNS TO GIVE THESE THINGS SOME THOUGHT BEFORE ARRIVING.

### IMPORTANT INFO ABOUT YOU

What important personal/medical/safety matters do your leaders/teammates/roommates need to know about you? We strive to create a safe place for every individual to feel known and loved. This requires trust and vulnerability from each of us. So, what would you like to share about yourself with your team and community this summer?

### YOUR LEADERSHIP

How do you want to lead? In what capacity are you excited to serve and lead? Which of your God-given gifts do you want to use this summer during your time at Gleanings and on the Summer Staff team?

### NEXT STEPS

What is next for you? Are you ready to take "next steps"? What are you working on? Think through all the areas of your life: family, relationships, work, school, faith, mission, and ministry, personal and professional development, physical, mental and emotional health, recovery and healing, etc. Identify some areas in which you feel a challenge to move forward and grow by taking that "next step." We want to help you in those areas this summer.

### TEAM & COMMUNITY

Are you ready to be on a team and to live in a community? The key word for summers at Gleanings is "surrender." We believe that this summer is an opportunity to work out what God is doing in our hearts. As believers in Jesus, each of us has surrendered our whole life to Him. Are you ready to apply that surrender to real situations and relationships? Is there anything in the way of you working out your surrender this summer?

### GOD AND YOU

What is God teaching you? You are essential to our community and ministry, and the things that God is doing in your life and heart will bless us and challenge us. Take the opportunity to pray, "Lord, teach me. I want to learn what your desires are for my life."

### SUPPORT

You are a missionary this summer. Feel free to raise support for your Summer Staff fees and your personal expenses for committing to live at Gleanings. Ask your church to support you as a short-term missionary. Ask friends and family to make small donations directly to you to help offset the cost of fees and living expenses while you're here serving at Gleanings. Questions? Contact us or see the Support Raising Guide (See page 25).



**2020 THEME:**  
TO BE ANNOUNCED



## LAUNCHING DECLARATION

I, \_\_\_\_\_,  
am officially a Summer Staff Intern. I  
am an essential part of this team and I  
am **covenanted** together with my  
teammates to serve Jesus together  
here at Gleanings, and I will **lead, feed,**  
**re-fuel,** and **celebrate**. I expect to be  
transformed by Christ! Let's do this!

Giant Signature \_\_\_\_\_ Date \_\_\_\_\_  
(Sign and date during Launch Week at Gleanings)

WE WILL PROVIDE A PRINTED COPY FOR YOU TO SIGN DURING YOUR FIRST WEEK.





## SUPPORT RAISING GUIDE

You are a missionary this summer. Your ministry as a Summer Staff Intern will...

- Model Christ-centered servant leadership to nearly 1000 youth volunteers
- Produce approximately 400,000 pounds of dried fruit
- Equip local churches in several different countries to reach their community with physical and spiritual nourishment (food and the Gospel)
- Provide shelf-stable nutritious dried fruit for hungry people around the world
- Potentially save lives of hungry children
- Give hope to people in desperate situations

Your family, friends, and church will want to know you're doing this. Your people will love to support you in different ways whether by praying for you during the summer or giving financially to make it possible. So tell them!

Many Summer Staff Interns are sacrificing the opportunity to work a job and earn money during the summer season. As a short term missionary it is appropriate for you to send a support letter to your church, your family, and friends. Below are some ideas to help you get started in raising missions support for your commitment to serve on Gleanings for the Hungry's Summer Staff.

- Pray and ask God to provide what He knows you need financially this summer
- Write a short, clear and concise support letter describing your commitment, the nature of the ministry, and your prayer and financial needs.
- Include in your needs the \$100/month fee, some spending money, travel expenses, and even forfeited wages (Don't be excessive, but ask humbly)
- Note that the donations are personal gifts made out to you to help you in this commitment, they are not tax deductible
- Make a spreadsheet list of 50-100 people (if possible)
- Get creative, use social media, and money transferring technology like Venmo, PayPal, or GoFundMe
- Hand deliver personally (if possible), mail, or email your support letter to them all
- Give several copies of your support letter to your church. One for them, and then ask them to pass others out to anyone they think may want to support you.
- Pray and ask God to bless people whether they give or not.
- Keep track of your supporters' names, contact info, giving amounts, and a record of you thanking them
- Write personal thank you cards to each supporter as you receive from them
- Write a missions letter at the end of your time on Summer Staff thanking them again, describing your ministry experience, and be sure to include a few photos.

This is a suggested basic support raising method that lets your community know what you are doing for the Lord. It is not required by Gleanings whatsoever. We simply encourage you to pray first and step out in faith, trusting God for your finances. Ask God specifically what He wants you to do about building a financial and prayer support team. Then go, *do the possible*, and trust God to *do the impossible!* We also encourage you to be blessed by giving during a time of asking; pray and ask God how He would guide you to be generous to others with what you do have.

If you have any questions, feel free to contact us.