

BUILDING THE FUTURE

GO WHERE THE GRACE IS:

Psalm 33:4–22 (ESV)

⁴For the word of the LORD is upright, and all his work is done in faithfulness.

⁵He loves righteousness and justice; the earth is full of the steadfast love of the LORD.

⁶By the word of the LORD the heavens were made, and by the breath of his mouth all their host.

⁷He gathers the waters of the sea as a heap; he puts the deeps in storehouses.

⁸Let all the earth fear the LORD; let all the inhabitants of the world stand in awe of him!

⁹For he spoke, and it came to be; he commanded, and it stood firm.

¹⁰The LORD brings the counsel of the nations to nothing; he frustrates the plans of the peoples.

¹¹The counsel of the LORD stands forever, the plans of his heart to all generations.

¹²Blessed is the nation whose God is the LORD, the people whom he has chosen as his heritage!

¹³The LORD looks down from heaven; he sees all the children of man;

¹⁴from where he sits enthroned he looks out on all the inhabitants of the earth,

¹⁵he who fashions the hearts of them all and observes all their deeds.

¹⁶The king is not saved by his great army; a warrior is not delivered by his great strength.

¹⁷The war horse is a false hope for salvation, and by its great might it cannot rescue.

¹⁸Behold, the eye of the LORD is on those who fear him, on those who hope in his steadfast love,

¹⁹that he may deliver their soul from death and keep them alive in famine.

²⁰Our soul waits for the LORD; **he is our help and our shield.**

²¹For our heart is glad in him, because we trust in his holy name.

²²Let your steadfast love, O LORD, be upon us, even as we hope in you.

SHORT BIBLICAL BASIS FOR INNOVATION:

Acts 19:8–10 (ESV)

⁸And he entered the synagogue and for three months spoke boldly, reasoning and persuading them about the kingdom of God.

⁹But when some became stubborn and continued in unbelief, speaking evil of the Way before the congregation, he withdrew from them and took the disciples with him, reasoning daily in the hall of Tyrannus.

¹⁰This continued for two years, so that all the residents of Asia heard the word of the Lord, both Jews and Greeks.

Isaiah 43:19 (ESV)

¹⁹Behold, I am doing a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert.

THE OPPORTUNITY:

The shift from Christendom to a post-Christian America is removing all the cultural benefits of saying you are a Christian but is producing an all-in passionate generation of purpose-driven young people. We can often be distracted by the cultural issues of an increasingly pagan nation, all while missing the missional opportunity before us. Here is a list of observations that should fill each of us with faith and drive to move quickly to capture the opportunity before us....

1. The generation is profoundly interested in Jesus.
2. The generation is open spiritually in a big way.
3. The generation is globally connected like never before, making the mission more accessible than ever.
4. Everyone has the opportunity to speak to the masses, with the only barrier to entry being a phone and creativity.
5. The generation is perhaps the most entrepreneurial generation in history, meaning they don't want to join something just to join. They want to build something.
6. The majority of GEN Z Christians see missions as a legitimate career.

THE NATURE OF INNOVATION:

Scott Anthony, author of *The Little Black Book of Innovation*, simply defines it as “something different that has impact.” He goes on to say, “Innovation is a process that combines discovering an opportunity, blueprinting an idea to seize that opportunity, and implementing that idea to achieve results. Remember — no impact in Innovation.”

FOUR TYPES OF INNOVATION:

1. **Incremental Innovation:** Bringing step-by-step improvements to an existing product, service, or organization.
2. **Architectural Innovation:** Bringing an existing idea to a new context. Example: Uber took two existing technologies, geolocation and ride-sharing, and created the competitor, the taxi. Example: One-day Christian stadium gatherings and cause-based gatherings already existed. We saw an opportunity to merge these, and THE SEND was born.
3. **Disruptive Innovation:** The introduction of a new methodology, structure, or technology that completely disrupts the status quo. For example, the invention of the smartphone completely disrupted the mobile phone industry by creating a new status quo.
4. **Radical Innovation:** This is bringing a completely new idea forward that opens up a completely new market that existed prior. For example, the invention of airplanes opened the airline industry, and social media created an entirely new market.

How can we improve what we are already doing? (2) Are there opportunities to bring existing ideas into a new context that will create impact? (3) What in our organization

needs to be completely disrupted, and what new ideas, strategies, structures, and methods need to be introduced? (4) Are there brand new ideas that we haven't thought of that will create completely new missional opportunities we have never had?

INNOVATION IS HARD

THIS IS NOT JUST A CHRISTIAN THING

The following sections, starting with "THIS IS NOT JUST A CHRISTIAN THING" through "URGENCY IS A CORE DRIVER OF INNOVATION," are either direct excerpts or summaries by Jeremy Gutsche and his book, "The Innovation Handbook/Create The Future." I will link the book in the bio.

Times are changing rapidly. The average lifespan of a large company today is 15 years. If you look at the Fortune 500 in the year 2000 and then look today 52% of them are now gone. The rate of disruption is only continuing. The average lifespan in 1950 was 75 years.

OUR PERCEPTION IS NOT ALWAYS REALITY

There is often a discrepancy between a leader's perception and reality in their organization.

- 97% of CEOs list Innovation as a top priority.
- 50% don't believe their organization has a strong innovation plan.
- 55% don't believe their organization adapts enough.
- 48% don't believe they have enough time to work on new ideas.
- 56% don't believe their organization knows how to turn ideas into reality.

WE RELY ON THE PAST WAY MORE THEN WE THINK

We rely on the past far more than we would like to think. We are drawn to familiarity.

The size of the Solid Rocket Boosters is about 4ft, 8 1/2 inches wide. Why that size? Well, you have to look all the way back to the Roman Empire. Part of the reason the Romans occupied so much territory was that they were patrolled by chariots pulled by two horses. The width of the two horses hitched together with the chariot measures to be 4ft 8.5 inches. The horses would create huge ruts. So, as merchants and farmers rode on the Roman roads, their wagons would break unless they adapted and made their wagons 4ft and 8.5 inches wide.

The first train tracks in Europe were mining carts being pulled by, you guessed it, horses, so they were built on those ruts at 4ft 8.5 inches. As the first trains were built, they continued with that tradition. When the modern train was invented, they did not change the size of the track; instead, they changed the train.

So, when NASA had to transport their solid rocket booster to Florida, they had to think about what could be transported by train.

NASA one of the most innovative organizations on the planet built their rockets to the nearly the exact dimension of a roman war chariot.

Innovation has to do with challenging our presuppositions of the past and the present to make way for entirely new possibilities for the future.

Being an expert, a veteran or market leader doesn't make you more prone to Innovation it actually can blind you.

PEOPLE RARELY SEE A GOOD IDEA EVEN WHEN IT'S IN FRONT OF THEM

Tony Fadell was the VP of strategy and new ventures at Phillips. In his free time he was inventor and he crafted the idea for a hard drive device that would later become the iPod which would lead to the iPhone. His barrier was he couldn't get anyone to invest the millions of dollars it would take to build the prototype. He ends up getting a deal from Steve Jobs in exchange for the intellectual property he would be hired to develop the product and run the division.

In 2021, Apple made \$365 billion dollars, 51% due to the iPhone. That is \$186,150,000. Tony's idea has literally produced 100s of billions of dollars.

Steve Jobs was not the first person he pitched. Let's look at the reaction of other market leaders.

1. Phillips: Gave up on Tony, their VP of strategy and new ventures.
2. Microsoft: Steve Ballmer, worth \$41 billion - "There's no chance!"
3. Motorola: Padamasree Warrior, CTO - "Nothing revolutionary about it."
4. Palm: Ed Collegian, CEO, worth \$3.4 billion - "They are not going to figure it out."
5. Nokia: (market leader with 1 billion customers), Anssi Vanjoki, Chief Strategist - "With Mac, Apple Remained a niche [expect the same] in mobile phones"
6. Blackberry: Mike Lazaridis (worth \$2 billion) - "[With Apple's ads] customers are now coming to the store [and leaving with a blackberry], and so what its actually done is increase our sales."

MORE EXAMPLES TO DISCOURAGE US EVEN MORE

If that is not enough to scare you that you could miss life altering Innovation that is right in front you then here are few more:

1. England rejected Thomas Edison's light bulb and said it was "unworthy of the attention of practical or scientific men."

2. Western Union rejected Alexander Graham Bell's telephone, saying it was "idiotic. Why would any person want us this ungainly and impractical device?"
3. The *Kansas City Star* fired Walt Disney, saying he "lacked imagination and had no good ideas."
4. Kodak invited digital photography in 1975 but didn't adapt and went bankrupt.
5. HP rejected Steve Wozniak's computer ideas three times.
6. Atari could have owned 33% of Apple for \$50,000. It would be worth \$702 billion dollars today.
7. EDS could have bought Microsoft for \$60 million.
8. Excite could have bought Google \$1 million.
9. Myspace could have owned Facebook (\$75 million).
10. Yahoo could have owned Facebook for \$1 billion.
11. Blockbuster had three chances to buy Netflix for 50 million.

There was a man named Ferruccio in Italy who had an incredible knack to mechanically fix anything. He was so skilled he would turn abandoned war machinery into farming tractors and eventually started a tractor company. He became so successful he was able to buy a Ferrari and joined the Ferrari racing club. After being apart of the club for a while he approached Enzo Ferrari and told he believed he could make a better clutch for the next Ferrari. Enzo replied, "you stick to making tractors and I'll make cars.". Ferruccio's last name was Lamborghini. He would go on to build an empire.

What's the point?

The bad news the more successful we are, the more leadership and experience we have, the harder it is to see Innovation that is right in front of us.

The good news is that often the ideas and innovations that will transform our organizations and give fresh movement are right in front of us if we will see them.

THE RATE OF CHANGE IS ACCELERATING

Rate of change.

I believe one of the #1 qualities to lead movement in this next season will be adaptability. We have to embrace permanently the ambiguity of pioneering. Live with a clear whiteboard ready to flex and seize opportunity because change means opportunity. As missional movements we need to be first to seize that change.

Horses and Books - 1900

Plans and TVs - 1950

Typewriters and Brick Cellphone in - 1990

Desktop Computer and Flip Phone - 2005

iPhone - 2015

Jeremy Gutsche, observation was people were pretty good at predicting their next year and good at predicting the far future but terrible at predicting the next 3-5 years. Which means we need to stay in a place of humility and learning but not just that. We need to be ready to be able to see opportunity and quickly adapt to seize it.

There are many things that can blind us from seeing opportunities for Innovation but one at the core I want to focus on is urgency.

In the next 5-10 years 40% of the current Fortune 500 companies will no longer exist.

URGENCY IS THE CORE DRIVER OF INNOVATION

Urgency is the necessary fuel to drive you to the place of actual Innovation.

In Jeremy's work, he looks at the connection between self-perception and urgency.

He has found 20% of organizations are troubled meaning they know if they do not change they won't exist .

He has found 75% that believe they are doing well.

He rates 5% paranoid these are leaders who are succeeding but understand that things can quickly change and maintain a disciplined urgency.

Doing well is the worst possible place to be because statistically there is a good chance that fairly quickly without embracing continual Innovation the organization could spiral and be troubled.

Innovation is massively inconvenient. Many of us have legitimate barriers to implementing massive organization wide change. Let's just look at a few:

1. Not enough time
2. Preference for simplicity
3. Cultural conformity
4. Fear of failure
5. Rigid structure
6. Desire to optimize
7. Busy life
8. Neurology
9. Constraints
10. Groupthink
11. Generational distinction
12. Theological disagreement
13. Not my department
14. Not my problem

We know from a Christian perspective that change sin and the flesh also plays a part. We should not act like each of these don't apply to us. They do. For me and everyone

here. The faster each of us can own that the faster we can move to Innovation. Strategy is the easiest part the hard part is doing what it takes and becoming what it takes to do that strategy.

15. Selfish Ego – How does this benefit my future?
16. Need For Significance – I value being seen or celebrated more then the completion of the mission.
17. Need For Control – It needs to be my way.
18. Pride – I need to be the best or right.
19. Role based identity – Who will I be without this role?
20. Ambition – I want to crush all other YWAM Bases and become the WEST COAST Overload.
21. Etc.

PERSONAL EXAMPLE:

I want to make this practical and air Nick Brennt's dirty laundry of innovation failures and the key shifts I made. Now keep this in mind for the last ten years a whole aspect of my job within YWAM and professionally has been to bring Innovation and strategy to new and struggling movements. I have helped gather over 1,000,000 people in-person through the events I have helped direct and generated 1,000,000s of views for different movements online. However, it is those very experiences that are my roman chariot - they are my the thing that make me Innovation adverse.

#1 I got it wrong on Tik Tok.

- Openly mocked Tik Tok. Truthfully, was completely overwhelmed and did not know how to make the shift to so much short form video. Persistent new staff asked if she could open one for Circuit Riders. She grew to over 100k in a year and became one of our leading contributors to DTS in our community.

#2 Staff and students start movements without my permission and my inclination to control them.

- A group of college students in Kenya after coming to a Circuit Rider school started without permission a Carry The Love tour in Nairobi. We did not shut it down instead leaned into it. Now they are becoming YWAMers and are 1,000s of students every year.

#3 I feel temptation to make decisions that my peers will understand versus taking a risk for the sake of the next generation.

- The naming conventions we choose at Circuit Riders always draws questions from people. Is Carry The Love humanistic? No. Is Brave Love Women feminism? No. Is Black Voices Movement woke? No. Is Circuit Riders YWAM? Yes. However, we do not get any questions from the people these movements are designed to reach. The truth is I had to make a decision who my audience was at the cost of colleagues always understanding.

THE MARK OF TRUE INNOVATION IS IT SHOULD SCARE YOU:

Marty Nuemeir, a famous brand strategist was once asked when do you know an idea is innovative? He answered, “When it scares the heck out of everybody.”

UNDERSTANDING YOUR INNOVATION PROFILE:

FARMER'S

INSTINCTS & TRAPS

COMPLACENT

- May be perceived as resistant to experimenting or adapting within role or projects
- Relies on past success & strategies to navigate and inspire future endeavors

CONSISTENT

- Demonstrates high levels of success and expertise within role & projects
- Extracts high performance from peers through strategic collaboration

PROTECTIVE

- Apprehensive to new ideas and change with outcomes that cannot be guaranteed
- May be stuck in comfort zone, relying on traditions and methods of the past

LOYAL

- Motivated to maintain the highest of standards for all functions within the organization
- Recognized by peers as a dependable, reliable & highly skilled team member

REPETITIVE

- Resistant to exploring untested methods or ideas due to the uncertainties of risk or loss
- Perceived as stubborn when it comes to exploring new ideas or projects

DISCIPLINED

- Highly strategic in implementing and executing new strategies yielding successful results
- Effectively optimizes routines, methods & systems to ensure stability & high success rates

THE INNOVATION ASSESSMENT

The assessment reveals your innovation archetype, strengths, blind spots and comparisons.

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HUNTER'S

INSTINCTS & TRAPS

CURIOUS

- Strong desire to learn new things & question the status quo
- Motivated to explore unknown paths to identify insight & potential that others often overlook

DISTRACTED

- Easily distracted, resulting in time management & productivity issues
- Struggles to make decisions, which can prevent progress or implementation of ideas

INSATIABLE

- Motivated to begin new projects and to gain new skills and experiences
- Demonstrates initiative, adaptability and determination with new projects & ideas

DISSATISFIED

- Moves too quickly without consulting relevant stakeholders or considering all outcomes
- Grows dissatisfied and impatient easily, resulting in a lack of predictability among peers

WILLING TO DESTROY

- Consistently looking to the future to reinvent & capture new opportunities
- Demonstrates flexibility & resilience in the face of loss, failure or uncertainty

RECKLESS

- Prone to bypass procedures, protocols and the needs of others in favor of action
- Perceived as reckless, impulsive and even negligent by peers

SHIFTS TO CAPTURE THE NEXT GENERATION OF MOVEMENT:

#1 MISSION FIRST – YWAM VS YWAT

Shift: Everything has to be filtered through effective mission. Why does your base exist? What is the long-term impact you are pursuing? Can you measure your effectiveness and are you improving. Much of the outreach I have seen is unplanned, random and a cynic could call it an expensive missions vacation. The number of outreach teams that have returned with no salvation, no testimonies and no idea what they effort contributed to in the long term has been a consistent experience for me. For example, I was recently in Africa where our team is running a Circuit Riders Experience in Nairobi. We are working with the largest youth movements and churches in the city. A YWAM team showed up to our DTS one morning stating they were on outreach. When asked what they were doing they had no plan for six weeks. I do not believe that creates long-term missionaries, I do not believe it creates long-term impact and I do not believe it is God’s highest for YWAM.

Barrier: It will require tremendous pioneering effort and a lot more people are getting on planes.

Antidote: Half of your DTS staff should have no responsibility in the training of students and should be 100% focused on building vibrant and effective according to the long-term missional vision(s) of your base.

#2 EMPOWERMENT– DEFEATING “TALL POPPY SYNDROME” W/ CULTURE OF MASS ACTION

Shifts: I see a pervasive attitude of “fairness” and bureaucracy whereas the Biblical position would be there are different levels of talent, different gifts and even a sequence of what leaders of required when in the process of birthing something new (five-fold). How quickly can a leader see a need and fill it? How quickly can a young person see a missional opportunity and seize it? Are visionaries elevated or restrained/managed? How many layers of approval are their to until someone can take action? If your first thought is dread regarding gaining approval versus getting to work that culture needs to change.

Barrier: The biggest barrier is control. If we do our jobs right things should be out of control. We also need to accept young people are going to make mistakes and we need to be their apologists and then continue to disciple. How can we create an atmosphere of safety to fail so everyone can win?

Antidote: Identify young catalytic leaders on your base, bring them into prayer meetings where the senior leadership is seeking the Lord on vision, let them take ownership and contribute in those times. Then unleash, resource and coach them to succeed and pioneer the visions you are sensing from God.

#3 CATER TO GEN Z CULTURE – WINNING THE ARGUMENT THAT WE ARE A YOUTH MOVEMENT

Shift: The mission has grown to be multi-generational and that is a good thing. However, in order for Youth With A Mission to stay with a mission it needs to unapologetically build it’s culture of work, mission, prayer and worship around the next generation. My overall experience as I have traveled in YWAM the culture is currently designed for the older generations (millennials and up).

Barrier: This is offensive because this principle tells us all it’s not about you regardless of sacrifice, time spent in the mission, level of success or even purity of intention. Not to mention the demand for change is continual.

Antidote: The best way to begin to shift to a Gen Z culture is counter-intuitive. It is to establish a vibrant expression of prayer and worship in the center of your community where everyone worships passionately. Passion is the hallmark of every young generation and it must fill everything we do.

#4 THE FUTURE IS COLLABORATIVE – OVERCOMING SCARCITY WITH RADICAL GENEROSITY

Shift: There is a prevailing attitude of scarcity which leads to over-recruiting from ministry partners instead of serving and staying on mission. There is open competition which shows up in the middle management of YWAM bases. There is insecurity and jealousy where people feel permission to criticize things that are successful in the mission. There is jockeying for position in collaborations. All of this is a fruit of scarcity. Versus lifting our eyes to the harvest realizing there is more harvest, mission and discipleship than any of us can handle.

Barrier: We have to move beyond fear of failure. Losing our bases. We have to be good proud of our God given assignment within the breath of the mission and value things that are out of our scope of passion.

Antidote: The antidote is radical generosity. Serving other teams in initiatives. Mobilizing students for other locations. Doing events that are primarily to resource the church and youth not recruit from them. It's trusting that as we sow we will reap in even greater measure.

#5 CALLING WHAT'S BROKEN, BROKEN – TAKING JOY IN RAPID CHANGE

Shift: There is an odd culture which ties in with “tall poppy syndrome” that breaks my brain and it is ignoring success and celebrating things that are in all measures failing. I once sat in a staff meeting at a prominent YWAM base where the leader in attempt to celebrate the record students numbers went on and on celebrating a secondary school with five students and never mentioned the one DTS and all their young leaders that represented 80% of the incoming students and all of the numerical growth. I have also been stunned over how long bases will live with dysfunction in their teams and effectively frustrate their young people where they spend their energy trying to reform the base instead of on the mission. We need to call broken things broken.

Barrier: Admitting something is broken is not admitting failure. It's admitting that what once worked no longer works anymore. What produces failure is when even we act as if our solutions are timeless. We only have about five more years before we will be adapting to Gen Alpha. We must grow in love with change if we are going to stay at the tip of spear in global youth movement.

Antidote: It needs to start at the senior leadership level and work its way down into each department but “auditing” each aspect of what you are doing and truly asking the question what is broken? I have attached a worksheet that can help you with that process.

#6 REIGNITING SPIRITUAL FERVOR – BECOMING “THE ONES WHO MUST”

Shift: We have to find for each of us our original fire.

Barrier: It takes effort, humility and desperation.

Antidote: We must voluntarily enter into personal seasons of seeking and renewal.

INNOVATION EXERCISE – UTOPIA VS. DYSTOPIA

An exercise from *The Innovation Handbook/Create The Future* by Jeremy Gutsche

We are going to do an exercise called DYSTOPIA vs. UTOPIA to demonstrate how quickly Innovation can take place?

Ideation and brainstorming are going to be necessary for this. The rules of ideating is that there are no bad ideas or wrong answers at first. The goal is to get everyone bouncing off each other. The second rule is that best ideas win so you need to separate you from your idea. Innovation and ideas are impersonal.

I want you to imagine the future of your organization in two very different ways - one where you are experiencing exponential success and one where your organization ceases to exist.

I want to ideate what are the key factors that would lead to a dystopia or a down fall? They could be cultures, things you are not embracing, resources you need to gain, key metrics you are not achieving?

Now narrow them down to five.

I want to ideate what are the key factors that would lead to utopia or exponential success?

Now narrow them down to five.

Looking at this what are the top three priorities you need to focus on to achieve success?

What are the short-term tactics, long-term tactics and dream list?

2023 QUESTIONS SET #1

Goal #1 - Growth of Students Numerically in DTS

1. If we are to grow numerically in number we must ask what are the important shifts that naturally attract young people?
2. How does the average young person see YWAM as we have officially presented it? (Online Presence, Common "Brand" Language, Word of Mouth Report of Others).

Goal #2 - Higher Retention and Growth of Young Leaders

1. How broad is the vision they are being called into? Is their room for their personality, temperament and gift?
2. How many barriers practically are there until they are given practical leadership responsibility? How long do they have to wait? How much training is required? Does the process seem more beneficial or more of rite of passage?
3. What processes are in place to develop leaders in a customized way?
4. What processes are there to help leaders develop a vision and team?
5. What models are there for people to emulate in effective ministry?
6. How many practical opportunities does your base or DTS provide for practical ministry leadership? (preaching, worship leading, evangelism, team leadership, media roles etc.). NOTE: Limit yourself to thinking about the mission side of your community not the maintenance of property.

Goal #3 - Expanded Effectiveness and Impact of Outreach With Greater Impact

1. How much energy is put into the effectiveness of outreach? Is the DTS outreach an afterthought or is the practical strategy of ministry abdicated to locations people are visiting?
2. Do the staff organizing outreach have the appropriate training to build an effective outreach?
3. Do the staff organizing outreach have enough time to build an effective outreach?
4. Does the DTS have long-term vision and strategy for effective outreach? Specific locations? Specific demographic?
5. Is the DTS developing catalytic and collaborative partnership to build into long-term transformation in the nation?
6. Do staff have a long-term vision and year around focus on their outreach location and vision?

Goal #4 - Deeper Training and Discipleship For Students

1. Is there a chief end goal and vision for a student in the mind of the training staff? Is the goal to get closer to Jesus? Is the goal to create a missional Christian?
2. Is the DTS producing that goal?
3. Does the training experience cultivate a greater love for the Bible, worship, prayer and evangelism?
4. Is there a clear impartation of YWAM culture by the end of the experience?
5. Does the training produce a catalytic young leader who sees impact on their outreach?
6. Is the student experiencing inner transformation or conforming to an outward culture of agreement for acceptance?

7. Is there a planned process with proven training material for personal growth for students?
8. How equipped are DTS Staff to lead students into breakthrough in training and impact later on outreach?

DTS AS MOVEMENT AUDIT

The goal of DTS as a movement is that you would develop a thriving missional community that develops long-term missionaries that are engaged in long-term projects in your local community and the nations. There are five key teams in making this vision possible:

1. **Visionary Team:** This team is tasked with developing a holistic vision from training to long-term outreach and should be actively engaged in one of the teams on a full-time basis. They are also responsible for ensuring each team is properly trained and that every aspect of the vision is realized.
2. **Training Team:** This team is responsible for developing a dynamic training experience which includes recruiting a dynamic speaker line-up, an in-depth discipleship strategy, pastor the issues and problems that will arise, and making sure each student is properly trained and ready for outreach. In the off-season, the training team becomes the recruiting team, financial coaching team, and call center.
3. **Project/Outreach Team:** This team is tasked with developing missional projects that are focused on evangelism, mercy, movements, etc. They manage the staff who are fully dedicated to this. These projects become your outreaches for your DTS student teams.
4. **Media Team:** The media team serves all other teams' communication, marketing, and media goals. They assist and help bring clarity to the brand, communication, and consistent messaging to the masses.
5. **Music Team:** The worship team is tasked with creating an excellent sound that serves both worship and prayer, training the project team as needed.

Key Questions and Goals For Visionary Team:

1. What are the specific mandates and graces on your community?
2. How much has the prophetic played a role in developing your long-term vision?
3. What does long-term success look like? It should be developing leaders who last, sending long-term missionaries, and developing projects for lasting impact.
4. What are your weaknesses as a team and community? If you held to the rule that culture was the problem? What needs to change?

Key Questions and Goals For Training:

1. Is there a chief end goal and vision for a student in the mind of the training staff? Is the goal to get closer to Jesus? Is the goal to create a missional Christian? Is the goal to develop a leader or simply a follower of Jesus? Describe the end goal of your training for the average young man or woman.

2. Is your training experience producing that goal?
3. Does the training experience cultivate a greater love for the Bible, worship, prayer, and evangelism?
4. Is there a clear impartation of your missional organization's (YWAM, etc.) culture by the end of the experience?
5. Does the training produce a catalytic young leader who sees an impact on their outreach?
6. Is the student experiencing inner transformation or conforming to an outward culture of the agreement for acceptance within the training experience? (For example, they could be shouting in agreement but privately in deep sin and not progressing in deep heart change).
7. Is there a planned process with proven training material for personal growth for students?
8. How equipped are DTS Staff to lead students into breakthroughs in training and impact later on outreach? Do they feel equipped to lead?

Key Questions and Goals For the Project Team:

1. What are the specific mandates and graces of your community?
2. Who are you called to reach?
3. What mechanism do you need to develop to do that?
4. What are the best practices of those who do something similar with success?

Key Questions and Goals For the Media Team:

1. Do you have the freedom to communicate your movement with creativity?
2. Does your communication reflect the culture of your community?
3. Do you have an understanding of each aspect of the vision?
4. How often do you relate with the visionary team, and are you involved in helping in serving strategy?
5. Do you have goals, and are you marketing key call-to-actions?
6. Do you have a difficult time recruiting long-term creatives? Why?

Key Questions and Goals For the Worship Team:

1. What is the sound of your community?
2. Do you have the team to develop an excellent sound of worship?
3. Is your team grounded in worship, intercession, and prayer?