

# Staff Refresh FAQ

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## What is Staff Refresh?

The purpose of Staff Refresh is to refresh the hearts of our staff, equip our hands and give us a common vocabulary across the diverse works of The Navigators, while encouraging the hearts of staff in our “first love”— walking with Jesus. Staff Refresh is designed to strengthen and equip us for the work of our National Strategy.

Based on training developed for new staff, Staff Refresh provides a common language for current staff. It recognizes the experience and expertise of our staff and examines soft and hard skills identified by field staff to help us be more effective in our work.

## What is the outcome of Staff Refresh?

We want to see our Navigator staff be **healthy** in soul, **equipped** for the work, and **hopeful** for the future.

## Who is Staff Refresh for?

Staff Refresh is designed for all Field Staff, including those who are currently Staff in Training and Associate Staff. When new staff person complete Core Training, they only need to complete the Four Contributions portion of Refresh. Staff Refresh is also available to Business Ministries and Support Ministries staff.

## What is covered in Refresh?

- Five Traits of a Disciplemaker
- Navigators Heritage (historic Navigator tools, Core Values and Vision, etc.)
- Four Contributions in Advancing the Gospel

## What is the format of Staff Refresh?

Staff Refresh has been created in an online learning environment called LearnUpon, and includes worship times, Bible studies, videos, audio recordings, interactive learning experiences, and written training.

## How do Field Staff enroll in Staff Refresh?

Go to: <https://navigators.learnupon.com/catalog/learning-paths/44449>

Enroll yourself in the Learning Path by clicking the “Enroll” button.

Time for completion is approximately 30 hours. It can be accomplished in as short as a half-day a week for two months or completed within one year. All staff will complete Refresh online between September 2021 and March 2023. Associate Staff will complete Refresh by November 2023.

## What recommendations do you have for groups or cohorts?

TDC has developed a group guide for staff members who are interested in going through Refresh as a group. TDC will not form the groups, but encourages staff to form groups to discuss and process the Refresh experience.

## What if a staff person is already familiar with some of the topics in Staff Refresh?

One benefit of Staff Refresh is to bring a common understanding, vocabulary, and skill to all Navigators, no matter what their background. Peter himself didn't hesitate to remind his spiritual children of the truths of the faith (2 Peter 1:12). Though there may be familiarity, there is still benefit in being reminded of our rich blessings in Christ, seeing a different perspective, or learning with the eye for helping another. We encourage all staff to engage with all of Staff Refresh, but if there is a resource that is familiar, a staff person can move on to the next section.

## What is the Mission or City supervisor/trainer's role in Staff Refresh?

Mission and City supervisors should encourage and allow time for their staff members to complete Staff Refresh.