

IS NAVIGATOR STAFF FOR YOU?

A Guide to Affirm Your Fit and Contribution



We are so glad that you are interested in exploring what ministry with The Navigators could look like for you. It is exciting to have like-hearted people join us as we seek to know Christ, make Him known, and help others do the same throughout the world. We have a wide variety of ministry opportunities and contexts and we trust that, as the Lord leads, we have a place for you. So spend some time getting to know us. Explore who we are and what we are about, and consider if you sense the Lord leading you to join us.

As you process your decision, these materials will help you to gain a greater sense of who The Navigators are and to explore how your calling and vision might align with ours. There are three parts to work through, and each part is broken into two or three sections. You could do this one part at a time or break it down into smaller chunks, whichever suits your desire and capacity.

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Part I: Who Are The Navigators?

A. Who we are and where we have been: Our History and Calling

Our History:

The Navigators ministry began in the 1930s, when a young California lumberyard worker caught a vision. After seeing the benefits of basic discipleship principles in his own life, Dawson Trotman wanted to teach them to others, echoing the call of 2 Timothy 2:2 (NIV): “And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.”

Dawson began teaching high school students and local Sunday school classes these principles. In 1933, he and his friends extended their work to sailors in the U.S. Navy. There, Dawson taught sailor Les Spencer the foundations of Christian growth. They spent many hours together praying, studying the Bible, and memorizing Scripture. When one of Spencer’s shipmates asked him the secret of his changed life, Spencer brought the man to Trotman: “Teach him what you taught me,” he said.

“You teach him!” Trotman responded. And the 2 Timothy 2:2 vision was strengthened.

Spencer did teach the sailor, and soon the two men were meeting with others. Eventually, 125 men on their ship, the U.S.S. West Virginia, were growing in Christ and actively sharing their faith. By the end of World War II, thousands of men on ships and bases around the world were learning the principles of spiritual multiplication by the person-to-person teaching of God’s Word.

Watch [this video \(link\)](#) to learn more about the early history of The Navigators and how our ministry has grown into what it is today.

Throughout his time leading The Navigators, our founder Dawson Trotman gave several messages. Over the years, two of them have become foundational in the way that we understand and explain our mission and ministry. Take some time to listen to [Born to Reproduce \(link\)](#) and [The Need of the Hour \(link\)](#). (Or read [Born to Reproduce \(link\)](#) and [The Need of the Hour \(link\)](#).)

As you listen:

- What stands out to you from each message? Why?
- Are there ideas or parts of these messages that you would like to talk about further or explore in more detail? What are they?

Our Calling:

The Calling of The Navigators is:

To advance the gospel of Jesus and His Kingdom
into the nations
through spiritual generations of laborers
living and discipling among the lost

You can watch former International President Mike Treneer *[draw out our Calling Statement \(link\)](#)*.

- Take a few minutes to write down any thoughts, questions, or ideas that come to mind from what you heard or what God has been stirring in you related to the Calling Statement of The Navigators.

B. What we believe: Our Core Values and Vision

Along with the Calling Statement, The Navigators also have Core Values and a Vision Statement that shape the way that we think about and do ministry.

Before you explore our Core Values and Vision, read this [brief article \(link\)](#) about the unique way that God led us to this core of who we are as The Navigators.

Now, take some time to read through our Vision and Core Values and consider the following questions. Feel free to underline or highlight things that stand out, or to jot down any questions you might have as you read.

Our Core Values:

The passion to know, love, and become like Jesus

The truth and sufficiency of Scriptures for the whole of life

The transforming power of the gospel

The leading and empowering of the Holy Spirit

Expectant faith and persevering prayer rooted in the promises of God

The dignity and value of every person

Love and grace expressed among us in community

Families and relational networks in discipling the nations

Interdependent relationships in the body of Christ

You can also watch [this video \(link\)](#) of previous International President Mike Treneer drawing out our Core Values.

- As you read these statements, which stand out to you? Why?
- Are there any that particularly stir your heart or make you excited? In what ways?

- How do you already see some of these at work in your life?

Optional: There is a [Bible study \(link\)](#) that explores each of the Core Values in more detail. If there is one in particular that you would like to investigate further, feel free to use it as a resource.

Our Vision:

We see a vital movement of the gospel, fueled by prevailing prayer, flowing freely through relational networks and out into the nations. Workers for the Kingdom are next door to everywhere!

What characterizes this movement? A heart for the whole person . . . climates of grace . . . compassion for the vulnerable and broken . . . sacrificial unity embracing diversity . . . cultural relevance and sensitivity . . . interdependence with others in the wider family of God . . . transformed men and women, fragrant with humility and the aroma of Christ. They are marked by a deep engagement with and obedience to the Scriptures as the Word of God. They believe the promises of God. Both personally and in committed communities, they seek to know and pursue the purposes of God.

Laborers and leaders are emerging, with an increasing passion for Jesus Christ. They demonstrate faith and courage as they live and move among their friends and families. As spiritual parents, they model authenticity and relevance.

Ordinary people, in many walks of life, are joyfully leading integrated lives. They live as fruitful insiders among the lost. There is perseverance in the face of hardship and suffering. Around the world, many are coming to faith. As they become established in discipleship, some grow to be foundational for further generations. The gospel spreads naturally and powerfully, as believers share Christ . . . life upon life . . . family to family.

Crossing cultures into new cities and nations, teams of mobile pioneers intentionally proclaim and embody the good news of Jesus Christ, in such a way that transformed communities multiply. These communities are bringing joy and hope to their surrounding environments as relationships are healed and justice increases. Indeed, the lost and unreached burn in their hearts, as they move the gospel into the nations.

The leaders of this movement, developed and empowered for God's service, live out a growing commitment to Christlikeness. They are dependent upon the Holy Spirit. New generations of leaders are emerging, rooted incarnationally in their local and national contexts. An international leadership community brings focus, alignment, and energy to their movement. These leaders are clearly committed to long-term impact in generational ministry.

- What captures your heart about this vision? Why did you underline the words or phrases that you did?

See also: [*Our Statement of Faith*](#) (link)

C. Where we are going: Our God-Sized Goal and Faith Initiatives

Recently, The Navigators laid out a new strategy, rooted in our Vision, Calling, and Core Values. The heart of this lies in a God-sized goal and three faith initiatives.

God-Sized Goal:

By 2030, our goal is to have 1 million multiplying disciplemakers living and discipling together among the lost in the U.S. and to the ends of the earth.

Three Faith Initiatives:

Abide — Abide Deeper in Christ

To grow deeper in our dependence on Jesus and His Word—as individuals, in community, and on an organizational level—resulting in biblical fruitfulness

Ignite — Catalyze Disciplmaking Movements

To focus existing staff and recruit diverse staff to equip and mobilize disciplemakers and local leaders for the fulfillment of our Calling

Multiply — Maximize Disciplmakers' Impact

To see disciplmakers reach the lost, multiply, and build disciplmaking communities

Helping to define the National Strategy are four contributions, five characteristics, and a desired culture.

Four Contributions for Multiplying Disciplmakers:

1. **Pioneering teams:** Those who move into new places or new contexts, often across cultures (ethnicity, geography, language, customs, or generations) to plant the gospel and to lay the foundations of a generational ministry.
2. **Local laborers (disciplmakers):** Often referred to as “insiders” or “natural laborers,” these are primarily conventional income disciplmakers embedded in their local contexts.
3. **Local leaders:** These are primarily conventional income disciplmakers committed to caring for, leading, and building community among disciplmakers in a local context.

4. **Mobile alongsiders:** Leaders who are available and committed to come alongside local disciplemakers, local leaders, and pioneering teams to encourage and strengthen them in their lives and ministry.

Five Characteristics of a Disciplemaker:

Disciplemakers are those with the intent and commitment to live out these five characteristics:

1. Walking with God. Howard Hendricks once said, “You cannot impart what you do not possess!” Jesus makes it clear that only as we are connected to Him will we experience a healthy spiritual life: “I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing” (John 15:5 NIV).
2. Living among the lost. Every believer is called to engage with people in our broken world, where they live, work, study, and play. Each day opens opportunities for us to be salt and light among those yet to know Jesus and to bring hope found only in Him. As they taste our communities of grace they are drawn to Jesus.
3. Knowing and living from the Scriptures. The Scriptures are God’s means to bring guidance and wise counsel to the lives of each believer. The Holy Spirit guides us into knowing and living the truth of the Scriptures. As the psalmist said, “Your word is a lamp to my feet and a light to my path” (Psalm 119:105 ESV). Our relationship with Jesus and the Spirit’s influence through the Scriptures are God’s means for transforming us.
4. Engaging in community. The life of discipleship is not meant to be experienced alone. God has designed us for community. We can only grow spiritually and be used by God as we are connected to others who love Him.
5. Reproducing spiritual generations. As we follow in the footsteps of Jesus, who invested in a small group of disciples, we aim to raise up others who will follow Christ, and who themselves will help others as well. Psalm 145:4 assures us that “one generation shall commend your works to another, and shall declare your mighty acts” (ESV).

Our Desired Culture:

We are driven with passion to see the glory of God revealed and displayed among all U.S. people groups and to the ends of the earth.

We are increasingly biblically grounded, Holy Spirit-led, and Christ-centered.

All Navigators—male and female—are fully contributing, with diversity of ethnicity, age, socioeconomic level, and funding source.

We are unified and interdependent within The U.S. Navigators, across the Worldwide Partnership, and with the broader body of Christ.

We are learners, creatively adapting and flexing to the changing times without compromise.

We are good stewards, embracing accountability and valuing measurement to assess our effectiveness.

- As you read through our goal and faith initiatives, what is God stirring in your heart?
- In what way (or ways) could you envision yourself linking arms with us to move toward this goal?
- Is there a particular contribution that stood out to you? Why?

- What characteristics of a disciplemaker do you see at work in your own life right now?
- What is attractive to you about our desired culture?
- As you look through all of this, what questions do you have? Is there anything specific that you would like to discuss with someone in more detail?

Part I FAQs:

Which type of staff contribution is right for me?

Full-time Staff work more than 20 hours per week, are typically salaried (rather than hourly) and are eligible for health insurance benefits. They consider working for The Navigators to

be their primary and full-time job. They raise support to cover salary, benefits, and ministry expense budget.

Part-time Staff work 20 hours or less per week and are typically paid hourly for a set number of hours per week. They do not necessarily consider their work with The Navigators to be their full-time or primary employment and often have another job. They raise support to cover salary, benefits, and ministry expense budget.

Associate Staff are not employed by The Navigators and so do not receive salary, though they can raise support to be reimbursed for ministry expenses (such as attending conferences, providing meals for ministry events, etc.). They also have the benefit of being officially connected to The Navigators, having a supervisor and job description, and having access to Navigator resources (an official email address, staff directory, internal communications) so that they are able to stay in the loop and connect with people easily. The number of hours they give to The Navigators as well as when they give those hours are flexible and dependent upon their season of life, capacity, and conversations with their local supervisors and ministry leaders.

Is there training for staff? What does that look like?

Yes! Navigator training will combine on-the-job experience with focused, biblical curriculum. All new staff will receive Navigator Core Training focused on the foundations of Navigator ministry. Some Navigator missions and ministries have additional training available to help staff minister effectively in their specific context. Your supervisor will work with you to establish a training plan, taking into account your needs and previous experience.

Please visit tdcresourcehub.org (link) for an overview of ongoing Train – Develop – Care resources available to Navigator staff.

Part II: Your Vision and Calling

A. Creating or fine-tuning your personal calling statement

The Bible is clear that we are called first to God and second to His service. For some, the service that they are called to is clear and well developed in their minds. For others, God is just beginning the work of refining that calling. No matter where you are, taking time to process your personal calling can allow the Lord to work in your heart to provide insight and clarity.

First, let's look at a few individuals whose calling stories are found in the Scriptures.

Moses: Exodus 3:1-10

Isaiah: Isaiah 6:1-8

Jeremiah: Jeremiah 1:4-10

The Disciples: Matthew 4:18-22

Paul: Acts 9:1-19 and Acts 13:1-3

- What do you notice about God's calling in each of their stories?
- What general conclusions can you draw as you look at these stories side by side?

There are three general components that often help us to get a sense of God's calling in our lives: gifting, experiences, and desire. As you think about God's calling for your life, it can be helpful to think about each area.

- **Gifting:** God has given His people unique giftings (Romans 12:4-8 and 1 Corinthians 12:4-11) for the building up of the body of Christ (Ephesians 4:11-12).
 - As you think about your own life, what areas of gifting do you see? How have you seen God use your unique giftings to build up the body of Christ? It might also be helpful to talk with a few others who know you well and ask for their observations in this area.
- **Experiences:** In 1 Samuel 17, David tells Saul that his experience as a shepherd, protecting his flocks from bears and lions, had prepared him to face Goliath.
 - Think back through the different experiences you have had in your own life. Do any particularly stand out? Why do you think that the Lord might be calling those to mind? How might those experiences have been shaping, preparing, or clarifying your calling?

- **Desire:** Jeremiah says that God's words are like a fire burning within him that he becomes weary of holding in. Paul says that the Thessalonians had become so dear to him that he was delighted to share his life with them.
- What burns within you? What things are so valuable to you that you are not only willing, but you consider it a delight, to give your life to?

As you look at these things, how would you synthesize your personal calling? How would you briefly describe to a friend what God is calling you to do in the next season?

What other tools does God provide to help us discern our individual calling?

Proverbs 15:22

Isaiah 30:21

Romans 12:1-2

2 Timothy 3:16-17

Look back at the statement you created earlier. How might these tools help you to further clarify, refine, or confirm your current thoughts? Are there specific actions you could take related to these?

B. Meet our Missions, Networks, and Cities

Now that you have spent some time creating or refining your calling, we want to introduce you to the different Missions, Networks, and Cities of the Navigator work. Though we are one organization, there are many different ways that our work expresses itself throughout the world.

Missions:

Missions are one of the ways that we organized and coordinate our efforts towards the Great Commission. Each ministers to a unique group of people and provides a framework for training, development, and care for each staff person. Though there are distinct missions within our work, there is overlap between the Missions.

Visit these websites to learn more about our different missions:

Collegiate ([link](#))

Military ([link](#)) and *First Responders* ([link](#))

Disciplemakers for Life: (*I-58* ([link](#)), *Neighbors* ([link](#)), *Church Ministries* ([link](#)), *20's* ([link](#)), *Workplace* ([link](#)))

World Missions ([link](#))

International Student Ministry ([link](#))

Nations Within ([link](#))

Ethnic Networks:

There are also four Ethnic Networks: the African American Network, the Asian American Network, LaVida Network and Native Nations Network. Their purpose is to network and champion ethnic minority staff and laborers and to bring multi-ethnic influence to the broader Navigator family.

Check out [this video](#) ([link](#)) to learn more about the goal and purpose of these networks. Then, you can visit their websites to learn more about each specific network.

AFAM ([link](#)) (African American Network)

ASAM ([link](#)) (Asian American Network)

La Vida Network ([link](#))

Native Nations Network ([link](#))

Navigator Cities:

Along with Missions, The Navigators also have a concentrated presence in 17 cities across the U.S. In these cities, all Navigators in the city are part of a unified, coordinated, and integrated effort from all Missions present to work together to fulfill our part of the Great Commission in the mainstreams and corners of that city.

The following cities are currently Navigator cities:

Albuquerque ([link](#))

Atlanta ([link](#))

Austin

Boston ([link](#))

Chicago ([link](#))

Dallas-Ft. Worth ([link](#))

Denver

Detroit ([link](#))

Kansas City ([link](#))

Los Angeles

Minneapolis-St. Paul ([link](#))

Nashville ([link](#))

New York City ([link](#))

Oklahoma City ([link](#))

Raleigh-Durham

Seattle ([link](#))

Washington, D.C.- Baltimore ([link](#))

- As you consider your own personal calling and vision, and learn more about the different ways that The Navigators minister in the U.S. and throughout the world, which Missions/Networks/Cities stand out to you? Why?
- Which do you feel best aligns with your calling and vision?

- Does your life currently overlap naturally with any of these Missions/Networks/Cities? Which one(s)? Would you like to continue to deepen that overlap? In what ways might being on staff with The Navigators enable you to do this in the way that you want?
- Is there a Mission/Network/City that you don't know much about (or don't naturally overlap with) but that you would like to explore further? Which one? What specifically is drawing you toward it?

Part III: Moving Forward:

A. Let's trust God together

All of life for all of us is about trusting God. In big and small things, in everyday and extraordinary circumstances, and in work and play, we want to strive to trust God as we walk through life. As you continue to process and think about your next steps, would you trust God with us?

God's character:

Read Isaiah 40 and Psalm 145.

- What stands out to you about God's character?
- How does seeing God's character help you as you think about what it looks like to trust Him?

God's promises to His people:

"God is not a man that He should lie, nor a son of man that He should change His mind. Does He speak and then not act? Does He promise and not fulfill?"

Numbers 23:19 (NIV)

As you read the following verses notice what God promises His people.

Isaiah 49:8-16

2 Corinthians 3:4-6

Romans 8:28-39

Philippians 4:6-7

- Which promises stood out to you in these verses? Why?

- How do these particular promises speak to your heart as you consider your next steps?

People in the Scriptures who trusted God:

Below are stories of people who trusted God. Choose one from the Old Testament and one from the New Testament to read and study (feel free to do more if you like). What do you notice about God? As you read these peoples' experiences, what do you notice about what it looks like to trust Him ?

Old Testament:

Judges 7: Gideon defeats the Midianites
1 Kings 18:16-46: Elijah on Mt. Caramel
2 Chronicles 20: King Jehoshaphat
1 Samuel 17: David and Goliath
Daniel 3: The fiery furnace

New Testament:

Matthew 14:22-36: Jesus walks on water
Mark 5:21-43: Jairus and the sick woman
Acts 7:54-8:1 & 9:10-19: Ananias goes to Saul
Act 10: Peter and Cornelius
Acts 16: 6-40: Paul in Macedonia

Write your thoughts here:

Spend some time thinking about your own life. How have you experienced God as trustworthy? If it's helpful, you could ask the Lord to bring to mind specific times that He wants you to recall. Is there something that you are trusting Him for right now? Take a few moments to talk with the Lord about this and place these things at His feet.

B. Personal processing and alignment

Now that you have given some time, thought, and prayer to what you see God calling you to do in your next season, and you've had a chance to read and think more about the vision and core values of The Navigators, set aside some time to reflect with the Lord over the following questions. Feel free to include any other questions that you have been processing in this time if that serves you.

- Spend some time resting in the truth that God is trustworthy and share with Him what you are thinking and feeling as you begin this processing time.
- Reflect on your synthesized personal calling statement. Looking at it with fresh eyes, how does it feel? Does it fully express what you sense God is calling you to next? Are there any adjustments or changes that you would like to make?
- Rewrite your statement (including any adjustments if you made them):

- Look back through Part I and your thoughts on who The Navigators are. In what ways does your personal calling statement align with the Calling, Core Values, and Vision of The Navigators?
- As you think about your personal calling statement, to what extent does The Navigators seem to be a good “vehicle” in which you can respond to this calling? Ask God to give you wisdom and discernment to see His perspective in this.
- In Part II, you read different stories about how God called people into ministry. These biblical examples often involved overt, supernatural encounters between men and God. Some contemporary missionaries testify to experiencing similarly supernatural and pronounced callings. Others’ callings are more indistinct—appearing more as simple, obedient responses to God’s general calling to all of us via the Great Commission. Have you experienced God calling you into ministry? How would you describe that experience?

- Is there a certain geographic area where you feel led to minister? Are you already living in an area where there are Navigators working nearby? If not, how do you feel about the idea of moving if it would enable you to work with a team or receive additional development and training?
- What lingering questions remain in your mind as think about joining The Navigators? Write them down here and spend some time talking to God about them.

- If you are married, you may want to talk with your spouse about the following:
 - If you haven't already, spend some time processing and praying over your individual callings and what you see as your calling as a couple.
 - If you were to come on staff, how would you hope to team as a couple? What do you envision this looking like? What stage/season of life considerations might be a factor as you team in ministry?
 - What questions do you have about ministering together as a couple? What experiences or conversations might help answer these questions?

Part III FAQs:

What is the process of applying for and becoming Navigator staff?

- Submit Navigator staff application and references
- Complete additional onboarding tasks. Our Field Support Center will assist you each step of the way!
- Attend New Staff Orientation (NSO) if serving as part- or full-time salaried staff. NSO includes several days of excellent training in raising personal support by our Ministry Partner Development team!
- Begin raising personal support. Visit navigatorsmpd.org (link) to learn more about the MPD coaching programs available to help Navigator staff be fully funded.

How will my Navigator salary be determined?

The Navigators have a process for determining a salary grade based on both the responsibilities reflected in your Navigator job description and on the previous experiences you bring. Staff are expected to raise funds such that their salary can be above the minimum level of the appropriate salary grade. Adjustments and exceptions can be made for cost of living and family circumstances. The Navigators will work with you to provide opportunity for a salary level that will meet the needs of your family and ministry.

What about benefits? What does the health insurance coverage and cost look like? What about retirement?

Please visit navbenefits.org (link) to learn about all the benefits available to Navigator staff including

- Our medical, pharmacy, vision, and dental plans administrated through Aetna International.
- Retirement plans through Fidelity Investments.
- Health Savings Account and Flexible Spending Account to help you save for future medical expenses.

What other benefits are available to Navigator staff?

At navbenefits.org (link) you can also learn about other benefits available such as

- Our new Employee Assistance Program that supports the emotional health of Navigator staff
- Life insurance
- Disability insurance