

KOREAN MEMBER CARE

Session Two
A Comprehensive Member Care Plan

It's bigger than we thought!

- Member care should have a voice and a role in recruitment and extending all the way beyond retirement.
- Good administration, wise procedures, and flexible policies are part—but not all—of member care.

Caring Recruitment looks like:

- Procedures are clear; the process is thorough and comprehensive
- 1. What kind of people are we looking for?
- 2. What kind of screening and selection should we do?
- 3. What kind of preparation must be done?
- 4. What place is the best fit for this couple, this family, this single person?

Member Care begins early

- Discuss together how your agency would give care to this young couple. What kind of care do they need, and who will deliver that care?

- Kim and Ruth are a young couple who have finished their schooling and plan to go to Indonesia in about six months as missionaries. They feel called by God to do church planting on the island of Ambon, even though they know there is a strong Muslim influence there. Neither one of them is from a Christian family, so their families do not understand why they would do this. Also, Kim is the eldest child in

- His family, and his parents feel strongly that he should stay home and get a good job and help his younger siblings through school. Kim and Ruth are troubled to know what to tell their parents, and wonder if they are doing the right thing by seeming to disobey Kim's parents.

- Kim and Ruth need some member care. How would you help them?

Member Care on the field

- How can a member care person in Korea extend care to that agency's members on the field?

Some suggestions

- *stay in touch
- *demonstrate availability (mail; phone)
- *communicate and encourage communication
- *make a visit to the field
- *take their pastor to the field
- *stay in touch with family in the home country
- *pray and share prayer requests

They're on furlough

- What are the member care needs now?
- 1. Debriefing
- 2. Celebration
- 3. Reporting; listening
- 4. Practical care
- 5. Utilizing their experience
- 6. Encourage connections to sending church
- 7. Monitoring readiness to return to the field

Retirement this too calls for member care

- 1. Celebrate
- 2. Debrief
- 3. Thank them
- 4. Practical care (housing, finances, medical help, transportation)
- 5. Some form of service or contribution
- 6. Could they serve as mentors?

Who is responsible for member care?

- This is a joint responsibility...
- A. The mission agency
- B. The sending church
- C. The member care champion or coordinator

Discuss in small groups

- What kind of care do we now give to our members?
- What are we doing well?
- Where might we improve?

Why?

- One of the benefits of good member care is that it reduces attrition, keeps people on the field longer, and enhances their contribution.
- Consider these 13 reasons that cause workers to leave the mission field.

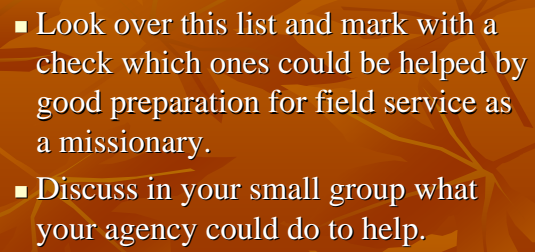
Missionaries leave because...

1. Children's adjustment, education, health, behavior
2. Problems related to mental or physical health
3. Relationship problems with field leaders and other missionaries
4. Personal problems—self-esteem, stress, expectations, etc.

5. Disagreement with sending body on theological issues
6. Poor adaptation to culture and living conditions
7. Marriage or family conflict
8. Immature spiritual life, unmet spiritual needs

9. Lack of understanding of cost and commitment
10. Inadequate or inappropriate training and preparation
11. Relationship problems with church leaders and colleagues
12. Lack of genuine spiritual call to missionary work.

13. Inability to learn the country's language adequately.

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- Look over this list and mark with a check which ones could be helped by good preparation for field service as a missionary.
 - Discuss in your small group what your agency could do to help.