

#3.1 Organizational Development - Discussion Guide

Questions to consider
by every mission leadership

Suggestions:

- Thoughtfully & prayerfully consider & discuss each question
 - Seek input from those not normally heard from
 - Make every effort to respect & protect every member
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Mission Organization

- How long has it been since we have reviewed our documents, policies, and organizational culture?
 - ❖ How often should this be done?
- How do we ensure that we will continue to learn and adapt, while at the same time staying true to our core values, mission, and vision?
- Do any of our policies, actions or words give the impression that we consider any group of our personnel as less valued than any other group?
 - ❖ Or that would give an impression that we do not value singles as complete and capable team members? Such as, do we admonish or joke about singles needing to find a spouse?
- Do we have a clear strategy for interacting with the large and growing population of singles?
- Do we actively seek feedback regarding the extent to which the lives and actions of all in leadership are consistent with our policies and words?
 - ❖ What can we do to ensure we receive this needed feedback?

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Leadership and decision making

- Do all groups within our membership have equal voice and access to leadership?
 - ❖ Could any rightfully feel that this is not the case?
- Do any attitudes, values, or beliefs exist that could impair or weaken our effectiveness in leading any group of those for whom we are responsible?
 - ❖ How could we solicit feedback to reveal if this is a blind spot for us?
- Does marital or parental status affect the assignment of leadership roles and responsibilities?
 - ❖ Are there roles for which singles are either preferred or not considered?
 - ❖ Are there roles for which married individuals with children are either preferred or not considered?
 - ❖ Are there roles for which married individuals without children are either preferred or not considered?
- Could it be possible for someone looking at the makeup of the leadership team to get the impression that certain groups are more likely (or less likely) to be considered for leadership roles?

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Recruiting & pre-field

- Are there core competencies expected for each missionary prior to departing for the field?
 - ❖ How do we ensure that these will be met?
 - ❖ Do these need to be tailored according to sending culture? Receiving culture?
 - ❖ Do they include a theology of spiritual family, demonstrating the value of every member, single or married?
- Is there anything in our documents, web presence, or policies that would lead someone to believe that we value candidates of one marital or parental status more than others?
 - ❖ Anything that might discourage singles from considering service with our mission?
- What percentage of our candidates or recruits are:
 - ❖ Married without children?
 - ❖ Married with children?
 - ❖ Single never married?
 - ❖ Single again - widowed?
 - ❖ Single again - divorced?
- Is any group under-represented?
- Do we need to rethink our strategy for recruiting or interacting with any group?
 - ❖ Do we have a clear strategy for engaging the large and growing population of singles?

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Mission community

- What level of risk or danger do we consider to be necessary, acceptable, or unacceptable?
 - ❖ With regard to all personnel, men and women, marrieds and singles, children
 - ❖ In travel, living conditions or situations, isolation
- Do our policies clearly reflect our theology and commitment to Spiritual Family?
- Do we have (or need) guidelines regarding dating?
 - ❖ Dating other missionaries or members of the host culture
- Do we have (or need) any guidelines or policies regarding appropriate expression of sexuality (maleness or femaleness)?
- Do we ensure that all of our personnel are protected from unnecessarily dangerous or compromising situations and that they benefit from adequate accountability?
 - ❖ What accountability structures do we have in place for individuals, teams, regions, etc.?
 - ❖ How do we ensure these are followed?
- What can we do to ensure that all members will have adequate resources and a satisfactory situation for retirement?

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Member training & development

- Could anything more be done to ensure that all of our candidates and serving personnel are sufficiently grounded in core beliefs, values, and identity:
 - ❖ To persevere and thrive in cross-cultural life and ministry?
 - ❖ To be a positive example of the sufficiency of Christ in their team, church, and community?
- Can anything more be done to follow up and reinforce this training on the field?
- Do we use any terminology or examples in our training or communication that might cause anyone, including our singles or marrieds without children, to feel less valued than others?
- Are our training resources being invested proportionately for all groups within the mission – single or married, with or without children?
- How can we best prepare our singles for the realities and unique challenges of cross-cultural life and ministry?
- How can we prepare our singles to communicate with their churches, supporters, family, and friends about the realities of serving in mission as a complete single?