

Global Missionary Assessment

"Assessing potential missionaries is critical to identify their eventual roles and to prepare them for deployment." Steve Beirn (author of 'Well Sent' from which the following contents are taken from)

Church/ Community assessment

- How would you assess your church regarding Global missions? *Inactive* (no vision cast/ Inaction/ backpedaling/ no attempt to create/ has missions ignorance)? *Reactive* (old vision cast/ tradition/Status quo/ to attempt to expand/ has missions procedures)? *Proactive* (New vision cast/ Innovation/ Forward Movement/ No attempt to stop or too much control/ has missions objectives)?
- How would you assess your church's present global focus? Nonexistent? Weak? Growing? Strong? How do you respond to the statement: "The local church is not just called to support constructions; it is called to build"?
- What are some practical ways your church can develop a personal connection with an overseas missionary?
- How can your church utilize sending as an experience to encourage members to serve God in everything they do? How can you encourage life-on-life sharing?
- How might your local church offer itself to the world?
- Is the message in your church about missions consistent across all age-groups?
- What does the message encourage more – risk aversion or implicit trust in God?
- Does the body understand what walking in faith looks like?
- Are Christ's Lordship and its implications understood?
- Is there a biblical understanding of fulfillment and success?
- What do church members believe are good or bad motivations in life? What picture of God is gained through the ministry?
- What can you do in your church to avoid mission drift (losing focus on missions)? What is your plan to develop or protect a mission legacy?
- What is a serious distraction in your church keeping you from being fully active in missions, and how will you deal with it? What is a serious distraction among individuals in your church, and how can you remedy it?
- Reflect on Acts 13 & 3 John 5-8 and on your church. Are churches today really sending, or are missionaries simply going? Do you have a strong partnership relationship with those from your church who are active in missions?

Any church can carefully evaluate the suitability of a candidate on the basis of three categories. Areas to consider and questions for further discussions are:

Character

- Are they honest?
- Are they grace-filled in interpersonal relationships?
- Is there evidence of integrity?
- Do they easily forgive?
- Are they reliable?
- Are they teachable?

Competency

- How helpful are they?
- Can they teach and disciple?
- What do they have a love for?
- Do they devote their gifts and abilities to others? The church? Themselves?
- In what ways do they excel? Where is there a need for their specific abilities?
- Is there evidence that they have a servant's heart?

Compatibility

- Are they in doctrinal agreement?
- Are they supportive of church leadership?
- Do they embrace the church's ministry philosophy? The agency's philosophy?
- Do they drain or energize others?
- Do they take initiative?
- Do they work well as part of a team?
- Are they one who unites or divides?

Questions to ask potential Missionaries to develop/assess their Ministry aptitude:

Personal Assessment

1. What spiritual gifts do you possess?
2. Have your gifts been affirmed by others observing you in ministry?
3. What are your strengths and weaknesses?
4. Have you had any Bible training (formal or informal) in doctrine? Apologetics? Inductive Bible Study? Evangelism? Discipleship? Member care?
5. Is your Bible training adequate for an overseas assignment?
6. What does a basic personality test reveal about you?
7. Are you willing to learn from others?
8. What does a personality test reveal about the kind of teammate you will make overseas?
9. What have you taught to or modeled for others?

(If needed, you can ask a counsellor/therapist to conduct an assessment and present the results to the candidate and the church leadership)

Spiritual Growth

1. Are you presently active in sharing your faith? In what way? If not, are you interested in learning how?
2. Have you equipped others to share their faith?
3. What evidence is there that you genuinely care about others?
4. Are you presently praying for the lost here and overseas?

Ministry Experience

1. How are you developing your gifts and abilities?
2. How are you developing godly interpersonal relationship skills?
3. Have you ever shared the gospel with an unbeliever?

4. Have you taught, equipped or led adults?
5. Are you good at counselling or organizing?
6. Have you disciple anyone? Have you walk alongside someone to grow as a disciple of Christ?

Mentoring – good that missionaries have monthly face-to-face meetings with mentors/ elders/ Inreach Resource Servants to be followed-up/ for accountability

Short list of helpful **actions** to further develop those individuals to become Global missionaries:

- Develop your Mission team (to mobilise) or Inreach team (to care) in your church to motivate potential missionaries to know to whom they can talk about their potential calling knowing that the church will have their back
- Deploy them overseas (either for short-term or long-term). Upon reentry, provide tools for an ongoing growth process
- Encourage your small groups (cell group/ life group) to send at least one of their member for short-term or long-term missions overseas
- Facilitate their interaction with similar people from other churches or organisations
- Guide them to discover local cross-cultural friendships and experiences
- Take them through good Bible study materials on missions
- Hire them to be on ministry staff
- Pray for their direction in identifying and building friendships
- Share about importance of missions, the great commission and trusting God during church meetings.
- Provide missions elective classes to help identify interested individuals
- Share/ print statistics about unreached people groups in the church
- Define at least one unreached people group your church wants to invest in and share about it
- Contact a few mission agencies with similar vision and values to request role models
- *Sending churches* (local body of believers who affirm, support and sustain their own membership while crossing barriers of distance, language and culture to help make disciples. They prepare and support their own workers and, likely, also assist other churches in sending workers) and *supporting churches* (local body of believers who participate in cross-cultural ministry by supporting missionaries who do not originate from their church membership) can collaborate in sending missionaries
- Define a budget in your church for missions or encourage church members to contribute in a specific fund for missions
- Invite a global speaker or missionary to speak with the church
- Have a '*Missions Coffee week*' during which any church member can be invited to have a coffee with your pastor/elder/mission leader to discern about potential missionary call
- Organise or encourage your church/potential missionaries to assist Missions events
- Pray regularly for church leadership, for potential & actual global missionaries (Matt. 9:38) and for your church to be more involved in the process of sending missionaries

"We must love the unreached as we love the sent" – Steve Beirn (Well Sent)

The Top Ten Characteristics of a **Healthy Sending Church**:

1. Other missionaries and/or their ministries are present in the church.
2. Events relating to missions are on the church calendar at least quarterly.
3. There are references to or messages about missions from the pulpit.
4. The ministry has helpful documentation about their missions focus and commitments.
5. There is a regular opportunity to give financially to missions.
6. There is some type of prayer emphasis for missions or missionaries.
7. There is evidence of a ministry vision that targets a geographic region or people group overseas.
8. Short-term teams are utilized to help overseas ministry to develop world Christians.
9. Missions is integrated into various ministries and age groups in the life of the church.
10. A missions leadership team and Inreach team are active and functioning well within the church.

"Any determination to serve cross-culturally needs to be combined with the commitment to put roots down in a church that can embrace a missionary candidate's long-term goals" – Steve Beirn (Well Sent)

What is an Inreach Team?

A small group of people from your church who commit to pray and care for your missionaries' spiritual, emotional and physical needs.

Why are they so important?

An Inreach team can bond with missionaries in a more intimate way than a broad base of supporters. We want those whom we support to feel genuinely cared for and not like they are just names on the bulletin or line items in the budget. We want to *send* missionaries, not just *have* them.

How are they formed?

An Inreach team should have at least two adults (no relatives if possible) from different households. This may be a wonderful way for you, your spouse and children of any age to get involved in global ministry.

What would I do as an Inreach team member?

Each team will discover its own unique style and rhythm for ministry, but there are five commitments every team member should make:

- Pray often for your missionaries
- Correspond with them regularly
- Meet as a team at least every other month for prayer
- Provide practical care for your missionaries while overseas, on home assignment and in transition
- Read resources about how to provide missionary care

We would ask that you commit to the team for at least 6 months.

You have the ability to strengthen your missionaries, to create an atmosphere where they feel safe to share on a personal level and to serve as their advocate. This is a wonderful way to help your missionaries stay connected to your church family although separated by considerable distance.

GLOBAL MISSIONARY BIMONTHLY MENTORING SHEET

Name: _____

Date: _____

1. Which question(s)/ reflection(s) would you like that we talk about?

2. Heart Check: As you reflect on your recent experience, circle the words that best describe you and cross out the words that least describe you.

committed | serious about ministry | discouraged | praying regularly | dependable | not sure
tired | faithful | submitted | procrastinating | prepared | cooperative | inconsistent | loving
learning | disciplined | frustrated | trusting God | excited | focused | encouraged | teachable
obligated

(write other words that are characteristics of you here)

3. Comment on your time spent alone with God (time in scripture, prayer, meditation, etc.) and share any key prayer requests.

4. What goals have you achieved over the past month(s)? What are your new goals?

Inspired/ taken from 'Well Sent' by Steve Beirn with Goerge W.Murray

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