

**Worth Keeping - Global Perspectives on
Best Practice in Missionary Retention**
Rob Hay and Team

Summary:

We will seek to give an overview of the book with some of its highlights and unique style, including the background to ReMAP 2, some of the key findings and in particular, to demonstrate how these vitally important lessons for the global missions' world are made understandable, accessible and applicable to not only mission agencies, but to all missionary partners, including the local church worldwide.

Outline

Setting the Scene: From ReMAP and Too Valuable to Lose, to ReMAP 2 and Worth Keeping

We will explain the journey that the Mission Commission has undertaken in the last thirteen years since a heated debate began when a Brazilian Missionary suggested a 20% attrition rate per annum amongst the Brazilian mission movement. That journey has taken us to over twenty five countries and included the two largest studies of the global missions movement ever undertaken.

Worth Hearing – Worth Keeping

The Facts

There have been many findings from the ReMAP II study - some exciting, some disappointing, some scary, some reassuring, some make you want to praise God, others to plead with him. Here we share a few opening highlights.

The Explanation

ReMAP II has been acclaimed as “one of the most comprehensive and careful surveys of missionaries ever done”. However, much of the value comes in making the findings understandable for the people who need to know them. Here we explain a selection of key findings as examples of the content and approach of the book. This will be real-world findings, explained clearly...but it will only be a limited selection of the findings – for the full version sign up for the workshop.

The Application

Just as a clear explanation is important, so too is being given examples, tools and methods that allow you to apply the findings in your context, country and organisation. Here we will demonstrate how the book helps you as missionary partner, in God's mission, where he has called you to be. It includes a model of how the different missionary partners can cooperate.

This uses a matrix of the roles of the different partners to ensure practical application and usefulness for a wide constituency. The book is not a “one size fits all” simplistic answer; the findings are building block and stones that can be constructed locally and the overarching metaphor of a building that needs to be contextualised in its application.

Background

What began with Remap in the 1990's and resulted in the book *Too Valuable to Lose*, has continued with ReMAP II and reaches its climax with the publishing of *Worth Keeping* in Autumn 2006.

Worth Keeping shows what sets apart the best of the mission agencies (600 across 22 countries) from the rest. In these sessions, we will explore interactively the key findings, best practices and live case studies. Significant parts of the book and the on-line facilitator's guide that goes with it will be shared, demonstrated and discussed.

The participants at these sessions will also help us by reviewing and testing much of the material before the final draft is issued. Therefore, come prepared to learn but also to contribute, to listen but also to interact. To this end, we will run an introductory session at the start of each of the two sessions but then cover different issues, so you can either come to one session and cover half the material or both sessions and cover all of it.

These sessions are appropriate for all mission partners, church leaders and agency leaders, because we all need to understand what to do or not do to let our missionaries serve an average of ten years longer.

First cycle: Session 1-4

(Session 1: 1 hr.)

Introduction, Background and Methodology
Tools for applying it – an introduction to the Integral Matrix
1. Agency size & Partnerships

(Session 2: 1 hr.)

2. Education
3. Selection including Health and Psychological Assessment, and Calling and tested call in previous ministry especially in local church

(Session 3: 2 hrs.)

4. Preparation Time
5. Orientation
6. Spiritual life including Spiritual Warfare

(Session 4: 2 hrs.)

7. Personal Care including Team building and functioning, and Conflict and teams
8. Member Care

Conclusion: Building a Code of Best Practice

Second cycle: Session 5-7

(Session 5: 2 hrs.)

Introduction, Background and Methodology
Tools for applying it – an introduction to the Integral Matrix
1. Organisational Values including Work/Life Balance, Organisational Development, and Communication
2. Leadership including Good / Toxic leadership

(Session 6: 2 hrs.)

3. Staff Development including Leadership Development & Mentoring, and Appraisal and review
4. Ministry including Ministry outcomes and the relationship between the individual and agency

(Session 7: 2 hrs.)

5. Finances including Sufficient sustained financial support
6. Home Office including Church and missions, and Debrief and Re-entry

Conclusion: Building a Code of Best Practice

Every issue will be introduced by The Facts and the followed up with The Explanation. Feedback on the content will be asked for and can be given.

After that the participants will brainstorm about the practical application using the Integral table/matrix that seeks to identify the roles of the different partners. Depending on the amount of participants, use may be made of small groups.

The first and fifth session will have an introductory part for the newcomers in the workshop and the fourth and seventh session will have a closing part about the Code of Best Practice. This allows people to come for one cycle (half the week) or both (the full week).

The character of the Remap sessions will be that of a workshop. Information will be given, but it is important to get as much feedback, ideas and involvement of the participants as possible. This will be used to further improve the concept of Worth Keeping before publishing later in 2006.