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Outcomes and Conclusions of the Survey for Missionaries

by Brenda Bosch

Survey History

The Survey for Missionaries conducted by the author was compiled by herself in late 2004. John Dyason, a systems analyst from Pretoria, South Africa, designed a website, and created an online database that captured the data that participants completed online as they clicked on choices and entered text. She test-ran the survey on 30 missionary and ex-missionary friends and incorporated suggested changes. The survey was launched in June 2005. At the launch the author initially sent out 350 letters to colleagues and friends in missions, asking them to complete the survey and provided the link to the online survey. In the same letter, an additional short letter was added for them to send to missionary colleagues and friends, encouraging them to complete the survey and to forward the letter to other missionaries. Many were extremely helpful. For example, one person sent it to 30 missionary friends. Another person, the mother of a South African missionary whom the author has never met, received it from her missionary daughter working in Russia. This mother forwarded the survey to 200 of her missionary friends across the globe. Friends forwarded it to friends, and it is therefore impossible to establish how many surveys really reached potential participants and what the percentage of participation was versus receipt of the survey invitation letters. The

author found more addresses on mission agencies' websites giving names and email addresses of their missionaries. She sent them a personal request for participation and asked them to forward the email to their colleagues. On days when 20 or more of these letters were sent out, the number of participants would rise considerably, receiving up to as much as 20 completed surveys per day. In November 2006 the survey was concluded and the website was then no longer accessible to participants.

One networking group of mission agencies in the "...stan countries", e.g. Afghanistan, Uzbekistan, Tajikistan, etc. asked if they could participate on hard copy formats so that their participation could remain secure in their restricted area. I sent the Microsoft Word format of the survey to a safe email address of one of the organizers of this networking group of agencies. The author cautioned them to photocopy all the pages after completion, just in case the parcel containing these surveys went missing. They printed the survey and duplicated it for all their workers of that region who completed it anonymously. The completed survey forms were sent to me in Africa via airmail and reached me safely. A Form Number was written by hand on the top corner of the completed hard copy form, so that these could be properly recorded, checked and verified on- and off-line. The contents and clicks of their choices of each completed hard copy form were typed into the survey online – one per survey, while the hard copy form number was then added to the comment box.

At a Bible College in Barberton, South Africa, named Back to the Bible Training College, where there were 105 students from 11 African nationalities at that time and 12 staff members from four nations, the author handed out hard copies to those who qualified to participate. Many students had completed a few years' ministry before attending the Bible College for three years and therefore qualified to participate in the survey. Since the students at that time (unlike at present) did not have access to the Internet or computers on campus, hard copy forms were the only option available to them. The author also interviewed about ten of the Bible College staff members and a few students who qualified to participate and recorded those, together with 40 other interviews conducted at other locations within South Africa.

Survey Purpose

A sample of the survey as it appeared online is pasted on the next three pages. Although the issues that can be measured by this survey are multiple, the *main purpose* of this survey was to measure the following:

- Main stressors of missionaries from various cultures and agencies
- Reasons why they think others are resigning and returning home
- Reasons why they themselves may resign and return home
- What care they have received in the past year – main refresher
- What care they desire
- Percentage of financial income compared to their needs
- What topics they think should be taught to Missionary Care Providers
- Personal comments

Other data that can be derived from this survey that is not part of the main purpose of the survey but nevertheless very useful for research, includes the following: missionaries' age, gender, marital status, nationality, host nation, training (both secular and for missions), years of service in missions, location of work (e.g. urban, rural, small team, etc.), type of work (e.g. evangelism, women, training, etc.).

Survey Nature

The survey was completed anonymously and mostly online, but participants were encouraged to feel free to participate on a hard copy format returned to me via airmail. A total of 428 hard copy forms were received and numbered. Their choices and contents were entered online, and the particular form number was included in the Comments area of the survey. If no form number appears in the Comments area, it was completed online by the participant him- or herself. The survey mostly had options where participants could click on one or more option, and these clicks were recorded in an online database which I could check daily as it grew. The IP address of the computer from where the form was completed online was recorded. There were locations where a husband and wife completed the survey separately, but on the same computer, or a group of missionaries completed the survey on a compound or office computer that is available for their general use. This will explain why some surveys are from the same IP address, but with differing details indicating a different participant from the same computer. Integrity tests were executed (described in the next paragraph below) to eliminate duplicates and other inappropriate surveys that were not taken into consideration for the final outcome of the survey.

Integrity Tests and Deletion of Inappropriate Records

The database was received by a statistician. This chapter was compiled from her report. The total number of surveys received in the database was 2,298. The number of 212 records were eliminated that were inappropriate for this study. The remainder of 2,086 Missionary Surveys came into consideration for the survey outcomes. The integrity tests consisted of the following, and the inappropriate surveys were then eliminated:

- Records containing exactly the same data as another. There was one that sent his answers 13 times, possibly because he wanted to ensure that it was duly received and recorded.
- Records that contained exactly the same data as another, except for perhaps one or two questions, were eliminated as well.
- Persons who answered "No" to the question whether they are at present a missionary or not, even if they indicated that they had been in missions long-term in the recent past. They may well have been in missions in the past, but because they answered "no", their survey was disqualified and eliminated.
- Records of which the age of the person made it impossible for him or her to have given so many years of service in missions, e.g. someone's age indicated as between 20 and 30 years of age, but he or she indicated a period of mission service of 40 years.
- Records in which the marital status is indicated as "Never Married" but their main refresher (care received) in the past year was indicated as "Spouse and Children".

Strengths of This Survey

The author believes that the strengths of this survey are as follows:

- The fact that this survey was totally anonymous, helped participants to be honest and transparent in expressing their opinions and comments. Whatever issues may perhaps enable anyone to make assumptions and trace a survey back to the participant, will not be possible as the database is not shared with anyone other than my data processor and academic head.
- The survey could be completed in the comfort and privacy of the home of the participant.
- There were plenty of options in each category to choose from, up to 35 choices.
- IP addresses could help to find duplicates, but differences in various fields in records from the same IP address indicated different people participating on the same computer.
- The comparison between their real stressors versus the reason why they think they could possibly leave missions or why they think others are leaving, helps the observer to know that the highest stressors will not necessarily cause attrition or the loss of missionaries.
- The outcomes of this survey will help those who are training Missionary Care Providers to shape their training according to what 2,086 active missionaries have indicated.
- No participant was able to mark more options than what was stated in the question, since a flag was built into the survey that went up as soon as someone marked more than their allowed choices.

Weaknesses of This Survey

The author believes that this survey had certain weaknesses, all of them observed only in hindsight. They are as follows:

- Some of these inappropriate outcomes came about as a result of the default option that, unbeknown to the researcher, rested on the first choice. For example, if the first option of "Marital Status" to be marked was "Never Married", the default choice rested on that first option. This means that, if the participant forgot to click on his actual marital status, it would automatically register as the first option which was "Never Married". It was not clear to the researcher that a default setting was set for the first option, as if the first option was chosen by the participant. This incorrect default setting was only applicable to the question on age and marital status. Other questions did not have a question marked when the person opened the survey and therefore there was no possibility of errors with the other questions.
- Bible translators were not happy with the fact that there was no separate "Bible Translator" section among the options of the job description section. This has been duly noted.
- About three participants wanted the option "Other" in the stressors section clarified, or, if they clicked "Other", they preferred to have a text field where they could specify why they were choosing the option that was called "Other".
- The job description "Working Internationally" may have been misunderstood by a few survey participants. They may have felt they have an international ministry if they worked cross-culturally in a location other than their home country and travelling often to go home, but what the author meant with "Working Internationally" was whether the missionary was targeting more than one host

country within their job description. In hindsight it would have been better if the words “more than one host country” had been added.

- No option was given in the Refresher (Care Given) section for exercise, sports or hobbies. Since these are important refreshers and exercise even a *vital* refresher if we want to remain healthy and fit, these omissions are sincerely regretted.
- User error due to typing errors and abbreviations in completed text fields made the data difficult to analyse.
- The results could have been enhanced by asking the participants to rank answers to categories where more than one answer was required. This would have given a better idea to the weight of each answer, and not just that it was selected. However, the author was advised that ranking would bring about a tremendous amount of programming to calculate results.

Academic Acknowledgement

This research was completed as part of the requirements of a PhD degree with Commonwealth Open University (U.K.). This and the other chapters were initially written as a PhD dissertation and may have that “feel” to it, but is nevertheless simultaneously written as part of a manual on Member Care for self-help and for helping others on and off the mission field. This manual is called *Thriving in Difficult Places: Member Care for Yourself and Others*.

Inquiries on Survey

You are welcome to contact the author at thrivingindifficultplaces@gmail.com with regard to inquiries about this survey. No records or data of individual participants will be provided. The material in this and other chapters is copyrighted to the author. Should you at any time use this information or quote from the outcomes of this survey it needs to occur with full acknowledgement to Brenda Bosch. Processed outcomes of data about individual agencies do not exist, except for the following agencies:

- Youth With A Mission (YWAM) – 700 participants
- Assemblies of God (AOG) – 125 participants
- Campus Crusade for Christ (CCC) – 39 participants
- Baptists – 19 participants

Only YWAM and AOG have enough participants to be statistically relevant, although in questions where there were 35 choices to choose from, the outcomes of those questions may not be significant for AOG, but only for YWAM. The outcomes of one agency will not be provided to another agency. The survey participant data base will not be provided to anyone since confidentiality (of all survey participant material that may identify a participant) has been promised to participants of the survey.

Further Research Needed

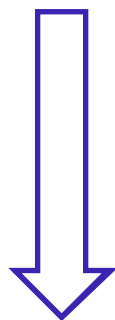
The author believes that further research is needed on the following issues in missions and specifically with regard to Member/Missionary Care:

- Looking at furlough stress and re-entry shock versus sending church support in the home country of missionaries.

- Since most of the participants were Americans and mostly First Worlders, research needs to be done regarding the stressors that specifically affect missionaries from developing nations. This will help MC Providers from these nations to know how to effectively train indigenous MC Providers and to effectively care for their workers in the areas where care is wanted and needed.
- Research is needed to determine how Adult Missionary Kids (AMKs) and Adult Third Culture Kids (ATCKs) are affected by their parents being in missions, and what type of care is effective, and what type of care they desire.

Basic Results

For the sake of personality preferences and learning style varieties among readers and survey participants, the author is not only providing statistics in tables with numbers, but pie and/or bar charts which represent a picture format of learning. The author has also filled each portion of the charts with both patterns (for when it is printed as hard copy) as well as with colour (for the Internet). Please see a [survey copy](#) below in blue.



SURVEY FOR MISSIONARIES

Purpose: This questionnaire is part of the research for a doctoral dissertation with the purpose to establish which type of missionary stressors are most common and what type of Member Care is most appreciated. The results may assist trainers to compile a valid curriculum in training Member Care workers. A workgroup of 23 members found that the completion of the questionnaire will take approximately 12 minutes of your time. Your time and opinion on this questionnaire is highly appreciated and valued.

Who is launching this survey?: It is done by Brenda Bosch who is involved in conducting Member/Missionary Care Training for the College of Counselling and Health Care, University of the Nations, Hawaii. The results of this survey will be the property of Brenda Bosch and will be included in her doctoral dissertation and research for the Commonwealth Open University (U.K.). However, any mission agency or individual that may be interested in the conclusions, will have access to the final and corporate results on request.

Confidentiality: The questionnaire will be completed anonymously. No-one except Brenda, her academic supervisor, computer analyst and a statistician will have access to your individual answers on your anonymous questionnaire sheet or interviews, however, corporate results will be made known to others, e.g. "600 out of 800 persons said that".

Suggestion: When you read the questions, please do not think too long about your answers. None of your answers can be wrong - it is your opinion, and that is valid. It is better that you do not discuss your answers before completing the questionnaire, so that your personal opinion is reflected, and not the opinion of others. The order in which options are listed, does not reflect opinion nor priority.

Definition of a Missionary: Some are saying that "Every Christian is a missionary". We therefore need to define who this survey is meant for, thus, please allow the following definition of a missionary: "A missionary is someone who crosses ethnic or cultural boundaries to share the Good News of the Gospel of Jesus Christ to people who have no or little access to it." - Dr. K. Parks, Missiologist, Asia, 2005 (country withheld). Full-time workers of mission organisations like YWAM, OM, AOGWM, COGWM, Wycliffe, OMF, Campus Crusade, etc. may participate in this survey, even if their job description or situation does not fully fit this definition.

Please SAVE this form after completion and then email as attached file to:
purejoy@gmx.ch (secure email) [no longer a valid address]
 Snailmail: Brenda Bosch : P O Box 131470, Northmead, 1511, SOUTH AFRICA.
 Survey can also be viewed and completed on website: www.palmarium.co.za/mcsurvey

1. Personal Information

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Age: ☐ 18-25 ☐ 26-35 ☐ 36-45 ☐ 46-60 ☐ 61+

Gender: ☐ Male ☐ Female

Marital Status:
☐ Never Married ☐ Married ☐ Divorced ☐ Separated ☐ Widowed ☐ Engaged

Nationality: (please type into shaded area - no abbreviations)

Are you a full time missionary: ☐ Yes ☐ No

University/College Training: ☐ No ☐ 0-1 Years ☐ 2-5 Years ☐ 6+ Years

Theological/Missions Training: ☐ No ☐ 0-1 Years ☐ 2-5 Years ☐ 6+ Years

2. Which mission agency/organization are you working with (no abbreviations please)?

(please type into shaded area - will expand as you type)

3. In what country are you working as a missionary?

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(please type into shaded area)

4. What is the total number of whole years that you have spent in full-time missionary work (and 12 consecutive months will be seen as one whole year)? **4 of 17**

- ☐ 1 Year ☐ 2 Years ☐ 3-5 Years ☐ 6-9 Years ☐ 10-15 Years ☐ 16-20 Years ☐ 21+ Years

5. For how many years would you still like to remain in missions if you have all the needed resources (support, health, opportunity, visa, credibility)? **5 of 17**

- ☐ None ☐ 1 Year ☐ 2 Years ☐ 3-5 Years ☐ 6-10 Years ☐ 11+ Years

6. Select the type of mission activity that you are NORMALLY involved in (maximum TWO) **6 of 17**

- | | | |
|---|---|---|
| <input type="checkbox"/> Health Care (Medical) | <input type="checkbox"/> Church Planting | <input type="checkbox"/> Relief and Development |
| <input type="checkbox"/> Mercy Ships | <input type="checkbox"/> Training/Education | <input type="checkbox"/> Support Staff/Logistic Staff/Translation |
| <input type="checkbox"/> Counseling | <input type="checkbox"/> Arts/Music/Theatre | <input type="checkbox"/> Communication Media |
| <input type="checkbox"/> Evangelism | <input type="checkbox"/> Sexually Maladjusted | <input type="checkbox"/> Children |
| <input type="checkbox"/> Youth | <input type="checkbox"/> Women | <input type="checkbox"/> The Poor |
| <input type="checkbox"/> Intellectuals/Influentials | <input type="checkbox"/> Other | |

7. Select the physical setting where you are working most of the time (maximum TWO) **17**

- | | | |
|---|--|-------------------------------------|
| <input type="checkbox"/> Urban (City) | <input type="checkbox"/> Rural (town or countryside) | <input type="checkbox"/> Tribal |
| <input type="checkbox"/> Mobile/Traveling | <input type="checkbox"/> Working internationally | <input type="checkbox"/> Small team |
| <input type="checkbox"/> Alone | <input type="checkbox"/> On a missions compound/base/community | <input type="checkbox"/> Other |

8. Select ONLY ONE option below:

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- ☐ I work in my home country
☐ I work in a country that is quite similar to my own culture
☐ I work in a culture that is very different from mine

9. Select ONLY THREE issues about being a missionary that you find most difficult and stressful **9 of 17**

- | | | |
|---|---|--|
| <input type="checkbox"/> Isolation | <input type="checkbox"/> Being over-worked | <input type="checkbox"/> Family issues |
| <input type="checkbox"/> Financial pressures | <input type="checkbox"/> Traumatic happenings | <input type="checkbox"/> Lack of moral support from home |
| <input type="checkbox"/> Aging parents | <input type="checkbox"/> Living in community | <input type="checkbox"/> Maintaining spiritual disciplines |
| <input type="checkbox"/> Writing newsletters | <input type="checkbox"/> Food | <input type="checkbox"/> Weather |
| <input type="checkbox"/> Natural disasters | <input type="checkbox"/> Conflict with co-workers | <input type="checkbox"/> Conflict with nationals |
| <input type="checkbox"/> Loss and grief | <input type="checkbox"/> Health | <input type="checkbox"/> Needs of our children |
| <input type="checkbox"/> Marriage | <input type="checkbox"/> Loneliness | <input type="checkbox"/> Lack of training |
| <input type="checkbox"/> Cultural stress | <input type="checkbox"/> Language barrier | <input type="checkbox"/> Emotional struggles |
| <input type="checkbox"/> Homesickness | <input type="checkbox"/> Being single | <input type="checkbox"/> Under-staffed |
| <input type="checkbox"/> Lack of prayer backing | <input type="checkbox"/> Visa restrictions | <input type="checkbox"/> Lack of visible positive results |
| <input type="checkbox"/> Feeling inadequate | <input type="checkbox"/> Unrealised goals | <input type="checkbox"/> Furloughs/Home-assignments |
| <input type="checkbox"/> Conflict with my agency | <input type="checkbox"/> Having to lead others | <input type="checkbox"/> My leader's leadership style |
| <input type="checkbox"/> Religious resistance | <input type="checkbox"/> Transitions/change | <input type="checkbox"/> Other |
| <input type="checkbox"/> Security issues in a restricted access country | | |

10. Which TWO things brought most personal refreshment and care to you on the field in the past year? **10 of 17**

- | | | |
|--|--|--|
| <input type="checkbox"/> Trauma care | <input type="checkbox"/> Attended a conference | <input type="checkbox"/> Friendship with co-worker(s) |
| <input type="checkbox"/> Friendship with nationals | <input type="checkbox"/> Field visit by family/friends | <input type="checkbox"/> Personal counseling |
| <input type="checkbox"/> Regularly kept accountable | <input type="checkbox"/> Prayer partnership on field | <input type="checkbox"/> Moral support from home |
| <input type="checkbox"/> Corporate worship | <input type="checkbox"/> My wife/husband/child(ren) | <input type="checkbox"/> Input (course/seminar) |
| <input type="checkbox"/> Spiritual disciplines | <input type="checkbox"/> Service of a psychologist | <input type="checkbox"/> Reading books |
| <input type="checkbox"/> Personal studies | <input type="checkbox"/> Visiting teachers/speakers | <input type="checkbox"/> Field visit by a Member Care worker |
| <input type="checkbox"/> Mutual care within my team/dept | <input type="checkbox"/> A caring leader | <input type="checkbox"/> Help in conflict resolution |
| <input type="checkbox"/> Field visit by sending church | <input type="checkbox"/> Local church on field | <input type="checkbox"/> Other |
| <input type="checkbox"/> Personal development (being mentored, personal development programme) | | |

11. I think that the care I need most of all during this next year from my mission agency, are the following THREE things (select ONLY THREE) **11 of 17**

- | | | |
|--|---|---|
| <input type="checkbox"/> Regular debriefing | <input type="checkbox"/> Help in processing grief/loss | <input type="checkbox"/> Personal counseling |
| <input type="checkbox"/> Someone to listen to me | <input type="checkbox"/> Friendships with co-workers | <input type="checkbox"/> Corporate worship |
| <input type="checkbox"/> How to raise support | <input type="checkbox"/> Field visit by Member Care worker(s) | <input type="checkbox"/> Help in newsletter writing |

- | | | |
|--|--|--|
| <input type="checkbox"/> Trauma care | <input type="checkbox"/> Prayer partnership on field | <input type="checkbox"/> Service of a psychologist |
| <input type="checkbox"/> Input (course/seminar) | <input type="checkbox"/> Personal development | <input type="checkbox"/> Visiting speakers/teachers |
| <input type="checkbox"/> Reading books | <input type="checkbox"/> Mutual care within my team/dept | <input type="checkbox"/> Help in our family dynamics |
| <input type="checkbox"/> Help in stress management | <input type="checkbox"/> Help for our marriage | <input type="checkbox"/> Help in our team dynamics |
| <input type="checkbox"/> Help in leading others better | <input type="checkbox"/> Regular accountability | <input type="checkbox"/> Help for our/my children |
| <input type="checkbox"/> Help in conflict resolution | <input type="checkbox"/> Help for burnout | <input type="checkbox"/> Fitting my gifting to my role |
| <input type="checkbox"/> Corporate intercession for individual needs ("Body ministry") | | <input type="checkbox"/> Other |

12. As a missionary I can most accurately describe my life and work as the following (select ONLY TWO)

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- | | | |
|--|--|---|
| <input type="checkbox"/> Happy | <input type="checkbox"/> Unhappy | <input type="checkbox"/> Adapting well |
| <input type="checkbox"/> Stressed | <input type="checkbox"/> Horrible | <input type="checkbox"/> Excited about the future |
| <input type="checkbox"/> Worried about my future | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Hate being in missions |
| <input type="checkbox"/> No regrets | <input type="checkbox"/> Don't want to do anything else | <input type="checkbox"/> Not fitting in |
| <input type="checkbox"/> Fitting in very well | <input type="checkbox"/> Uncertain if I want to continue | <input type="checkbox"/> Don't want to continue |
| <input type="checkbox"/> Awkward | <input type="checkbox"/> Fantastic | <input type="checkbox"/> Just OK (surviving) |
| <input type="checkbox"/> Burnt out | <input type="checkbox"/> Energetic | <input type="checkbox"/> Fulfilled |

13. I now have the following percentage of what I financially need in order to do my missionary work without worries about money for general living expenses, personal development, air tickets, pension, medical insurance, visas, etc.

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- ☐ 0-20% ☐ 21-40% ☐ 41-60% ☐ 61-80% ☐ 81-100% ☐ 101+%

14. It is my opinion (not based on what I read or heard) that missionaries actually give up and go home prematurely, mostly because of the following THREE reasons:

14 of 17

- | | | |
|---|---|--|
| <input type="checkbox"/> Isolation | <input type="checkbox"/> Being over-worked | <input type="checkbox"/> Family issues |
| <input type="checkbox"/> Financial pressures | <input type="checkbox"/> Traumatic happenings | <input type="checkbox"/> Lack of moral support from home |
| <input type="checkbox"/> Aging parents | <input type="checkbox"/> Living in community | <input type="checkbox"/> Maintaining spiritual disciplines |
| <input type="checkbox"/> Writing newsletters | <input type="checkbox"/> Food | <input type="checkbox"/> Weather |
| <input type="checkbox"/> Natural disasters | <input type="checkbox"/> Conflict with co-workers | <input type="checkbox"/> Conflict with nationals |
| <input type="checkbox"/> Loss and grief | <input type="checkbox"/> Health | <input type="checkbox"/> Needs of their children |
| <input type="checkbox"/> Marital problems | <input type="checkbox"/> Loneliness | <input type="checkbox"/> Lack of training |
| <input type="checkbox"/> Cultural stress | <input type="checkbox"/> Language barrier | <input type="checkbox"/> Emotional struggles |
| <input type="checkbox"/> Homesickness | <input type="checkbox"/> Being single | <input type="checkbox"/> Under-staffed |
| <input type="checkbox"/> Lack of prayer backing | <input type="checkbox"/> Visa restrictions | <input type="checkbox"/> Lack of visible positive results |
| <input type="checkbox"/> Feeling inadequate | <input type="checkbox"/> Unrealised goals | <input type="checkbox"/> Furloughs/Home assignments |
| <input type="checkbox"/> Conflict with their agency | <input type="checkbox"/> Have to lead others | <input type="checkbox"/> Their leader's leadership style |
| <input type="checkbox"/> Task completed | <input type="checkbox"/> Marrying an outsider | <input type="checkbox"/> Too old to continue |
| <input type="checkbox"/> Religious resistance | <input type="checkbox"/> Transition/change | <input type="checkbox"/> Other |
| <input type="checkbox"/> Security issues in a restricted access country | | |

15. I think that, in spite of the stressors that I marked above, if I ever give up and go home prematurely, it probably will/could be because of one the following THREE reasons:

15 of 17

- | | | |
|---|---|--|
| <input type="checkbox"/> Isolation | <input type="checkbox"/> Being over-worked | <input type="checkbox"/> Family issues |
| <input type="checkbox"/> Financial pressures | <input type="checkbox"/> Traumatic happenings | <input type="checkbox"/> Lack of moral support from home |
| <input type="checkbox"/> Ageing parents | <input type="checkbox"/> Living in community | <input type="checkbox"/> Maintaining spiritual disciplines |
| <input type="checkbox"/> Writing news letters | <input type="checkbox"/> Food | <input type="checkbox"/> Weather |
| <input type="checkbox"/> Natural disasters | <input type="checkbox"/> Conflict with co-workers | <input type="checkbox"/> Conflict with nationals |
| <input type="checkbox"/> Loss and grief | <input type="checkbox"/> Health | <input type="checkbox"/> Needs of our children |
| <input type="checkbox"/> Marital problems | <input type="checkbox"/> Loneliness | <input type="checkbox"/> Lack of training |
| <input type="checkbox"/> Cultural stress | <input type="checkbox"/> Language barrier | <input type="checkbox"/> Emotional struggles |
| <input type="checkbox"/> Homesickness | <input type="checkbox"/> Being single | <input type="checkbox"/> Under-staffed |
| <input type="checkbox"/> Lack of prayer backing | <input type="checkbox"/> Visa restrictions | <input type="checkbox"/> Lack of visible positive results |
| <input type="checkbox"/> Feeling inadequate | <input type="checkbox"/> Unrealised goals | <input type="checkbox"/> Furloughs/Home assignments |
| <input type="checkbox"/> Conflict with my agency | <input type="checkbox"/> Have to lead others | <input type="checkbox"/> My leader's leadership style |
| <input type="checkbox"/> Task completed | <input type="checkbox"/> Marrying an outsider | <input type="checkbox"/> Too old to continue |
| <input type="checkbox"/> Religious resistance | <input type="checkbox"/> Transition/change | <input type="checkbox"/> Other |
| <input type="checkbox"/> Security issues in a restricted access country | | |

16. Please select the FIVE most crucial/important topics that are needful for Member Care (Missionary Care) workers to know about, or issues or skills that you think they need to be trained in to effectively care for missionaries in the field.

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- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> Trauma care | <input type="checkbox"/> Culture shock | <input type="checkbox"/> Loneliness |
| <input type="checkbox"/> Team dynamics | <input type="checkbox"/> Support raising (prayer, moral & financial support) | <input type="checkbox"/> Debriefing |

- | | | |
|---|--|---|
| <input type="checkbox"/> Counseling skills | <input type="checkbox"/> Family dynamics | <input type="checkbox"/> Singleness |
| <input type="checkbox"/> My relationship w/ my sending church | <input type="checkbox"/> Ongoing personal development + growth | <input type="checkbox"/> Dealing w/ disappointments in missions |
| <input type="checkbox"/> Conflict management | <input type="checkbox"/> Maintaining spiritual disciplines | <input type="checkbox"/> Stress management |
| <input type="checkbox"/> Listening skills | <input type="checkbox"/> Psychology | <input type="checkbox"/> Grief and loss |
| <input type="checkbox"/> Contingency planning | <input type="checkbox"/> Orientation of new staff | <input type="checkbox"/> Burnout |
| <input type="checkbox"/> Home-schooling | <input type="checkbox"/> Building relationships | <input type="checkbox"/> Spiritual vitality |
| <input type="checkbox"/> Leadership style | <input type="checkbox"/> Caring for staff from dysfunctional backgrounds | <input type="checkbox"/> Cross-cultural living |
| <input type="checkbox"/> Personality preferences | <input type="checkbox"/> Confronting in love | <input type="checkbox"/> Furlough |
| <input type="checkbox"/> Newsletter writing | <input type="checkbox"/> Living in community | <input type="checkbox"/> Moral purity |
| <input type="checkbox"/> Transition/change | <input type="checkbox"/> Suffering | |

17. Please add any comments that you would like to make regarding what you are finding a blessing (or stressful) about being a missionary or about the care that you feel you are receiving (or lacking) on the field.

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(Type into shaded area - space unlimited).

IF THIS SURVEY FORM IS ON A WEBSITE:

Click on "Submit" below. Developed by Palmarium Solutions – www.palmarium.co.za

IF THIS SURVEY FORM IS ON A HARD COPY:

Thank you for your time and opinion in completing this survey. It is much appreciated. IMPORTANT: Now SAVE this file after completion (or your choices will all be lost) - take note of hard-drive location of newly saved file. Please email the newly saved file as an attached file to my secure email address at purejoy@gmx.ch

—oOo—oOo—oOo—

(End of Survey)

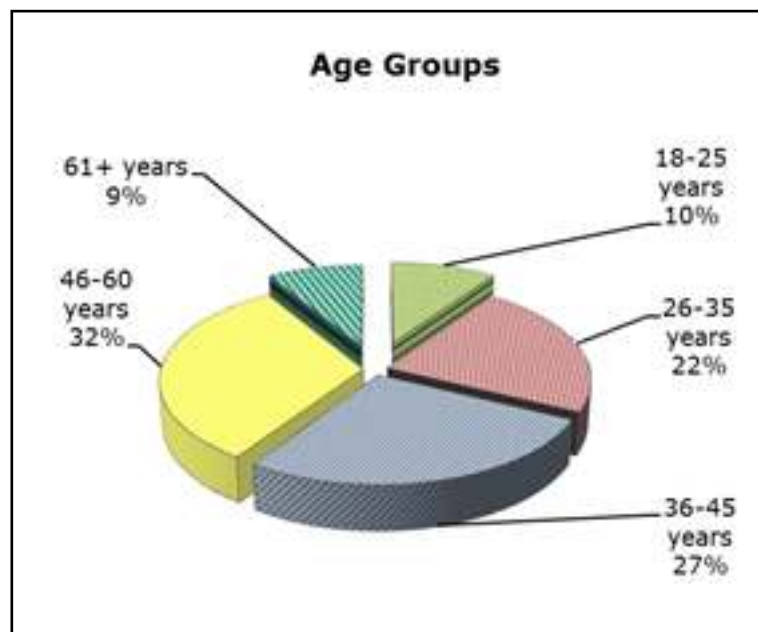
Geographical Results

Total Number of Participants after Integrity Tests:

**2,086 missionaries
from 81 nationalities
of 357 agencies/churches
working in more than 148 host countries or fields**

When looking at pie and bar charts below, the specific percentages or number of participants that marked each category are displayed in the appendix to this chapter.

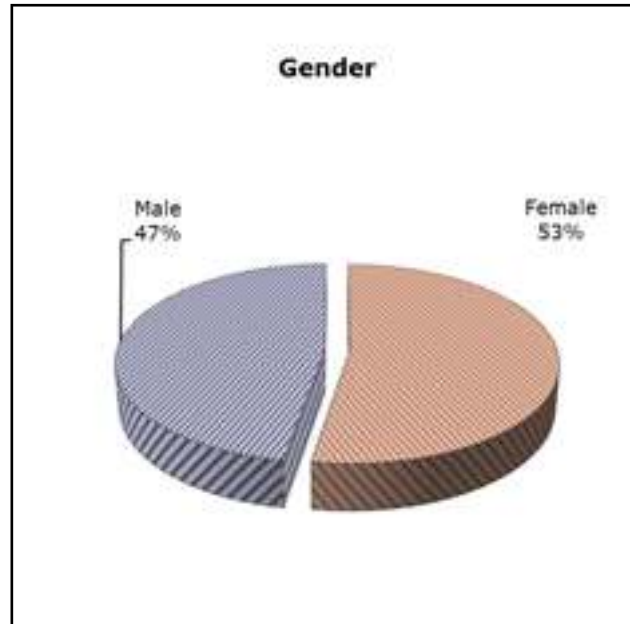
Age Groups



It is lovely to see that a full 9% of participants are 61 years of age and older. Although retirement is a concept that is highly upheld in the West, the author believes that retirement is an ideal time when a person can contribute in valuable ways to mission teams. This older group, as well as those 46 to 60 years of age (32%) are, except for normal missionary roles, very valuable in training roles and becoming Missionary Care Providers. Their sheer life experience (including discipleship and spiritual growth over years) could bring tremendous skills, maturity, wisdom, care and stability to teams. The fact that they are forming 54% of the participants of this survey, they do not necessarily

make up 54% of the real workforce on the field, but their maturity and healthy concern for colleagues would have encouraged them to complete this survey.

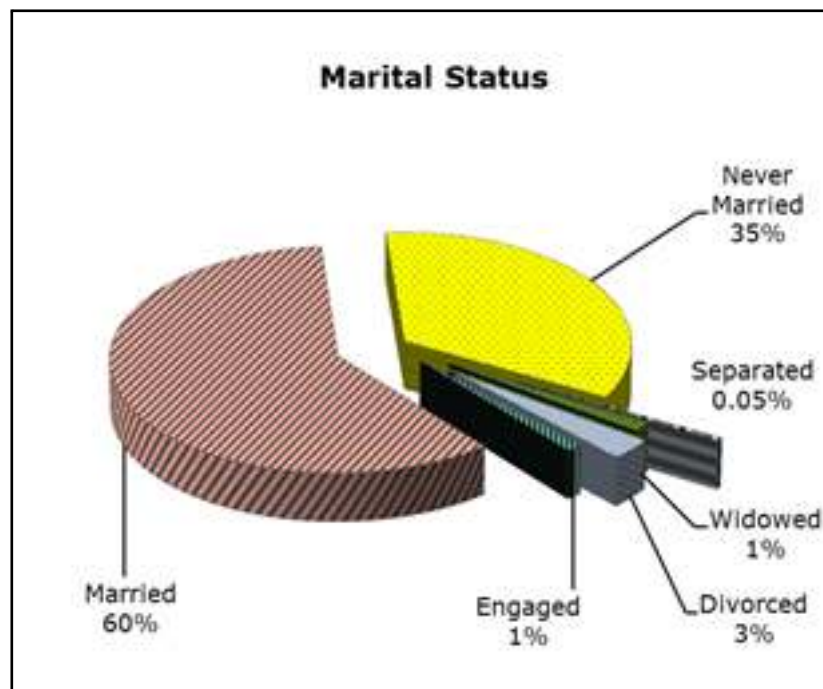
Gender



It is important to bear in mind that the above division of 47% male versus 53% female missionaries is not necessarily representative of exactly what the global missionary force looks like, but rather merely a true representation of those who participated in the author's Missionary Survey. The same can be said of the marital status, nationalities, job description and various other aspects covered by this survey.

Marital Status

The marital status of those who participated in this survey is 60% married and 40% unmarried or single. The 40% unmarried or single persons are divided into five categories: never married (35% of the survey participation total) and 5% others (engaged, widowed, divorced and separated) as per the pie chart below.



Nationalities

A total of 81 known nationalities participated, with an extra 163 that marked the "Unknown" section of nationality, possibly because the participant did not answer the question, no list was provided to choose from, typing errors by participants, or due to security risks within their host countries that are antagonistic toward missionaries or for other reasons like fear of being identified. The 18 nationalities that had more than 10 participants are as follows: USA: 786, Australia 203, South Africa 175, UK 164, Unknown 163, Canada 90, Philippines 84, Netherlands 46, Germany 41, New Zealand 40, Switzerland 22, Brazil 21, India 20, Malaysia 19, Zambia 16, Norway 15, Singapore 14, Korea 13, Sweden 11.

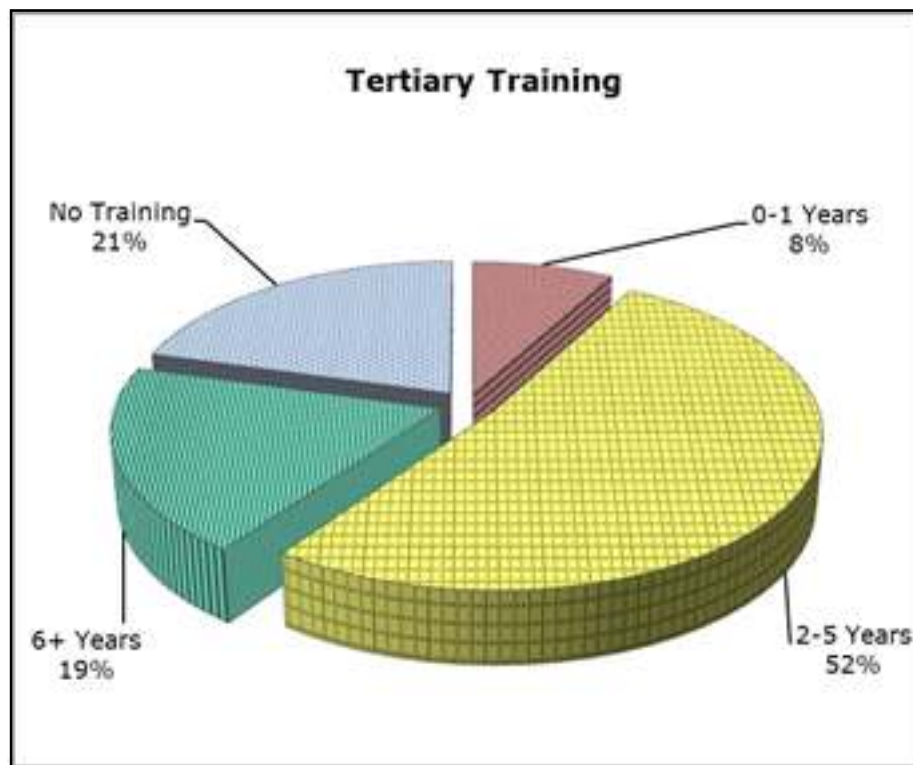
Mission Agencies

Each participant gave their own version of the name of their agency, e.g. the agency Youth With A Mission was written as Y.W.A.M., YWAM, Youth With A Mission, etc. and even spelling mistakes occurred. All entries of one agency or church had to be moved manually to one general name. A total of 357 agencies/churches participated in the Missionary Care Survey.

Host Countries (Fields)

The 2,086 missionaries that participated are working in more than 148 host countries or fields. It cannot be established exactly in how many countries these missionaries are working, due to the fact that not all countries were listed. However, 146 countries were marked, plus the two choices called "Other in Africa" and "Other in South America". These two choices represented several smaller countries on these two continents.

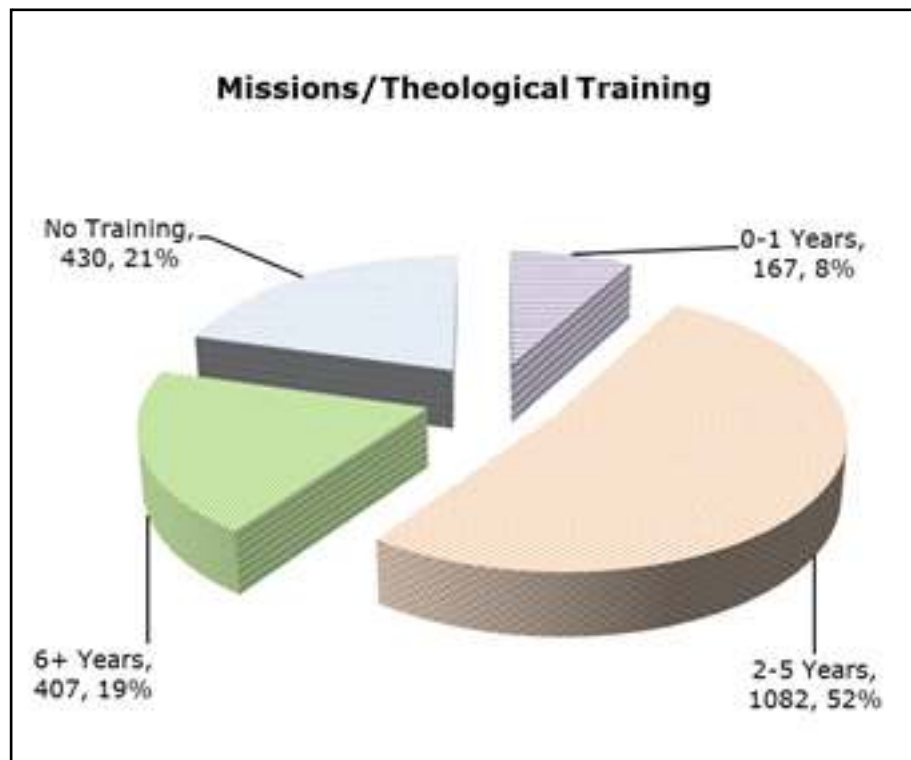
Secular, Tertiary Training



If the outcome of secular, tertiary training is an exact representation of the global missionary workforce, then a good 71% have at least two years' (up to six years and more) tertiary training in a non-theological, non-missions skill. With the term 'tertiary' is meant any training received after elementary and secondary school (or primary and high school) years. The remaining 29% has no or less than one year tertiary training. The author believes that missionary recruiters need to encourage potential missionaries to obtain more tertiary training in skills other than missions or theology in order to be of more value to the mission team and its cause.

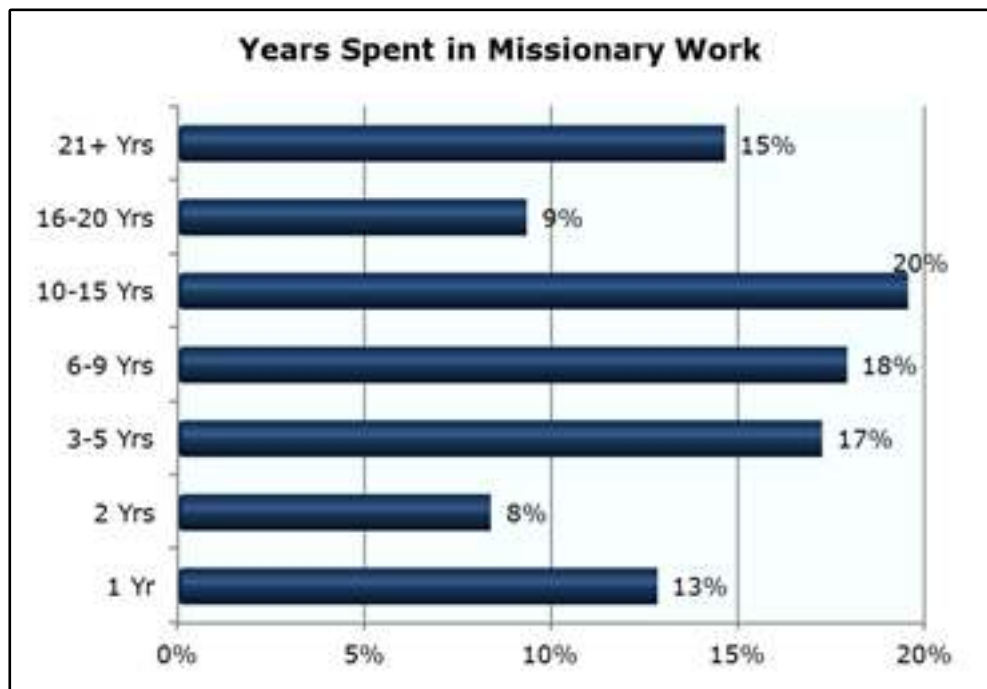
Too many missionary recruits have no advanced skills whatsoever, and since many have also not worked for an employer before, coming straight from secondary school to the field, they have no idea of how to work under authority or about normal work ethics, and above all, it is difficult to know what tasks to give them to do on the field. Some want to only equip themselves in a theological or missions direction, and although there is nothing wrong with this, they struggle to add any other practical skill to the team. Some youngsters come to the mission field not able to cook a meal, make their bed or clean their room or maintain other areas in or outside of the house, having been babied by their mothers until adulthood. Such ill-equipped young people find it difficult to survive, put stress on their roommates and team mates, and they do not understand that their leaders are not mean when requiring discipline, submission and certain work hours.

Theological/Missions Training



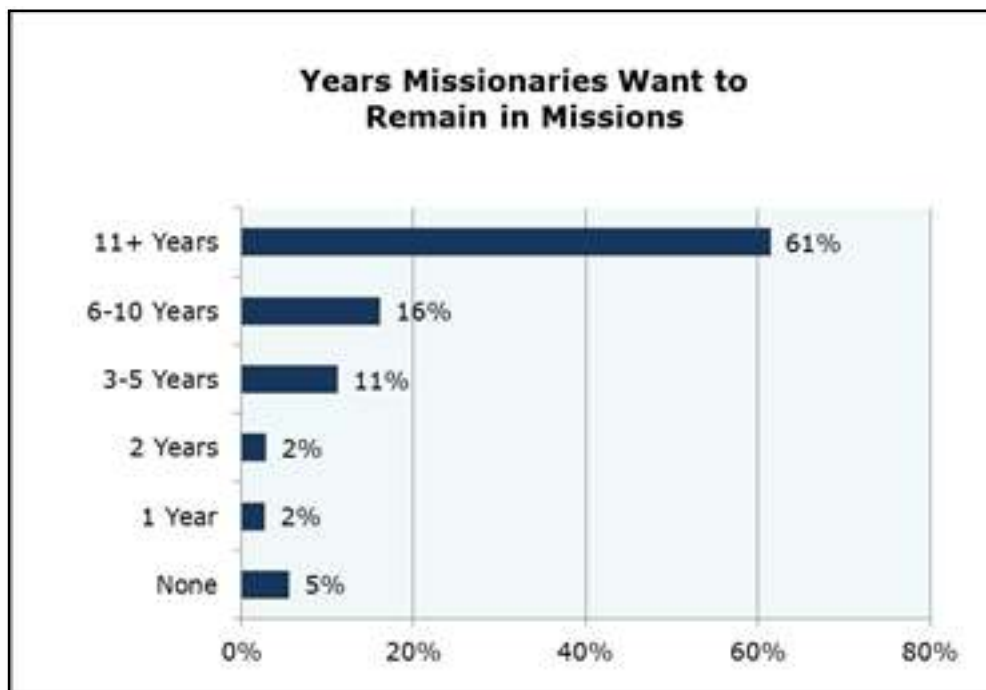
A shocking 54% of the participants said they have one year or less missions or theological training. This could result in workers who are not feeling adequately trained. They are poorly equipped to execute their job descriptions or restricted to fulfil only a limited number of roles within missions. Their lack of knowledge could cause them to not know how to explain their own faith, because they simply do not know the foundational truths and are thus not able to teach others those truths. With a lack of knowledge, they could fall prey to false teachings and error, as well as unbalanced beliefs and ungodly behaviour. Good secular training as well as thorough theological or missions training will enhance their feeling of worth, momentum, direction and effect in the work of missions. Mission leaders will not only do missionaries a favour if they allow ample opportunities and time for the self-development of each missionary, but also do themselves and the Kingdom of God a huge favour.

Time Spent In Missionary Work



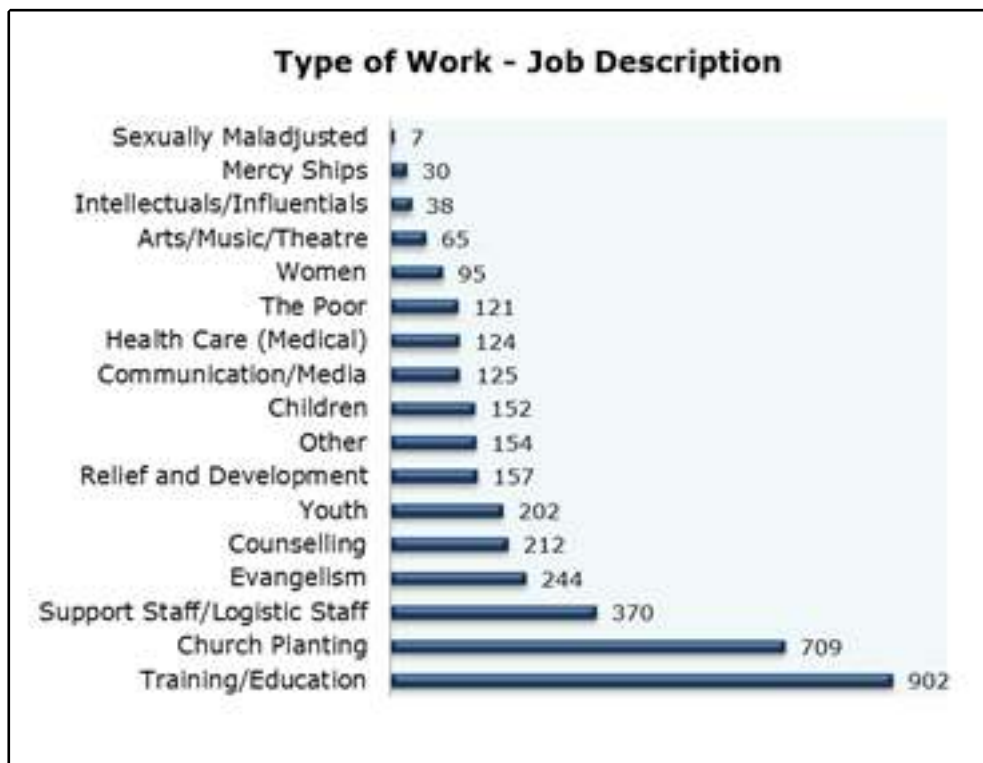
Almost half (44%) of the survey participants have spent ten and more years in missions. This will be the group who will know the huge asset we have in having long-term staff members on our teams. Long-termers would usually be concerned about the welfare of other missionary staff and therefore the high numbers of long-term participants who completed the survey is positive, but not surprising. It is a blessing to see so many participating that have given more than 20 years – a special word of thanks to them for participating in this survey and contributing to this study.

Time that Participants Would Like to Remain in Missionary Work in Future



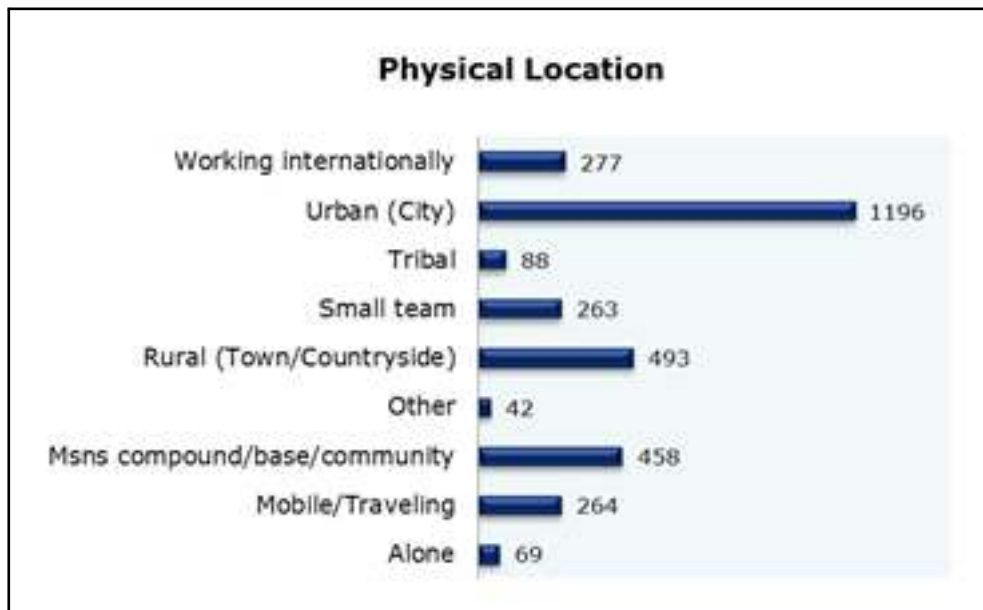
These figures are extremely positive, especially the fact that a highly significant 61% of participant missionaries indicated that they would like to remain in missions for longer than 10 more years. The assumption can probably safely be made that, regardless of the stressors, cost, resistance and sacrifices along the way, most missionaries usually know that they have a call and will do all they can to fulfill it. The author did not include an option of 20 or more years, since she reckoned that, if a person knows that he or she wants to remain in missions for at least 11 years more, then it is relatively safe to assume that they will be long-term career missionaries.

Type of Work – Job Description

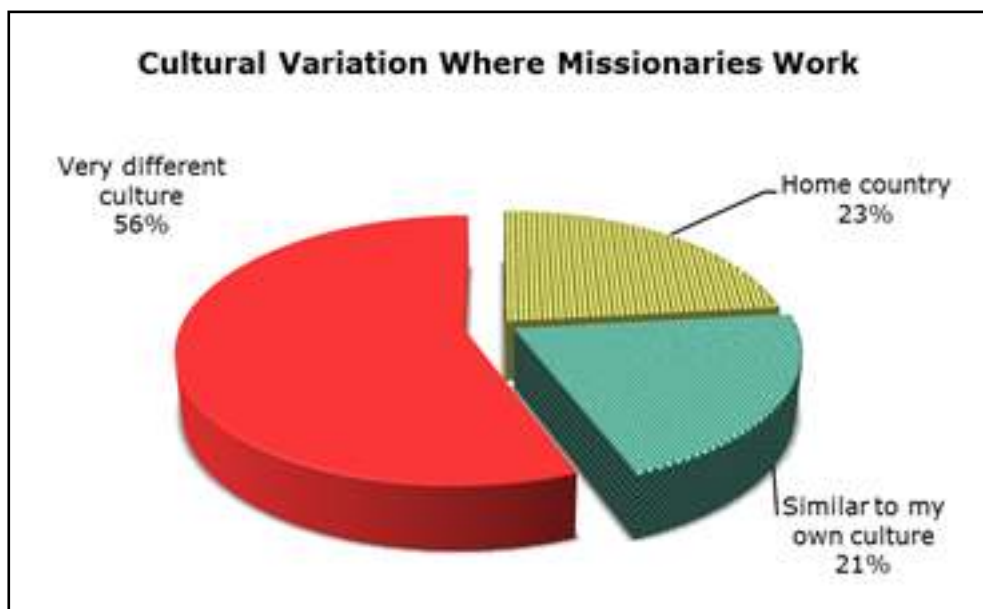


It is especially encouraging to see how many missionaries are participating in church planting. The large number of support or logistic staff is an indication of special care that needs to be taken to retain them.

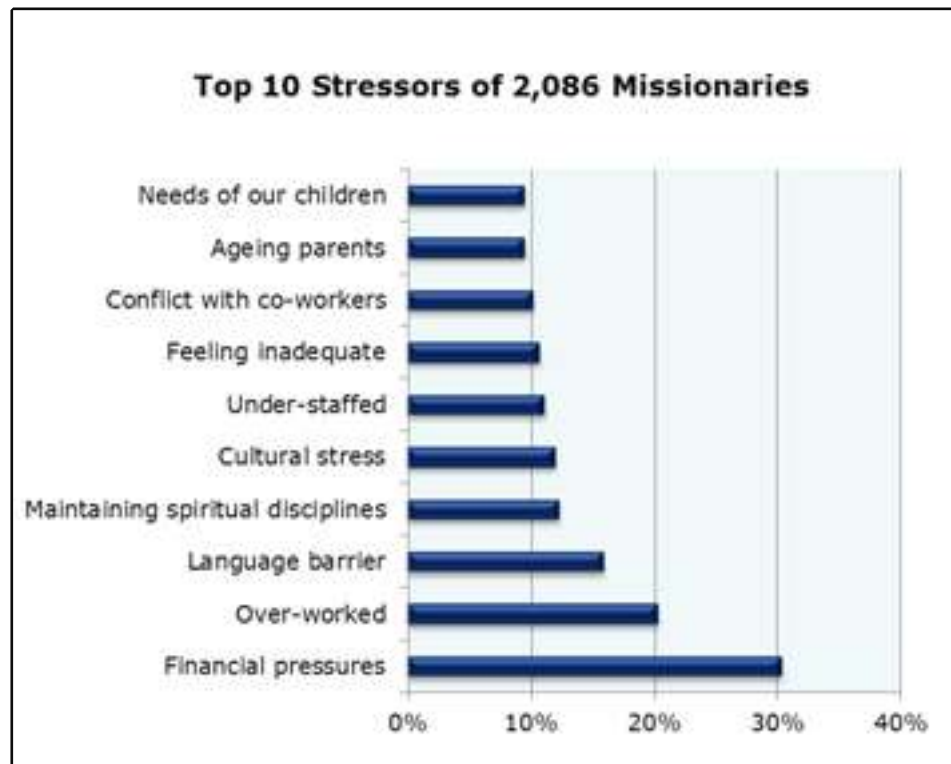
Number of Workers in Each Type of Physical Location



Number of Workers in Each of the Cultural Groupings Where they are Working



Top 10 Stressors of 2,086 Missionaries



The group that has worked for 10 years and longer in missions feels more significantly affected by the following stressors, compared to the group who has worked less than 10 years: overworked (7.54% more), under-staffed (6.22% more), aging parents (5.32% more) and furloughs or home assignments (4.31%). The group that has worked for less than 10 years in missions, feels more significantly affected by the following stressors, compared to the group who has served for 10 years and longer: language barrier (5.98% more), being single (4.82% more), cultural stress (4.08% more), and insignificantly so, homesickness (3.72% more) and emotional struggles (3.44% more).

Most Meaningful Refreshers Experienced in the Past Year

The following refreshers emerged as the top 10 refreshers among 2,086 participants of the author's survey.



It is encouraging to see that, in spite of conflicts among colleagues, the option of "Friendship with Co-Workers" emerged as the best refresher among participants. The refreshment that their spouse and children brought is very significant. We need to therefore do all we can to protect and strengthen marriages and their family life on the field. We need to guard against overwork and too long absences that will bring friction or neglect of the marriage and family relationships. If all workers were married, this refreshing factor could have emerged as the most significant of all. This also means that special care needs to be taken of singles. They do not have a family to refresh them, but they can be encouraged to value friendships with colleagues and nationals. Singles may need assistance in issues like conflict resolution, relationship skills, forgiving others, assertiveness, loving confrontation, etc., equipping them in maintaining good relationships. The bar chart above also stresses the fact that well-planned conferences that are not too busy for relationships and maintain extensive and well-resourced libraries are two refreshers that can enhance morale and refreshment for workers. If these two refreshers can be made available across agencies, it can benefit a larger number of workers.

Refreshers that impacted those with mission service of 10 years or more, compared to refreshers of the group that worked less than 10 years, are the following: Wife/husband/children (a very significant 10.20% more), personal studies (4.51% more), and reading books (12.21% more). Refreshers that impacted those with less than 10 years' service, compared to the group that worked for 10 years and longer, are the following: moral support from home (5.86% more than the group with longer service), and insignificantly so, field visits by family and friends (3.97% more) and friendship with co-workers (2.11% more) compared to the group that worked for 10 years and longer. The much higher refresher of moral support from home in those with shorter years of service may prove one of the following possibilities:

- Moral support from home declines the longer the missionary remains on the field.
- The long termers give more attention to their long-term goals on the field, and less attention or input into their relationship with those at home and thus “harvesting” less moral support from home.
- Due to a higher level of maturity, the long-termers of 10 years and longer are less crucially emotionally dependent on moral support from home. They are not worrying so much what those at home are thinking or saying and not so much affected if there is little contact from home.

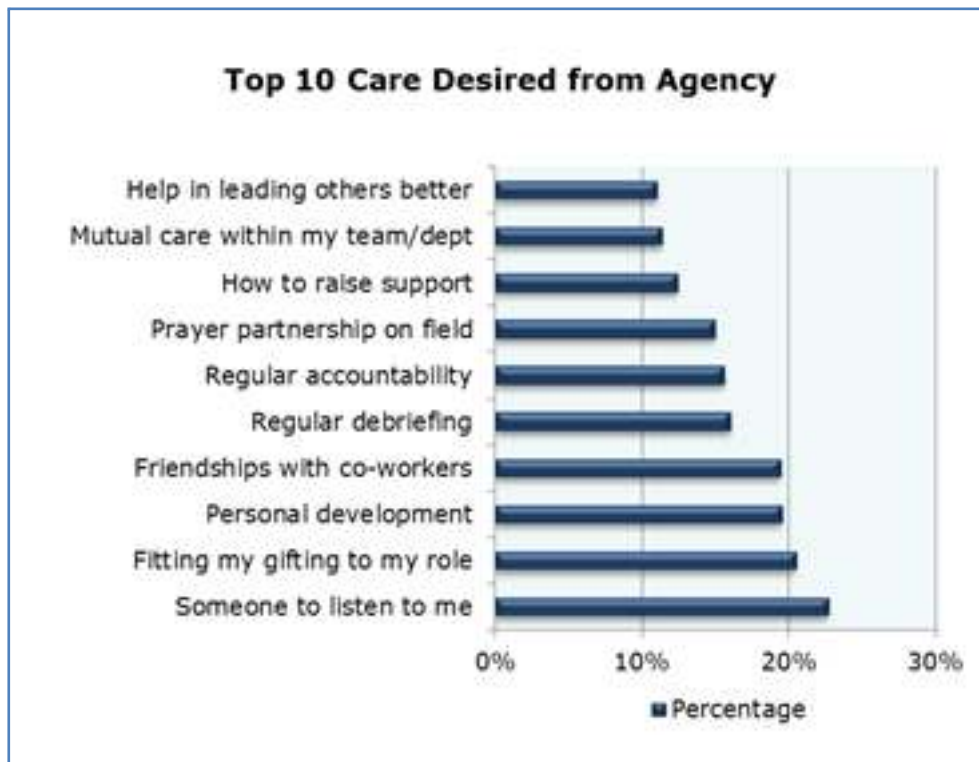
Field Visits as Refresher

The role of field visits as one of two refreshers of the past year was indicated as follows:

- 35 participating missionaries marked the care option “Field Visit by a Member Care Provider” (1.68%)
- 189 marked “Field Visit by Family/Friends” (9.06%)
- 66 marked “Field Visit by Sending Church” (3.16%)

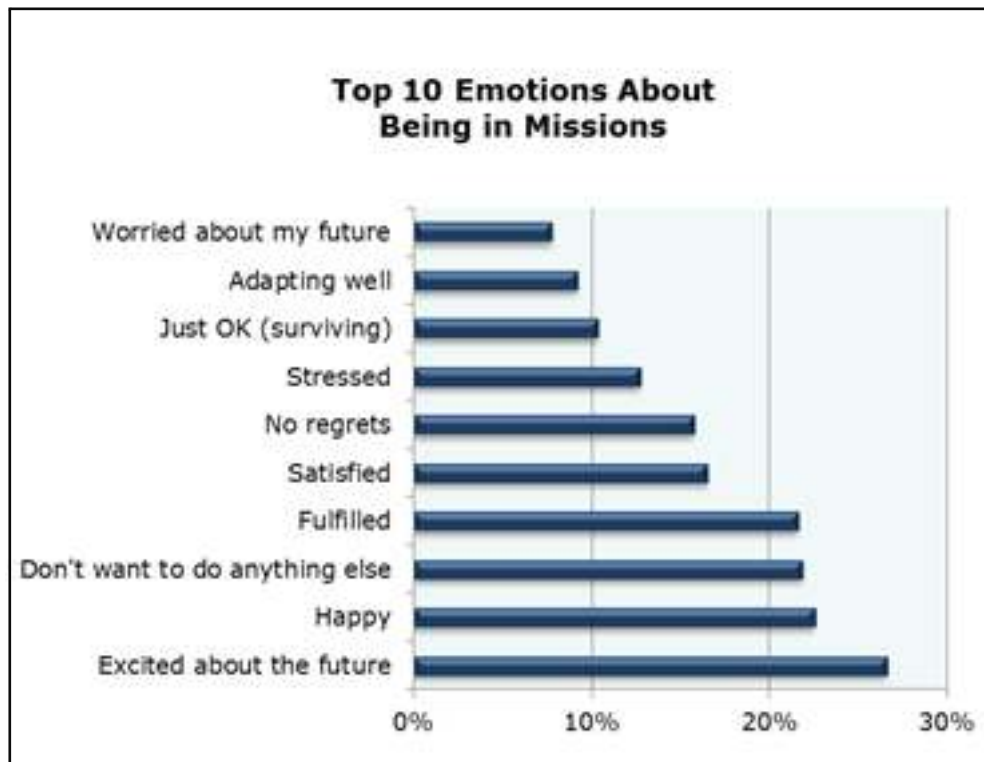
The assumption can safely be made that the visits of family and friends are highly appreciated. Family and friends are often closer to the missionary than a Member Care Provider or their Sending Church. One cannot merely assume that MC Providers and their Sending Church did not pay the missionary a visit in the past year or that their visits were not appreciated, but rather that the field visits of family and friends are worth gold to missionaries. When it comes to the care that they desire from their agency, a significant 200 (or 9.59%) marked that they wanted the field visit of a Member Care Provider. If one looks at this significant factor of care wanted, it is clear that, compared to the 1.68% that marked that a Member Care Provider’s visit refreshed them, that not enough Member Care Provider field visits are made, or that not enough Member Care is practiced, and that the provision of this factor of care is much lower when compared with how much missionaries desire this mode of care. Some missionaries told the author that, because their agencies have no form of care, they did not mark anything in line of expectations in care because it would be meaningless and raise unreal expectations.

Refreshment/Care Expected from Their Missionary Agency



The only factor of higher significance for the longer-term missionaries (10 and more years of service) with regard to the care that they want, compared to the short-termers, is the mutual care within their team. The long-termers want 4.71% more care within their team than the shorter-termers. The care wanted by short-termers indicated a higher level when compared to the long-termers, though not significantly higher, are as follows: someone to listen to me (3.25% higher than the long-termers), personal development (3.10% higher), fitting their giftings to their roles (2.85% higher) and how to raise support (2.23% higher), and the rest of the caring factors are not more than 2% higher than those of the long-termers participants of this survey.

How Workers Emotionally Feel About Being Involved in Missions



This outcome of how missionaries feel about being involved in missions is very positive indeed. The assumption that can safely be made is that, in spite of the stressors marked, reasons for others' resignation indicated, possible reasons why they could resign, and care wanted, missionaries in general feel very positive about their involvement in missions. They are excited about the future, knowing that they are involved in something very meaningful. They are happy in what they are doing, do not want to do anything else in spite of their higher-than-normal stress levels in cross-cultural living, and are feeling fulfilled and satisfied with no regrets.

When the range of emotions mentioned as options to be marked in the survey are divided into three parts of positive, neutral and negative emotions, it is clear how positive missionaries feel about their involvement in missions. Each missionary could mark two options, but did not necessarily mark two, but perhaps only one emotion depicting their feelings. A total of 3048 (76.58%) of the 3980 choices that were made, were positive ones, e.g. adapting well, don't want to do anything else but be a missionary, energetic, excited about the future, fantastic, fitting in well, fulfilled, happy, no regrets and satisfied.

In calculations of comparative outcomes below, the emotional description "Stressed" was divided into the negative emotions category. However, in hindsight it is not necessarily a fact that stressed missionaries are unhappy being in missions. From research done by Dodds & Dodds of Heartstream Resources, Inc., the average missionary's stress level (600 points) is considerably higher than the average person's stress level at home (200 points). Taking this into consideration, one can then assume that it is almost a given that missionaries, especially in their first term, will be stressed. If the option "Stressed" remains in the negative category, 10.87% of the participant missionaries would feel relatively negative about their involvement in missions, and 12.53% neutral. If the option "Stressed" (marked by 266 of the total 3980 emotional markings) is moved to the

more neutral portion of emotions, only 4.19% missionaries would feel relatively negative, while 19.22% (765) would feel neutral about being involved in missions. To explain this graphically, please see the table below. Under negative emotions were the following options: awkward, burnt out, uncertain if I want to continue, hate being in missions, horrible, not fitting in, unhappy, and the borderline option "stressed". In the neutral zone of emotions would be the following options: uncertain, worried about my future, and just OK (surviving).

Emotions	If Option "Stressed" is Viewed as Negative	If Option "Stressed" is Viewed as Neutral
Positive	76.58%	76.58%
Neutral	12.53%	19.22%
Negative	10.87%	4.19%

Looking At Areas Least Marked

Looking at highest scores says much, but looking at the lowest scores marked by 2,086 missionaries is a significant message to mission leaders, trainers and carers of what is not most stressful, and when it comes to refreshers and care wanted, what is not appreciated most. The lowest scores were as follows:

- **Lowest Scores of Stressors:** The lowest scores for Stressors marked (from the issue marked least) were as follows: Natural Disasters 6, Food 12, Conflict with Nationals 33, Lack of Training 38, Marriage 42.
- **Lowest Score of Refreshers** (from the issue marked least): Trauma Care 10, Help in Conflict Resolution 13, Service of a Psychologist 18, Field Visit by a Member Care Worker 35, Visiting teachers/speakers 53, Personal Counselling 57.
- **Lowest Scores for Care Wanted from the Agency** (from the issue marked least): Trauma Care 18, Service of a psychologist 21, Help in processing grief/loss 42, Help in our family dynamics 44, Help for our marriage 55.
- **Lowest Score in Opinion Why Others Have Resigned** (from the issue marked least): Food 2, Weather 2, Writing Newsletters 3, Having to lead others 5, Natural Disasters 7.
- **Lowest Score in Why I May Resign** (from the issue marked least): Food 4, Writing newsletters 6, Weather 8, Having to Lead Others 10, Religious Resistance 17, Language Barrier 21.
- **Lowest Scores of Suggested Training Topics to train MC Providers:** The lowest scores (more than a 100 persons did not mark all of these) that 2,086 missionaries suggested to be taught as training topics for Member Care Providers are as follows (from the issue marked least): Psychology 36 persons marked it, Furlough 40, Contingency Planning 44, Grief and Loss 64, Home-Schooling 67, Suffering 89, Newsletter Writing 89, Personality Preferences 94. Each person had five choices from 35 possible choices that they could mark, and a total of 9773 choices were marked by 2,086 persons.
- **Lowest Scores of Emotions About Being a Missionary:** The lowest scores of how 2,086 missionaries felt about being a missionary, were as follows (starting from the lowest score): 1 person marked the option "Horrible"; "Hate Being In Missions" was marked by 5, "Unhappy" 18, "Don't Want To Continue" 19, "Not Fitting In" 23, and "Awkward" 37. After these lowest scores, there were mostly positive emotions marked. Each of the 2,086 persons could mark two options, and a total of 3,980 options were marked. [If the option "Stressed" was viewed as

neutral in the light of it being normal that missionaries live with high stress levels, then 76.58% of participants felt positive, 19.22% neutral, and 4.19% negative.]

Lowest Markings of Desired Care Factors

The lowest scores of what 2,086 missionaries said when they were asked what care they wished to receive from their mission agency during the coming year, are listed below. Before one make hasty assumptions about these figures, one has to mention that these figures are not necessarily significant. This question was not asked what they *did not want*, but rather *what they wanted*. Therefore, the least marked care factors are not about what people *do not want* nor is it about *what is least wanted*. The least marked areas are most probably merely what they needed less than several other care factors in the past year. A practical explanation could be the typical missionary who is hopefully relatively healthy on all spheres of his/her life. His/her friendships with colleagues and local believers, relationships with spouse and children, conference and other care factors refreshed them greatly. In the year before participating in the survey, he/she was not in trauma or grief, nor experienced problems to the extent of needing a psychologist. The author believes that this is the average missionary.

If it is true that the average missionary has not experienced trauma and other huge problems in the past year, he/she will not mark trauma care or a psychologist as his/her greatest need for care on the field. Many in the Two-Thirds World do not necessarily know what trauma care entails or that they need it after a traumatic event, because they usually naturally debrief each other within their relationship-oriented communities without knowing the term for the process that they are already doing perfectly well. Added to this, in some communities, there is often a stigma attached to visiting a psychologist and more so in the Two-Thirds World. Looking at desired help for family dynamics and marriage, married missionaries indicated in this survey that their spouse and children had been their very best refresher of the past year, above all others. From this figure one can safely assume that the married participants of this survey are happily married and have stable family lives, and therefore is not in need of help in these areas, but they rather prefer help and care in other ways. For these reasons the least marked care factors are not necessarily significant at all.

Care Factors	Number of Participants
Trauma care	18
Service of a psychologist	21
Help in processing grief/loss	42
Help in our family dynamics	44
Help for our marriage	55

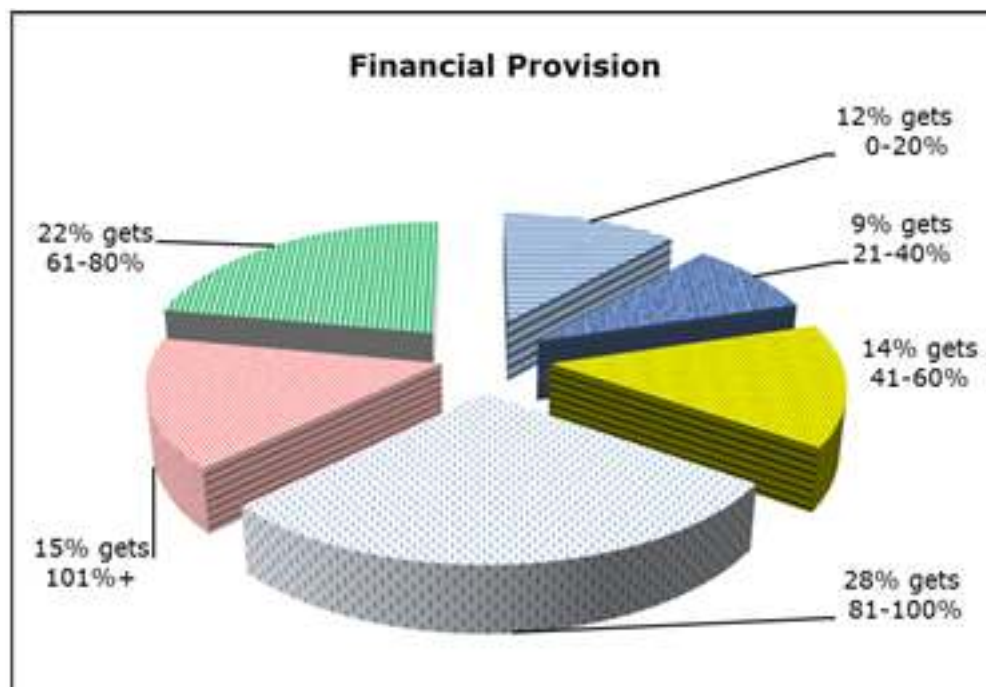
The Role of Trauma Care for Missionaries

A total of 118 (of 2,086) missionaries marked "Traumatic Happenings" as the reason why they thought *others* resigned. 160 persons (7.67%) marked "Traumatic Happenings" as the reason why they think *they* may resign. 179 persons (8.58%) marked "Trauma Care" as one of the 35 training topics that is essential in the training of Member Care Providers. "Trauma Care" as refresher of the past year was mentioned or placed first on the list of 25 options on the survey form on the website, but it had the very least markings of all 25 refreshers. The very same can be said of the position of "Trauma Care" in "Care Wanted from the Agency" – it was mentioned first, yet had the

least markings of 29 care options. In the list of topics that were suggested for training of Member Care Providers, "Trauma Care" was mentioned first on the list of options, however, it was 24th of 35 options in score ranking.

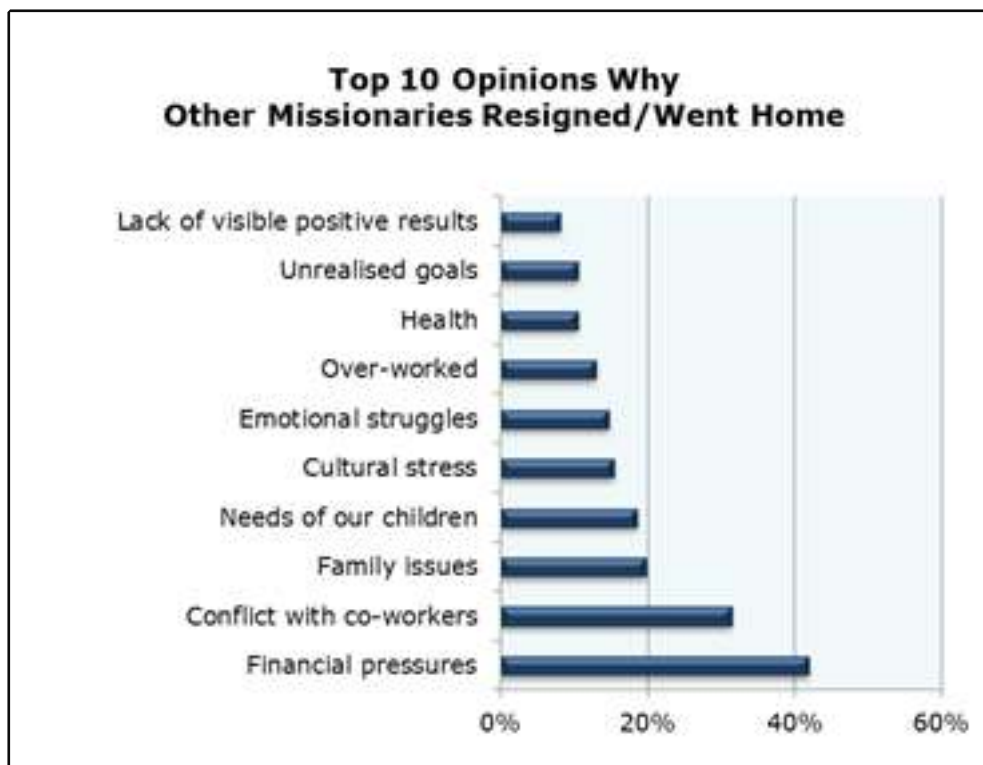
Number of Workers in Each Category of Financial Income

The top percentage in the pie chart below indicates the percentage income received, compared to their needs, e.g. 12% of the participants of the survey receive 0 to 20% of the income that they need. Their needs were defined as the *"percentage of what I financially need in order to do my missionary work without worries about money for general living expenses, personal development, air tickets, pension, medical insurance, visas, etc."* Because "Financial Pressure" is by far the highest stressor, thus a vital factor of stress in missions, the details of the pie chart below are repeated for your ease in the table directly below it.



Financial Provision – Percentage Bracket of Personal Income Compared to what They Really Need in Order to live Comfortably	Percentage Of People Who Marked This Option
0-20%	11.55%
21-40%	8.77%
41-60%	14.29%
61-80%	22.00%
81-100%	28.19%
101%+	15.20%

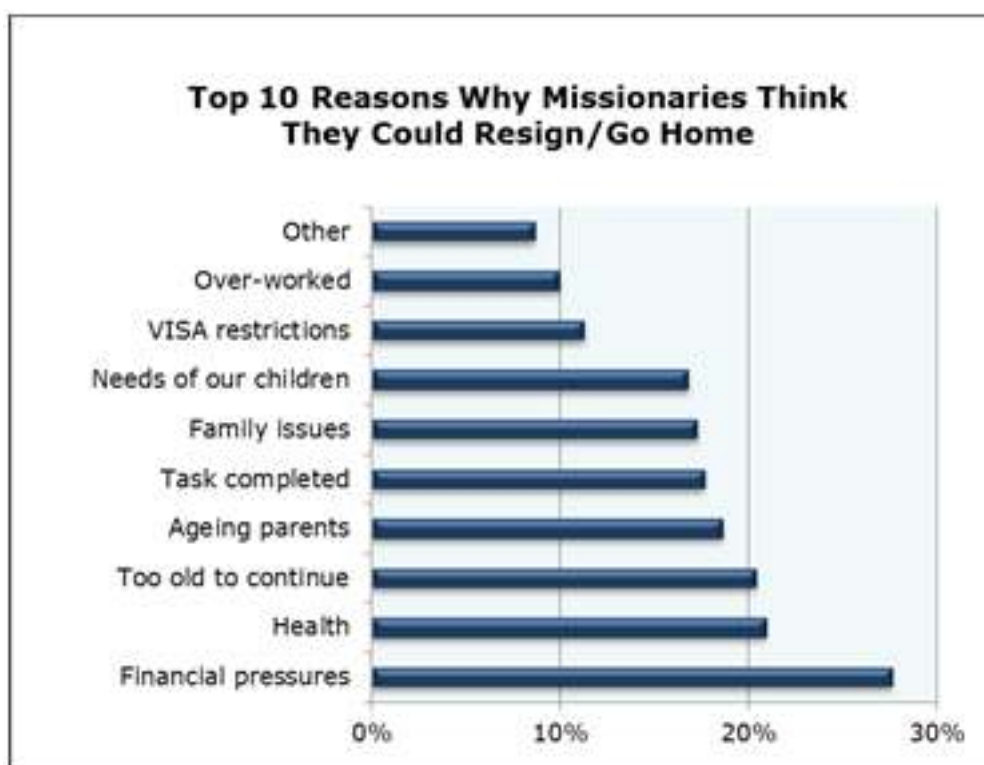
Opinion Why Missionaries Think Others Went Home



It is significant how more than 2,000 missionaries indicated that financial pressure was by far the highest stressor, and not conflict with co-workers. "Conflict" was indicated as only the eighth highest stressor. Looking at the chart below, why missionaries think they could possibly resign in future, they also usually do not see or admit to the possibility of resigning due to conflict, as this option is not among the top ten reasons for possible resignation, but conflict with agency and colleagues only took 16th and 17th place in prominence for reasons why they think they could leave. However, when they are asked why *others* are resigning, they admit to conflict, marking it as the second highest reason

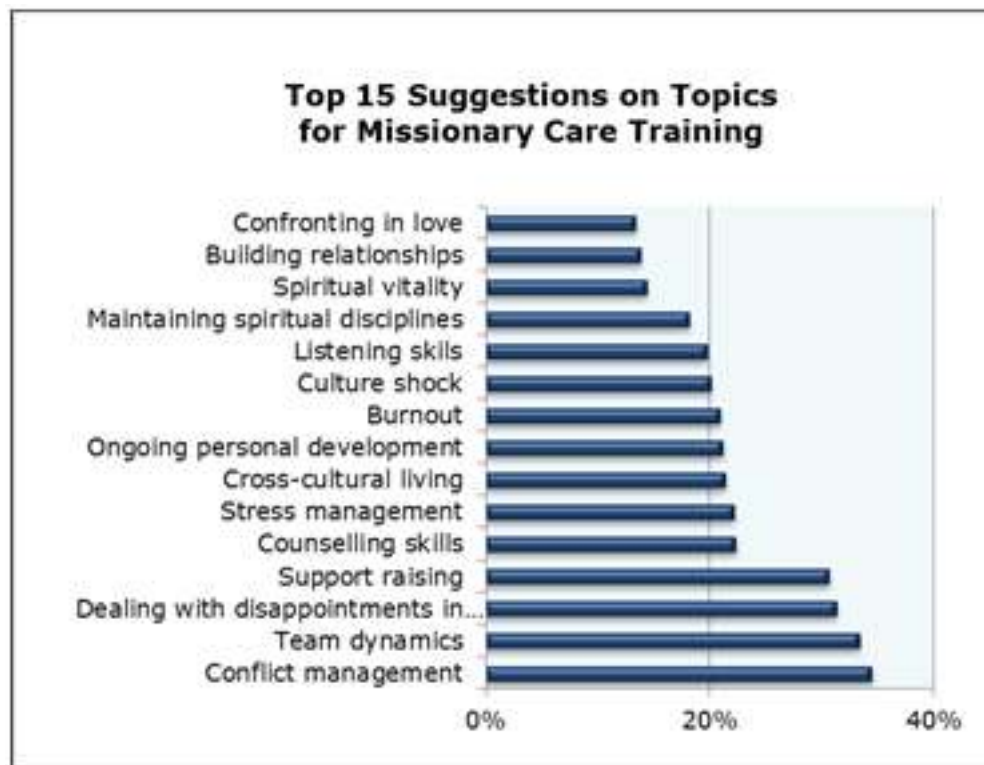
why they think others are leaving. It can be assumed that missionaries do not usually believe that their conflict will cause their erosion and attrition. In other words, they are optimistic that they are resilient and that they will be able to resolve conflicts satisfactorily, able to remain on the field while working with colleagues in peace. Or, are missionaries perhaps denying their fallibility when it comes to conflict? Missionaries need to perhaps be more strong-willed and tenacious than the average person back home – these qualities will help them to survive in strange lands and cultures. However, the reality is that these very same qualities may bring them into conflict with others who are equally strong-willed and tenacious.

Financial pressure is something that missionaries not only admit to as (by far!) their own highest stressor, but also observe in others, as well as the stress that it produces. Special attention needs to be given to raising support. The word “support” refers to more than one kind of support – it refers to prayer, moral, logistic, re-entry spiritual and financial support. Especially in developing nations and in nations where Christianity is still in its first three generations within families or churches, thorough education in support raising skills are of paramount importance. Excuses that their culture does not allow raising support is usually invalid, as the author observed especially Filipinos apply support raising skills and seeing good provision forthcoming from those efforts, enabling them to remain in missions for a lifetime. Since an entire chapter is written on this subject, it is not necessary to elaborate further here.



It is significant that missionaries, when asked why they could possibly resign and go home, mostly quote non-preventable reasons for going home, with the exception of only financial pressure and over-work as preventable reasons under the top ten chosen reasons. Unresolved conflict does not feature in this chart as one of the top ten reasons why missionaries think they could resign or go home. In the question about what missionaries think a Member Care Provider should be taught when they are trained in Member Care issues, “Conflict Resolution” features as the most important issue to be taught to Member Care Providers.

Suggestions of What Needs to be Taught in Missionary/Member Care Courses



Every participating missionary could mark a maximum of five choices of topics that they thought were vital in the training of Missionary Care Providers. Here it is significant that conflict management had the highest score, but "Help in Conflict Resolution" was the refresher that had the second to lowest score. When it comes to care wanted from their agency, "Help in our Family Dynamics" and "Help for our Marriage" was fourth and fifth least chosen. Since the family and marriage spheres are where most conflict happens naturally, these outcomes are surprising, but perhaps missionaries feel that they want to remain private in these areas and that they will be able to bring conflicts in these areas to a good resolution. The author thinks that it may be possible that most missionaries do not know or understand the correlation between confrontation and conflict. Without the application of loving confrontation, most conflicts cannot be solved. As long as missionaries refuse to confront, frustration could increase and conflicts not satisfactorily resolved. Research by Dorothy Gish in 1983 revealed that 549 missionaries indicated their highest stressor as their inability to confront others when necessary, and this is especially true for women. Only after that came communicating across language and cultural barriers, time and effort needed to maintain donor relationships (especially those of faith missions), and managing the amount of work and establishing work priorities.¹ However, coming back to confrontation, it is important to remember that without confrontation, conflicts remain unresolved.

Most attrition studies will not indicate financial pressure as one of the top reasons for attrition. However, the topic "Support Raising" as fourth highest topic is significant in learning to care for our mission and aid staff.

While missionary participants marked "Personal Counselling" as the fifth most important topic for Member Care training, "Personal Counselling" ended as the sixth least marked refresher of 2,086 participants, and "Service of a Psychologist" as the third least marked refresher. And yet, participants feel that personal counselling is an important skill for a Member Care Provider. From this the assumption could be made that perhaps not enough trained counsellors and psychologists are contributing to the welfare of missionaries on and off the field. The other possibility is that missionaries are perhaps shy to acknowledge their personal problems and perhaps do not go for help soon enough.

Maintaining spiritual disciplines was indicated as the fourth highest stressor. However when it came to topics for training of Member Care Providers, the topics "Maintaining Spiritual Disciplines" and "Spiritual Vitality" ended in 12th and 13th positions. "Maintaining Spiritual Disciplines" came 21st in the 44 choices given as reasons why they thought others were leaving, and 26th of 43 reasons why they themselves could be leaving. The assumption here could be that, although missionaries are generally struggling to maintain spiritual disciplines and concerned about their spiritual welfare, they do not believe that it will be instrumental in their resignation or leaving the field. Is this perhaps part of the enemy's clever deception that missionaries believe they can effectively work without being vitally connected to the Life Giver and the One without Whom we can do nothing? (John 15:5).

Dealing with disappointments in third highest position chosen from a possible 35 topics for Member Care Provider training, mission agencies and sending bodies have probably not given enough attention to this issue in the past, possibly due to ignorance about the high prevalence of this struggle and concern among missionaries. Dealing with disappointments has to do with the following:

- unrealised expectations;
- the discrepancy between reality and the ideal;
- personal and others' sin, failure and weaknesses, and the fact that societies are becoming increasingly dysfunctional;
- the reality of suffering, including persecution, including imprisonment and torture;
- the spiritual miscarriage or death of a vision or ministry.

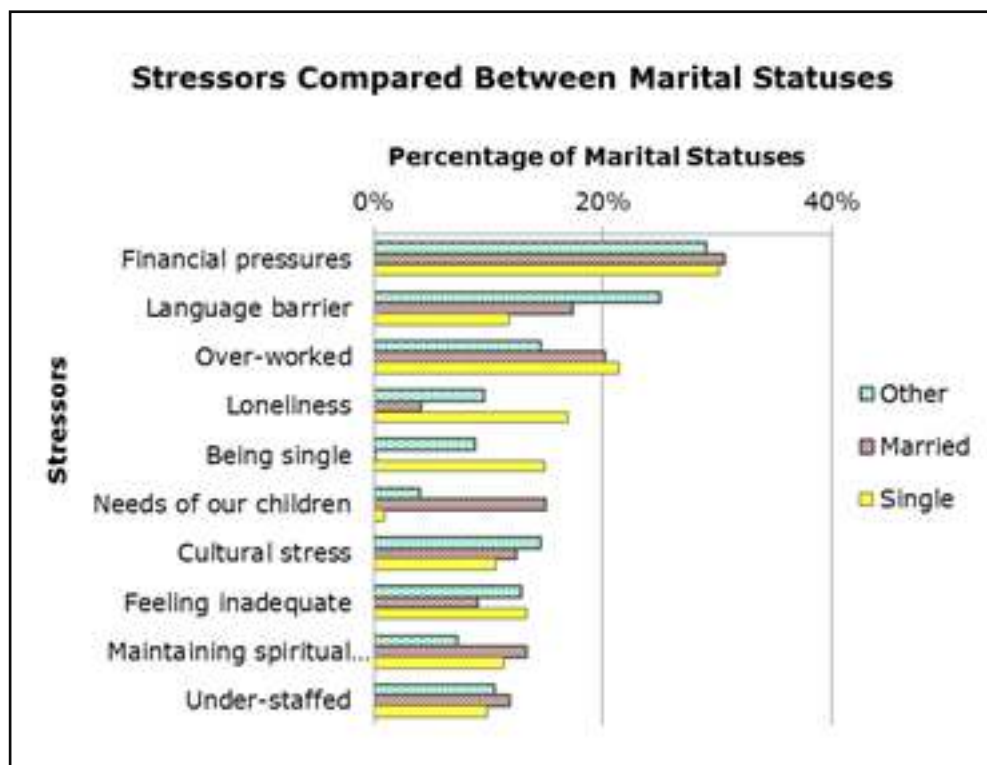
These are the stark realities of not only life in itself, but to an added measure of those who dare to live on the edge and endeavour to extend the Kingdom of God. If we fail to adequately prepare missionaries to live with these realities, we will be failing them and the welfare of missions in general.

Comparative Results

Comparing Answers between Marital Statuses

Stressors

The graph below was drawn sorting on the maxima of the percentages to select the order. In other words, highest differences dictated the order of stressor priorities below. It is therefore not true that loneliness is the fourth highest stressor, but merely that loneliness has the fourth highest difference when it is compared between missionaries of various marital statuses. This means single or unmarried missionaries keenly feel lonely in mission settings when compared to married persons' loneliness levels, and since married persons have no struggle with singleness, the singles' singleness has a high difference when compared to the married person's lack of this stressor. However, singleness in itself is not marked as one of the top ten stressors of singles, but only as stressor number 22. Loneliness has less of a difference when the loneliness levels of various marital statuses are compared, but it is stressor number 11 of all marital statuses put together.



Singleness as Stressor for Singles

The "Other" marital statuses in the green colour of the chart above indicate those who are engaged, separated, divorced or widowed. Of those never married (720), 15% (108) marked "Singleness" as a stressor, while 20% of those who are separated in marriage, marked "Singleness" as a stressor, and 9% of those divorced and a surprising 8% of those who are engaged, which could mean the engaged missionaries were possibly separated from their fiancé. Those who are widowed are least lonely of workers who are not married. Of those who were never married, 10.97%) said that the care that they are expecting from their mission agencies is to help them in their singleness issues, and 10.71% (of 720 persons) of the widowed persons (2 of 28 persons) said the same.

Only the small percentage of 4.17% of singles who were never married, said that their single status may cause them to resign, and 6.35% of the divorced and 3.57% of the widowed said the same. These numbers are insignificant when standing on their own, and therefore the assumption can be wrongly made that missionaries who are not married are all okay with it. The truth is that of all unmarried persons, a significant 14.33% (121 of 844 singles) may struggle with their singleness as stressor, just like this specimen indicates. Teaching on singleness is important for both unmarried and married persons, so that both groups understand and can help. When married persons are asked whether the topic "Singleness" should be taught to Member Care Providers, very few of them mark it as one of their top five topics, as indicated on the chart above. When the author teaches on singleness where married persons are in the audience, they often express gratitude for the information. They acknowledge their total ignorance of the stressors and challenges of singles, especially of the stressors of older and long-term single missionaries. Having married at a young age, they never experienced the challenges of the single and therefore do not really know how to effectively walk alongside them.

More singles marked over-work as stressor compared to marking loneliness. Singles may over-work because they are lonely, bored because they do not have anything better to do, or taken advantage of because their singleness spells availability. Looking at how the loneliness factor is one of the large differences in stressor intensity between marrieds and singles, it will be important for agencies and Member Care Providers to give attention to this aspect in singles, and for families to learn to inclusively adopt singles as part of their families on and off the field. Not even half of the singles will experience loneliness. However, for some it is acute, and was indicated as a higher stressor to single missionaries than singleness.

Marriage as Stressor for Married Couples

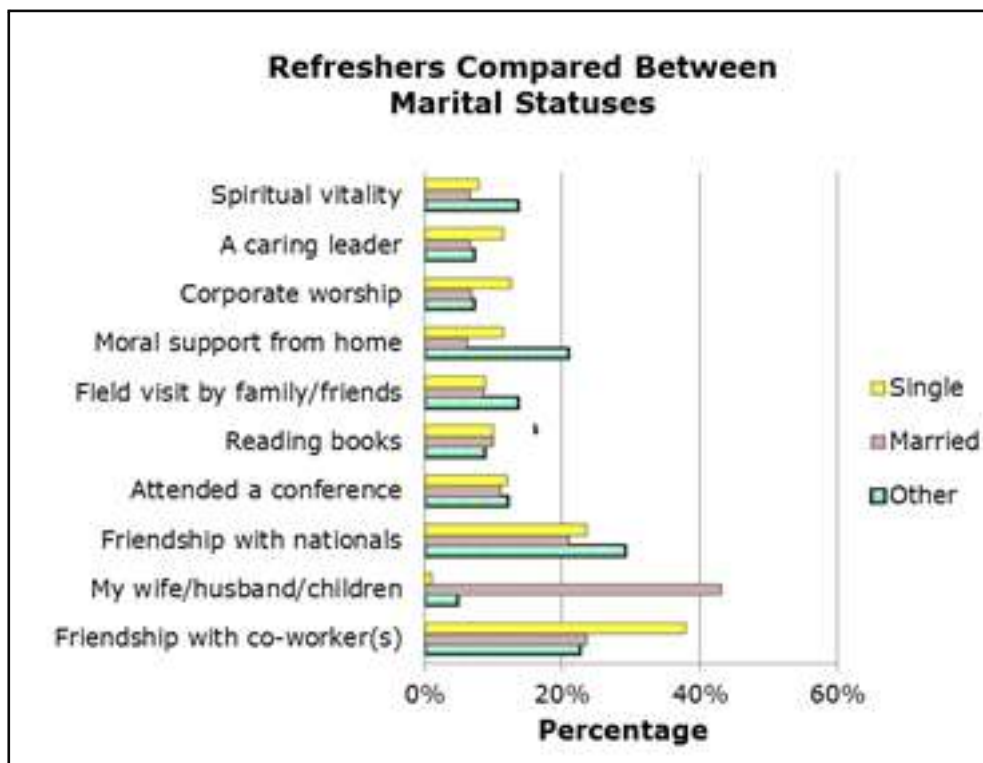
40 out of 1242 married persons (thus 3.22%) marked "Marriage" as a high stressor. 48 married persons (48 of 1242 = 3.86%) marked "Help With Our Marriage" as the care they want from their agency (Q.11) – this is less than 5% and therefore is an insignificant stressor for married missionaries. 8 More persons marked that they needed help compared to those who said that marriage is one of their three top stressors. This apparent discrepancy could be because not everyone wants to openly acknowledge that they have marriage problems, or, that their marriage problems are not considered as one of their top three stressors, or, that some who are happily married are stressed by others who are struggling within their marriage. 65 of 1242 married persons (5.23%) said that they may resign because of marriage problems. Since Question 15 is purely a hypothetical question, this percentage is not really significant, but cannot be altogether ignored either. The correlation of people who marked "Marriage" both as stressor (Question 9) and as possible reason for leaving missions (Question 15) is 40%. Question 16 (topics for training for MC Providers) did not have a marriage option – it was rather included in the option "Family Dynamics".

Family Issues

When comparing "Family Issues" and "Needs of Our Children" with each other as Stressor, Care Wanted, and as Suggested Training Topic for MC Providers), 6.09% marked "Family Issues" as a stressor, and 9.49% marked "Needs of our Children" as stressor, a total of 15.58% which is significant. In the section "Care Wanted", 4.65% wanted help with their children, and 2.11% wanted help in their family dynamics. Of those who marked "Family Issues" and "Needs of our Children" (325), 75 persons (23.08%) marked "Help for Our Children" and Help in our "Family Dynamics" as the care that they need from their agency, and 71 (21.85%) marked "Family Dynamics" as a

topic that is needed in training of MC Providers. Both of these are very significant for those who are married and have children.

Refreshers Compared Between Marital Statuses



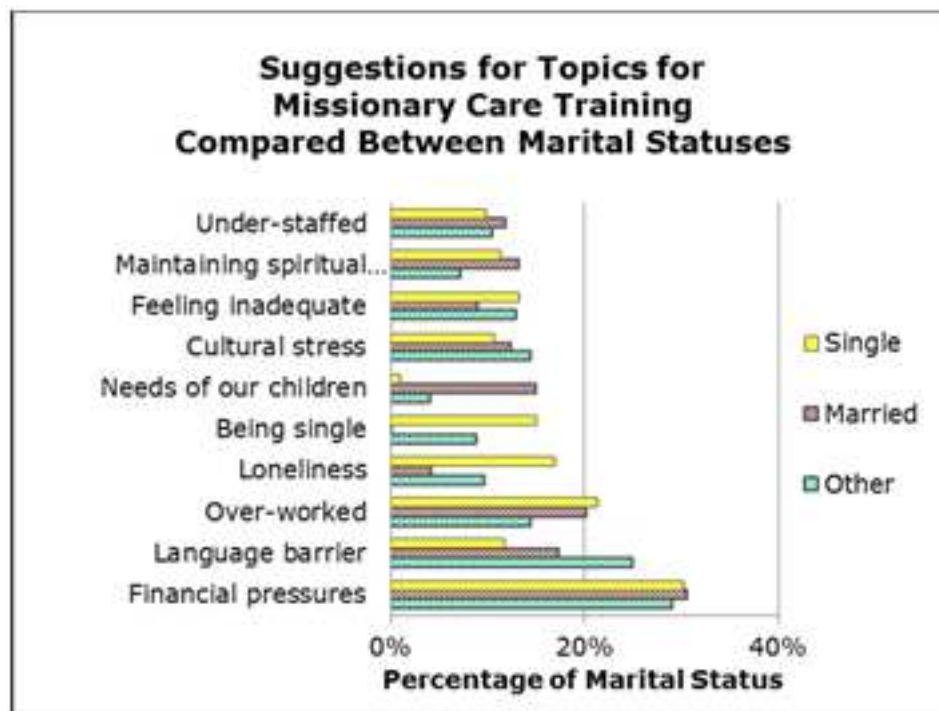
Refreshers in the bar chart above are compared in their priority between the various marital statuses. According to this chart, singles are greatly contributing towards and benefiting from friendships with colleagues, especially since they have more time for this to happen if compared with married missionaries who give attention to their spouse and children.

Care Expected from Agency Compared between Marital Statuses

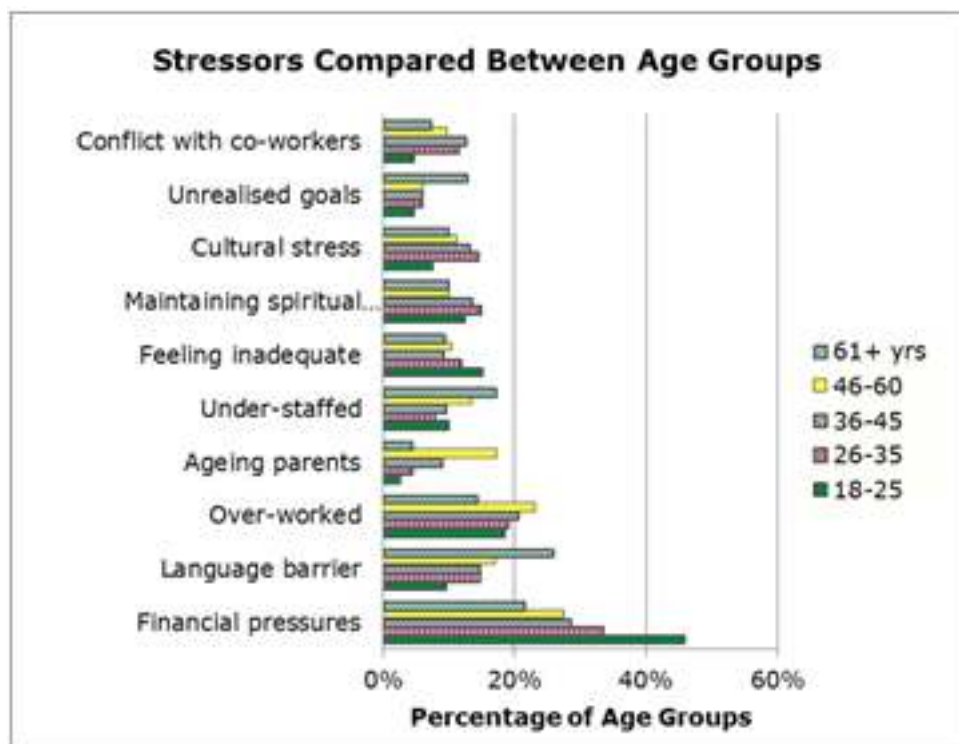


In the bar chart above, the care expected from their agency is compared between marital statuses. The very highest difference is the unmarried missionary's urgent need for someone to listen to them, marked by 25% of them, which is a significant percentage. The single does not usually have access to one stable person who can regularly debrief them as spouses usually do for each other in marriage. When singles do confide in someone, they often find that their listener goes into counseling or preaching mode, judging or berating them for what they are saying, thinking or feeling. Peer-to-peer debriefing in an emotionally safe and caring environment is important for singles to be able to off-load their concerns, feelings, dreams and fears. This a very simple manner of care that we all can do, but often we are too busy with our own tasks, goals and objectives in missions to give attention and time to another, leading to more over-work and loneliness. As we love one another practically and model our Lord's love to each other, the world who watches will be drawn to Him.

Topics Suggested for Training of Missionary Care Providers Compared Between Marital Statuses

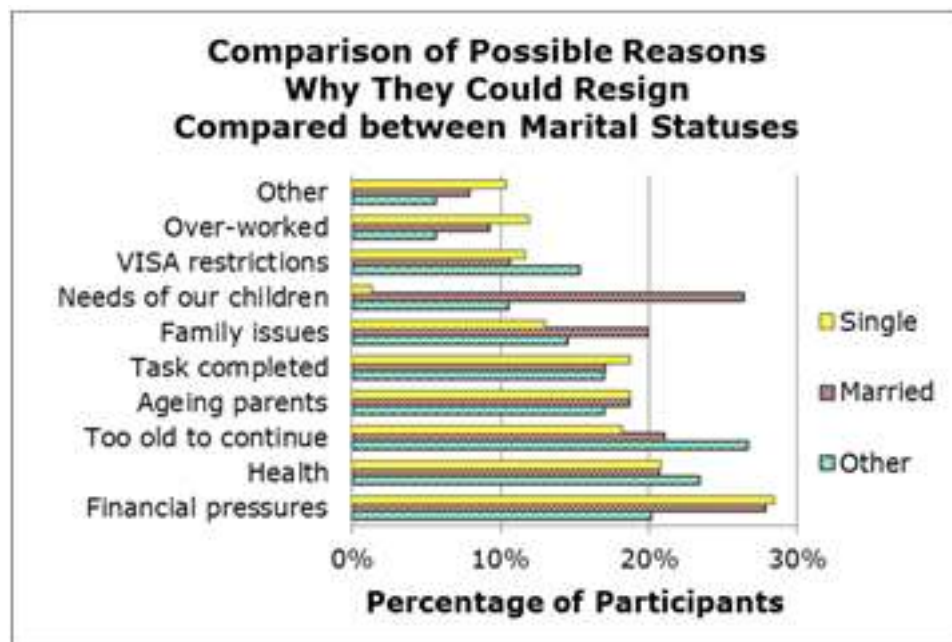


Stressors Compared Between Age Groups



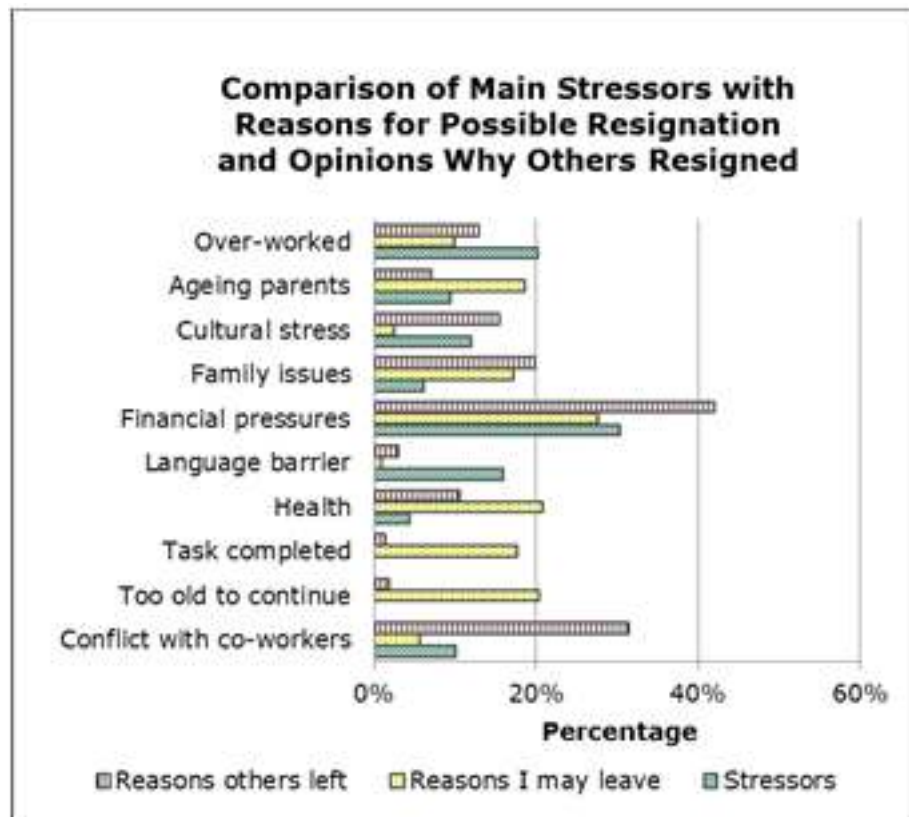
In the bar chart above, stressors are compared between the various age groups of missionaries. Our youngest missionaries experience the stress of financial pressure by far as their largest stressor and this stressor has by far the biggest difference between comparing stressors of the various age groups – this stressor is 12% higher for the youngest workers than for any other group. Mission leaders, trainers and Member Care Providers therefore need to give special attention to help young recruits, trainees and missionaries to raise support and get on their feet in this regard. Another significant difference in stressor levels is the language barrier felt keenly by those aged 36 to 45. For those aged 46 to 60 years of age, their stressor that is higher than any other group is over-work and the needs of their ageing parents. Their stressor of overwork is not significantly higher than for other age groups, except if comparing this stressor with those older than 60. When it comes to the needs of their ageing parents, this stressor is highly significantly differing in intensity (on average 12% higher) when compared to all other age groups.

Comparison of Reasons for Their Possible Resignation between Marital Statuses



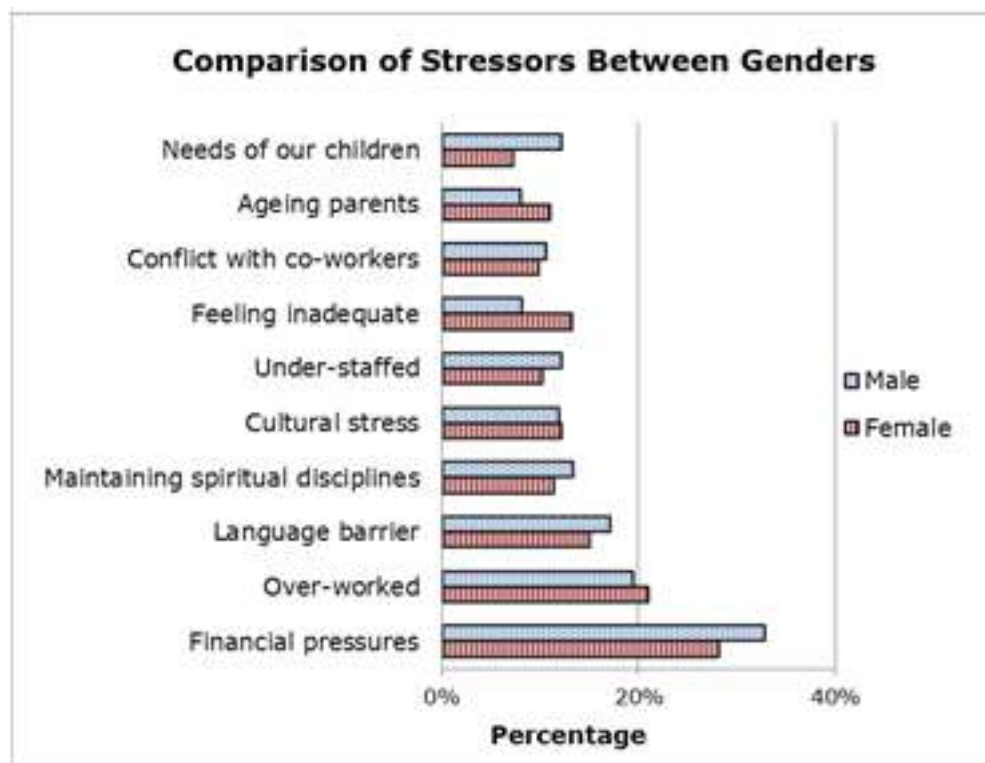
When comparing the possible reasons why missionaries of various age groups could possibly resign or go home, the highest difference between age groups are those who say that they will only return home when they are too old to continue. The age group 60 and above marked this reason for possible resignation a hugely significant 25% more than the next age group of 46 to 60, but the 46-60 age group in itself marked this reason for resignation an impressive 16% more than all the other age groups. Therefore, when looking at the option of "Too Old to Continue" as possible resignation option, those above the age of 45 on average marked it 20.5% more than all the other age groups which is of high significance and very exciting and commendable indeed. It proves that people who are in missions and above the age of 45 really want to be in this work and feel that they will be there until they no longer are able to work. Other significant differences in reasons why workers both above 60 as well as those above 45 could resign are personal health issues and the needs of their elderly parents.

Comparison of Main Stressors with Reasons for Possible Resignation and Opinions Why Others Resigned



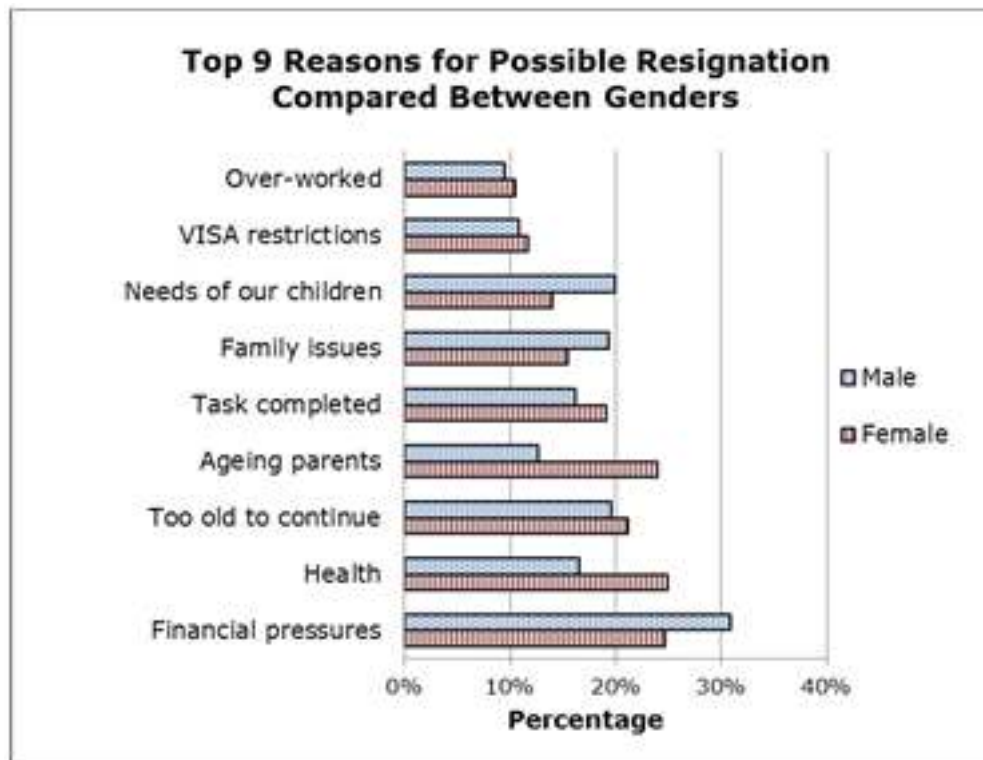
There are significant differences between reasons others left, reasons why I may leave when compared with the following stressors: "Conflict with Co-Workers", "Too Old to Continue", "Task Completed", "Health" and "Financial Pressures".

Stressors Compared Between Genders



When comparing stressors between genders, males are about 5% more stressed about both their financial pressure and the needs of their children. Female missionaries are about 5% more stressed than males about feeling inadequate. Other than these three differences in stressors, no other stressors are significantly higher than for the other gender. The only stressor that comes close to these three, is the stress that females feel about their ageing parents which they feel 4% more keenly than their male colleagues, but this is not statistically significant at all.

Top 9 Reasons for Possible Resignation Compared Between Genders

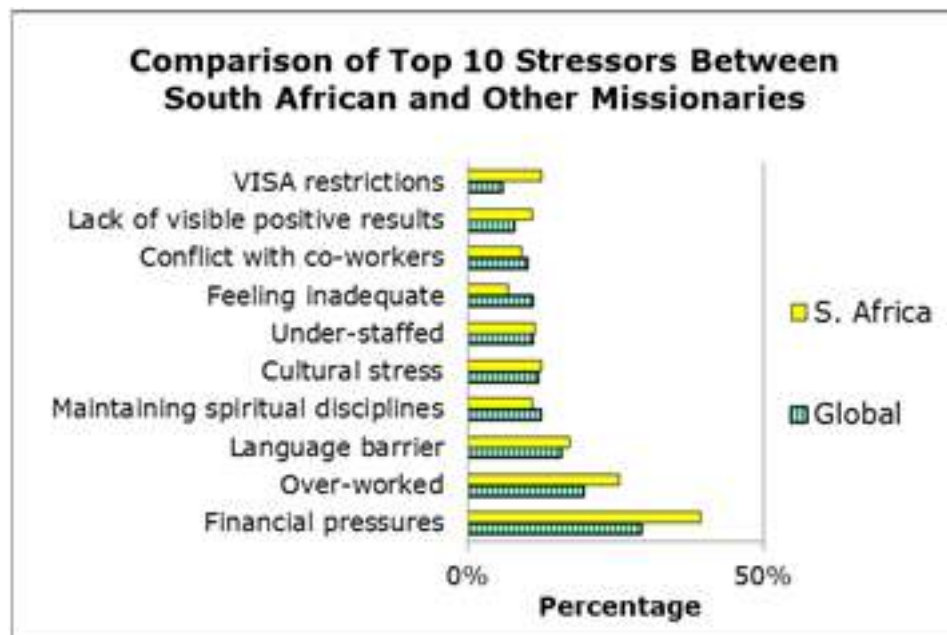


The table above shows the outcomes of comparative reasons for possible resignation between male and female missionaries. There are two areas that significantly differ where 6% more males than females marked "Financial Pressures" and "Needs of Our Children" as reasons why they could possibly resign. Two areas where females marked significantly higher than males, are health (9% higher) and ageing parents (13% higher) as possible reasons for resignation and returning home. Other than these, other differences are not significant.

Issues Compared Between South African Missionaries and Those of Other Nationalities

In this section we are comparing the stressors and other issues of South African nationals with those from other nationalities, regardless of where they are working.

Stressors – South Africans versus Other Nationalities

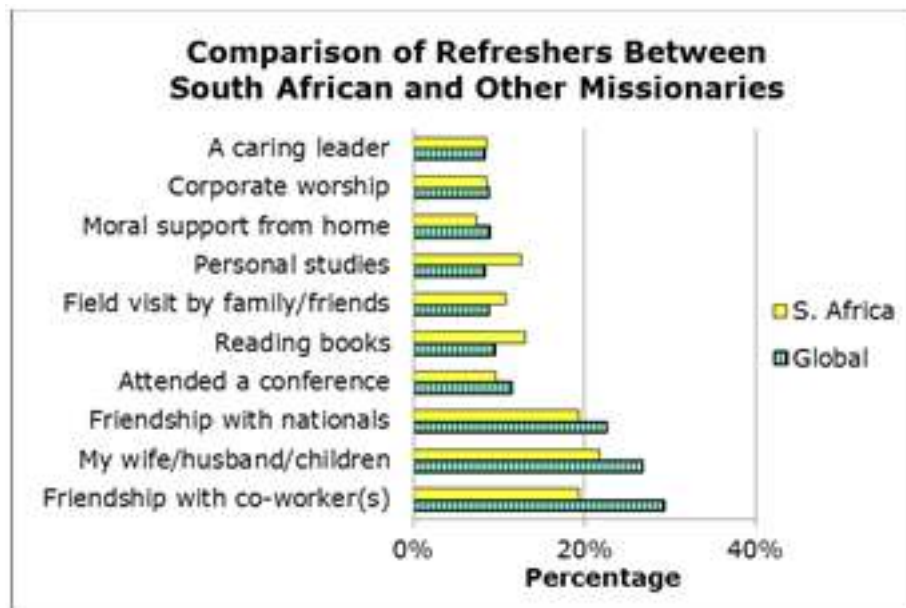


When comparing the stressors of South African missionaries and those of other nationalities, the stressors amongst the top 10 stressors are the following:

- Financial Pressure – on average 10% more
- Visa Restrictions – 7% more
- Over-work - 6% more than their colleagues from other nationalities.

Two stressors in which South African missionaries do better than their colleagues of other nationalities, is the stress caused by feeling inadequate and by unrealized goals. South Africans do respectively 4.51% and 4.23% better than their colleagues of other nationalities in these two stressors.

Refreshers of South African Missionaries Compared with the Refreshers of Missionaries from Other Parts of the Globe



When comparing the refreshers of South Africans with the refreshers of their colleagues of other nationalities, they find the following refreshers more refreshing:

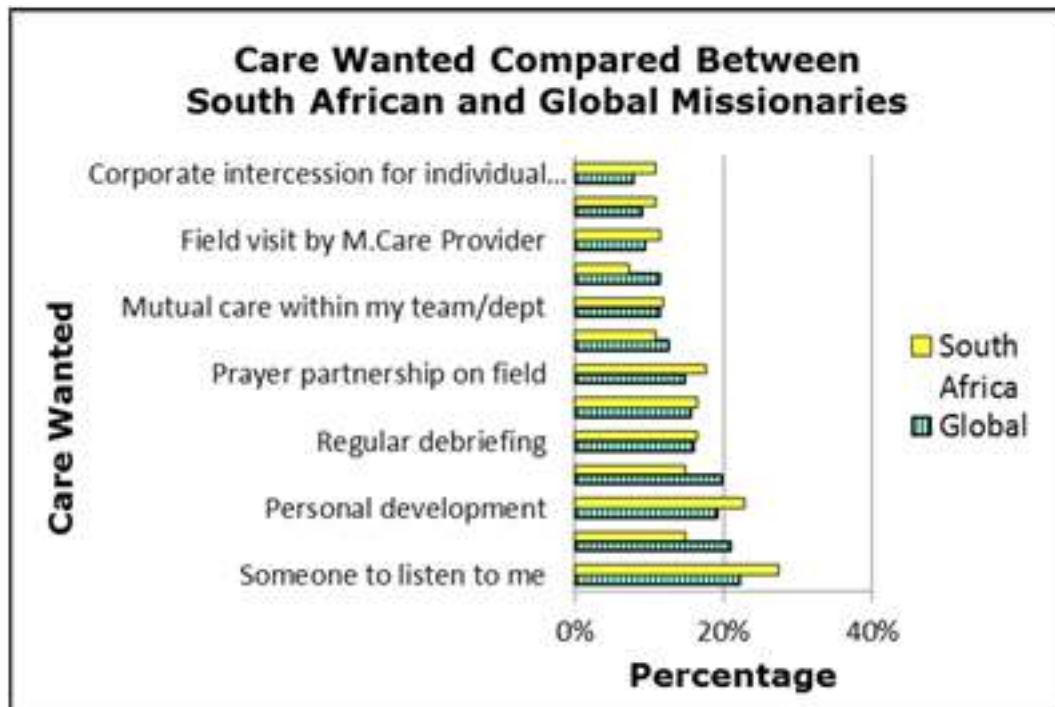
- Personal studies – 4.25% more
- Reading books – 3.51% more
- Field visit by sending church – 4.03% more refreshing than their colleagues from other nationalities.

Field visits seem important to many South Africans, since field visit by sending church, field visit by family/friends, and field visit by a Member Care worker are all higher than the field visit averages of refreshment from field visits for their colleagues from other nationalities, although these averages are not significantly higher.

South Africans find the following areas significantly less refreshing than their colleagues from other nations:

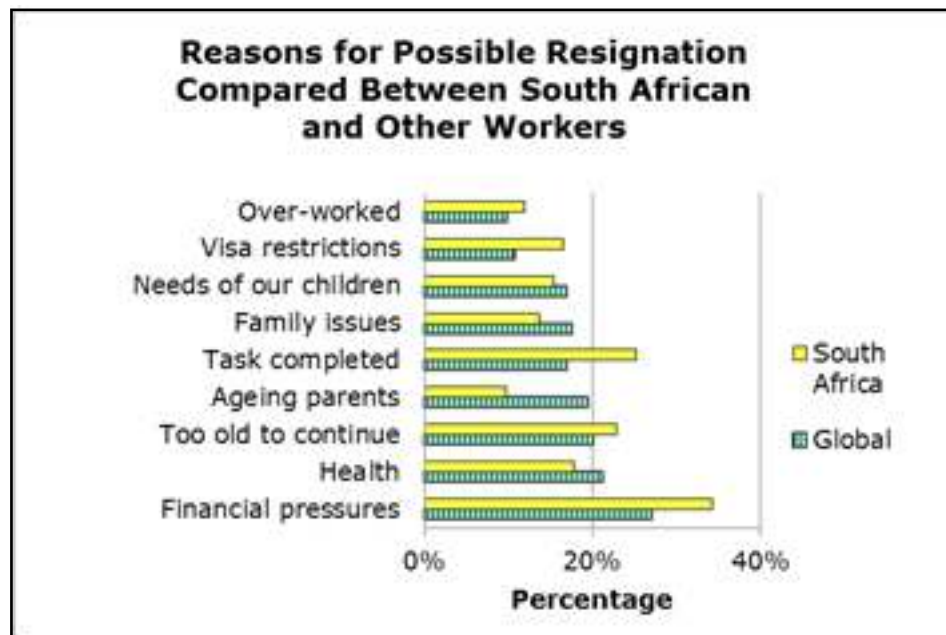
- Friendship with their co-workers - 10% less refreshing
- Their wife/husband/children – 5% less refreshing
- Friendship with nationals – 3% less refreshing to South Africans.

Care Wanted from Agency - South African Missionaries Compared with Other Nationalities



When the care that South African missionaries want is compared with what other nationalities want, nothing is significantly different, except that their desire to be listened to is 5.2% more than that of other nationalities. South Africans' desire for prayer support comes through in the non-significant comparative 3.12% more desire for corporate intercession for individual needs and 3% more desire for prayer partnerships on the field. Their desire to fit their gifting to their role is a significant 6% lower compared to other nationalities' desire for the same.

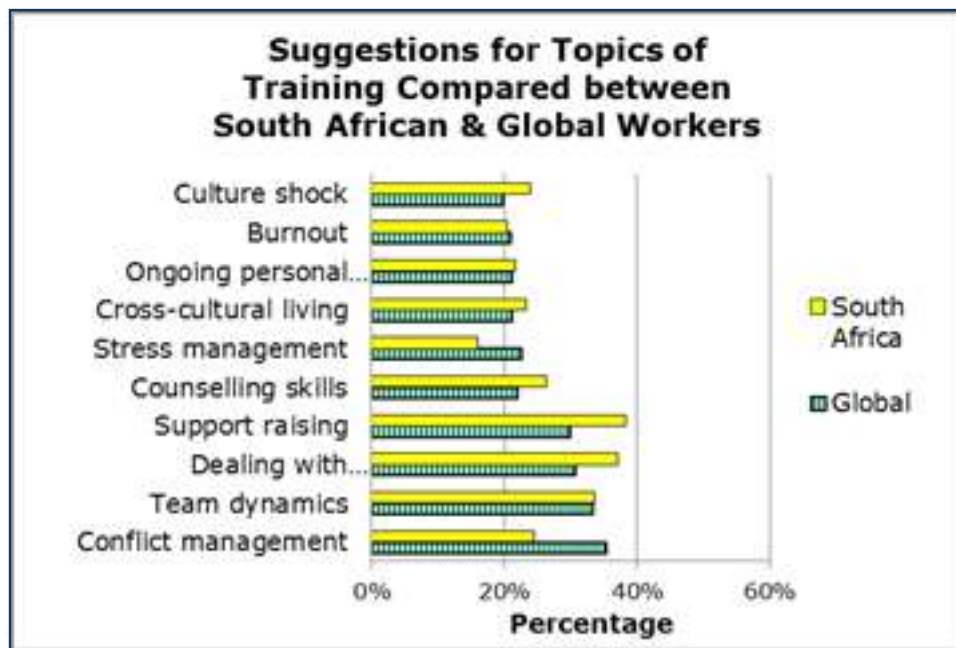
South African Missionaries' Reasons for Possible Resignation Compared to Other Nationalities



When the reasons for possible resignations of South African missionaries are compared with missionaries of other nationalities, there are four significant differences:

- Financial pressures – 7.29% more of a possibility to resign due to this reason
- Task completed – 8.19% more
- Visa restrictions – 5.3% more
- Ageing parents – A significant 9.7% *less* of a possibility to resign due to this reason.

Suggestions for Topics of Training Compared Between South Africans and Global Workers

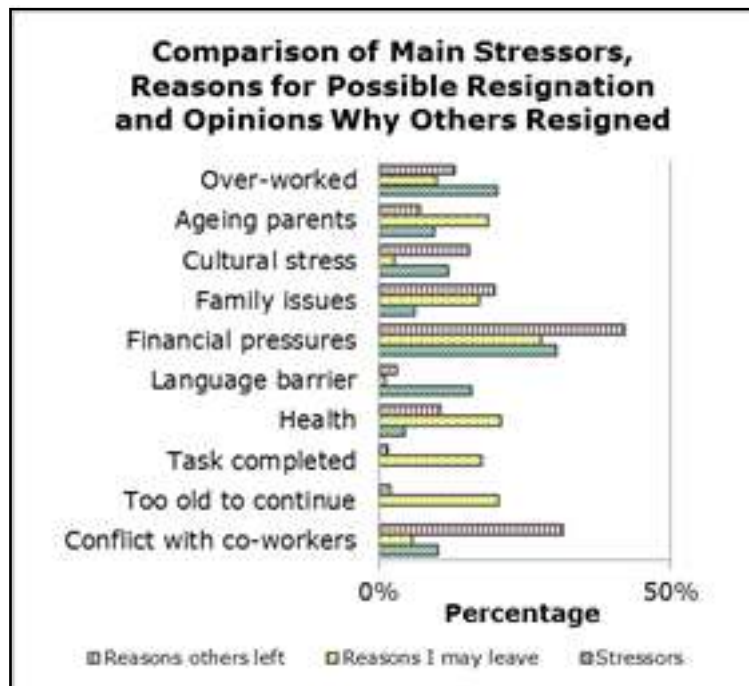


When comparing South African missionaries' suggestions for Member Care Provider training topics with that of missionaries of other nationalities, there are three significant differences:

- Conflict management – they suggested this topic a very significant 9.8% *less* than their colleagues of other nationalities.
- Support raising – a significant 8.46% *more* than other nationalities
- Stress management – 6.61% *less* than other nationalities.

The weakness of the South African currency, the Rand, as well as the fact that unemployment and crime are rife in that country, are the causes of the South Africans' financial pressures and their need for training in raising their personal financial support. With the suggestions of both topics of "Conflict Management" and "Stress Management" being significantly lower than that of other nationalities, South Africans (and especially their Caucasian population) have recently been going through much change and have had to adjust without being able to confront situations. Being South African herself, the author thinks that these issues have influenced South African missionaries greatly in their views and lifestyle.

Comparison of Main Stressors with Reasons for Possible Resignation and Opinions Why Others Resigned



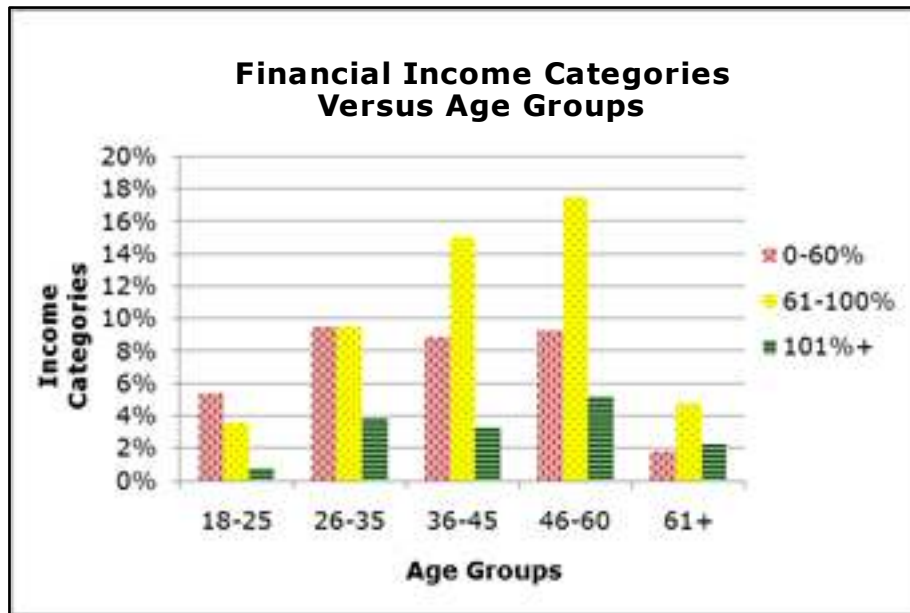
This comparison above somehow measures whether top stressors are the cause of past or future resignation, or in short, attrition. Although past resignation is based purely on their opinion, and future resignation is hypothetical in nature, it could nevertheless also in some measure reveal the difference between the ideal and reality. For example, if one looks at the issue of conflict with co-workers. It seems that most missionaries idealistically believe that they will not resign due to unresolved conflict, but reMAP's statistics and the opinion that missionaries express in this study, reflect reality more starkly than what is comfortable to see. Another example is the desire of missionaries to one day be able to say that they went home when the task was completed or when they were simply too old to continue, but the reality seems to be somewhat different. On the other hand, although financial pressures and language barriers are high stressors for many, they do not go home due to these stressors.

A further investigation could be done to determine whether the same items were marked by a participant in two or all three categories of this comparison. This will give greater weight to the specific item marked if the participant thinks for instance that "Financial Pressures" is a Stressor, Reason why he/she might leave AND a Reason why he/she thinks others might leave missions.

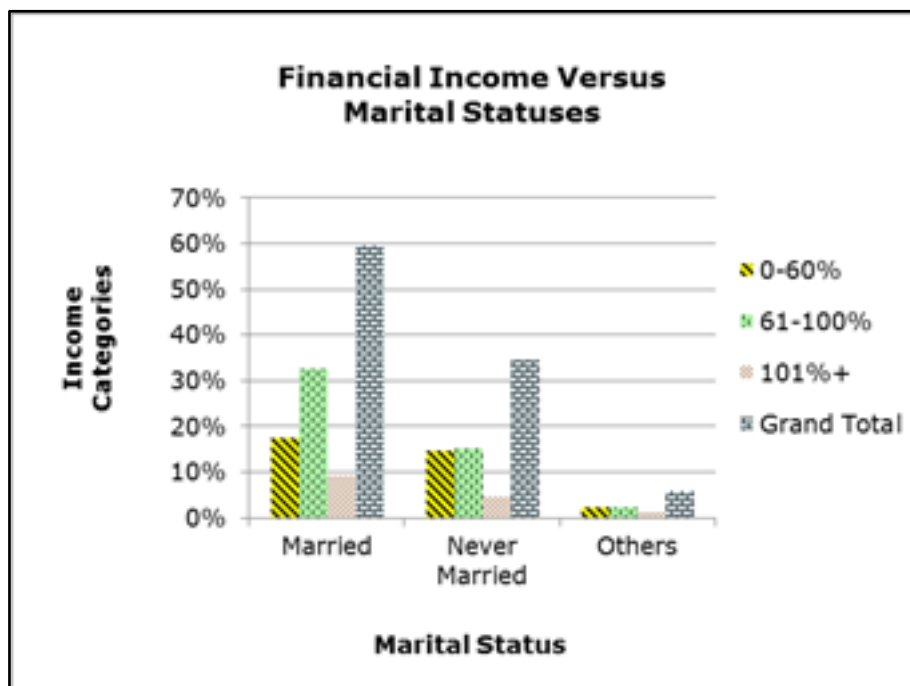
The numbers here are just a comparison of the individual statistics – i.e. no allowance has been made for correlations as explained above.

Comparing Financial Income Brackets with Other Variables

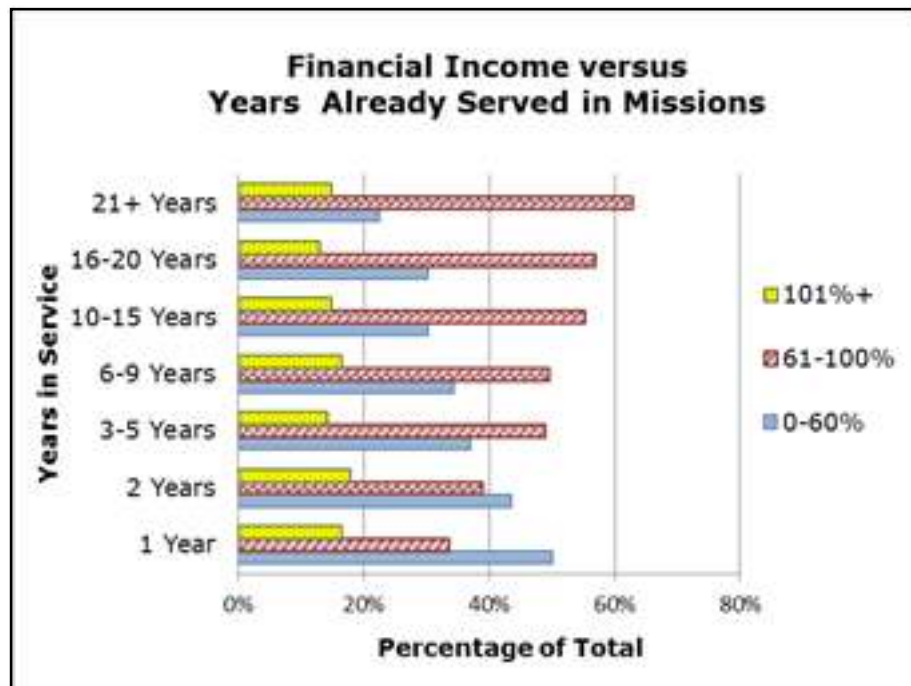
Comparing Financial Income Brackets across Age Brackets



Comparing Financial Income Brackets across Marital Statuses



Comparing Financial Income Brackets with Years Spent in Missions



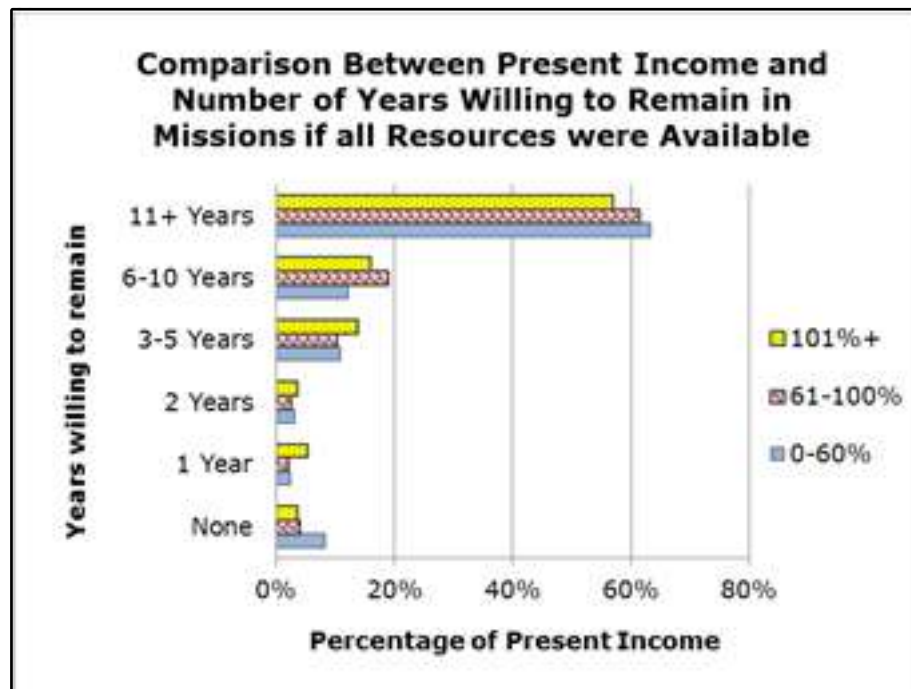
When comparing the number of years that missionaries have spent in missions with their present financial income, the outcomes are interesting. When missionaries are short-term, they have less income. This could either reflect that for missionaries who are in missions for two years or less, those at home do not as easily support them as they do those who have proved to be committed, or that short-term missionaries do not know how to effectively raise support, or both of these reasons. The positive side of the picture is the faithfulness with which most long-termers are supported. When missionaries are involved in missions for 3 to 9 years, there is equally as many who have 0 to 60% income, 61 to 100% income and 101% and above income. In other words, twice as many missionaries who participated in this study have above 61% income than those who have below 61% income.

Regardless of the above figures, readers need to be reminded that a large proportion of the participation specimen are Northern Americans and the specimen and their income is therefore not a true reflection of the nature of the global mission force today. One also needs to take into consideration that, seeing that this survey was available online, those who have (for example) below 40% income more often do not have computers and would not even have known about the existence of this survey. However, even though the specimen of the participants of this survey are not from equal parts of the First World and Developing World, the nature of man remains the same, and that is that, often supporters will wait to see if a missionary tenaciously holds on to their commitment and calling, and when he or she does, many are willing to stand with such a missionary. For those who are in mission service for longer than 20 years, four times as many of these missionaries are in the income bracket 61% and above than below 61%.

Some may reckon that this proves that those who were not adequately supported, resigned, and they are therefore fewer as years go along, but the author feels that the

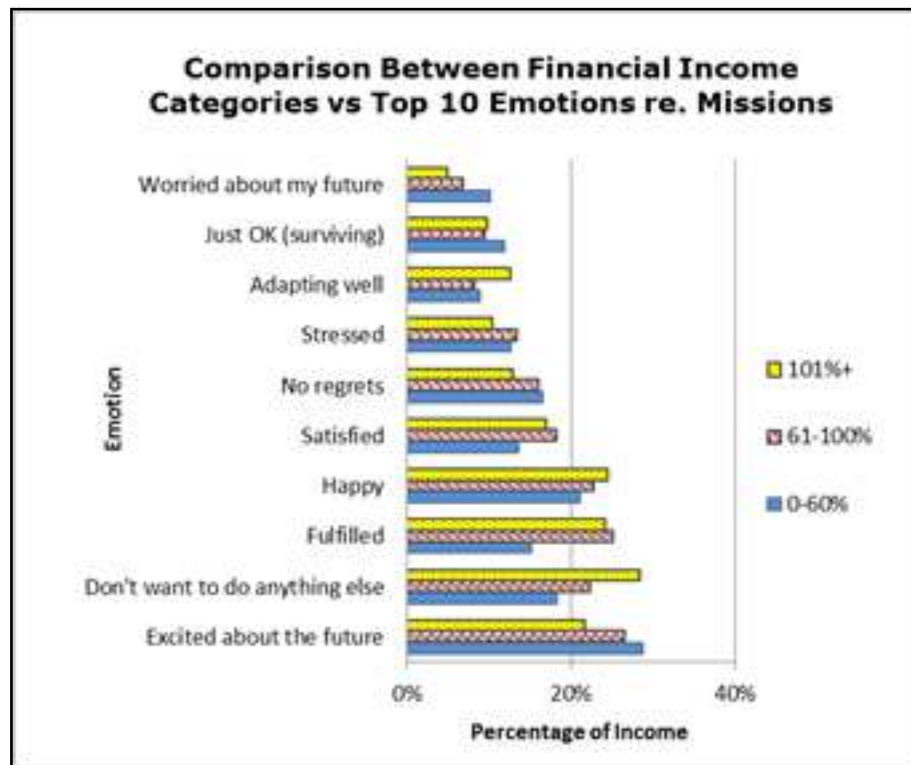
next graph, measuring desire to remain in missions against present financial income, proves the opposite of this belief.

Comparing Financial Income with Number of Years Willing to Remain in Missions



When comparing number of years that missionaries are willing to remain in missions, the outcome proves that their present level of financial income does not determine their willingness to remain in missions or the length thereof.

Comparison between Financial Income Categories and Top 10 Emotions about being in Missions



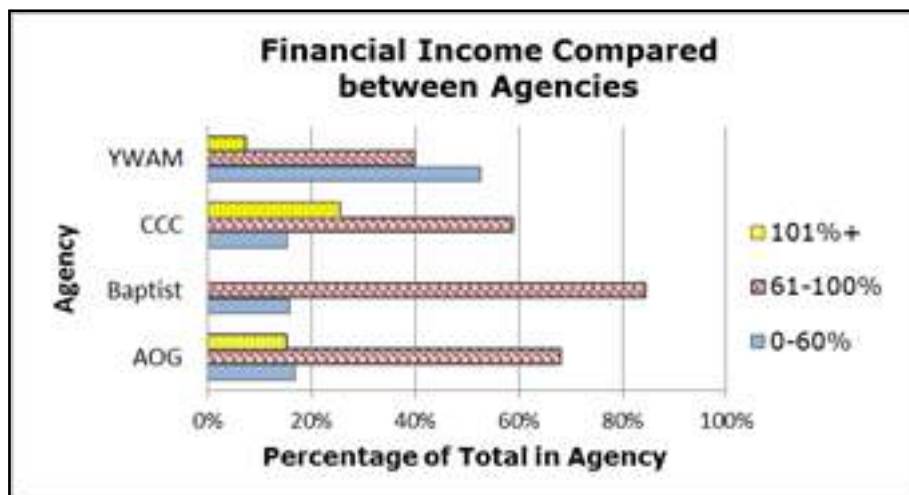
On average, when comparing the top ten emotions about being in missions with missionaries' present income, there is no significant correlation between financial pressure or income and their emotions. This pattern continues down to the ones feeling negative about being in missions and not wanting to continue - financial income for these are the same as what is reflected in the chart above.

Comparison of Financial Income between Agencies/Organizations

Number of participants in income brackets from four agencies:

Agency	0-60%	61-100%	101%+
AOG	16.80%	68.00%	15.20%
Baptist	15.79%	84.21%	0.00%
CCC	15.38%	58.97%	25.64%
YWAM	52.71%	39.86%	7.43%

These figures in the table above are portrayed in the following bar chart below:



Financial Pressure as Stressor

Stressor \ Financial Income	0-60%	61-100%	101%+
Financial Pressures	54.85%	20.34%	7.57%

The table above proves that whether a missionary's income is below 60% or 61 to 100%, both income sections almost equally marked Financial Pressures as stressor, except for a 8% difference.

How to Raise Support Indicated as Care Needed from Agency

Missionary Care Topic \ Resource Category	0-60%	61-100%	101%+
How to raise support	24.65%	7.26%	1.26%

The table above indicates that missionaries who receive 60% or less than what they really need is confirmed with a 13% higher regularity that the topic "How to Raise Support" is a must when Member Care Providers are being trained to care for missionaries. In other words, when missionaries' income levels are higher, they do not regard Raising Support as important as they would do when their incomes are lower. It may be unfair to assume that this trend proves that missionaries are losing empathy with the large bracket of their colleagues who do not receive enough income. Mission leaders and trainers nevertheless need to ensure that those who struggle financially, are given good support raising tools, including having the right attitude about raising their support, know the importance of building strong relationships with their supporters, and know how to communicate to potential supporters their enthusiasm and passion for what they are doing.

Financial Pressure as Opinion Why Others Might Leave Missions

Opinion Why Others Might Leave versus Financial Income	0-60%	61-100%	101%+
Financial Pressures	57.76%	35.63%	27.13%

Financial Pressure Indicated as Reason for Possible Resignation

Reason for Possible Resignation vs. Financial Income	0-60%	61-100%	101%+
Financial Pressures	45.98%	21.49%	5.99%

Support Raising as Suggestion for Topics for Missionary Care Training

Suggested Topic for MCare Training vs. Financial Income	0-60%	61-100%	101%+
Raising Support	43.35%	25.02%	19.56%

Comparing a Selection of Nationalities

Nationalities considered here:

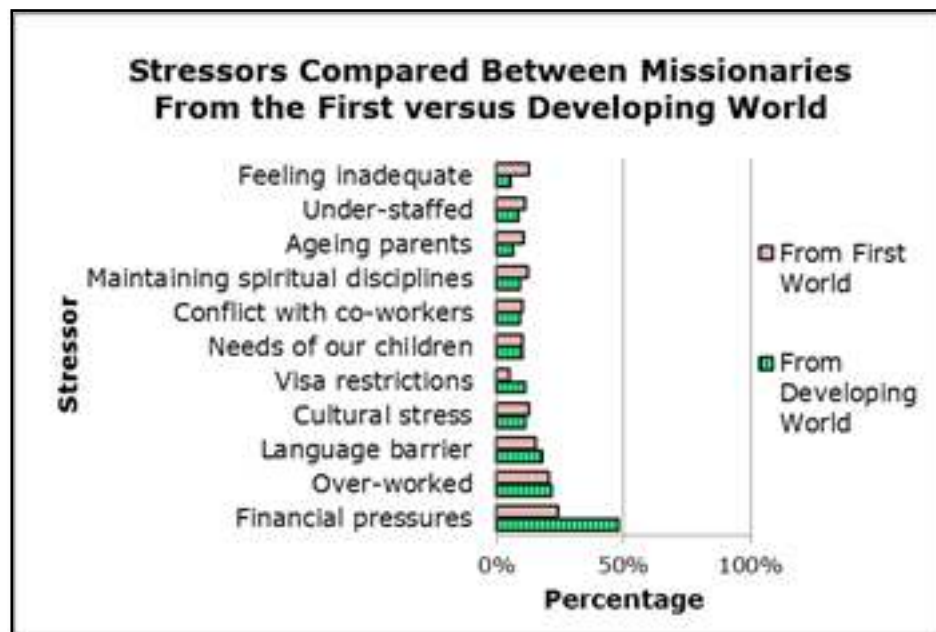
First World:

United States
United Kingdom
Australia
Singapore
Norway

Third World:

Brazil
Philippines
South Africa
India
Zambia

Comparison of Stressors between Missionaries from the First versus the Developing World

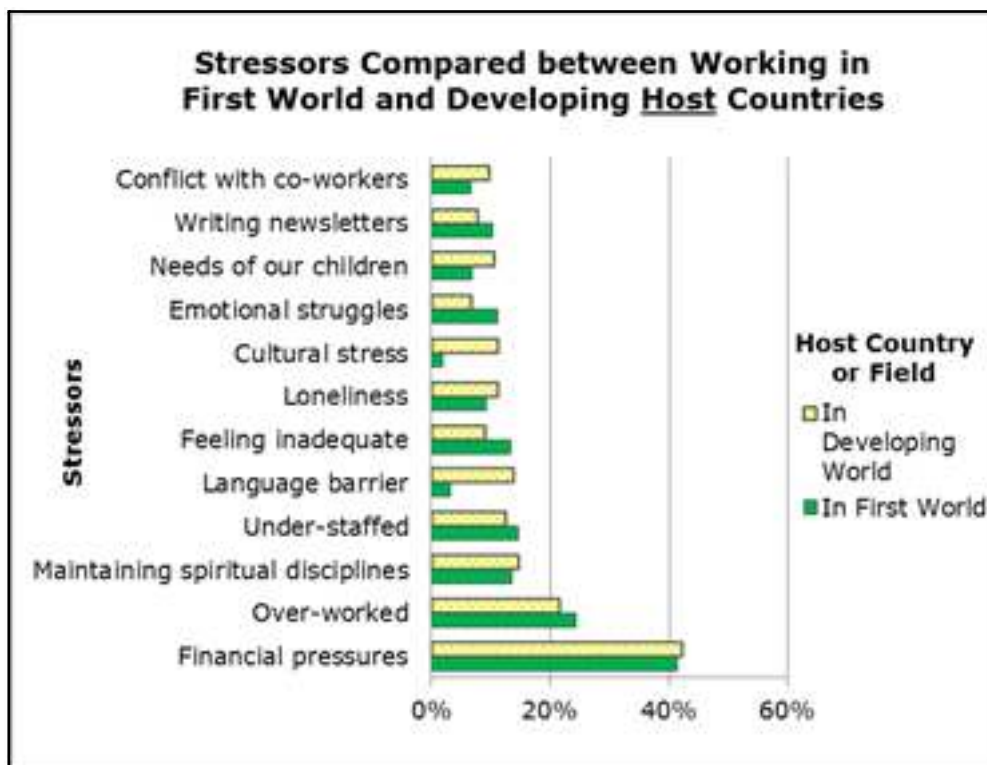


When comparing the stressors of missionaries coming from developing nations with those from the First World, it is clear that their struggle with financial pressure is extreme – more than twice the number of missionaries from developing nations marked “Financial Pressures” as their highest stressor than First Worlders. This is where I believe that the First World has a responsibility to help those from developing nations to reach their own people. The author has been criticized for having this stance, but when one looks at how many missionaries from the First World have an income that is more than what they need to live comfortably (101% plus above needed income), that in itself refers us to what James 2:13-17 says. It is a concern when those from developing nations are dependent on foreigners, but unless we teach and enable those from developing nations to create an income or raise their own support, we have no excuse but to help them. Rev Yohannan’s ministry in gathering funds in the West for indigenous Indian missionaries is commendable. Indigenous missionaries in developing nations know how to survive on little, and can make limited resources stretch far and they even help many others around them with the little that they possess.

The only other significant difference between stressors of those from First World nations compared to those from developing nations is that 7.24% more missionaries from developing nations feel inadequate in their work in missions. Part of this is that many of these nations have shame-based cultures, but it also confirms the fact that First Worlders who have been blessed by good education, need to help those from developing nations to enhance their skills in order that they may be adequately armed for their work in reaching the nations for Christ.

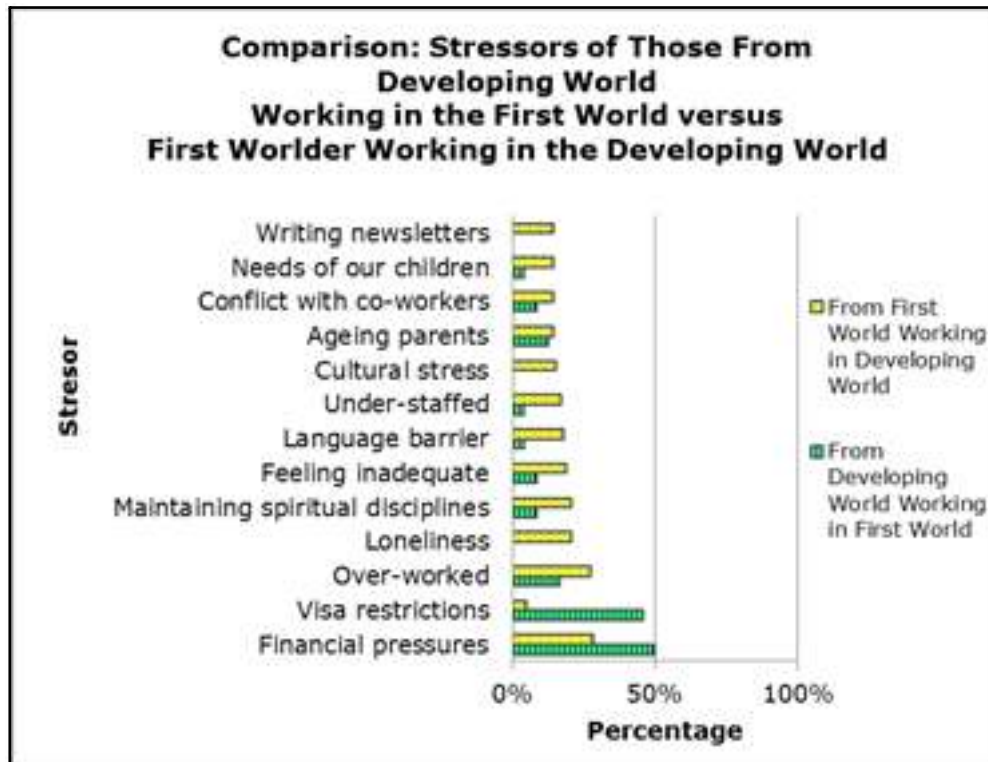
For missionaries who are reading this and receiving more than 90% of what you really need for your basic needs, are you supporting an indigenous missionary from the developing world? For all other missionaries, are you faithful in helping indigenous missionaries from the developing world in developing their skills so they can raise their own income or for them to raise support from others?

Comparison of Stressors between Those Working in the First World and Developing Host Countries



There are only two stressors that are significantly smaller (or less marked) when missionaries who are working in the First World are compared to those working in a developing nation. These are: the language barrier (10.71% less marked as stressor) and cultural stress (9.39% less marked as stressor). This is possibly because most persons who completed the survey are Westerners and are from the First World, working in the First World.

Comparing the Stressors of Those from the Developing World Working in the First World versus a First Worlder Working in the Developing World



The above bar chart compares the stressors of the following:

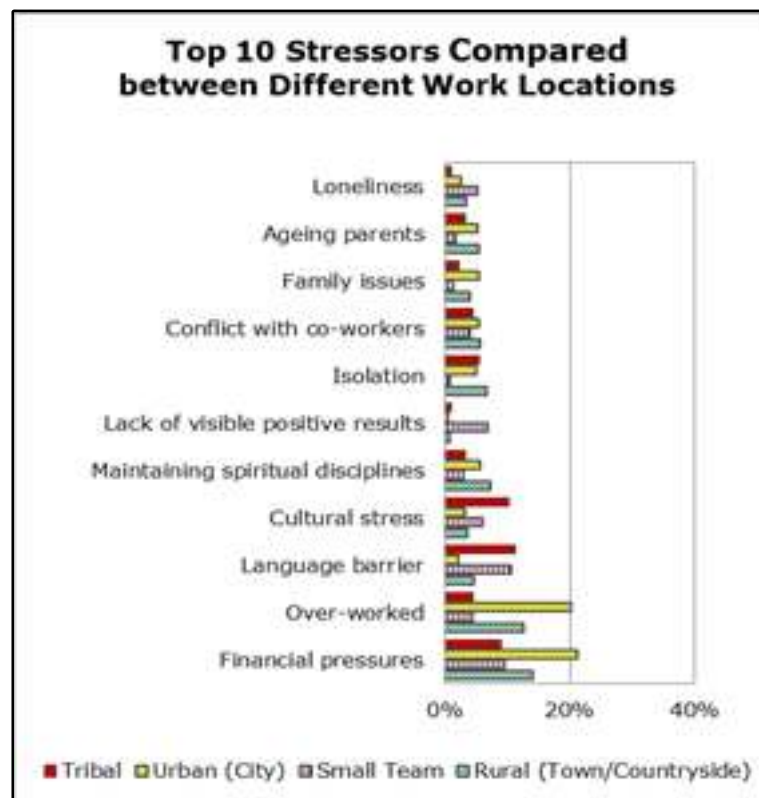
- Missionaries from developing nations working in the First World, versus
- Missionaries from the First World working in developing nations.

This comparative study has interesting outcomes. Please note that the order or sequence of stressors mentioned above are not about the top ten stressors, but merely the areas where the biggest differences lie between First Worlders working in the developing world, and missionaries from the developing world working in the First World. Three stressors that missionaries from the developing world did not mark at all, were loneliness, cultural stress (culture shock) and writing newsletters. This does not mean that those from developing nations do not experience these stressors at all when working in the First World, but these stressors are simply not regarded as one of their three highest stressors when working in the First World. Other stressors like financial pressures and visa restrictions are by far their highest stressors and these two together were marked by 95.83% missionaries from the developing world as at least one of their three highest stressors. Missionaries from developing nations working in the First World are at least 21.7% more likely to struggle with finances than their colleagues from the First World working in developing countries, and a staggering 41.11% more likely to struggle with visa restrictions.

When looking at First Worlders' stressors when they are working in developing nations and comparing these with missionaries from the developing world working in First World countries, their stressors seem to be higher in most categories than those of missionaries from the developing world working in the First World. However, again, this has to do merely with the fact that so many developing world missionaries (95.83%)

marked "Visa Restrictions" and "Financial Pressures" as one of their three top stressors that not enough choice-markings remained available to significantly impact the other stressor-counts.

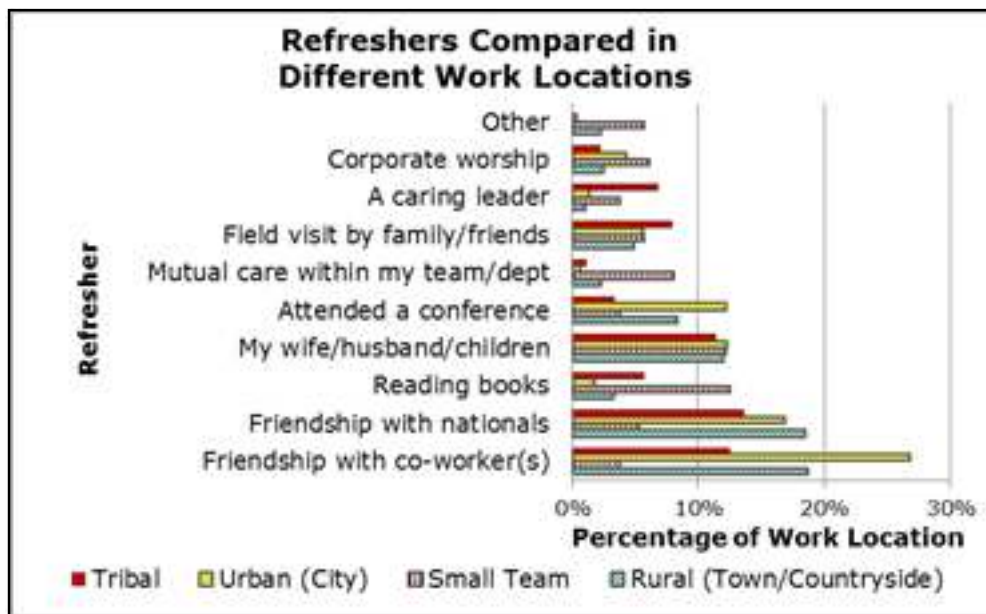
Comparing of Top 10 Stressors Between Different Work Locations



The stressors of those working in tribal situations are very similar to those working in small teams, perhaps because small teams usually work in tribal situations, but the biggest difference between stressors of small teams and tribal situations, are that small team missionaries marked "Lack of Visible Positive Results" 5.7% more than those in tribal situations. The marking of the stressors "Financial Pressure" and "Over-Work" for those working in urban areas are staggeringly higher than that of their colleagues working in small teams and tribal situations – "Financial Pressure" was marked twice as much by those in urban areas compared to those working in small teams and tribal situations. "Over-work" was marked four times as much by those working in urban areas compared to those working in small teams and tribal situations. Those working in rural areas had similar tendencies to their urban colleagues, but they marked "Financial Pressure" 7.15% less than those in cities, and "Over-work" was marked 7.62% less than their urban counterparts. Urban workers marked these two stressors so many times that few choices were left to mark other stressors. Urban workers' stressor least marked was "Lack of Visible Positive Results". It seems that God is working in our cities in drawing urban dwellers to Himself! Those who are significantly struggling with the lack of visible positive results are those working in small teams.

The highest stressors (by far) of those working in cities are financial pressures and over-work, and both these were marked three times more than all of their other individual stressors. Financial pressures and over-work were marked by a total of 41.38% of all urban workers as one of their three top stressors.

Comparison of Refreshers in Various Work Locations

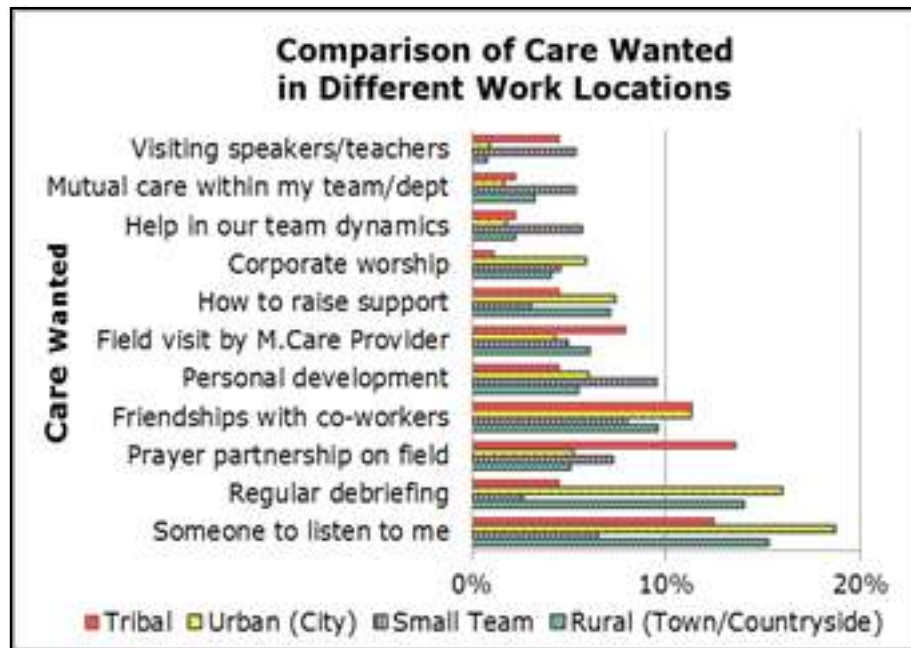


When comparing the components that refreshed persons working in various work locations (e.g. tribal situation, in cities, in the countryside, or in small teams), the bar chart above tells the whole story. This information could encourage mission and team leaders not to bore their workers with refreshers that are not meaningful to them. Just to highlight a few significant differences, the following:

- Small teams:** Unlike in small teams, friendship with colleagues is an extremely significant high refresher for those working in cities and in rural areas. Those in small teams could possibly find it difficult or claustrophobic to be together all day without the luxury of other colleagues (not part of the team) and friends bringing variety or flavour to the team members. Yet, after-hours, the members of small team still need to be best friends with each other. Like in a marriage, giving each other breathing space would be normal and even healthy, so that the members of small teams have renewed energy and input from relating to outsiders within the agency or society when they get together to work again. Nevertheless, those from small teams have found the mutual care within their team or department significantly refreshing unlike the lack of mutual care as refresher depicted in other work locations. Those in small teams found reading books as their most significant refresher, with mutual care within the team second best.
- In cities:** The highest refresher by far is their friendships with colleagues, and this is significantly higher than their colleagues in rural and all other work locations. Second comes their friendship with nationals and third their attendance of conferences. Urban workers' refreshment from conferences is their fourth most important refresher, and significantly higher in importance for urban workers compared to conferences' refreshing traits for those from all the other work locations. Conferences are only one-third as refreshing to those from small teams and tribal situations compared to those working in cities and only half as refreshing when compared to those from rural areas.

- **Rural areas:** Their highest refresher is their friendship with their colleagues, secondly friendship with nationals, and together in third and fourth places are the refreshment from their spouse and/or family and from attending conferences.
- **Tribal work:** These workers find that their highest refreshers are their friendships with nationals, with co-workers, and their spouse and family.

Comparison of Care Wanted in Various Work Locations



When comparing what care missionaries want, and comparing these desires with missionaries in various work locations, their needs are very different. For this reason, mission leaders, Member Care Providers and trainers need to rather look at what refreshes missionaries and what care they are asking for, compared to what they feel they want to do for missionaries in caring for them. Those working in tribal situations most of all want prayer partnerships on the field, then someone to listen to them, friendships with co-workers, and a field visit by a Member Care Provider. Those working in small teams want personal development, friendships with co-workers and prayer partnerships on the field most of all. Those working in urban areas most of all want someone to listen to them, regular debriefing, friendships with co-workers and knowing how to raise support. Those in rural areas want someone to listen to them, regular debriefing, friendships with co-workers and knowing how to raise support. The biggest differences in the bar chart above are about regular debriefing. Those in urban and rural areas marked regular debriefing significant at least three times more than those in tribal and small team situations. This does not mean that tribal and small team workers do not need as much regular debriefing, but purely that other ways of caring for them were more important to them, e.g. prayer partnerships for those working in tribes and personal development for those working in small teams.

Correlation between Maintaining Spiritual Disciplines and Being Overworked/Understaffed

Looking at the data one-dimensionally, the following:

Stressor	Number of Participants	% of Total Participants
Maintaining spiritual disciplines	256	12.27%
Over-worked	423	20.28%
Under-staffed	232	11.12%

The number of participants that indicated either "Over-worked" or "Under-staffed" together with "Maintaining Spiritual Disciplines": 138. This is 6.62% of the total number of participants. Looking at it differently and comparing the 138 to the number of participants that marked "Maintaining Spiritual Disciplines" we find that 53.9% of the participants indicating "Maintaining Spiritual Disciplines" as one of their stressors ALSO marked Over-worked or Under-staffed as a stressor.

Interesting to note is that not one participant marked both "Over-worked" and "Under-staffed" as stressors, but out of the group of 655 participants that marked either "Over-worked" or "Under-staffed" as stressors (138) also marked "Maintaining Spiritual Disciplines" – this is 21.1%.

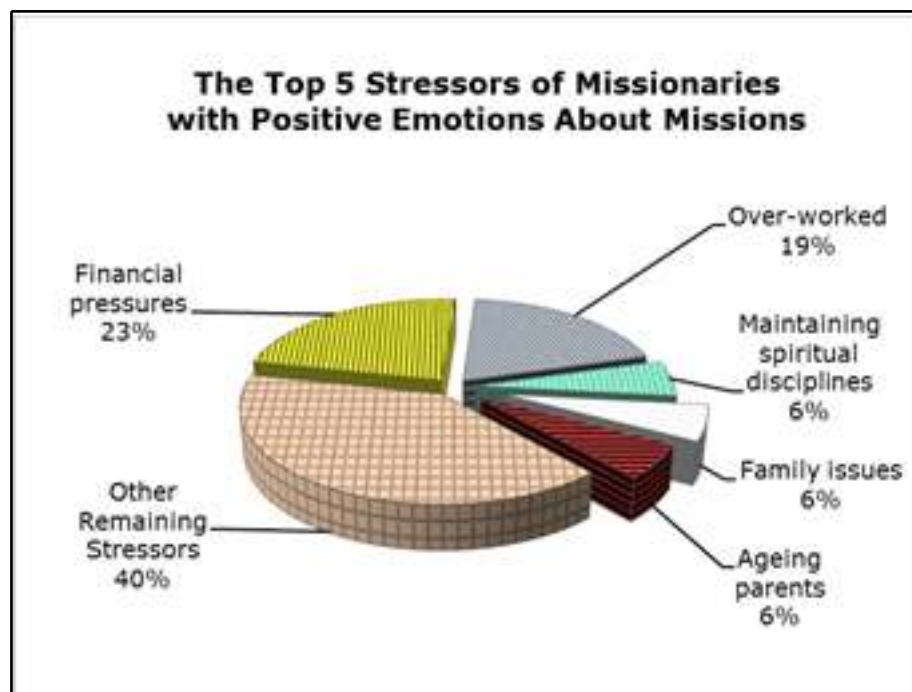
It is safe to say that there is definitely a link between "Over-worked/Under-staffed" and "Maintaining Spiritual Disciplines" as stressors.

Stressors Compared between Positive and Negative Emotions among Participants

Positive Emotions

Emotions grouped together:

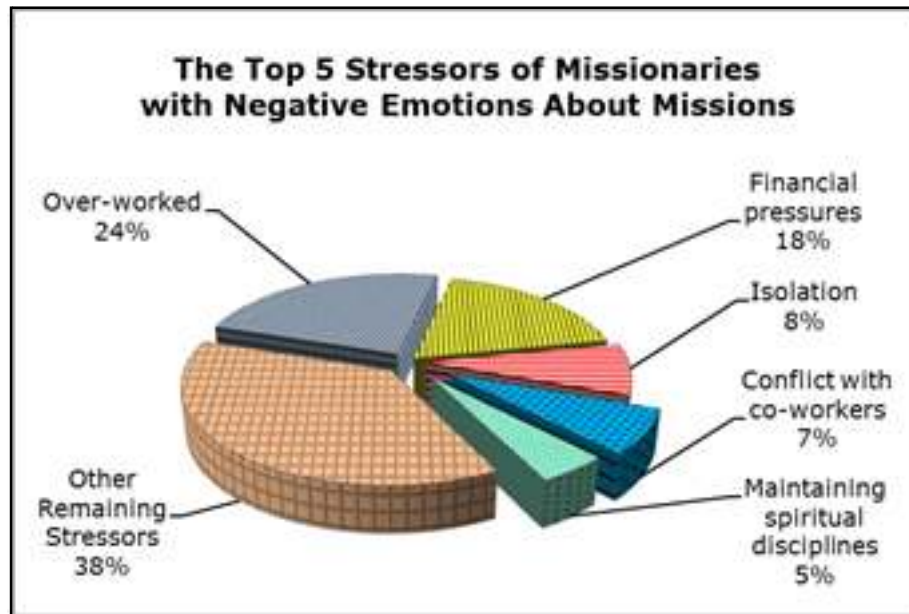
Adapting well
Don't want to do anything else
Energetic
Excited about the future
Fantastic
Fitting in very well
Fulfilled
Happy
No regrets
Satisfied



Negative Emotions

Emotions grouped together:

Awkward
Burnt out
Don't want to continue
Hate being in missions
Horrible
Not fitting in
Stressed
Unhappy



Comment: In comparing those who are feeling relatively happy with those feeling relatively negative about being in missions, **similar stressors** marked by both groups as their top 5 stressors are as follows:

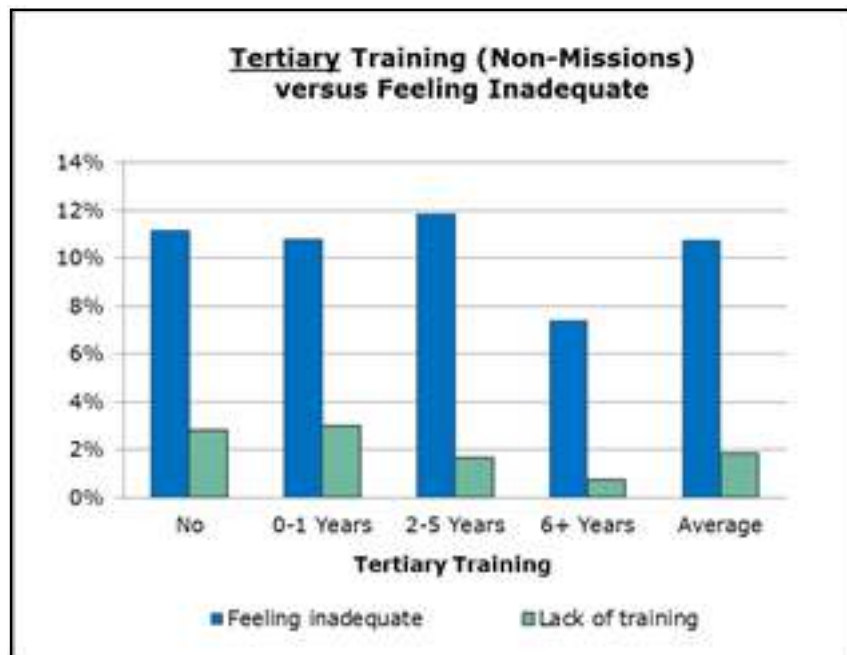
	Those Mostly Happy	Those Mostly Unhappy
Overworked	19%	24%
Financial Pressure	23%	18%
Maintaining Spiritual Disciplines	6%	5%

Issues that were marked as their top five stressors by one group but not by the other, are as follows:

RELATIVELY HAPPY: "Ageing Parents" 6% and "Family Issues" 6%.

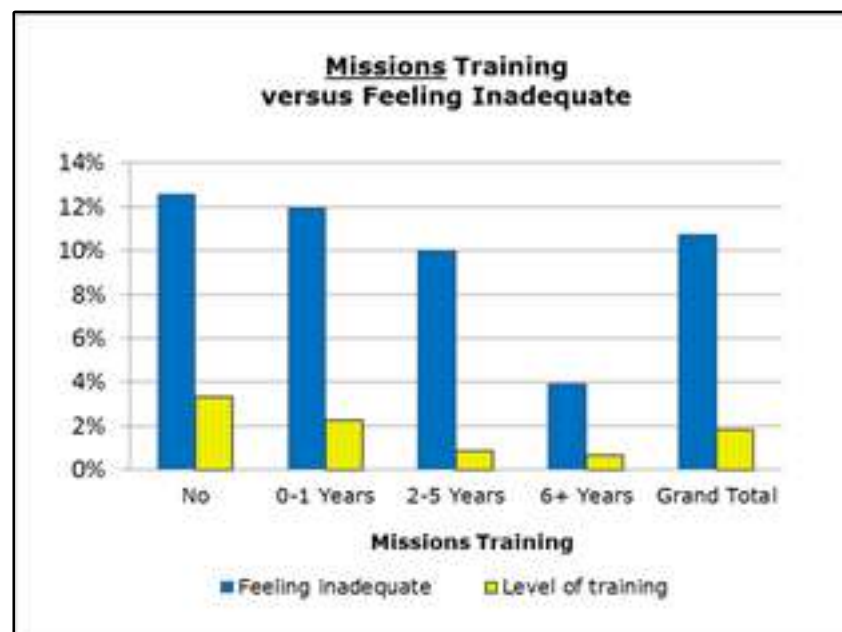
RELATIVELY UNHAPPY: "Conflict with Co-workers" 7%; "Isolation" 8%.

Correlation between Lack of Secular, Tertiary Training versus Feeling Inadequate



There seems to be no significant correlation between length or absence of tertiary training and feeling inadequate.

Correlation between Lack of Theological or Missions Training versus Feeling Inadequate



There seems to be no significant correlation between length or lack of missions/theological training and feeling inadequate in missions, except for those who had 6 and more years of missions/theological training.

Ageing Parents as Stressor and Reason for Resignation

Age Group	Total in Age Group	Ageing parents as Stressor	Percentage	Ageing Parents as Reason for Resignation	Percentage
36-45	566	50	8.83%	127	22.44%
46-60	665	115	17.29%	161	24.21%
61+	182	8	4.40%	15	8.24%
Total	1413	173	12.24%	303	21.44%

"Ageing Parents" as stressor ranks 13th for age group 36-45, ranks 3rd for age group 46-60, and 23rd for age groups 61 and above. "Ageing Parents" is therefore a significantly high stressor for missionaries in the age group 46 to 60.

Needs of our Children Compared with Other Reasons for Possible Resignation for Married Missionaries

"Needs Of Our Children" ranks 2nd and "Family Issues" ranks 5th as reason for possible resignation for married participants below:

Reason for Resignation	Married
Financial Pressures	27.86%
Needs of our children	26.33%
Too old to continue	21.01%
Health	20.69%
Family Issues	19.97%
Ageing parents	18.68%
Task completed	17.07%
Visa restrictions	10.63%
Over-worked	9.26%
Other	7.89%
Traumatic Happenings	7.81%
Lack of visible positive results	7.09%
Conflict with my agency	6.36%
Transition/Change	6.20%
Conflict with co-workers	5.88%

“Dealing with Disappointments in Missions” as Suggested Topic for Member Care Provider Training

First World Nationalities

When 2,086 missionaries were asked what topics are most important for the training of Member Care Providers, it is quite revealing that “Dealing With Disappointments in Missions” ended up in fourth most prominent place of 35 possible topics that they could choose from. The number of participants indicating “Disappointments in Missions” as suggestion for a topic for Care Worker Training from First World missionaries were as follows:

Country	Suggest	Participants from First World	Percentage
Australia	67	203	33%
Germany	14	41	34%
Norway	7	15	47%
Singapore	5	14	36%
Switzerland	8	22	36%
UK	58	164	35%
USA	238	786	30%
Total for group	397	1245	32%
Total for all	651	2086	31%

Two-Thirds World Nationalities

Below is the number of participants from the Two-Thirds World countries suggesting “Dealing With Disappointments in Missions” as topic for Member Care Provider training.

Country	Suggest	Number of Participants from country	Percentage
Malaysia	13	19	68%
Indonesia	2	4	50%
India	4	20	20%
Philippines	23	84	27%
South Africa	65	175	37%
Total for group	107	302	35%
Total for all	651	2086	31%

Comments on Disappointments in Missions

Some of the individual percentages here are quite high, but this is once again due to small sample sizes. The average for Third World Countries is slightly higher at 35.43% than First World Countries at 31.89%, but this difference is not big enough to make a definite conclusion regarding a correlation between nationality and this topic suggestion.

Emotional Struggles Analysed across Age Groups

The option "Emotional Struggles" was one of the Stressor options, one of the Reasons Why You May Leave, and Opinion why Others Have Left. These three are being compared below.

Emotional Struggles as:	Age Group				
	18-25 yrs	26-35 yrs	36-45 yrs	46-60 yrs	61+ yrs
Stressor	15.75%	29.45%	33.56%	16.44%	4.79%
Potential reason for leaving	16.55%	28.78%	33.09%	19.42%	2.16%
Opinion why others leave	11.33%	23.95%	25.24%	30.42%	9.06%

From the table above can be seen that "Emotional Struggles" are more of an issue for ages 26-45 than older age groups, and especially so in the age group 36 to 45. The bottom row cannot really be considered here as the participant is giving an opinion on why others might leave and not on themselves. The 36 to 45 age group's indication of "Emotional Struggles" quite surprising, since they are not yet in their menopause or midlife crisis, but perhaps this is about a mid-career crisis, as well as especially unprocessed childhood wounding (but also later life wounding), that surface at this age.

Highest Stressors Compared between Agencies/Organisations

The five highest stressors of four agencies are listed below. Some of the stressors had the same result, hence the additional stressors listed for some agencies.

Assemblies of God	Baptist	Campus Crusade for Christ	Youth With A Mission
Over-worked	Cultural stress	Over-worked	Financial Pressures
Financial Pressures	Ageing parents	Conflict with co-workers	Over-worked
Language barrier	Financial Pressures	Maintaining spiritual disciplines	Under-staffed
Needs of our children	Over-worked	Financial Pressures	Maintaining spiritual disciplines
Ageing parents	Loneliness	My leader's leadership style	My leader's leadership style
	Language barrier	Feeling inadequate	
		Lack of visible positive results	

Most Popular Suggestions for Missionary Care Training Topics Compared between Agencies/Organizations

The five most popular suggestions for missionary care training are listed below. Some of the suggestions had the same result, hence the additional suggestions listed for some agencies.

Assemblies of God	Baptist	Campus Crusade for Christ	Youth With A Mission
Conflict management	Culture shock	Team dynamics	Support raising
Dealing with disappointments in missions	Dealing with disappointments in missions	Conflict management	Team dynamics
Stress management	Stress management	Support raising	Conflict management
Team dynamics	Cross-cultural living	Burnout	Dealing with disappointments in missions
Maintaining spiritual disciplines	Conflict management	Ongoing personal development and growth	Ongoing personal development and growth
	Burnout	Stress management	
	Counselling skills		

In spite of conflict not appearing as one of the ten top stressors of missionaries in this survey, it nevertheless features in the suggestions for Member Care training topics in a prominent place on each of the five most popular topics of four largest agencies that participated. "Stress management" features as prominent in three of these four agencies. Since most Assemblies of God and Baptist missionaries are usually financially fully supported by their respective denominations, it is not surprising that raising support does not feature amongst their top five suggestions of topics for Member Care training. However, when it comes to faith missions like Campus Crusade for Christ and Youth With A Mission, support raising is an important topic to cover in Member Care training.

Note: Appendix A below contains the tables with numeric values of outcomes as portrayed in bar and pie charts above. These are for persons who are interested in the numeric values rather than the charts.

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Appendix A follows below with survey figures in tables. These figures are repeating what appears in pie and bar charts above.

Appendix A

Age Group

Age Group	Percentage
18-25	9.64%
26-35	22.63%
36-45	27.13%
46-60	31.88%
61+	8.72%

Gender

Gender	Percentage
Female	52.68%
Male	47.32%

Marital Status

Marital Status	Percentage
Divorced	3.02%
Engaged	1.10%
Married	59.54%
Never Married	34.52%
Separated	0.48%
Widowed	1.34%

Secular, Tertiary Training

Tertiary Training	Percentage
0-1 Years	8.01%
2-5 Years	51.87%
6+ Years	19.51%
No Training	20.61%

Theological or Missions Training

Theological/Missions Training	Percentage
0-1 Years	32.07%
2-5 Years	38.88%
6+ Years	7.33%
No Training	21.72%

Years Spent in Missionary Work

Time Spent in Missionary Work	Percentage
1 Year	12.85%
2 Years	8.39%
3-5 Years	17.26%
6-9 Years	17.93%
10-15 Years	19.56%
16-20 Years	9.35%
21+ Years	14.67%

Years Wanting to Still Remain in Missionary Work

Time participants wishes to remain in missions	Percentage
None	5.56%
1 Year	2.73%
2 Years	2.92%
3-5 Years	11.17%
6-10 Years	16.16%
11+ Years	61.46%

Type of Work or Job Descriptions

Type of Work	Number	Percentage
Training/Education	902	43.24%
Church Planting	709	33.99%
Support Staff/Logistic Staff	370	17.74%
Evangelism	244	11.70%
Counselling	212	10.16%
Youth	202	9.68%
Relief and Development	157	7.53%
Other	154	7.38%
Children	152	7.29%
Communication/Media	125	5.99%
Health Care (Medical)	124	5.94%
The Poor	121	5.80%
Women	95	4.55%
Arts/Music/Theatre	65	3.12%
Intellectuals/Influentials	38	1.82%
Mercy Ships	30	1.44%
Sexually Maladjusted	7	0.34%

Physical Location of Work

Physical Location	Number	Percentage
Alone	69	3.31%
Mobile/Traveling	264	12.66%
On a missions compound/base/community	458	21.96%
Other	42	2.01%
Rural (town or countryside)	493	23.63%
Small team	263	12.61%
Tribal	88	4.22%
Urban (City)	1196	57.33%
Working internationally	277	13.28%

Cultural Environment of Work

Cultural environment	Total
Home country	484
Similar to own culture	437
Very different culture	1165

Categories of Financial Income

Financial Provision	Percentage
0-20%	11.55%
21-40%	8.77%
41-60%	14.29%
61-80%	22.00%
81-100%	28.19%
101%+	15.20%

Top 10 Stressors

Stressors	Percentage
Financial Pressures	30.35%
Over-worked	20.28%
Language barrier	15.92%
Maintaining spiritual disciplines	12.27%
Cultural stress	11.98%
Under-staffed	11.12%
Feeling inadequate	10.74%
Conflict with co-workers	10.16%
Ageing parents	9.54%
Needs of our children	9.49%
Loneliness	8.92%
My leader's leadership style	8.92%
Lack of visible positive results	8.20%
Writing news letters	7.67%
Emotional struggles	7.00%
Transition/Change	6.66%
Visa restrictions	6.52%
Unrealised goals	6.42%
Other	6.33%
Family Issues	6.09%
Isolation	5.85%
Being single	5.80%
Lack of moral support from home	5.66%
Living in community	4.65%
Having to lead others	4.51%
Health	4.46%
Religious resistance	4.41%
Furloughs/Home-assignments	4.17%
Security Issues in a restricted access country	3.98%
Traumatic Happenings	3.55%
Lack of prayer backing	3.36%
Homesickness	3.31%
Loss and grief	2.49%
Weather	2.40%
Conflict with my agency	2.11%
Marriage	2.01%
Lack of training	1.82%
Conflict with nationals	1.58%
Food	0.58%
Natural disasters	0.29%

Refreshers

Refreshers	Percentage
Friendship with co-worker(s)	28.48%
My wife/husband/children	26.37%
Friendship with nationals	22.29%
Attended a conference	11.41%
Reading books	9.92%
Field visit by family/friends	9.06%
Moral support from home	8.92%
Corporate worship	8.87%
Personal studies	8.68%
A caring leader	8.34%
Spiritual vitality	7.53%
Mutual care within my team/department	6.57%
Prayer partnership on field	5.32%
Local church on field	5.03%
Personal development	4.94%
Other	4.51%
Field visit by sending church	3.16%
Input (course/seminar)	3.16%
Regularly kept accountable	2.97%
Personal Counselling	2.73%
Visiting teachers/speakers	2.54%
Field visit by a Member Care worker	1.68%
Service of a psychologist	0.86%
Help in conflict resolution	0.62%
Trauma care	0.48%

Care Expected from Their Agency

Care expected from agency	Percentage
Someone to listen to me	22.63%
Fitting my gifting to my role	20.42%
Personal development	19.46%
Friendships with co-workers	19.37%
Regular debriefing	16.01%
Regular accountability	15.58%
Prayer partnership on field	14.96%
How to raise support	12.37%
Mutual care within my team/department	11.31%
Help in leading others better	10.98%
Field visit by Member care worker(s)	9.59%
Other	9.25%
Corporate worship	9.06%
Input (course/seminar, etc.)	8.82%
Help in our team dynamics	8.15%
Corporate intercession for individual needs	8.01%
Help for burnout	7.91%
Help in stress management	6.57%
Visiting speakers/teachers	5.70%
Personal Counselling	5.18%
Help in conflict resolution	4.99%
Reading books	4.75%
Help for our/my children	4.65%
Help in newsletter writing	3.36%
Help for our marriage	2.64%
Help in our family dynamics	2.11%
Help in processing grief/loss	2.01%
Service of a psychologist	1.01%
Trauma care	0.86%

Emotions about Being Involved in Mission

Emotions About Missions	Percentage
Excited about the future	26.61%
Happy	22.53%
Don't want to do anything else	21.86%
Fulfilled	21.62%
Satisfied	16.54%
No regrets	15.77%
Stressed	12.75%
Just OK (surviving)	10.35%
Adapting well	9.20%
Worried about my future	7.77%
Fitting in very well	7.14%
Uncertain if I want to continue	5.80%
Burnt out	3.07%
Fantastic	2.59%
Energetic	2.25%
Awkward	1.77%
Not fitting in	1.10%
Don't want to continue	0.91%
Unhappy	0.86%
Hate being in missions	0.24%
Horrible	0.05%

Financial Income

Financial Income	Number
0-20%	241
21-40%	183
41-60%	298
81-100%	459
101%+	588

Reasons Why They Think Others Resigned/Went Home

Reasons Why Missionaries Think Other Missionaries Resigned or Went home	Percentage
Financial Pressures	41.99%
Conflict with co-workers	31.50%
Family Issues	19.89%
Needs of our children	18.65%
Cultural stress	15.48%
Emotional struggles	14.81%
Over-worked	12.99%
Health	10.55%
Unrealised goals	10.55%
Lack of visible positive results	8.25%
Conflict with my agency	8.05%
Marriage	7.14%
Ageing parents	7.09%
Isolation	6.81%
My leader's leadership style	6.09%
Traumatic Happenings	5.66%
Loneliness	5.56%
Lack of prayer backing	5.51%
Maintaining spiritual disciplines	5.47%
Visa restrictions	5.27%
Lack of moral support from home	4.84%
Transition/Change	4.22%
Feeling inadequate	3.50%
Homesickness	3.50%
Other	3.12%
Language barrier	3.07%
Conflict with nationals	2.78%
Lack of training	2.59%
Security Issues in a restricted access country	2.11%
Living in community	1.97%
Too old to continue	1.92%
Being single	1.77%
Marrying an outsider	1.73%
Task completed	1.49%
Under-staffed	1.44%
Loss and grief	1.15%
Religious resistance	0.96%
Furloughs/Home-assignments	0.48%
Natural disasters	0.34%
Having to lead others	0.24%
Writing news letters	0.14%
Food	0.10%
Weather	0.10%

Reasons Why They Could Possibly Resign

Why missionaries think they could go home	Percentage
Financial Pressures	27.61%
Health	20.90%
Too old to continue	20.37%
Ageing parents	18.60%
Task completed	17.64%
Family Issues	17.26%
Needs of our children	16.78%
Visa restrictions	11.27%
Over-worked	9.97%
Other	8.63%
Traumatic Happenings	7.67%
Transition/Change	6.86%
Emotional struggles	6.66%
Unrealised goals	6.33%
Lack of visible positive results	6.14%
Conflict with my agency	5.85%
Conflict with co-workers	5.75%
My leader's leadership style	5.13%
Feeling inadequate	4.94%
Security Issues in a restricted access country	4.75%
Loneliness	4.55%
Lack of prayer backing	3.84%
Lack of moral support from home	3.64%
Marriage	3.50%
Loss and grief	3.31%
Maintaining spiritual disciplines	3.12%
Isolation	3.07%
Cultural stress	2.59%
Furloughs/Home-assignments	2.59%
Marrying an outsider	2.44%
Under-staffed	2.30%
Natural disasters	1.77%
Being single	1.73%
Homesickness	1.73%
Conflict with nationals	1.53%
Lack of training	1.34%
Living in community	1.29%
Language barrier	1.01%
Religious resistance	0.81%
Having to lead others	0.48%
Weather	0.38%
Writing news letters	0.29%
Food	0.19%

Suggestions of what Topics Need to be Taught to Missionary Care Providers

Suggestions on Topics for Missionary Care	Percentage
Conflict management	34.37%
Team dynamics	33.27%
Dealing with disappointments in missions	31.21%
Support raising	30.54%
Counselling skills	22.24%
Stress management	22.05%
Cross-cultural living	21.28%
Ongoing personal development and growth	21.09%
Burnout	20.81%
Culture shock	19.99%
Listening skills	19.65%
Maintaining spiritual disciplines	18.07%
Spiritual vitality	14.29%
Building relationships	13.76%
Confronting in love	13.33%
My relationship with my sending church	11.07%
Loneliness	11.03%
Debriefing	10.83%
Leadership style	10.40%
Family dynamics	9.68%
Transition/change	9.54%
Caring for staff from dysfunctional backgrounds	9.44%
Living in community	9.16%
Trauma care	8.58%
Moral purity	7.24%
Orientation of new staff	6.90%
Singleness	5.51%
Personality preferences	4.51%
Newsletter writing	3.31%
Suffering	3.31%
Home-schooling	3.21%
Grief and loss	3.07%
Contingency planning	2.11%
Furlough	1.92%
Psychology	1.73%

Comparing Answers between Marital Statuses

Stressors Compared between Marital Statuses

Stressors	Other	Married	Single	Other	Married	Single
Financial Pressures	36	380	217	29.03%	30.60%	30.14%
Language barrier	31	216	85	25.00%	17.39%	11.81%
Over-worked	18	251	154	14.52%	20.21%	21.39%
Loneliness	12	52	122	9.68%	4.19%	16.94%
Being single	11	2	108	8.87%	0.16%	15.00%
Needs of our children	5	186	7	4.03%	14.98%	0.97%
Cultural stress	18	155	77	14.52%	12.48%	10.69%
Feeling inadequate	16	112	96	12.90%	9.02%	13.33%
Maintaining spiritual disciplines	9	165	82	7.26%	13.29%	11.39%
Under-staffed	13	148	71	10.48%	11.92%	9.86%
Isolation	14	61	47	11.29%	4.91%	6.53%
Lack of moral support from home	14	64	40	11.29%	5.15%	5.56%
Conflict with co-workers	2	140	70	1.61%	11.27%	9.72%
Emotional struggles	5	61	80	4.03%	4.91%	11.11%
Ageing parents	11	132	56	8.87%	10.63%	7.78%
Lack of visible positive results	13	109	49	10.48%	8.78%	6.81%
Visa restrictions	13	79	44	10.48%	6.36%	6.11%
My leader's leadership style	8	109	69	6.45%	8.78%	9.58%
Writing news letters	11	84	65	8.87%	6.76%	9.03%
Family Issues	7	96	24	5.65%	7.73%	3.33%
Health	9	54	30	7.26%	4.35%	4.17%
Other	9	82	41	7.26%	6.60%	5.69%
Transition/Change	9	79	51	7.26%	6.36%	7.08%
Unrealised goals	6	89	39	4.84%	7.17%	5.42%
Living in community	5	43	49	4.03%	3.46%	6.81%
Loss and grief	8	25	19	6.45%	2.01%	2.64%
Security Issues in a restricted access country	8	56	19	6.45%	4.51%	2.64%
Religious resistance	7	65	20	5.65%	5.23%	2.78%
Having to lead others	5	51	38	4.03%	4.11%	5.28%
Furloughs/Home-assignments	6	59	22	4.84%	4.75%	3.06%
Lack of training	6	18	14	4.84%	1.45%	1.94%
Lack of prayer backing	5	41	24	4.03%	3.30%	3.33%
Traumatic Happenings	5	50	19	4.03%	4.03%	2.64%
Homesickness	3	38	28	2.42%	3.06%	3.89%
Marriage	1	40	1	0.81%	3.22%	0.14%
Weather	2	34	14	1.61%	2.74%	1.94%
Conflict with my agency	1	29	14	0.81%	2.33%	1.94%
Conflict with nationals	0	24	9	0.00%	1.93%	1.25%
Food	0	6	6	0.00%	0.48%	0.83%
Natural disasters	1	2	3	0.81%	0.16%	0.42%

Refreshers Compared between Marital Statuses

Refreshers	Other	Married	Never Married	Other	Married	Never Married
A caring leader	9	82	83	7.26%	6.60%	11.53%
Attended a conference	15	137	86	12.10%	11.03%	11.94%
Corporate worship	9	85	91	7.26%	6.84%	12.64%
Field visit by a Member Care worker	3	23	9	2.42%	1.85%	1.25%
Field visit by family/friends	17	108	64	13.71%	8.70%	8.89%
Field visit by sending church	6	41	19	4.84%	3.30%	2.64%
Friendship with co-worker(s)	28	293	273	22.58%	23.59%	37.92%
Friendship with nationals	36	259	170	29.03%	20.85%	23.61%
Help in conflict resolution	1	8	4	0.81%	0.64%	0.56%
Input (course/seminar)	4	44	18	3.23%	3.54%	2.50%
Local church on field	9	64	32	7.26%	5.15%	4.44%
Moral support from home	26	78	82	20.97%	6.28%	11.39%
Mutual care within my team/dept	7	75	55	5.65%	6.04%	7.64%
My wife/husband/children	6	536	8	4.84%	43.16%	1.11%
Other	6	50	38	4.84%	4.03%	5.28%
Personal Counselling	4	24	29	3.23%	1.93%	4.03%
Personal development	5	53	45	4.03%	4.27%	6.25%
Personal studies	7	118	56	5.65%	9.50%	7.78%
Prayer partnership on field	10	49	52	8.06%	3.95%	7.22%
Reading books	11	124	72	8.87%	9.98%	10.00%
Regularly kept accountable	4	37	21	3.23%	2.98%	2.92%
Service of a psychologist		11	7	0.00%	0.89%	0.97%
Spiritual vitality	17	83	57	13.71%	6.68%	7.92%
Trauma care	2	6	2	1.61%	0.48%	0.28%
Visiting teachers/speakers	3	34	16	2.42%	2.74%	2.22%

Care Expected from Agency Compared between Marital Statuses

Care expected from agency	Other	Married	Never Married	Other	Married	Single
Corporate intercession for individual needs	14	92	61	11.29%	7.41%	8.47%
Corporate worship	14	106	69	11.29%	8.53%	9.58%
Field visit by Member care worker(s)	6	133	61	4.84%	10.71%	8.47%
Fitting my gifting to my role	21	255	150	16.94%	20.53%	20.83%
Friendships with co-workers	22	222	160	17.74%	17.87%	22.22%
Help for burnout	5	105	55	4.03%	8.45%	7.64%
Help for our marriage	3	48	4	2.42%	3.86%	0.56%
Help for our/my children	5	89	3	4.03%	7.17%	0.42%
Help in conflict resolution	5	64	35	4.03%	5.15%	4.86%
Help in leading others better	13	133	83	10.48%	10.71%	11.53%
Help in newsletter writing	8	37	25	6.45%	2.98%	3.47%
Help in our family dynamics	1	38	5	0.81%	3.06%	0.69%
Help in our team dynamics	11	104	55	8.87%	8.37%	7.64%
Help in processing grief/loss	4	22	16	3.23%	1.77%	2.22%
Help in stress management	5	79	53	4.03%	6.36%	7.36%
How to raise support	18	144	96	14.52%	11.59%	13.33%
Input (course/seminar)	9	111	64	7.26%	8.94%	8.89%
Mutual care within my team/dept	23	133	80	18.55%	10.71%	11.11%
Other	10	120	63	8.06%	9.66%	8.75%
Personal Counselling	6	54	48	4.84%	4.35%	6.67%
Personal development	23	243	140	18.55%	19.57%	19.44%
Prayer partnership on field	21	171	120	16.94%	13.77%	16.67%
Reading books	8	66	25	6.45%	5.31%	3.47%
Regular accountability	18	200	107	14.52%	16.10%	14.86%
Regular debriefing	20	187	127	16.13%	15.06%	17.64%
Service of a psychologist		15	6	0.00%	1.21%	0.83%
Someone to listen to me	32	239	201	25.81%	19.24%	27.92%
Trauma care		9	9	0.00%	0.72%	1.25%
Visiting speakers/teachers	6	80	33	4.84%	6.44%	4.58%

Reasons Why They Could Possibly Resign, Compared between Marital Statuses

Reasons for resignation	Other	Married	Never Married	Other	Married	Single
Ageing parents	21	232	135	16.94%	18.68%	18.75%
Being single	5	1	30	4.03%	0.08%	4.17%
Conflict with co-workers	4	73	43	3.23%	5.88%	5.97%
Conflict with my agency	6	79	37	4.84%	6.36%	5.14%
Conflict with nationals	1	16	15	0.81%	1.29%	2.08%
Cultural stress	6	30	18	4.84%	2.42%	2.50%
Emotional struggles	6	54	79	4.84%	4.35%	10.97%
Family Issues	18	248	94	14.52%	19.97%	13.06%
Feeling inadequate	6	55	42	4.84%	4.43%	5.83%
Financial Pressures	25	346	205	20.16%	27.86%	28.47%
Food	0	1	3	0.00%	0.08%	0.42%
Furloughs/Home-assignments	4	25	25	3.23%	2.01%	3.47%
Having to lead others	0	8	2	0.00%	0.64%	0.28%
Health	29	257	150	23.39%	20.69%	20.83%
Homesickness	3	16	17	2.42%	1.29%	2.36%
Isolation	5	25	34	4.03%	2.01%	4.72%
Lack of moral support from home	7	44	25	5.65%	3.54%	3.47%
Lack of prayer backing	8	45	27	6.45%	3.62%	3.75%
Lack of training	5	11	12	4.03%	0.89%	1.67%
Lack of visible positive results	5	88	35	4.03%	7.09%	4.86%
Language barrier	2	15	4	1.61%	1.21%	0.56%
Living in community	1	10	16	0.81%	0.81%	2.22%
Loneliness	7	25	63	5.65%	2.01%	8.75%
Loss and grief	3	37	29	2.42%	2.98%	4.03%
Maintaining spiritual disciplines	2	34	29	1.61%	2.74%	4.03%
Marriage	4	65	4	3.23%	5.23%	0.56%
Marrying an outsider	4	3	44	3.23%	0.24%	6.11%
My leader's leadership style	5	67	35	4.03%	5.39%	4.86%
Natural disasters	2	20	15	1.61%	1.61%	2.08%
Needs of our children	13	327	10	10.48%	26.33%	1.39%
Other	7	98	75	5.65%	7.89%	10.42%
Over-worked	7	115	86	5.65%	9.26%	11.94%
Religious resistance	1	11	5	0.81%	0.89%	0.69%
Security Issues in a restricted access country	7	52	40	5.65%	4.19%	5.56%
Task completed	21	212	135	16.94%	17.07%	18.75%
Too old to continue	33	261	131	26.61%	21.01%	18.19%
Transition/Change	8	77	58	6.45%	6.20%	8.06%
Traumatic Happenings	15	97	48	12.10%	7.81%	6.67%
Under-staffed	5	28	15	4.03%	2.25%	2.08%
Unrealised goals	12	72	48	9.68%	5.80%	6.67%
Visa restrictions	19	132	84	15.32%	10.63%	11.67%
Weather		8		0.00%	0.64%	0.00%
Writing news letters		4	2	0.00%	0.32%	0.28%

Suggestions for Topics for Missionary Care Training Compared between Marital Statuses

Suggested Topics	Other	Married	Never Married	Other (%)	Married	Single
Building relationships	16	184	87	12.90%	14.81%	12.08%
Burnout	30	260	144	24.19%	20.93%	20.00%
Caring for staff from dysfunctional backgrounds	14	117	66	11.29%	9.42%	9.17%
Conflict management	39	470	208	31.45%	37.84%	28.89%
Confronting in love	16	159	103	12.90%	12.80%	14.31%
Contingency planning	3	24	17	2.42%	1.93%	2.36%
Counselling skills	28	270	166	22.58%	21.74%	23.06%
Cross-cultural living	23	274	147	18.55%	22.06%	20.42%
Culture shock	35	252	130	28.23%	20.29%	18.06%
Dealing with disappointments in missions	31	390	230	25.00%	31.40%	31.94%
Debriefing	14	137	75	11.29%	11.03%	10.42%
Family dynamics	4	165	33	3.23%	13.29%	4.58%
Furlough	1	28	11	0.81%	2.25%	1.53%
Grief and loss	5	35	24	4.03%	2.82%	3.33%
Home-schooling	2	58	7	1.61%	4.67%	0.97%
Leadership style	10	129	78	8.06%	10.39%	10.83%
Listening Skills	25	246	139	20.16%	19.81%	19.31%
Living in community	9	107	75	7.26%	8.62%	10.42%
Loneliness	22	100	108	17.74%	8.05%	15.00%
Maintaining spiritual disciplines	20	233	124	16.13%	18.76%	17.22%
Moral purity	7	102	42	5.65%	8.21%	5.83%
My relationship with my sending church	28	106	97	22.58%	8.53%	13.47%
Newsletter writing	0	53	16	0.00%	4.27%	2.22%
Ongoing personal development and growth	27	234	179	21.77%	18.84%	24.86%
Orientation of new staff	12	82	50	9.68%	6.60%	6.94%
Personality preferences	7	44	43	5.65%	3.54%	5.97%
Psychology	1	25	10	0.81%	2.01%	1.39%
Singleness	8	28	79	6.45%	2.25%	10.97%
Spiritual vitality	17	188	93	13.71%	15.14%	12.92%
Stress management	26	290	144	20.97%	23.35%	20.00%
Suffering	2	41	26	1.61%	3.30%	3.61%
Support raising	52	344	241	41.94%	27.70%	33.47%
Team dynamics	35	422	237	28.23%	33.98%	32.92%
Transition/change	14	112	73	11.29%	9.02%	10.14%
Trauma care	16	109	54	12.90%	8.78%	7.50%

Comparisons between Age Groups

Stressors Compared between Age Groups

Stressors	18-25	26-35	36-45	46-60	61+	18-25	26-35	36-45	46-60	61+
Financial Pressures	92	158	161	183	39	45.77%	33.47%	28.45%	27.52%	21.43%
Language barrier	19	69	83	114	47	9.45%	14.62%	14.66%	17.14%	25.82%
Over-worked	37	90	116	154	26	18.41%	19.07%	20.49%	23.16%	14.29%
Ageing parents	5	21	50	115	8	2.49%	4.45%	8.83%	17.29%	4.40%
Under-staffed	20	37	54	90	31	9.95%	7.84%	9.54%	13.53%	17.03%
Feeling inadequate	30	56	52	69	17	14.93%	11.86%	9.19%	10.38%	9.34%
Maintaining spiritual disciplines	25	70	76	67	18	12.44%	14.83%	13.43%	10.08%	9.89%
Cultural stress	15	68	74	75	18	7.46%	14.41%	13.07%	11.28%	9.89%
Unrealised goals	9	28	33	41	23	4.48%	5.93%	5.83%	6.17%	12.64%
Conflict with co-workers	9	54	71	65	13	4.48%	11.44%	12.54%	9.77%	7.14%
Loneliness	25	52	54	42	13	12.44%	11.02%	9.54%	6.32%	7.14%
Needs of our children	5	31	68	77	17	2.49%	6.57%	12.01%	11.58%	9.34%
Other	10	34	26	41	21	4.98%	7.20%	4.59%	6.17%	11.54%
Emotional struggles	23	43	49	24	7	11.44%	9.11%	8.66%	3.61%	3.85%
My leader's leadership style	23	43	55	58	7	11.44%	9.11%	9.72%	8.72%	3.85%
Writing news letters	23	33	41	47	16	11.44%	6.99%	7.24%	7.07%	8.79%
Being single	13	54	35	17	2	6.47%	11.44%	6.18%	2.56%	1.10%
Lack of visible positive results	11	37	58	48	17	5.47%	7.84%	10.25%	7.22%	9.34%
Homesickness	18	18	18	12	3	8.96%	3.81%	3.18%	1.80%	1.65%
Living in community	18	34	21	23	1	8.96%	7.20%	3.71%	3.46%	0.55%
Visa restrictions	15	42	37	31	11	7.46%	8.90%	6.54%	4.66%	6.04%
Health	5	12	23	38	15	2.49%	2.54%	4.06%	5.71%	8.24%
Religious resistance	5	19	20	33	15	2.49%	4.03%	3.53%	4.96%	8.24%
Transition/Change	9	34	44	43	9	4.48%	7.20%	7.77%	6.47%	4.95%
Isolation	11	25	43	34	9	5.47%	5.30%	7.60%	5.11%	4.95%
Family Issues	10	24	34	48	11	4.98%	5.08%	6.01%	7.22%	6.04%
Lack moral support from home	13	24	29	39	13	6.47%	5.08%	5.12%	5.86%	7.14%
Security Issues in a restricted access country	4	8	28	31	12	1.99%	1.69%	4.95%	4.66%	6.59%
Furloughs/Home-assignments	1	12	25	41	8	0.50%	2.54%	4.42%	6.17%	4.40%
Having to lead others	7	28	23	28	8	3.48%	5.93%	4.06%	4.21%	4.40%
Traumatic Happenings	5	13	21	26	9	2.49%	2.75%	3.71%	3.91%	4.95%
Lack of prayer backing	7	14	24	18	7	3.48%	2.97%	4.24%	2.71%	3.85%
Weather	6	9	15	13	7	2.99%	1.91%	2.65%	1.95%	3.85%
Lack of training	7	10	11	8	2	3.48%	2.12%	1.94%	1.20%	1.10%
Loss and grief	1	7	19	21	4	0.50%	1.48%	3.36%	3.16%	2.20%
Conflict with my agency	2	6	12	20	4	1.00%	1.27%	2.12%	3.01%	2.20%
Marriage	2	8	12	18	2	1.00%	1.69%	2.12%	2.71%	1.10%
Food	4	6	0	0	2	1.99%	1.27%	0.00%	0.00%	1.10%
Conflict with nationals	2	4	11	13	3	1.00%	0.85%	1.94%	1.95%	1.65%
Natural disasters	1	1	2	0	2	0.50%	0.21%	0.35%	0.00%	1.10%

Reasons for Resignation Compared between Age Groups

Reasons for Resignation	18-25	26-35	36-45	46-60	61+	18-25	26-35	36-45	46-60	61+
Too old to continue	19	42	71	194	99	9.45%	8.90%	12.54%	29.17%	54.40%
Health	21	79	102	164	70	10.45%	16.74%	18.02%	24.66%	38.46%
Financial Pressures	73	149	157	164	33	36.32%	31.57%	27.74%	24.66%	18.13%
Task completed	23	71	110	119	45	11.44%	15.04%	19.43%	17.89%	24.73%
Ageing parents	17	68	127	161	15	8.46%	14.41%	22.44%	24.21%	8.24%
Needs of our children	12	78	131	107	22	5.97%	16.53%	23.14%	16.09%	12.09%
Family Issues	39	83	106	108	24	19.40%	17.58%	18.73%	16.24%	13.19%
Visa restrictions	16	59	83	66	11	7.96%	12.50%	14.66%	9.92%	6.04%
Over-worked	23	63	50	60	12	11.44%	13.35%	8.83%	9.02%	6.59%
Emotional struggles	23	40	46	27	3	11.44%	8.47%	8.13%	4.06%	1.65%
Other	21	47	39	57	16	10.45%	9.96%	6.89%	8.57%	8.79%
Traumatic Happenings	14	47	52	39	8	6.97%	9.96%	9.19%	5.86%	4.40%
Loneliness	18	33	19	21	4	8.96%	6.99%	3.36%	3.16%	2.20%
Conflict with my agency	9	15	33	57	8	4.48%	3.18%	5.83%	8.57%	4.40%
Isolation	16	13	19	13	3	7.96%	2.75%	3.36%	1.95%	1.65%
Conflict with co-workers	9	27	44	34	6	4.48%	5.72%	7.77%	5.11%	3.30%
Transition/Change	15	34	37	48	9	7.46%	7.20%	6.54%	7.22%	4.95%
Unrealised goals	15	30	36	44	7	7.46%	6.36%	6.36%	6.62%	3.85%
Lack of visible positive results	11	34	38	37	8	5.47%	7.20%	6.71%	5.56%	4.40%
Feeling inadequate	14	31	24	25	9	6.97%	6.57%	4.24%	3.76%	4.95%
Security Issues in a restricted access country	9	29	26	28	7	4.48%	6.14%	4.59%	4.21%	3.85%
My leader's leadership style	10	25	27	40	5	4.98%	5.30%	4.77%	6.02%	2.75%
Homesickness	11	11	4	8	2	5.47%	2.33%	0.71%	1.20%	1.10%
Loss and grief	11	18	19	17	4	5.47%	3.81%	3.36%	2.56%	2.20%
Marrying an outsider	9	25	12	4	1	4.48%	5.30%	2.12%	0.60%	0.55%
Lack of prayer backing	9	15	17	33	6	4.48%	3.18%	3.00%	4.96%	3.30%
Lack of moral support from home	8	23	21	19	5	3.98%	4.87%	3.71%	2.86%	2.75%
Furloughs/Home-assignments	9	14	15	13	3	4.48%	2.97%	2.65%	1.95%	1.65%
Marriage	8	10	22	29	4	3.98%	2.12%	3.89%	4.36%	2.20%
Cultural stress	7	19	15	8	5	3.48%	4.03%	2.65%	1.20%	2.75%
Maintaining spiritual disciplines	8	17	22	15	3	3.98%	3.60%	3.89%	2.26%	1.65%
Being single	5	18	10	2	1	2.49%	3.81%	1.77%	0.30%	0.55%
Lack of training	6	6	10	6		2.99%	1.27%	1.77%	0.90%	0.00%
Under-staffed	4	9	16	14	5	1.99%	1.91%	2.83%	2.11%	2.75%
Natural disasters	2	6	15	12	2	1.00%	1.27%	2.65%	1.80%	1.10%
Religious resistance	5	2	1	9		2.49%	0.42%	0.18%	1.35%	0.00%
Living in community	4	11	5	7		1.99%	2.33%	0.88%	1.05%	0.00%
Conflict with nationals	2	4	8	15	3	1.00%	0.85%	1.41%	2.26%	1.65%
Language barrier		5	1	11	4	0.00%	1.06%	0.18%	1.65%	2.20%
Weather		1	2	2	3	0.00%	0.21%	0.35%	0.30%	1.65%
Having to lead others	1	2	2	3	2	0.50%	0.42%	0.35%	0.45%	1.10%
Writing news letters	1	2		2	1	0.50%	0.42%	0.00%	0.30%	0.55%
Food	1	2		1		0.50%	0.42%	0.00%	0.15%	0.00%

Stressors Compared between Genders

Stressors	Female	Male	Female	Male
Ageing parents	120	79	10.92%	8.00%
Being single	100	21	9.10%	2.13%
Conflict with co-workers	108	104	9.83%	10.54%
Conflict with my agency	18	26	1.64%	2.63%
Conflict with nationals	15	18	1.36%	1.82%
Cultural stress	133	117	12.10%	11.85%
Emotional struggles	97	49	8.83%	4.96%
Family Issues	53	74	4.82%	7.50%
Feeling inadequate	144	80	13.10%	8.11%
Financial Pressures	309	324	28.12%	32.83%
Food	8	4	0.73%	0.41%
Furloughs/Home-assignments	41	46	3.73%	4.66%
Having to lead others	48	46	4.37%	4.66%
Health	48	45	4.37%	4.56%
Homesickness	49	20	4.46%	2.03%
Isolation	73	49	6.64%	4.96%
Lack of moral support from home	59	59	5.37%	5.98%
Lack of prayer backing	30	40	2.73%	4.05%
Lack of training	20	18	1.82%	1.82%
Lack of visible positive results	96	75	8.74%	7.60%
Language barrier	164	168	14.92%	17.02%
Living in community	74	23	6.73%	2.33%
Loneliness	128	58	11.65%	5.88%
Loss and grief	37	15	3.37%	1.52%
Maintaining spiritual disciplines	125	131	11.37%	13.27%
Marriage	20	22	1.82%	2.23%
My leader's leadership style	100	86	9.10%	8.71%
Natural disasters	4	2	0.36%	0.20%
Needs of our children	78	120	7.10%	12.16%
Over-worked	231	192	21.02%	19.45%
Religious resistance	39	44	3.55%	4.46%
Traumatic Happenings	36	38	3.28%	3.85%
Under-staffed	112	120	10.19%	12.16%
Unrealised goals	61	73	5.55%	7.40%
Visa restrictions	59	77	5.37%	7.80%
Weather	28	22	2.55%	2.23%
Writing news letters	84	76	7.64%	7.70%

Top 10 Reasons for Possible Resignation Compared between Genders

Reasons for Resignation	Female	Male	Grand Total	Female	Male
Ageing parents	263	125	388	23.93%	12.66%
Being single	31	5	36	2.82%	0.51%
Conflict with co-workers	60	60	120	5.46%	6.08%
Conflict with my agency	53	69	122	4.82%	6.99%
Conflict with nationals	12	20	32	1.09%	2.03%
Cultural stress	28	26	54	2.55%	2.63%
Emotional struggles	82	57	139	7.46%	5.78%
Family Issues	169	191	360	15.38%	19.35%
Feeling inadequate	51	52	103	4.64%	5.27%
Financial Pressures	271	305	576	24.66%	30.90%
Food	3	1	4	0.27%	0.10%
Furloughs/Home-assignments	33	21	54	3.00%	2.13%
Having to lead others	3	7	10	0.27%	0.71%
Health	273	163	436	24.84%	16.51%
Homesickness	22	14	36	2.00%	1.42%
Isolation	38	26	64	3.46%	2.63%
Lack of moral support from home	30	46	76	2.73%	4.66%
Lack of prayer backing	38	42	80	3.46%	4.26%
Lack of training	14	14	28	1.27%	1.42%
Lack of visible positive results	62	66	128	5.64%	6.69%
Language barrier	10	11	21	0.91%	1.11%
Living in community	21	6	27	1.91%	0.61%
Loneliness	59	36	95	5.37%	3.65%
Loss and grief	46	23	69	4.19%	2.33%
Maintaining spiritual disciplines	25	40	65	2.27%	4.05%
Marriage	25	48	73	2.27%	4.86%
Marrying an outsider	43	8	51	3.91%	0.81%
My leader's leadership style	51	56	107	4.64%	5.67%
Natural disasters	21	16	37	1.91%	1.62%
Needs of our children	154	196	350	14.01%	19.86%
Other	91	89	180	8.28%	9.02%
Over-worked	115	93	208	10.46%	9.42%
Religious resistance	10	7	17	0.91%	0.71%
Security Issues in a restricted access country	51	48	99	4.64%	4.86%
Task completed	209	159	368	19.02%	16.11%
Too old to continue	232	193	425	21.11%	19.55%
Transition/Change	75	68	143	6.82%	6.89%
Traumatic Happenings	97	63	160	8.83%	6.38%
Under-staffed	28	20	48	2.55%	2.03%
Unrealised goals	58	74	132	5.28%	7.50%
Visa restrictions	128	107	235	11.65%	10.84%
Weather	5	3	8	0.45%	0.30%
Writing news letters	1	5	6	0.09%	0.51%

Comparison of Issues between South African Missionaries and Those of Other Nationalities

Stressors

Stressors	Global	South Africa
Financial pressures	29.51%	39.43%
Over-worked	19.78%	25.71%
Language barrier	15.80%	17.14%
Maintaining spiritual disciplines	12.40%	10.86%
Cultural stress	11.93%	12.57%
Under-staffed	11.09%	11.43%
Feeling inadequate	11.09%	6.86%
Conflict with co-workers	10.26%	9.14%
Lack of visible positive results	7.95%	10.86%
Visa restrictions	5.97%	12.57%
Writing news letters	7.85%	5.71%
Emotional struggles	6.91%	8.00%
Ageing parents	9.84%	6.29%
Needs of our children	9.47%	9.71%
Loneliness	9.11%	6.86%
My leader's leadership style	9.11%	6.86%
Unrealised goals	6.80%	2.29%
Family Issues	6.12%	5.71%
Isolation	5.60%	8.57%
Being single	6.02%	3.43%
Lack of moral support from home	5.29%	9.71%
Living in community	4.55%	5.71%
Having to lead others	4.66%	2.86%
Health	4.50%	4.00%
Furloughs/Home-assignments	4.40%	1.71%
Religious resistance	3.77%	6.29%
Traumatic Happenings	3.77%	1.14%
Lack of prayer backing	3.19%	5.14%
Homesickness	3.35%	2.86%
Loss and grief	2.41%	3.43%
Weather	2.30%	3.43%
Conflict with my agency	1.99%	3.43%
Marriage	2.15%	0.57%
Lack of training	1.83%	1.71%
Conflict with nationals	1.62%	1.14%
Food	0.63%	0.00%
Natural disasters	0.31%	0.00%

Refreshers of South African Missionaries Compared with Those from Other Nationalities

Refreshers	Global	South Africans
Friendship with co-worker(s)	29.30%	19.43%
My wife/husband/children	26.79%	21.71%
Friendship with nationals	22.55%	19.43%
Attended a conference	11.56%	9.71%
Reading books	9.63%	13.14%
Field visit by family/friends	8.90%	10.86%
Personal studies	8.32%	12.57%
Moral support from home	9.05%	7.43%
Corporate worship	8.90%	8.57%
A caring leader	8.32%	8.57%
Spiritual vitality	7.54%	7.43%
Mutual care within my team/department	6.44%	8.00%
Prayer partnership on field	5.29%	5.71%
Local church on field	5.08%	4.57%
Personal development	4.87%	5.71%
Other	4.50%	4.57%
Field visit by sending church	2.83%	6.86%
Input (course/seminar)	3.19%	2.86%
Regularly kept accountable	2.93%	3.43%
Personal Counselling	2.62%	4.00%
Visiting teachers/speakers	2.46%	3.43%
Field visit by a Member Care worker	1.47%	4.00%
Service of a psychologist	0.89%	0.57%
Help in conflict resolution	0.63%	0.57%
Trauma care	0.52%	0.00%

Care Wanted from Agency – South African Missionaries Compared with Those from Other Nationalities

Care Wanted from Agency – South Africans Compared with Other Nationalities	Global	South Africa
Someone to listen to me	22.19%	27.43%
Fitting my gifting to my role	20.93%	14.86%
Personal development	19.15%	22.86%
Friendships with co-workers	19.78%	14.86%
Regular debriefing	15.96%	16.57%
Regular accountability	15.49%	16.57%
Prayer partnership on field	14.70%	17.71%
How to raise support	12.51%	10.86%
Mutual care within my team/department	11.25%	12.00%
Help in leading others better	11.30%	7.43%
Field visit by Member care worker(s)	9.42%	11.43%
Corporate worship	8.90%	10.86%
Corporate intercession for individual needs	7.74%	10.86%
Input (course/seminar)	8.74%	9.71%
Help in our team dynamics	8.27%	6.86%
Other	9.31%	8.57%
Help for burnout	7.95%	7.43%
Help in stress management	6.70%	5.14%
Visiting speakers/teachers	5.70%	5.71%
Personal Counselling	5.18%	5.14%
Help in conflict resolution	4.87%	6.29%
Reading books	4.76%	4.57%
Help for our/my children	4.40%	7.43%
Help in newsletter writing	3.35%	3.43%
Help for our marriage	2.67%	2.29%
Help in our family dynamics	2.09%	2.29%
Help in processing grief/loss	1.99%	2.29%
Service of a psychologist	0.94%	1.71%
Trauma care	0.78%	1.71%

Financial Income Category Comparisons

Financial Income Categories Compared across Age Groups

Age Group	0-60%	61-100%	101%+	Grand Total
18-25	5.37%	3.50%	0.77%	9.64%
26-35	9.44%	9.44%	3.74%	22.63%
36-45	8.82%	15.00%	3.31%	27.13%
46-60	9.20%	17.50%	5.18%	31.88%
61+	1.77%	4.75%	2.21%	8.72%

Financial Income Compared across Marital Statuses

Row Labels	0-60%	61-100%	101%+	Grand Total
Divorced	1.15%	1.34%	0.53%	3.02%
Engaged	0.43%	0.48%	0.19%	1.10%
Married	17.55%	32.55%	9.44%	59.54%
Never Married	14.77%	15.24%	4.51%	34.52%
Separated	0.29%	0.10%	0.10%	0.48%
Widowed	0.43%	0.48%	0.43%	1.34%

Comparing Income Categories with Present Length of Service in Missions

Financial Support/ Years in Service	0-60%	61-100%	101%+	Grand Total	0-60%	61-100%	101%+
1 Year	134	90	44	268	50.00%	33.58%	16.42%
2 Years	76	68	31	175	43.43%	38.86%	17.71%
3-5 Years	133	176	51	360	36.94%	48.89%	14.17%
6-9 Years	128	185	61	374	34.22%	49.47%	16.31%
10-15 Years	123	225	60	408	30.15%	55.15%	14.71%
16-20 Years	59	111	25	195	30.26%	56.92%	12.82%
21+ Years	69	192	45	306	22.55%	62.75%	14.71%

Comparing Present Financial Income Categories with Number of Years Willing to Remain in Ministry If All Resources were Available

Number of Years Willing to Remain (Percentage of Each Income Group Total)	Resources Currently Available		
	0-60%	61-100%	101%+
None	8.31%	4.20%	3.79%
1 Year	2.35%	2.20%	5.36%
2 Years	3.05%	2.58%	3.79%
3-5 Years	10.94%	10.51%	13.88%
6-10 Years	12.05%	19.01%	16.09%
11+ Years	63.30%	61.51%	57.10%

Financial Income Categories Compared with Emotions about Missions

Emotion	0-60%	61-100%	101%+
Excited about the future	28.81%	26.55%	21.77%
Don't want to do anything else	18.28%	22.35%	28.39%
Fulfilled	15.24%	25.21%	24.29%
Happy	21.19%	22.83%	24.61%
Satisfied	13.71%	18.34%	17.03%
No regrets	16.62%	16.05%	12.93%
Stressed	12.74%	13.47%	10.41%
Adapting well	9.00%	8.31%	12.62%
Just OK (surviving)	11.91%	9.46%	9.78%
Worried about my future	10.25%	6.88%	5.05%
Fitting in very well	6.79%	7.16%	7.89%
Uncertain if I want to continue	6.37%	5.73%	4.73%
Fantastic	2.77%	1.91%	4.42%
Burnt out	3.60%	2.87%	2.52%
Energetic	2.49%	1.91%	2.84%
Awkward	1.39%	2.29%	0.95%
Don't want to continue	0.83%	0.57%	2.21%
Not fitting in	1.11%	1.43%	0.00%
Unhappy	1.11%	0.57%	1.26%
Hate being in missions	0.14%	0.29%	0.32%
Horrible	0.00%	0.10%	0.00%

Stressors Compared Between Positive and Negative Emotions among Participants

Positive Emotions

Emotions grouped together:

Adapting well
 Don't want to do anything else
 Energetic
 Excited about the future
 Fantastic
 Fitting in very well
 Fulfilled
 Happy
 No regrets
 Satisfied

5 Top Stressors of Those Who Felt Positive about Missions	Percentage
Financial Pressures	22.86%
Over-worked	19.41%
Maintaining spiritual disciplines	6.07%
Family Issues	6.00%
Ageing parents	5.62%

Stressors Compared among those who Marked Negative Emotions about Being in Missions

Emotions grouped together:

Awkward
 Burnt out
 Don't want to continue
 Hate being in missions
 Horrible
 Not fitting in
 Stressed
 Unhappy

5 Top Stressors of those Who Felt Negative about Missions	Percentage
Over-worked	23.53%
Financial Pressures	18.38%
Isolation	8.46%
Conflict with co-workers	7.35%
Maintaining spiritual disciplines	4.78%

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Resources Used in This Chapter

¹ *International Journal of Frontier Missions: Member Care*, Volume 12, Number 4, Oct-Dec 1995, n.p.

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