



# Missionary Assessment Questions

Assessing a missionary's readiness for global ministry is complex, and it involves many different components. While TEAM believes that we bring a certain level of expertise to this process, we also believe that no assessment is complete without deep input from a missionary's sending church. After all, it's the church that has been side-by-side in life and ministry with the missionary applicant, not TEAM. As such, while TEAM might know which questions to ask, many of the answers need to come from the church.

You might already have a missionary assessment process of your own. If so, feel free to use that process to weigh your applicant's readiness for global ministry. If you don't already have a process, or if you want to consider additional questions to ask, we've provided the following questions as an added resource. These pages could be used in their entirety, or you could pick and choose the questions that best fit your needs. Either way, this simple tool has been developed to help you ask the right questions as you think about the prospective missionary's readiness for global ministry.

## Instructions

When it comes to missionary readiness, TEAM looks for development in four key areas: *Calling*, *Character*, *Competence*, and *Compatibility*. To help you assess the applicant's readiness in these key areas, pick the questions that you would like him/her to answer. You may choose to have them respond verbally, in writing, or both. You also might choose to have them answer all of the below questions, or you might identify a smaller subset for them to address. You should feel a lot of freedom to use these questions as your needs require!

### Missionary Calling

**Primary Question: What is motivating the applicant's interest in missions? ::** Some motivators have legs, and others don't. Many people have pursued missionary service out of frustration with their current circumstances ("I just need a change!"), or feeling like they don't belong in North America. Others are driven by a view of overseas life and ministry that simply isn't realistic. Instead of these, we want to see evidence of motivation that is rooted in Scripture and reflective of a healthy and realistic understanding of God's mission in the world. The following questions are designed to draw out evidence of a healthy missionary call.

- ▶ Describe your relationship with Christ.
- ▶ What is the biblical basis for global mission?
- ▶ How have you sensed God's call toward international ministry?
- ▶ What ministries are you currently involved in that are consistent with this call towards missionary work? What evidence of success have you seen in that ministry?
- ▶ To what extent does the ministry to which you feel called align with our church's mission and vision?



### Worker Competence

**Primary Question: Is the applicant ready for the ministry they are pursuing? ::**

Missionaries don't miraculously gain new skills when they move overseas; the skills needed to be successful in international ministry should already be developing in their lives and ministry today. The following questions are designed to draw out evidence of readiness for the kind of ministry being pursued.

- ▶ What kind of overseas ministry interests you? How does this ministry relate to your spiritual gifts and those of your spouse?
- ▶ What experience and/or training has prepared you for this kind of ministry? What additional training would you need or would you benefit from?
- ▶ What experience have you had living and/or working overseas?
- ▶ Have you traveled to the region/country that interests you? If so, describe that experience and the impact that it has had on your interest in overseas ministry. If not, how are you developing your understanding of this region now?
- ▶ What current commitments (family, professional, financial, etc.) might make an overseas assignment challenging for you?



### Christian Character

**Primary Question: Does the applicant have sufficiently healthy Christian character to thrive in international ministry? ::** Similar to *Worker Competence* above, mature character will not spontaneously appear when a worker arrives on the mission field. Recognizing that healthy missionaries are as broken and “in-process” as anyone else in the church, we also believe that robust christian character is necessary for a worker to be successful overseas. The following questions are designed to give you insight into the applicant’s current level of maturity and character.

- ▶ How are you currently exercising your spiritual gifts?
- ▶ How are you positioning your spouse to exercise his/her spiritual gifts?
- ▶ How does your love for Christ and the gospel manifest itself in your life?
- ▶ How are you practicing love for your neighbor?
- ▶ In what ways are you living in dependence on God?
- ▶ How are you contributing to healthy Christian community in your current circumstances?
- ▶ How have you dealt with conflict recently?
- ▶ How are you seeking personal growth?
- ▶ How does stress affect you? What do you do to manage stress appropriately?
- ▶ How do you build relationship with others?
- ▶ What is your relationship to suffering, sacrifice, and hardship?
- ▶ How are you pursuing integrity and moral purity?
- ▶ Where is there evidence of the fruit of the spirit in your life?
- ▶ How are you cultivating a healthy family environment?



### Agency Compatibility

**Primary Question: Are you aligning yourself with the right agency? ::** There are many different capable mission agencies out there. While we think that TEAM is a great agency, we also know that we're not the right fit for everyone. Choosing the right agency really comes down to identifying the agency that best reflects the values of the missionary and the church. The following questions are designed to help the missionary identify the values that matter most to them, and to consider which agency will be most supportive of those convictions. Your church's values should also be weighed in this conversation so, as the missionary is walking through these questions, we would encourage the mission leadership of your church to also consider how they would answer these same questions, and to let those answers speak into the decision-making process as well. Agreeing with your missionary on the right sending agency will set you up for years of fruitful ministry together; being in disagreement about the agency-partner will add nothing but complexity. Take your time on this one, and make sure that you can come to a mutually-agreeable decision.

- ▶ What agencies have they considered?
- ▶ How do they relate to and support the Sending Church?
- ▶ Do they encourage their workers to plan for retirement?
- ▶ Do they provide adequate health care for their workers?
- ▶ How do their workers provide for the educational needs of their children?
- ▶ How much do they charge in administrative fees?
- ▶ How do they care for their missionaries' emotional needs?
- ▶ Is decision making driven by field leadership or the home-office?
- ▶ How do their missionaries approach support-raising?
- ▶ Is ongoing learning and development for workers a priority? What resources exist for learning and development?
- ▶ How do they engage with Non-North American partners?
- ▶ Do they work collaboratively with other organizations?
- ▶ How do they prepare for and manage crisis situations?
- ▶ Do missionaries work in teams or on their own?
- ▶ What denominational or theological affiliations are most significant to you? Do these agencies affirm these convictions?

