



worth**Keeping**

Global Perspectives on Best Practice
in Missionary Retention

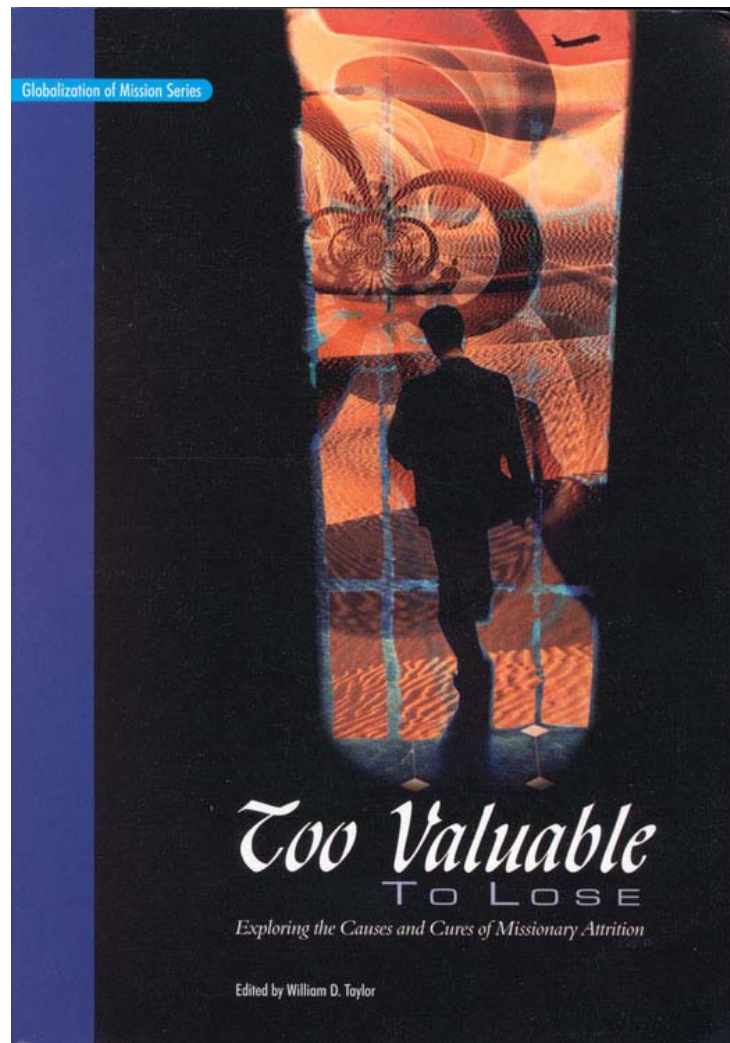
Why missionaries stay the course
Lessons from around the world

Source of Research

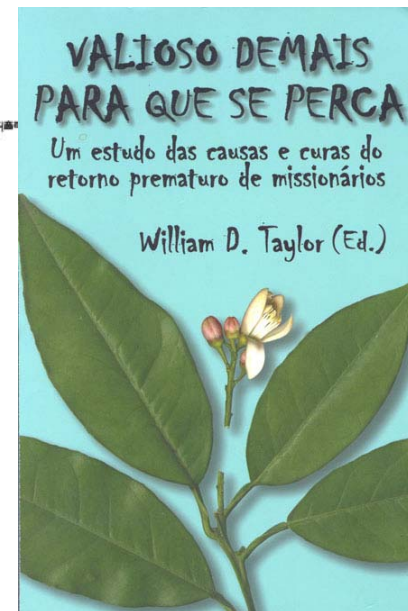
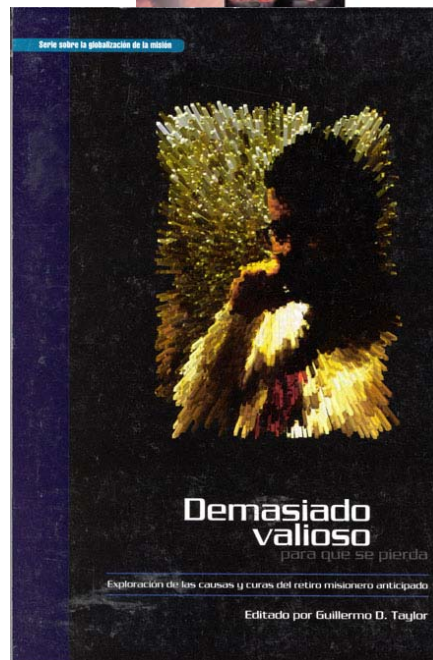
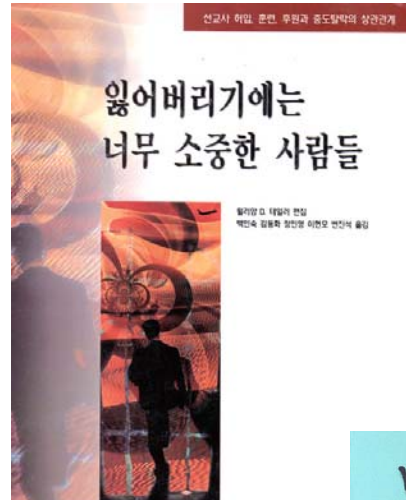


- ReMAP 2
 - Retaining Missionaries: Agency Practices
- World Evangelical Alliance (WEA) Mission Commission (WEA-MC)
- 22 Countries, 600 mission agencies, 40,000 mission partners
- “..one of the most comprehensive and careful surveys of missionaries ever done.” Todd Johnson, in International Journal of Frontier Missions,

An outcome of ReMAP I was the book, ***Too Valuable to Lose: Exploring the Causes and Cures of Missionary Attrition***, Taylor, William D., (William Carey Library, Pasadena, 1997).



Also published in
Spanish
Portuguese
and
Korean

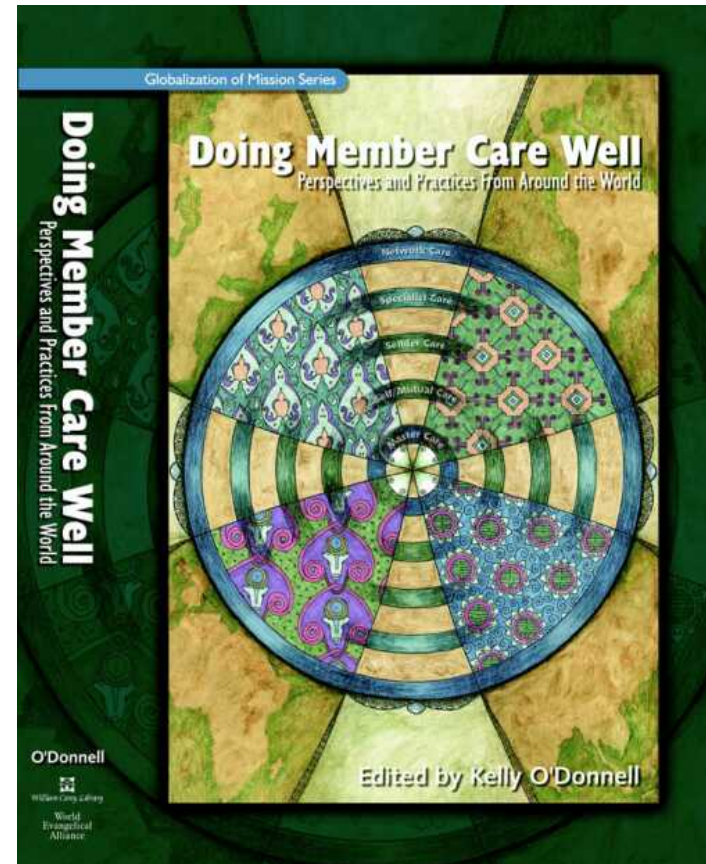


Development of the MemCa Network



Doing Member Care Well: Perspectives and Practices from Around the World

(Kelly O'Donnell, Ed., Wm. Carey Library, 2002).



Areas Covered



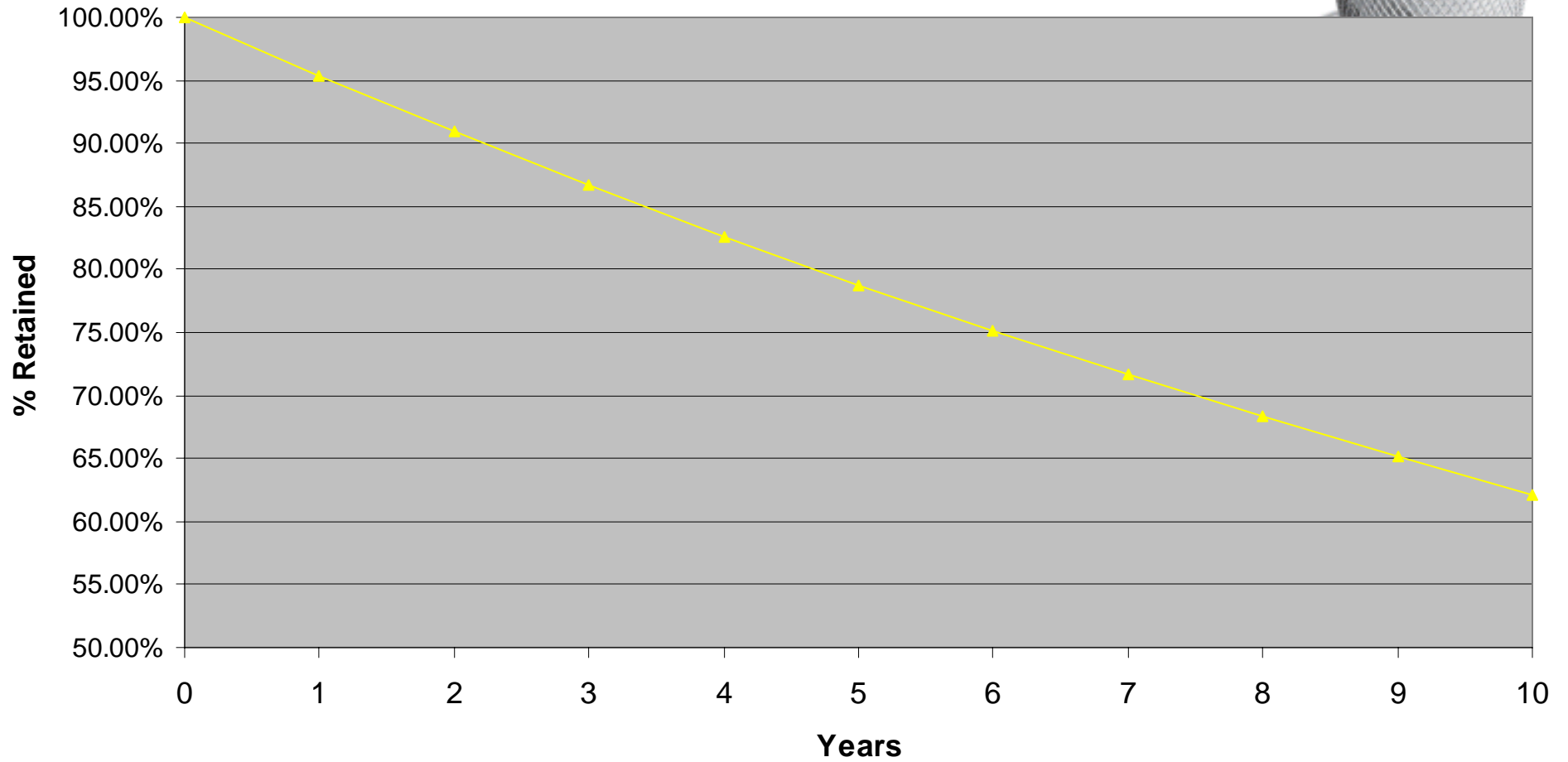
- Education
- Selection
- Prep Time
- Orientation
- Spiritual life
- Personal Care
- Member Care
- Organisational Values
- Leadership
- Staff Development
- Ministry
- Ministry Outcome
- Finances
- Home Office

Retention over time



- Preventable Retention Rate for a mission in the one country maybe 95%...
- ...sounds impressive?

Mission X



Understanding Retention Results



- **RRP** - Retention Rate Preventable (95%)
 - 100 missionaries send out in 1993
 - 95 were still in service in 1994
 - 91 were still in service by 1995
 - 87 were still in service by 1996
 - 83 were still in service by 1997
 - 79 were still in service by 1999
 - 75 were still in service by 2000
 - 72 were still in service by 2002
 - 68 were will in service by 2003
 - 65 were will in service by 2004
 - 62 were will in service by 2005
- Preventable: 38 missionaries left - 10 years

Countries Involved



- **NSC - New Sending Countries**

- This include countries of Africa, Asia and South America with less than 30 years of experience
- Argentina, Brazil, Costa Rica, Ghana, Hong Kong, India, Korea, Malaysia, Nigeria, Philippines, Singapore

- **OSC - Old Sending Countries**

- This include countries of Europe, North America, Australia, New Zealand and South Africa (+/- 60 years average experience)
- Australia, Canada, Germany, Netherlands, New Zealand, South Africa, Sweden, United Kingdom, United States

- **Agency**

- This include dominational and interdenominational mission agencies and sending churches.

Why it's important



Best & Worst

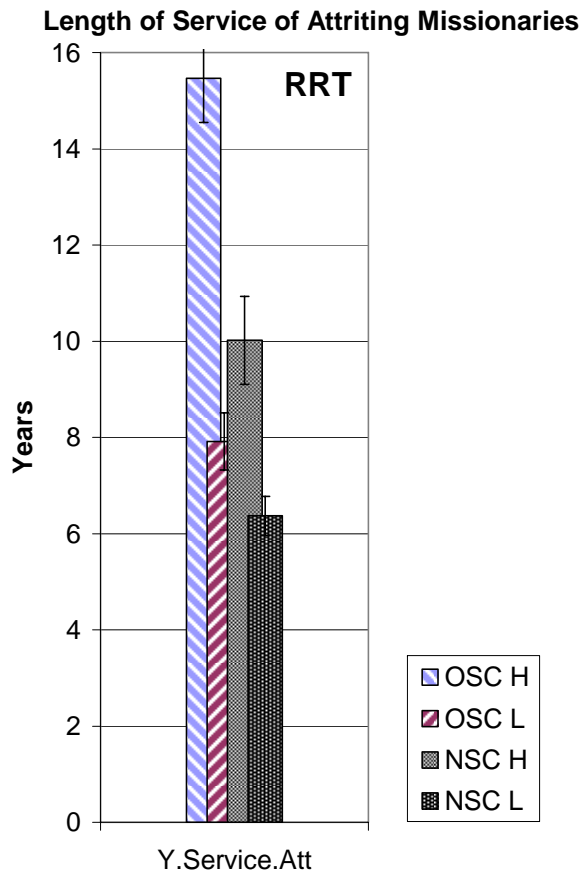


**Best Retaining
Agencies**

In between

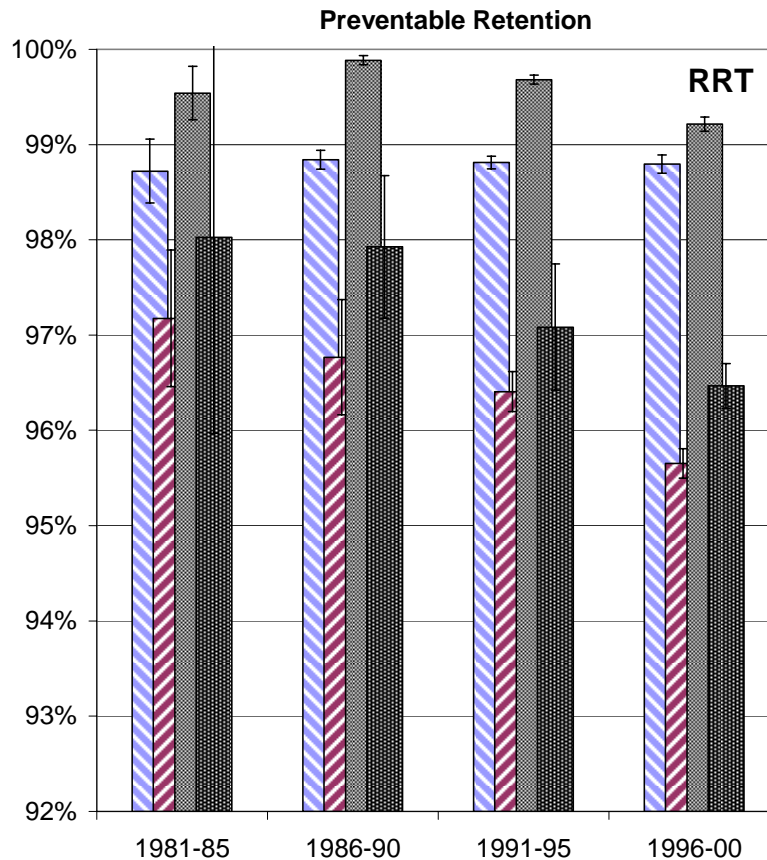
**Worst Retaining
Agencies**

Length of Service of Attriting Missionaries

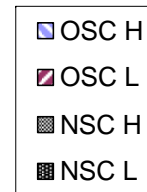


Note:
 OSC – Old Sending Country,
 NSC – New Sending Country,
 H – High Retaining Group,
 L – Low retaining Group

Retention Rate Change Over Twenty Years



Note:
 OSC – Old Sending Country,
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Sharing Good Practice

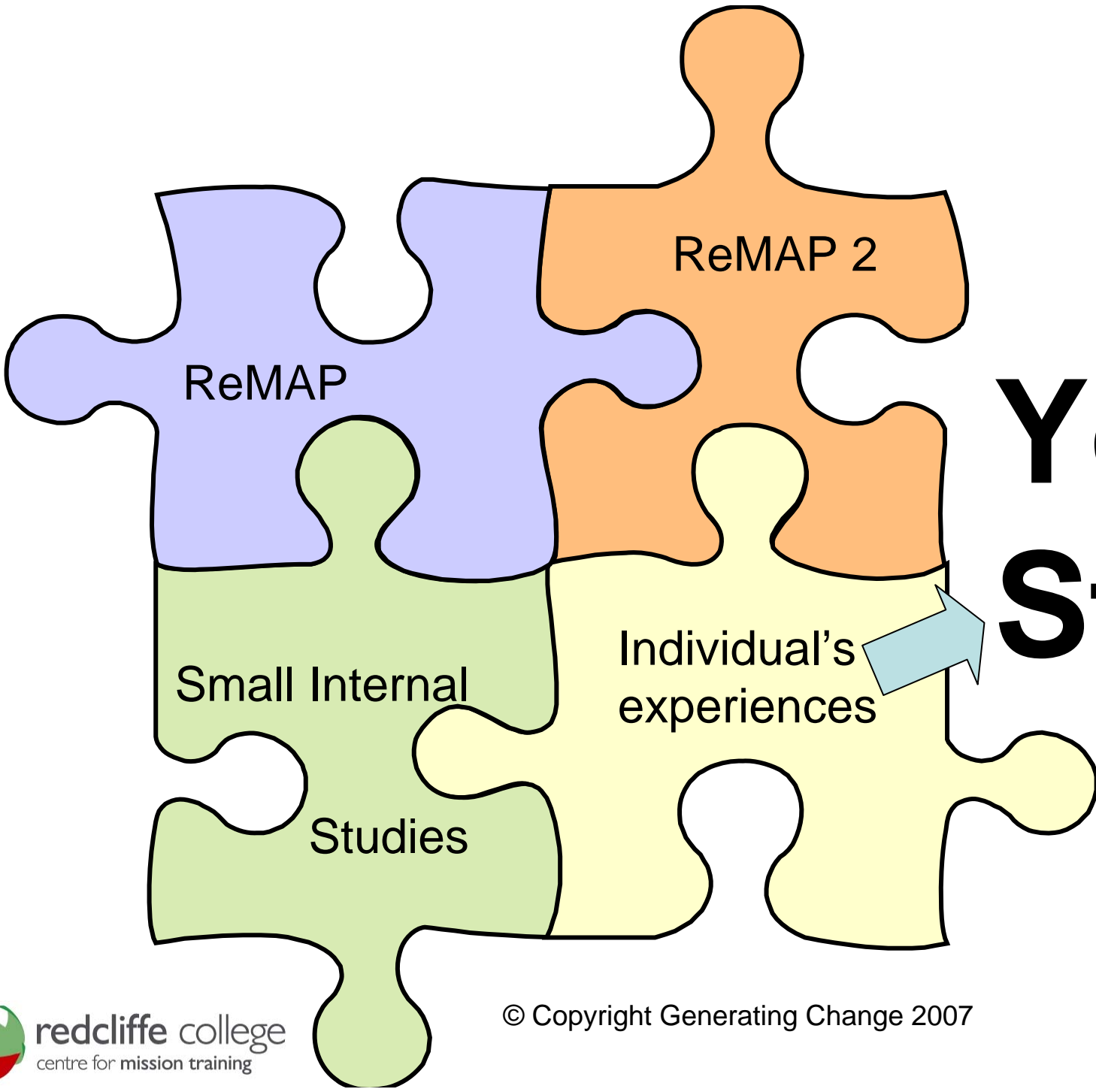


- Current Attrition worldwide
 - 9500 mission partners pa.
- Over half of this (5700) could be prevented just by sharing good practice

Five key areas

- Leadership
- Organisational Values
- Prep Time
- Personal Care
- Staff Development





Your Story