

Missions Interlink (NZ)

Bulletin



April 2009

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Notices

Resolve “Peacemaker Training Seminar” – 18 April – Laidlaw College

As a trained Peacemaker, no matter your situation, you will be equipped to resolve life’s sticky situations in a biblical manner: bringing healing and resolution, not just in your own life, but in lives of others. Register by emailing: info@resolve.org.nz.

Prayer Links - Deadline for the next issue is: 8 May.

IRD – GST Update

It is a requirement that you must have a regular taxable activity to obtain a GST refund on expenses etc. Catholic Parishes qualify because they sell copies of *NZ Catholic* weekly & Calendars once a year in December. That is enough to satisfy the rules. They do, of course, pay GST on the proceeds of those sales, but that is tiny compared to their ability to claim back GST on all of their expenses. – MI Consultant, Gordon Stanley

Library Storage Needed

MARN (Muslim Awareness and Resource Network) is looking for somewhere to store their 800-book Library on the subject of Islam. They welcome creative options including shelves in an existing office (books are free to be used), being integrated into an existing Library on a semi-permanent loan basis or packed away safely in boxes, etc. Some free-standing bookshelves can also be supplied. Any offers? Please contact Suzanne on 021 185 3334 or Email: marn@marn@talk.co.nz.

The following **Mission Events** have already been promoted in recent MI Bulletins. Please refer to them for any details needed, or contact the sponsoring organization.

- Towards a Kiwi-made Preaching – 18 April – Carey College
- Missionary Enrichment Retreat – 3 May – at Lake Taupou Christian Camp - MI
- Bible Storying for Cross-Cultural Evangelism & Church Planting – 4 May... WEC
- Business, Ministry, Leadership Course – July – Capernwray
- Envision 09 – August – Tauranga - Strategic Missions Charitable Trust

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Missions Interlink

Kiwis Partnering in
God’s Mission

New Zealand’s Mission Networks

Mission Organisations
Aid Ministries
Advocacy & Funding Agencies
Training and Equipping
NZ Focused Ministries
Personnel Care Givers
Mobilisers
Churches & Church Mission Teams
Like-minded Groups and Individuals
with a heart for Christian missions

Sharing
the *Good News*
In, from and to
New Zealand

Director: David B Hall
Chairman: Wayne Freeman
Vice-Chairman: Jamie Wood
Treasurer: Max Palmer
Administrative Assistant: Lydia Hall
Bulk Purchasing Program:
Ted Crawford
Project Catalyst: Darren Birch
Accounts: Trevor Baldwin
Advisory Team: Wayne Freeman,
Jamie Wood and Johannes Balzer
Consultant: Gordon Stanley

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Disclaimer - the views expressed in the MI Bulletins do not necessarily reflect the views of *Missions Interlink* or those connected with MI.

Person-Job Fit and its Relationship with Work Attitudes

A Study of Christian Missionaries from Australasia

By Jenny Manson

Thank you very much to participants in my research project, with data collected from missionaries, their host nation colleagues and agency leaders in 2007.

My research began with the question of whether a missionary's fit with the job they were doing was a factor in their well-being. 'Fit' means whether or not they have the skills and abilities that the job requires. We already know that missionary work is stressful and that those who are emotionally stable and who are resilient and cope well with stress are likely to handle the demands better. Those who are vulnerable to discouragement, stress or even disruptive behaviour because of their personality or their past, should always be identified to the best of our ability so they can be carefully matched with a suitable environment and can be given the support or assistance they need before they go overseas. However, once this area has been assessed and attended to, there is this whole area of 'fit' which is also significant for a person's well-being and effectiveness in an overseas role.

People generally gain satisfaction from doing a good job and so it seemed possible that there is an area in missionary well-being that could be explored which is more about how well they are meeting the demands of the job, and how effective they are, in addition to their emotional stability. This area of fit and effectiveness also acknowledges our responsibility to supporters, and to the people that missionaries work for and with in the receiving countries, all of whom have hopes and expectations of what the missionary will be able to do and how they will do it.

Study 1

The first question to address was "Who says what an effective missionary is?" Is it missionaries themselves, their agency leaders, their churches who send them, their financial supporters, their host nation colleagues who work with them in the countries they work in, the governments of those countries that let them in, or those they serve, such as hospital patients, or people being assisted to set up a business? Clearly all these groups and more have a perspective and an opinion on this which is valid. The first part of my research was to collect opinions from 3 groups of people and to see if the opinions on what a missionary should be good at were the same or different. The 3 groups I chose were: missionaries, host nation colleagues and agency leaders. I used a commercial set of 'competencies' to ask what it is most important for missionaries, and added to these the aspect of 'Living a Christ-like Life', which was likely to be shown as an essential quality for a missionary and which was not included in the set of competencies marketed by SHL as the 'Universal Competency Framework'.

Clearly, there is a big range in missionary roles. A competency that is essential for one role may be less necessary for another role. In the instructions I asked participants to try to think as broadly as they could about the competencies that allowed missionaries in general to be effective in the overall purpose of why they were there. While some participants commented that they had difficulty in answering my questions because roles were so different from each other, it seems that on the whole participants were able to identify general competencies for missionaries, because there was a high level of agreement across all 3 groups about what missionaries needed to be able to do. Everyone agreed that the most important things for a missionary to do well, in order of importance, are:

- Living a Christ-like Life
- Adhering to Principles
- Adapting to Change
- Working with People
- Coping with Pressure

There are also other competencies which scored very highly and were universally agreed upon. However, there were also some differences between the 3 groups. It turned out that agency leaders and missionaries had almost identical ratings of the 16 competencies but that host nation colleagues had a different perspective. Host nation colleagues judged that 'Working with People' is less important to the role than missionaries and agency leaders thought. Host nation colleagues judged that 'Formulating Strategies', and 'Presenting and Communicating Information' are more important than the others thought. A possible interpretation of this is that missionaries may pay lots of attention to the importance of getting on together, with each other and with local people, but may give less priority to strategies and to training locals than local Christians would like to see.

I should add that using a commercial set of job competencies and adding to it a couple of competencies specifically for Christian missionaries gives a solid base for describing competencies for missionaries. Christian writers in journals have for years been calling for us to assess both psychological health and 'fit' before an overseas assignment, and learning more about the competencies required for missionaries is necessary before we can assess 'fit'.

Study 2

The next step of my project was to get as many missionaries as I could from New Zealand and Australia to do the same rating exercise on what they thought it was important for missionaries to do well. I also asked them to rate their own performance on each of the competencies where 1=generally weak and 5=definitely a strength, and also to complete questionnaires to give measures of their satisfaction with their 'job', their general satisfaction with life and their level of engagement with their work. I already had the 2 lists from the first study of what missionaries and agency leaders thought was important for the job and what host nation colleagues thought was important for the job. I wanted to find out if those missionaries with a similar opinion of what was important for the job to the two groups in study 1 would have more job satisfaction, satisfaction with life and work engagement. And I also wanted to measure if those missionaries who felt confident of their abilities in the aspects that were most important to the job would have more job satisfaction, satisfaction with life and work engagement.

I was able to collect data from 130 missionaries. The results were that yes, those missionaries who understand what is important to be an effective missionary in the same way as the two groups in the first study have significantly higher job satisfaction, satisfaction with life and work engagement. And unsurprisingly, those missionaries who felt confident of their abilities in the most important aspects of the job also had more job satisfaction, satisfaction with life and work engagement. Missionaries who were more aligned with either group, 1) other missionaries and agency leaders or 2) host nation colleagues, experienced significantly more well-being than those who were less aligned. (That is, they saw the role of missionary as others saw it and felt competent on those qualities that others had identified as most important).

One very interesting finding of this study was to see which group it was more important for missionaries to be aligned with. While the understanding of the role was very similar, there were also some significant differences. The outcome was that missionaries who were more aligned with host nation colleagues experienced marginally more job satisfaction and satisfaction with life, and the same amount of work engagement as those who were aligned with other missionaries.

Conclusions on back page...

Don Richardson



Coming to New Zealand Soon. Don't Miss Out

Canadian-born Don Richardson spent his youth in three provinces of Canada: Prince Edward Island, Ontario and British Columbia. He began his walk with the Lord at a **Youth For Christ** rally in 1952. Both he and his late wife, Carol Joy [Soderstrom], graduated from Prairie Bible Institute, Alberta, and completed training at Wycliffe's *Summer Institute of Linguistics*.

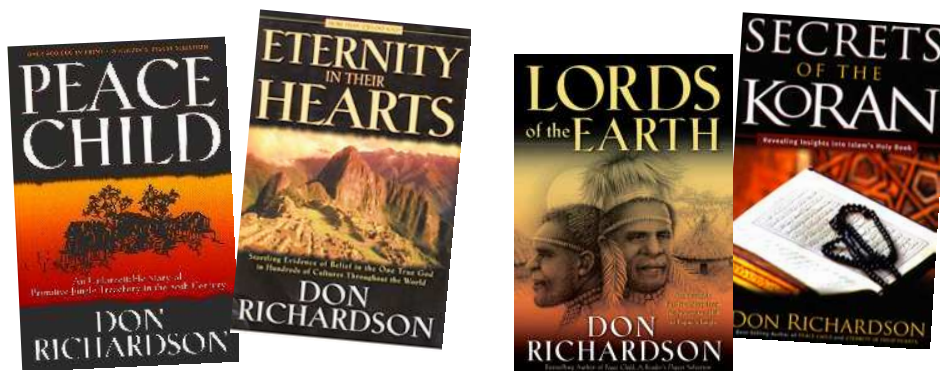


In 1962, under sponsorship of **World Team** (formerly Regions Beyond Missionary Union), Don and Carol embarked on a missionary career in Irian Jaya (formerly Dutch New Guinea). They served for 15 years among the Sawi, a Stone Age tribe of cannibal-headhunters who valued treachery as an ideal. Don designed an alphabet suited to their language, authored 19 primers, taught the tribesmen to read in their native tongue and translated the New Testament into Sawi. More than half of the Sawi came to Christ.

Don is a best-selling author. His first book, **PEACE CHILD**, tells the dramatic story of how the Richardsons were able to communicate the Gospel to the Sawi. **LORDS OF THE EARTH** documents the trials of their colleagues among the Yali, another Irian Jaya tribe. **ETERNITY IN THEIR HEARTS**, Don's third book, presents case histories of the way God prepares cultures to receive the Gospel. Don's fourth book, **SECRETS OF THE KORAN**, enables readers to know the Koran better than many Muslims.

Since 1977 Don has served as "Minister-at-Large" for World Team. He is an ordained pastor and holds an honorary doctorate of literature from Biola University. He speaks at more than 40 missions conferences per year and has spoken in all 50 U.S. states and in 36 countries. Don also frequently lectures nationwide at classes for the **U.S. Center for World Mission course called "Perspectives on the World Christian Movement,"** as well as on college and seminary campuses.

Don is the father of four grown children, all serving the Lord. Following the passing of his first wife in early 2004, Don wed Carol Joyce Abraham of Bend, Oregon in July 2005. Carol's ministry includes speaking to women's groups, music solos, teaching, and hospitality.



Don Richardson

Don is well known and greatly respected around the world as a Missions Lecturer and Missionary Statesman, as well as through his Mission Books

Christchurch

Venue for all Chch events: La Vida Centre - 34a Hansens Lane – Riccarton

Sat. 2 May – 7:30pm - *Destination Earth* youth event with Grace Falls and band and Don Richardson.
Entry \$10 per person.

Sun. 3 May - 7pm intro for *Destination Earth* Seminar.

Mon. to Wed. 4-6 May – 7pm –

Destination Earth Seminar

Cost \$45 per person.

Register by calling

Life Resources: 03 365 2121.



Tauranga

Sun. 10 May – St Andrews Presbyterian Church, Dee St, Mt Maunganui – 8-30am & 10:10am Services.

Sunday Evening – St Peters Presbyterian, Spring St, Tauranga 7-00pm – **OPEN TO ALL!**

Tue. & Wed. 12 & 13 May – 8-45am – 12-45pm, Faith Bible College – Welcome Bay.

OPEN TO ALL! - Lunch bookings \$5-00. Phone Office Ph 5442463.

Wed. 13 May – 7-00pm – Otumoetai Baptist Church, Otumoetai Rd, Tauranga. 7-00pm

'Blessed to be a Blessing.' **OPEN TO ALL!**

Thurs. 14 May – 9-00am – 1-30pm – Elim Christian Centre, 1st Ave & Devonport Rd, Tauranga.

Theme : 'GROWING YOUR CHURCH IN MISSIONS' - Lessons from Church History.

Cost \$30 per person. **ESPECIALLY FOR CHURCH LEADERSHIP & MISSION LEADERS!**

For more information contact – James Muir @ Asian Outreach, Phone 07-5788618 or 021-400874.

Auckland

A poster for a seminar titled "STARS SAND & DUST". The background is a dark, starry space. The title is written in large, white, stylized letters. Below the title, it says "Gen. 28:14" and "Saturday May 16, 2009". At the bottom, it says "A Three-Part Seminar: 9am - 3pm" and "What is God's plan for the world and why should we care?". There is a small portrait of Don Richardson on the right side of the poster, with the text "with Don Richardson" below it.

Sat. 16 May – 9am to 3pm

Venue: **Eastgate Christian Centre**
5 Ben Lomond Cres., Pakuranga

Cost: \$40 (\$30 for MI Members & students)
IF paid before 30 April. Lunch provided.

After 30 April: \$60.

Register: email: info@missions.org.nz.

Phone: 275 8333.

Sun. 17 am – Auckland Bible Church – Directions: www.abcchurch.co.nz/about_direct.htm.

7: pm – Northcross Community Church – 826a East Coast Road, Browns Bay. (*Perspectives* gathering.)

Tues. 19 – Laidlaw College Chapel (Note: this is NOT a public event)

Call 2 All



I have checked this out and it looks to be very significant.

It would be good to see a group of Kiwi leaders attend this gathering – not only for the international contacts, and so that you can spread the content around back here in NZ, but also for the fellowship and strengthening of the bonds of unity among NZ Christian leaders. I urge you to check out the web-link for yourself, and consider attending the conference in Hong Kong if at all possible. Please contact David Hall or David Cole if you have any questions.

- Glyn Carpenter, Director Vision Network

More than 80 Top Christian Leaders Presenting In Hong Kong...

Eighty plus of the most effective Christian leaders from across five different continents will be holding workshops at the [Hong Kong Call2All Congress](http://www.call2all.org).

The workshops will fit into 7 categories built around the spheres of influence in society.

Workshops

Hands-on workshops affecting every sphere of society, below are just some of the many workshops offered - for a full list go to www.call2all.org (Please note, at this time workshop titles and presenters are subject to change.)

Economics

Business As Missions • The Role of Commerce in Finishing the Great Commission
• Transformational Leadership: The Missing Link • Funding the Great Commission...

Government

4k: Mapping the Great Commission • Healthcare and World Missions: Care for All
• Mercy & Disaster Relief • Justice Ministries: Setting the oppressed free...

Religion

Making Truth Stick • Understanding the Muslim World • 24/7 Worship and Prayer
• Dynamic Church Planting • City Transformation...

Family

The Home/ The Key to Missions • Mentoring Women • Fathers Heart
• Generations of Destiny • Living in the Call...

Media, Arts & Sports

Global Tele-Presence • 21st Century Evangelism • Creative Sports Evangelism...

and much more

Some of the Presenters...

Karl Bandlien • Stephen Bauman • Bob Borchardt • Al Caperna • Derek Capps • Ronnie Cheng • Valiant Cheung • Samuel Chiang • Gideon Chiu • Carl Choi • Loren Cunningham • Steve Douglass • Dick Eastman • Paul Eshleman • Steve Goode • Stuart Greaves • David Hamilton • Linda Hartzell • Andrew Ho • Peter Ho • Allen Hood • Kent Humphreys • Cindy Jacobs • Chin Jo • Denise Jordan • Dale Kauffman • Samuel Lau • Keith Lee • TK Leung • Daniel Lim • Agnes Liu • Eddie & Louisa Ma • Jaeson Ma • Scott Norling • Abraham Poon • Graham Power • Chuck Ripka • Gwen Shaw • Ed Silvano • Gary Skinner • Patrick So • Kevin Stark • Jimmy Stewart • Ricky Szeto • Ford Taylor • Devi Titus • Francis Tsui • Thomas Wang • Eric Welsh • Bruce Wilkinson • Avery Willis • Dean Wright • Jenny Yung...

Rev. Dr.
T. Wang



Steve
Douglass



Cindy
Jacobs



Dr Joon
Gon Kim



John
Dawson



Member Care

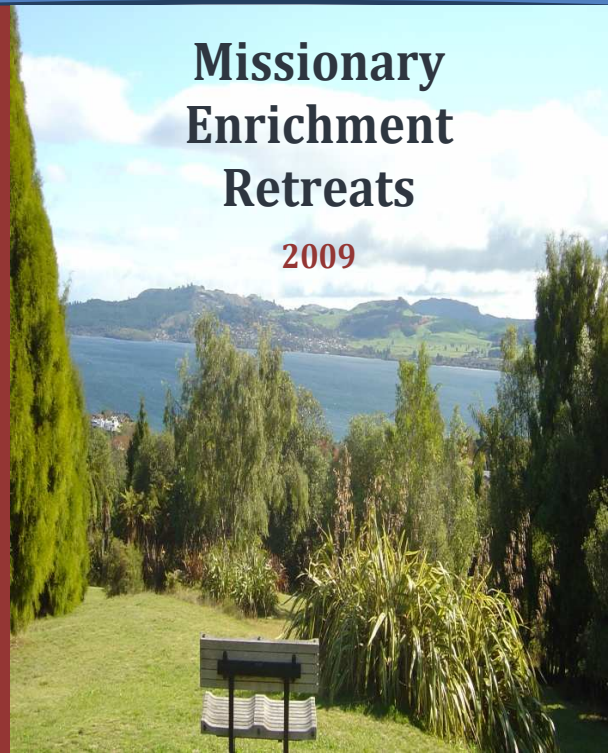
Conclusions

- Overall, there emerged a very clear picture of the most important competencies for missionaries. While each role may also require some unique competencies, we have a solid basis on which to assess a person's fit for the general role of missionary.
- There were found to be some differences in perspectives on what the 'ideal' missionary should be able to do well. In this study, host nation colleagues gave greater emphasis to 'Presenting and Communicating' and to 'Formulating Strategies' than did expatriate missionaries. This suggests that host nation colleagues may have a higher level of expectation than expatriates that work will be strategic and that communication and training will be key activities.
- The results suggest that host nation colleagues may be a slightly more salient source of reinforcement for missionaries than expatriate colleagues. This may be because of proximity. Missionaries may not work with (m)any expatriate colleagues, but they all have host nation colleagues, whose day to day company and shared goals, and appreciation of the work they do, may be more influential 4 on missionaries' satisfaction and engagement than expatriate colleagues seen less often. Another possible explanation is the motivation that missionaries have, to serve and work with host nation people. It is therefore not surprising that aligning with host nation goals and values and having the abilities that are valued by host nation colleagues may offer more 'rewards' to the missionary.
- This present study suggests that improved individual well-being may be a by-product of good person-job fit. It may be that those missionaries who are able to maintain the big picture of why they are there, and who are aligned with host nation colleagues' expectations that they will work strategically and will effectively present and communicate information, may experience more work engagement, job satisfaction and satisfaction with life. Implications for practice
- Overall, much of the literature and research to date on missionaries has had an individual well-being focus. The fit of individuals with the role of missionary offers possibilities for selecting individuals who will experience job satisfaction because they are good at the job. Understanding the requirements of a role and the individual's areas of fit and mismatch also offer potential to be used in training and development.
- Any missionary role may be perceived differently by expatriate missionaries and host nation colleagues. To what extent is the perspective of host nation colleagues included when a role and the qualities needed in the missionary who would come to that role are being worked out?
- What can we learn from host nation colleagues about how missionaries should go about their work? Development theory and practice identify alignment with host nation priorities as essential for effectiveness. This suggests that anything about mission work that ignores host nation perspectives will make it harder for what we do to be taken up and continued by host nation colleagues. The long term impact of missionary work is likely to be enhanced by more attention to host nation colleagues' input. Please feel free to contact me with any questions or discussion.

Jenny Manson pprofiles@maxnet.co.nz - 11 March, 2009

Missionary Enrichment Retreats

2009



MAY retreat: 3rd – 8th May 2009

Location: Lake Taupo Christian Camp

Cost: \$350 per person

OCTOBER retreat: 27th Oct – 1st Nov 2009

Location: Lake Taupo Christian Camp

Cost: \$350 per person

Whatever your role, wherever in the world
you have been serving, mission service is unique
in the stress and blessings it brings

The complete MER double-sided brochure is available
from MI, various mission agencies and the Feb. 09 MI
Bulletin Supplement. Please help get the word out on this.

Mission Prayer / Fellowship Gatherings

Balmoral (Auckland):

Johannes Balzer - johannes@interserve.org.nz

Christchurch:

Max Palmer - max@lr.org.nz

Manukau City:

Wayne Freeman - wayne_freeman@wycliffe.org

Nelson

June Borlase – 544 7060

Barbara Doig - barbaradoig@clear.net.nz

North Shore:

Richard Hemmingsen – richardh@sga.org.nz

Phil Richardson – phil.richardson@ihug.co.nz

Penrose (Auckland):

Graeme Lee - admin@edc.org.nz

Tauranga:

James Muir - james-muir.aonz@clear.net.nz

Note: If you know of other regular **Missions Prayer / Fellowship Gatherings** around NZ, please let us know so we can encourage others to participate as well.