

# Church-Based Care 101

## Essentials of Care Through the Stages of Missionary Life

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## About the speaker

Janeen Davis, *PsyD, MFT*, began serving overseas in 2007. She has lived in several Asian countries and supervised a Member Care team that supported over 1,000 ministry workers.

In 2021, she founded [Purpose & Peace Solutions](#), where she maintains virtual counseling services for global missionaries and stateside individuals, while also serving as the Director of Counseling for a local church.

Janeen is the Master Trainer and Practitioner for [Peace Pursuit International](#) and provides advanced training and consulting for local and international ministries who desire to improve in biblical conflict resolution, healthy teaming practices, and effective member care support.



# What are the stages of the M life?



**Forming:**  
team members  
first come  
together as  
a team.



**Storming:**  
teams discover  
teamwork  
is more difficult  
than expected.



**Norming:**  
the team moves  
beyond the storming  
stage and begins to  
function as a team.



**Performing:**  
functioning as a  
high-performance  
team.



**Adjourning:**  
breaking up  
the team  
when the task  
is complete.

**Tuckman's Model for Team Development.** (Some teams NEVER reach the Norming Stage. Many M's return to the Storming Stage over many seasons of their ministry. Because transition is a constant part of M's life, many live in the Forming and Storming stages, but may never enjoy the experience of the Performing stage. Many M's experience this version of Adjourning where their role as an M and all related support and acknowledgement ends when they get on a plane to leave the field.)

#### REFERENCE

Tuckman, B.W., & Jensen, M.A. (1977). Stages of Small-Group Development Revisited. *Group & Organization Management*, 2(4), 419-427.  
<https://doi.org/10.1177/105960117700200404>

# What are the stages of the M life?



**Pre-Field**  
Idealist  
or  
Ignorant



**Arrival - Year 2**  
Learner  
or  
Survivor



**Year 2 - 7**  
Established  
or  
Workaholic



**Year 7 - Infinity**  
Experienced  
or  
Pessimistic



**Oldtimers**  
Learner  
or  
Know-it-all

**The 5 Stages of the Missionary Life Cycle.** (I like this model because it acknowledges the opportunity for health or unhealth in every stage of life)

#### REFERENCE

Trotter, J. (2019, January 31). The missionary life cycle (in five stages). *A Life Overseas*. <https://www.alifeoverseas.com/the-missionary-life-cycle-in-five-stages/>

# What are the stages of the M life?



**Recruiting and Calling**



**Arrival on the Field**

culture shock will occur



**Becoming Productive**

distinct needs during the first 5 years



**Parenting TCKs**



**Productive Work at Home**



**Training**



**Re-Entry**



**Understanding the Missionary Life Cycle.** (I like this model because it offers practical needs for support in each stage of life, and it acknowledges the critical stages on the front and back side of missions ministry. Instead of Re-Entry focusing on an end to their M ministry, it focuses on the entry into a NEW season of adjustment and reverse culture shock.)

**REFERENCES**

Johnson, A. (February 7, 2022). Understanding the Missionary Life Cycle - Part 1. *The Messenger*. Mission Resource Network. <https://www.mrnet.org/mc-blog/2022/02>

Brazle, M. (March 1, 2022) Understanding the Missionary Life Cycle - Part 2. *The Messenger*. Mission Resource Network. <https://www.mrnet.org/mc-blog/2022/03>

## Hours of Global Missionary Care

2-year Summary Reports



**Most important** is to expect needs to change unexpectedly.

•**Be alert** for triggers: transitions, relational conflict, isolation, medical problems, new/departing teammates.

•**Communicate** realistic expectations to M's that they will struggle and that's okay.



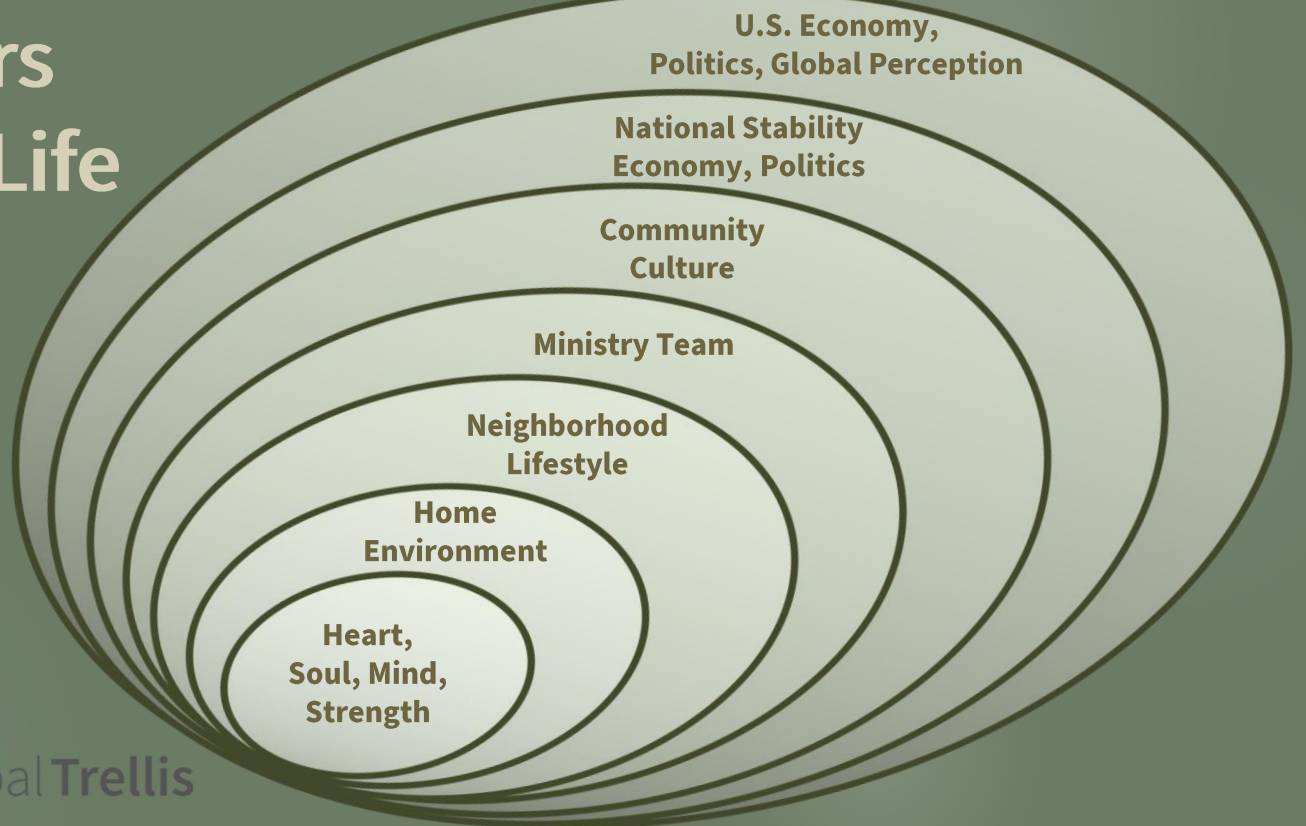
# Adapting Care to Unspoken Needs



People in the midst of overwhelm or trauma are hindered in their creative problem-solving abilities. THEY are not the ones who should be expected to identify that they need help, or to determine what type of help they need.

**Don't trust the monthly prayer update / newsletter** to tell the whole story. For more on this, see notes from "Embracing the Whole Missionary" workshop addressing problematic barriers to authenticity and confession.

## Layers of M Life



### Layers of Cross-Cultural Life

So much going on **inside** of us that could take ALL our energy, but that's not all we must consider. **Challenges** in any of these areas can **define** our whole experience. Strength or Weakness in any of these layers will impact the others, mostly from outward to inward, but inward 4 layers can have bidirectional effects.

Essential Church-Based Care means **KNOWING** what each of these layers look like for the M's you're supporting.



# Essentials for Effective Care

- ✓ Be aware of the possible stages
- ✓ Be aware of the common struggles
- ✓ Match the care to the needs (1Thes. 5:14)
- ✓ They need our presence more than presents
- ✓ Resist the temptation to assume.....
  - If they need help, they'll ask for it
  - Once they get through a stage, they don't return
  - What they say represents the whole story
  - Healthy Christians naturally get healthier
  - They are aware of what is affecting them
  - Their needs only exist on the M field



# Essentials for Effective Care

- ✓ Have a clear definition and philosophy of MC
- ✓ Communicate and review expectations
- ✓ Detach care from consequence
- ✓ Follow through on commitments
- ✓ Designate a dedicated liaison
- ✓ Build trust and relationship outside of crisis
- ✓ Model and invite transparency
- ✓ Increase support during transitions

# Essentials for Effective Care

## ✓ Be patient with their processing

- Disenchantments
- Disorientations
- Disappointments
- Discoveries

## ✓ Establish required, intentional routines:

- Regular, restful home assignment
- Quarterly, confidential check-ins
- Structured discipleship and accountability with specific questions

## ✓ Support goals and growth outside of ministry:

- Short-term and long-term goals
- Affirm interests and development outside of M-work
- Encourage post-field planning



**Processing:** (credit to previous reference: *Understanding the Missionary Life Cycle*. The Messenger)

## Strategies for Church-Based Care



### ✓ Know the main challenges and needs

- Learn through conferences, surveys, and reports
- Ask your M's directly about all layers of their life

### ✓ Match your training with prominent needs

- The more actionable and specialized, the better the training
- Solicit feedback from your M's on their experience receiving care

### ✓ Refer to specialists for specialized needs

- Offer counseling intensives or soul care retreats
- Send specialists to them on the field – e.g., team retreats
- Don't assume generalists can be effective at 10 different specialties
- Effective care is a worthwhile investment. Don't go cheap.

# Trainings for Church-Based Care

## ✓ Healing the Wounded Heart

- Trauma Healing Institute's core curriculum
- **Skills:** Be present with hurting people, guided grief and lament validate heart wounds and pain, listen and reflect, decrease advice and quick fixes, variety of processing activities

## ✓ Resolve Relational Problems, Reframe Expectations

- Peace Pursuit's Essentials Video Course for ministry teams and the Coach and Mediator Training for care-givers and leaders
- **Skills:** Clear, biblical, step-by-step process to reframe, repent, forgive, and resolve relational wounds, first before God and then with others.

## ✓ The Purity Pandemic

- Customizable, but essential training and education about the prevalence and nature of pornography and other maladaptive behaviors.
- **Skills:** Become comfortable discussing and addressing these issues.



### **The Purpose & Peace Model for Church-Based Care**

Core training curriculum, supplemented by continuous trainings, modeling, shadowing, and supervision.

<https://www.purposeandpeace.com/Church-Counseling>

# Core Skills for Church-Based Care

## ✓ Case Conceptualization

- Don't fix the problem until you understand the problem
- Respect the client's goals and plan the route from A to B

## ✓ Focus on Them, Let Them Do the Work

- Only share your story in small pieces, and only if it's clearly helpful with the struggle they're discussing
- Ask, don't tell. Instead of quoting Scripture, ask, "What do you think God thinks about that?" and "Does the Bible say something about that?"
- Resist requests for advice. Help them explore options, resources, mentors, and ways/people to ask for help.
- Build on their strengths: "What have you done in the past that worked?"
- No lecturing. Stay curious. "What do you think is making it hard for you to talk to God about this?"

## ✓ Silence

- Resist temptation to offer multiple-choice answers to your own questions
- Let them think. Let them feel. Let there be quiet. Wait for them to talk.



Primary training needs of new counselors that we focus on repeatedly until these core skills are instilled.



# Resources for Church-Based Care

- ✓ **Theories of Counseling, Philosophy of Member Care**
  - Clinical, Biblical, Integrated. No haters please.
- ✓ **Practical Counseling Tools**
  - What books are helpful for counselors to meet the MAIN needs?
- ✓ **Discipleship Tools**
  - What are the best books, apps, resources to give M's?
- ✓ **Debriefing and Spiritual Retreat Resources**
  - Structured, self-guided tools for M's



## A Resource Collaboration

Please do not flood this list with every book in your library. It isn't meant to be an exhaustive, comprehensive list of everything. Contribute your most valuable books, articles, and practical resources that you have FOUND most effective in training church-based care, or in serving M's.

Follow the template by providing a brief description of the resource, or the types of M needs it can be useful to address.

[https://docs.google.com/document/d/1IUU58Fm2bSLAqzuvlg8jXlhkvveMRd\\_s6xGzduV-nVw/edit?usp=sharing](https://docs.google.com/document/d/1IUU58Fm2bSLAqzuvlg8jXlhkvveMRd_s6xGzduV-nVw/edit?usp=sharing)

# Improve Church-Based Care

## Join the Thrive Outcomes Project

- Part of the *Shared Foundations Initiative*
- Sponsored by Missio Nexus
- Managed by Mission Training International
- Aims to gather the voices and wisdom of the Member Care/ People Care Community to answer the question:

*“What leads to thriving?”*

The goal is to produce an evidence-supported document that can be endorsed by the global Member Care community, which can establish a clear and shared philosophy of member care, and which will foster higher levels of coordination and quality.

Participate or stay informed about this Initiative at:

[www.mti.org/sharedfoundationsinitiative](http://www.mti.org/sharedfoundationsinitiative)



To Learn More...

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