Report 2.0 on the 2015 CMDA Healthcare Missionary Launch Survey

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NEED

PRISM Survey 2011
“The biggest perceived challenge [to medical missions] is not enough qualified workers. Highly visible, large conferences generate thousands of responses from enthusiastic young health professional students expressing interest in cross-cultural service; but only a handful of these ever actually persevere through to actual long-term commitment. Why is this so? How to close this huge “interest to commitment gap” should be a high priority for the missions community.”

Ralph Winter, founder of the U.S. Center for World Mission
“Only about one out of a hundred ‘missionary decisions’ results in actual career mission service.”
INTRO

Email from Dr. David Stevens sent twice in April 2015 to 1,609 on CMDA e-pistle list

“CMDA hosts a summit ... [with] representatives from 75 organizations to network, cross-pollinate best practices, discuss issues and learn how to be more effective....

A focus this year is to learn how to more effectively recruit and launch healthcare professionals and their families. You are the experts who can tell them how to do it. Taking this 10-minute survey before April 30 will help recruit and launch staff to join you.”

DESIGN

• A workgroup of CMDA members at In His Image (one MK, a former missionary, two residents, two psychologists, an administrator) developed the initial open-ended survey and received 20 responses back from current medical missionaries.
• Then that workgroup took those open-ended responses and created a Likert-scale draft survey.
• This draft survey was tested and revised using responses of an additional 12 current or recent long-term medical missionaries.
PRESENTATION

• Survey Monkey via a web address so others could take it who were not on the email list
• Factors and hindrances were presented to each person in random order
• Survey did not use any Christian or mission words to protect those in restricted access countries

EXAMPLE

“When you were first deciding about going into long-term service internationally, there were likely factors that helped or hindered your journey. Please rate the following 18 factors as not significantly helpful or definitely significantly helpful for you launching long-term, e.g.

<table>
<thead>
<tr>
<th>Mentor(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
</tr>
<tr>
<td>C</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Supportive spouse (or potential spouse)</th>
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</thead>
<tbody>
<tr>
<td>None</td>
</tr>
<tr>
<td>C</td>
</tr>
</tbody>
</table>
DISCLAIMER

• Retention is more important than launching. PRISM and MedSend surveys covered retention already.

• Two Launch survey comments:
  “Launching is one thing. Sticking it out is another. You can launch a thousand ships, but if they all sink in the harbor, you just cluttered up the harbor and got nowhere.”

  “For me, it's not about more people, it's about suitable people. I've been supervising missionaries for 15 years and would prefer less who stay longer and accomplish more.”

DEMOGRAPHICS CMDA SURVEY

• 253 Responses
• Male 63%, Female 37%
• Passport country USA 89%, all others less than 5% each
• Destination Region First Launch
  Sub-Saharan Africa 43%
  South Asia 10%
  Rest less than 10%
• Currently a long-term: yes 63%, no 37%
SPECIALTIES

36% Family Medicine
15% Surgery
13% Pediatrics
7% Nursing
6% Obstetrics and Gynecology

rest 5% or less

MISSIONNEXT (MN) SURVEY

• Revised with counsel from MissionNext (MN) and The Traveling Team
• Revised after reviewing answers from CMDA survey e.g. “When this survey is adapted and done with long-termers who are not in healthcare, are there any survey changes you suggest to make it more effective?”
• Sent early June to agencies who are members of MissionNext and Missio Nexus with request they send to all their missionaries (not just healthcare like CMDA survey)
• Invited responses from readers of Brigada and Ask a Missionary e-newsletters
• Closed survey after two months
DEMOGRAPHICS MN SURVEY

- 466 Responses Male 53%, Female 47%
- Passport country USA 84%, all others less than 5% each
- Destination Region First Launch
  - Western Europe 17%
  - Sub-Saharan Africa 15%
  - South Asia 10%
  - East Asia 10%
  - Rest less than 10%
- Currently a long-termer: yes 75%, no 25%

LIMITATIONS

- Participants
  - CMDA: only six non healthcare spouses
  - Missed those in restricted access countries who did not want to risk being identified with survey
  - Different people and different generations understand terms like mentoring or coaching differently
- Analysis
  - Simple comparisons of percentages from subsets
  - Potential for future: ANOVA comparisons, data mining
- Recall bias
OTHER LIMITATIONS

• Survey options
  – Based on initial open-ended survey with 20 responses
  – May have missed factors such as passion for justice, call to domestic missions

• Culture
  – Most respondents middle class North Americans with university education
  – Thus, corresponding factors are more individualistic than group-oriented, e.g. decision making, support-raising

GENERATIONS

Generational characteristics will not fit every person born during the same time period.
• Geography may make a difference. Attitude and values of a previous generation linger longer in rural areas.
• Personality types and family dynamics influence individual attitudes and behaviors
• Generations overlap at the end points, divisions are not hard and fast
GENERATION RANGES

- Millennials* 20-37 yrs. old as of 2015
  Note: CMDA had no respondents 20-26 yrs. old
- Gen Xers* 38-50 yrs. old
- Boomers born 51-69 yrs. old
- Builders 70+ yrs. old

* Note classic Millenial/Gen Xers are 3 yrs. different than above, i.e.
  20-34 yrs. old/35-50 yrs. old
The adjustment was made for this report to have enough respondents in
“Millennial” category for meaningful comparison

RESPONSES NOT ANALYZED

- Only anticipated going one or two years when they launched
- Only did short-terms
- Launched first to North America
- Duplicates (identified by email or IP address)
- Builders (29 CMDA and 23 MN). But their comments were retained.
RESPONSES CMDA

- 39 Millennials
- 54 Gen Xers
- 84 Boomers
= 177 Total Analyzed

Margin of error 7.1%

RESPONSES MN

- 60 Millennials
- 69 Gen Xers
- 170 Boomers
= 299 Total Analyzed

Margin of error 5.7%
Positive Factors

FACTOR #1

Guidance or call from God

<table>
<thead>
<tr>
<th>None</th>
<th>Helped a little</th>
<th>Helped some</th>
<th>Helpful</th>
<th>Very helpful</th>
</tr>
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</table>

98% Guidance or call from God
i.e. 98% of responses analyzed were Helpful or Very Helpful.

Comments:
“The only thing to overcome all the obstacles is a deep conviction of God's leading plus the opportunity to see real needs and practical ways to meet them. A half-hearted conviction is not enough.”
“Does deep conviction come through prayer and/or other means?”
FACTOR #2

CMDA  89% Desire to share the good news
     84% Millennials
     92% Gen Xers
     89% Boomers
MN   91% Desire to share the good news
     83% Millennials
     90% Gen Xers
     94% Boomers

One millennial wrote:

“At first sharing the gospel sounded like proselytizing on the street, which I don’t like. But I am drawn to using my skills to build relationships and sharing the good news through authentic conversations.”

FACTOR #3

CMDA
     86% Desire to provide healthcare to underserved
     86% Millennials
     87% Gen Xers
     84% Boomers
MN
     62% Desire for practical service to underserved
     83% Millennials
     54% Gen Xers
     58% Boomers
FACTORS #4-6

77% Supportive friend(s)
72% Supportive spouse (or potential spouse)
70% Supportive family

WHICH ARE FACTORS #7-8?

Consider these seven factors and check your estimate of the two factors CMDA respondents found most helpful ...

- Conference(s) about international opportunities
- Mentor(s)
- Personal interaction with long-term worker(s)
- Reading biographies of long-termers
- Sermon(s) or worship or other with my church
- Short-term trips two weeks or less
- Supportive agency, leader or team to join
PERSONAL CONNECTION

What percentage of MN respondents indicated they had personal connection to long-term workers before they launched themselves e.g. parents, relative, close friend…

A. 0-25%
B. 25-50%
C. 50-75%
D. 75-100%

MOBILIZER EFFECTIVENESS

For those who joined an agency when first launched, estimate how many MN respondents considered the mobilizer-recruiter helpful in the decision process to go:

A. 0-25%
B. 25-50%
C. 50-75%
D. 75-100%
Choose your answers to the last three questions before continuing.

FACTORS #7-8
THAT IS, “THE SWING VOTES”

The next two factors CMDA respondents found most helpful...

- 43% Conference(s) about international opportunities
- 47% Mentor(s)
- 70% Personal interaction with long-term worker(s)
- 54% Reading biographies of long-termers
- 47% Sermon(s) or worship or other with my church
- 53% Short-term trips two weeks or less
- 69% Supportive agency, leader or team to join
CONFIRMED BY AUSTRALIAN STUDY

In 2013 semi-structured interviews of 42 missionaries between 24 and 49 years old were done by three faculty at Sydney Missionary and Bible College.

*In deciding to launch long-term, 100% of interviewees were influenced by missionaries. No other factor was over 50%.*
- informal talks after home assignment presentations.
- short-term trips to see missionaries in their day-to-day ministries and how they too could be missionaries

*In selecting an agency,* more than half of the interviewees chose on the basis of a positive relational connection with missionaries and agency representatives. “The thing I really liked was that he never pressured us to join his agency.”

PERSONAL INTERACTION AND CCHF SURVEY


Over 80% of students who
- did a rotation *early in their training* with a Christian physician who is practicing quality medicine and integrating his/her faith in their medical practice and who
- attended a healthcare missions conference
chose a path to serve the poor through missional medicine for a significant portion of their careers.
SUGGESTED APPLICATIONS

70% Personal interaction with long-term worker(s)
69% Supportive agency, leader or team to join

1. Missionaries on home assignment may be more effective at mobilizing than stateside based mobilizers.
2. Missionaries who host short-term teams should build in small group or one-on-one time with those willing to explore long-term.
3. Missionaries who meet an aspiring long-term should continue that relationship via long-distance mentoring.

PERSONAL CONNECTION

What percentage of MN respondents indicated they had personal connection to long-term workers before they launched themselves e.g. parents, relative, close friend…

A. 0-25%
B. 25-50%
C. 50-75%
D. 75-100%

Answer: 57%

10% Parents
17% Other Relatives
14% Close Friends & Went to Join Them
41% Close Friends Somewhere Else
MOBILIZER EFFECTIVENESS

For those who joined an agency when first launched, estimate how many MN respondents considered the mobilizer-recruiter helpful or very helpful in the decision process to go:

A. 0-25%
B. 25-50%
C. 50-75%
D. 75-100%

Answer: 41%

36% Millennials
33% Gen Xers
45% Boomers

MULTIPLE MOBILIZERS

MN Survey: If you joined an agency, did you have previous contact with a mobilizer/recruiter from a different agency before you had contact with the agency you later joined?

A. 0-25%
B. 25-50%
C. 50-75%
D. 75-100%

Answer: 42%

48% Millennials
31% Gen Xers
44% Boomers
MOBILIZER HELPED

CMDA Survey Comments

“I was very impacted by the humility and approachability of several of the career MD’s and nurses I met with my organization, as well as their genuine interest in what God was doing in my life at the time. It was a large factor in my choosing to join this organization.”

“The recruiter was very patient and walked with us over the course of several years of discernment.”

MOBILIZER DID NOT HELP

CMDA Survey Comments

“I contacted workers from two agencies, one didn't have time to answer my questions and the other did. I ended up with the one who had the worker who fielded my questions. I would strongly suggest that all workers be ready to help people interested in missions.”

“Had contacts with multiple mobilizers, they were more obstructive than helpful.”

“Our mission has definitely improved in their recruiting process.”
SURVEY CONCLUSION #1

Effective launching is more relational than informational

FACTORS #9-16

54% Reading biographies of long-termers
53% Short-term trips two months or less
47% Sermon(s) or worship or other with my church
47% Mentor(s)
43% Conference(s) about international opportunities
39% Short-term trips two months or more
36% Perspectives course or other m. course
31% Sermon(s) or worship or other with campus ministry
MENTORS (CMDA SURVEY)

CMDA Helpful/Very Helpful 47%
  46% Millennials
  55% Gen Xers
  42% Boomers

CMDA No Mentor 16%
  16% Millennials
  11% Gen Xers
  18% Boomers

MENTORS (MN SURVEY)

MN Helpful/Very Helpful 51%
  70% Millennials
  37% Gen Xers
  50% Boomers

MN No Mentor 17%
  5% Millennials
  19% Gen Xers
  20% Boomers
MENTORING/COACHING

Recommendations:
Assuming that any experienced missionary can mentor is like assuming anyone who speaks English can teach it effectively. Much of this can be coaching - may need more than one coach for different areas.

Mentoring: Follow mentee’s agenda
Good match of mentor and mentee so expectations are in harmony
Long distance: start with practical topics. Later deeper issues.
In person: frequent, listen well, find a book to work through together, discuss heart issues, be available by phone, text, social media

MENTORING NEEDED

CMDA Survey Comment
“Mentorship, mentorship, mentorship; There are too many siren songs to pull those that indicate desire to serve away from their track. This is the HUGE opportunity to bring 10 times the number to service.”

Recent MedicalMissions.com e-newsletter results
• Over 100 asking for a mentor
• But only 15 offering to become a mentor
MEDICALMISSIONSMENTORING.COM

This mentoring ministry seeks to match a mentor with someone who aspires to become a healthcare missionary. This will not be time consuming. Connect monthly by phone, Skype, email or in person. After six months decide to continue or not.

Here are the steps to get started

1. Update your MedicalMissions.com profile
   Optional first step in the process: check "I work in a secure area" so your information can only be accessed by mentors and mentoring administrators.

2. Tell us about your interests and experiences

ASKAMISIONARY.COM

175+ questions
600+ answers to those questions
8,000 unique web visitors per month
2,000 subscribers to quarterly e-newsletter

Answers from experienced missionaries about:

- **Guidance**
  - calling, country choice, fear, obstacles, parental opinions

- **Funding**
  - support raising, financial need, retirement, debt, options

- **Mission Agencies**
  - how to select, denominations, going independently, why join

- **Singles/Families**
  - spouse differences, children, dating, single on the field

- **Training**
  - preparation, degrees, bible, language, cultural, mentors

- **Professional Skills**
  - healthcare, education, business, engineering
ASKAMISSONARY HEALTHCARE

“I’m just beginning university and I’m interested in healthcare. Do you recommend I become a physician, nurse, nurse practitioner, or physician’s assistant?”

“I’m a medical student. What specialty do you recommend for healthcare missions?”

“I’m in nursing. Should I get further training in community health, home health, pediatrics, or obstetrics, etc.? Should I get a master’s degree? Should I get hospital experience here before I go overseas?”

“I’m a resident physician. Should I get more clinical experience here before I go overseas? What about an MPH? Should I do a fellowship in infectious disease? Can a physician be “too” trained?”

CONFERENCE(S) OR RETREATS

CMDA Helpful/Very Helpful 43%
   41% Millennials
   53% Gen Xers
   37% Boomers

MN Helpful/Very Helpful 39%
   33% Millennials
   25% Gen Xers
   47% Boomers
SHORT-TERM TRIPS TWO MONTHS OR LESS

CMDA Average number of these trips 3.0 / 21 % did zero trips
4.5 Millennials / 3% did zero trips
3.6 Gen Xers / 11% did zero trips
1.9 Boomers / 36% did zero trips

CMDA Helpful/Very Helpful 53%
57% Millennials
62% Gen Xers
46% Boomers

SHORT-TERM TRIPS TWO MONTHS OR LESS

Hong Kong study facilitated by WEC

A total of 193 respondents from 16 missions organizations who went on trips Oct 2012 – Sep 2013. Average age 33. Most single and had university degree.

Surveyed how likely was it that participants would go onto long-term before the trip – and after the trip.
Result: the short-term had only a minimal effect on their sense of calling to long-term
SHORT-TERM TRIPS TWO MONTHS OR LESS

Hong Kong recommendations:
- Participants go as an individual rather than in a team;
- Participants live with the missionary on the field;
- Give the greatest possible exposure to the three most challenging elements of long-term missionary work – culture, language and interpersonal relationships;
- Keep realistic expectations of the short-term in terms of God’s guidance.

SHORT-TERM TRIPS TWO MONTHS OR LESS

Suggestions from CMDA Medical Mission Summit:
- Don’t just use short-termers to only do menial tasks, but take train them in concepts about global missions and transferrable skills. Respect their time and investment.
- Provide some fulfilling interaction with nationals
- During the short-term interact with missionaries and long-term opportunities
- Multiple follow-ups after trip
**SHORT-TERM TWO OR MORE MONTHS**

CMDA Average number of these trips 0.8 / 53 % did zero

CMDA Helpful/Very Helpful 39%

17 of 19 Millennials SP PRP Helpful/Very Helpful 89% e.g.

“Thanks to Samaritan’s Purse Post Residency Program (SP PRP) for quickly connecting us to a location, providing financial assistance and reliable support, easing the visa application, and so much more.”

**Other comment:** "Somehow convince those who go that that they should go indefinitely, not ‘We'll go for two years and see how it goes.’ Or the two years just ‘inoculates’ them: ‘Been there, done that.’

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**Hindrances**
HINDRANCES #1-10

Indicated Concern or Strong Concerns, e.g.

<table>
<thead>
<tr>
<th>Concern</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Raising financial support</td>
<td>22%</td>
</tr>
<tr>
<td>Concerns about being far away from family and friends</td>
<td>21%</td>
</tr>
<tr>
<td>Concerns for child(ren) or future children</td>
<td>20%</td>
</tr>
<tr>
<td>Long process/time before launching</td>
<td>18%</td>
</tr>
<tr>
<td>Student loans</td>
<td>16%</td>
</tr>
<tr>
<td>Fear of burnout</td>
<td>15%</td>
</tr>
<tr>
<td>Concerns about needing to learn another language</td>
<td>15%</td>
</tr>
<tr>
<td>Fear of isolation or loneliness</td>
<td>11%</td>
</tr>
<tr>
<td>Concerns for safety</td>
<td>11%</td>
</tr>
<tr>
<td>Difficult to find a good fit with a location or team</td>
<td>11%</td>
</tr>
</tbody>
</table>

HINDRANCES #11-20

<table>
<thead>
<tr>
<th>Concern</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Concerns about being a single and going long-term</td>
<td>8%</td>
</tr>
<tr>
<td>Feelings of inadequacy</td>
<td>8%</td>
</tr>
<tr>
<td>Health issues - personal or in my family</td>
<td>7%</td>
</tr>
<tr>
<td>Attracted by future opportunities (position, salary, etc.) if I stayed</td>
<td>6%</td>
</tr>
<tr>
<td>Objections from parent(s) and/or concerns for their health, aging</td>
<td>6%</td>
</tr>
<tr>
<td>Difficult to find a match with an agency/organization to send us</td>
<td>6%</td>
</tr>
<tr>
<td>Established where I was and I did not want to leave</td>
<td>5%</td>
</tr>
<tr>
<td>Objections from spouse (or potential spouse)</td>
<td>5%</td>
</tr>
<tr>
<td>Unsure of God's guidance or confirmation to go long-term</td>
<td>4%</td>
</tr>
<tr>
<td>Objections from friend(s)</td>
<td>1%</td>
</tr>
</tbody>
</table>
# FEAR OF BURNOUT

CMDA 15%
- 31% Millennials
- 13% Gen Xers
- 8% Boomers

MN 5%
- 16% Millennials
- 3% Gen Xers
- 2% Boomers

One millennial wrote:
We value work/life balance. The concept of rest is Biblical as shown by God in creation and throughout Christ’s ministry.

# STUDENT LOANS

CMDA 16%
- 34% Millennials
- 17% Gen Xers
- 7% Boomers

MN 3%
- 7% Millennials
- 3% Gen Xers
- 1% Boomers
### NO STUDENT LOANS

<table>
<thead>
<tr>
<th>Region</th>
<th>Millennials</th>
<th>Gen Xers</th>
<th>Boomers</th>
</tr>
</thead>
<tbody>
<tr>
<td>CMDA</td>
<td>29%</td>
<td>47%</td>
<td>73%</td>
</tr>
<tr>
<td>MN</td>
<td>61%</td>
<td>80%</td>
<td>83%</td>
</tr>
</tbody>
</table>

### STUDENT LOAN COMMENTS

CMDA Millennials 100% said MedSend was Helpful/Very Helpful

**Comments:**

“I do not know if we would have made it to the field if it were not for MedSend! I could see us getting established at home as we paid off loans and then comfortable, even though we had a strong call to go into missions.”

“We need more options for loan repayment while serving overseas. Many colleagues are delaying going overseas until loans are paid off as they are not comfortable with the duration of loan repayment with MedSend.”
HINDRANCES SUMMARY

Note: none above 25%

Comment:
“Ask Christians who aren’t going into long-term service internationally why they aren’t.”

One mobilizer estimates the main hindrances are:
Unsupportive spouse
Family health issues which arise
Losing vision during years of training (especially long for physicians)
Becoming entrenched in North America while paying off school debt

SURVEY CONCLUSION #2

Need multiple Relocating for the Gospel Surveys in 2016 to identify strong concerns that kept many from going, i.e. those who wanted to go and never did because of insurmountable obstacle(s) missed in this 2015 Launch Survey.

If you have a group to survey please contact launchsurvey@inhisme.org
Decision Stages

DECISION STAGES

58. Which stage(s) of your life were most significant in making the decision to go long-term? (check all stages that were significant)

- 45% Undergraduate
- 43% Teenage Years
- 42% Grad school/med school
- 29% Childhood
- 25% Career
- 22% Postgraduate Training e.g. Residency
- 18% Zero to 2 Years Before Launching
COMMENTS ABOUT STAGES

“Get the children early talking about missions before their minds get cluttered up by other stuff. Missionaries who will be honest about their struggles with teenagers. Appropriate short-term apprentices with long-termers instead of vacation teams.”

“Challenge young people before the ‘buts’ begin. Encourage conferences and web sites to see what God is doing already - those things all contributed strongly to my call.”

“We need more active recruiting by mentors, churches, other leaders of potential candidates. In high school, college, medical school, the usual path is ‘I'm good at x, maybe I'll try this profession’ What if at each phase others were watching, approaching, challenging students and professionals personally. ‘I noticed that you are strong in faith and good at x; have you considered cross-cultural missions as a career?’”

MULTIPLE STAGES

Comments:

“What helped me launch most was my desire to fulfill the commitment I made to God to serve Him as a child wherever He would send me. I was holding nothing back even after the many years of preparation.”

“What I noticed that you are strong in faith and good at x; have you considered cross-cultural missions as a career?”

“Strong CMDA student chapter.”

Average number of stages checked 2.3
SURVEY CONCLUSION #3

Launching is like a marathon.

WRAP UP
FOR MORE ON THIS SURVEY

Presentations Scheduled
   January 21 MissioNexus Webinar
   Article on this survey to be submitted to EMQ for possible publication late 2016

www.launchsurvey.wordpress.com
   MissionNext Launch survey: slides and executive summary
   Healthcare Missionary Launch survey: slides and executive summary
   References Cited
   Acknowledgements
   All comments entered by survey respondents
   Leave additional comments or questions
   Enter your email address to receive
      - future revisions of this Launch Survey report
      - report on upcoming 2016 surveys Relocating for the Gospel

LAUNCH SURVEY CONCLUSIONS

1. Effective launching is more relational than informational

2. Some obstacles may be almost insurmountable so in 2016 do multiple Relocating for the Gospel Surveys

3. Launching is like a marathon
IMPORTANT SURVEY COMMENTS

Pray for God's insight into the problem of too few workers.

Pray specifically and intentionally.

Pray. Revival is preceded by committed prayer.

Pray that the Lord of the harvest will send workers into His fields.