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.”
BACKGROUND

The 2015 Launch Survey of 253 medical missionaries (online at launchsurvey.wordpress.com) analyzed responses of three generations but could not identify the main hindrances to long-term service, probably because those respondents had overcome the obstacles.

INTRO

Email from Dr. David Stevens sent in March 2016 to 1,579 on CMDA Your Call e-list. Also listed in that newsletter twice.

“One purpose of CMDA, as well as the GMHC website and conference, is to support those who want to begin a journey into healthcare ministry, whether across town or across the world, whether to a safe neighborhood or a dangerous place. Please take this survey so we can learn how people may explore moving for ministry or missions. Your input will help CMDA and also help develop the GMHC website and future conferences. We only need brief responses and you may remain anonymous.

At the end of the survey we will give you the e-book Preach and Heal with revolutionary strategies by a young pioneer on the frontier of modern healthcare missions. This book by Charles Fielding MD is endorsed by Franklin Graham, Rick Warren and many others.”
DISCLAIMER

- 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.”

DESIGN

- A workgroup of CMDA members at In His Image (five residents, a psychologist, an administrator) developed an open-ended survey and received 13 responses from attendees to a MissionNext Forum and 29 responses from GMHC attendees
- Then that workgroup took those open-ended responses and created a multiple choice survey.
- The survey was tested and revised using responses from 14 additional resident physicians.
- Deployed via Survey Monkey, where appropriate questions were presented in random order.
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 21-35 yrs. old as of 2016
- Gen Xers 36-51 yrs. old

The above segments were used in this survey. Some authors use other ranges in their definitions.

Note: some responses may reflect stage in life more than generational differences.
RESPONSES

178 Total received responses from 1,579 emails sent
74 Responses not analyzed
   Duplicates (identified by email or IP address)
   Had previously relocated for the gospel
   Not a citizen of USA or Canada
   Not a Millennial or GenXer
104 Responses analyzed
   79 Millennials
   25 Gen Xers

LIMITATIONS

• Analysis
   – Simple comparisons of percentages from subsets
   – Potential for future: chi-squared analysis and also look
     for which concerns go together
• Small sample size with pre-existing interest in
  international medical missions
• Response rate: 11%
• Margin of error: +/- 11%
**DEMOGRAPHICS OF THE 79 MILLENIALS**

- Female 65%, Male 35%
- Passport country USA 99%, Canada 1%
- Attended Global Missions Health Conference in Louisville
  - 29% Three or more times
  - 19% Twice
  - 29% Once
  - 22% None
- Marital Status
  - 58% Married
  - 33% Single
  - 9% Engaged or in a relationship with a potential spouse

**SPECIALTIES**

- 44% Family Medicine
- 12% Surgery
- 8% Pediatrics
- 7% Nursing
- 5% Nurse Practitioner
- 4% Public Health

rest 3% or less
INTERESTS

Optional: what are the main areas in which you may want to serve if you would relocate for the sake of the gospel? (check one or more of the below)

73% Healthcare in a clinic
62% Healthcare in a hospital
48% Evangelism and/or discipleship
42% Community development
32% Church planting
22% Refugees or international students
18% Education
18% Trafficking

Strong Concerns
CONCERN #1

35% Strong concern about student loan(s)
Average loan balance for these at end of education: $200,000
Comments from 2015 Launch Survey:

“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 got 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.”

SIX PREDICTABLE CONCERNS

35% Student loan(s)
32% Raising financial support
27% Being far away from family and friends
26% My lack of experience and/or training
23% Fear of burnout
22% My children or future children
WHICH TWO ARE OTHER STRONG CONCERNS?
THAT IS, “THE SWING VOTES”

Check the next two concerns millennials probably selected:

- Difficult to find a good fit with a team or organization
- Difficult to keep up to date if I lived in another country
- God's guidance in a major decision is difficult to find
- If I would need to learn a new language
- I would relocate somewhere that is less safe
- If I would relocate where I may be lonely or isolated
- Objections from my parent(s)

Choose your answers to the last question before continuing.
WHICH TWO ARE OTHER STRONG CONCERNS? THAT IS, “THE SWING VOTES”

Two concerns CMDA millennials selected most from this list:

- ✔ 21% Difficult to find a good fit with a team or organization
- ❐ 9% Difficult to keep up to date if I lived in another country
- ❐ 15% God's guidance in a major decision is difficult to find
- ❐ 19% If I would need to learn a new language
- ❐ 15% If I would relocate somewhere that is less safe
- ✔ 32% If I would relocate where I may be lonely or isolated
- ❐ 14% Objections from my parent(s)

CONCERNS #1-6

Millennials (N=79)
35% Student loan(s)
32% IF I WOULD RELOCATE AND BE LONELY OR ISOLATED
32% Raising financial support
27% Being far away from family and friends
26% My lack of experience and/or training
23% Fear of burnout
22% My children or future children
SURVEY CONCLUSION #1

Help aspiring missionaries find a team to join so they won’t be lonely and isolated

CONCERNS #7-12

Millennials (N=79)
21% DIFFICULT TO FIND A GOOD FIT WITH TEAM OR ORGANIZATION
19% If I would need to learn a new language after I relocate
15% God’s guidance in a major decision is difficult to find
15% If I would relocate somewhere that is less safe
14% Objections from my parent(s)
9% Difficult to keep up to date if I lived in another country

GenX (N=25) major differences with millennials
39% DIFFICULT TO FIND A GOOD FIT WITH TEAM OR ORGANIZATION
26% Difficult to keep up to date if I lived in another country
4% Objections from my parent(s)
SURVEY CONCLUSION #2

Help aspiring missionaries find a good fit with a team and an organization even if that does not match your priorities

Strong Draws
EXAMPLE: DRAWS #1-2

86% Strong draw: God’s guidance through prayer

82% Strong draw: God’s guidance through Scripture

DRAWS #3-5

78% Desire to provide practical service to those in need

70% Desire to share Christ with others (but no specific group or city or country)

63% Desire to share Christ with a specific unreached group or city or country. Note: this is close but lower than the above.
DRAWS #6-8
“SWING VOTES”

41% If someone I know located somewhere else …
37% Encouragement from a pastor, mentor, leader or teacher
35% If friend would relocate to same place about same time …

SURVEY CONCLUSION #3

Encouragement from a pastor, mentor, leader or teacher can be the strong draw that helps someone launch
MENTORING

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

DRAWS #9-13

35% Passion for justice - note: this is lower than the previous 8
29% Desire for adventure
18% Encouragement from a friend or sibling
17% Encouragement from parent(s)
11% Ready for a change (e.g. after finishing education or military service or children grown, etc.)
MENTORING NEEDED

MedicalMissions.com e-newsletter results 2015
• 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 profile: 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
Connecting

HOW TO CONNECT?

Consider these nine connection points and check your estimate of the two main ways that *millennials* would like to learn about opportunities to relocate for the gospel.

- Conference
- Email
- Friend or family member
- Meeting at church
- Pastor, mentor, leader or teacher
- Personal interaction with someone already serving there
- Short-term visit to that location
- Social media
- Web browsing
HOW TO CONNECT?

Consider these nine connection points and check your estimate of the main ways that *millennial* respondents would like to learn about opportunities to relocate for the gospel?

- 67% Conference
- 53% Email
- 39% Friend or family member
- 32% Meeting at church
- 56% Pastor, mentor, leader or teacher
- ✓ 80% Personal interaction w/ someone already serving there
- ✓ 77% Short-term visit to that location
- 6% Social media
- 18% Web browsing

DECISION STAGES

Which stage(s) of your life or experiences have most significantly impacted your willingness to explore relocating for the sake of the gospel? (check one or more that were significant)

61% Undergraduate
48% Grad school/med school
47% Teenage Years
39% Postgraduate Training e.g. Residency
22% Childhood
10% Career

Note: above similar to the *2015 Launch Survey*
EXPERIENCES

Which stage(s) of your life or experiences have most significantly impacted your willingness to explore relocating for the sake of the gospel? (check one or more that were significant)

80% Short-term mission trip(s)
59% Global Missions Health Conference (GMHC)
42% Reading biographies
35% Mentoring relationships
35% Sermon(s) or worship or other with my church
25% Perspectives or other missions course
19% Other conference(s) besides GMHC
WRAP UP

FOR MORE ON 2015 AND 2016 SURVEYS

Presentation
2-3p Thursday November 10 in Louisville at Special Meeting just before Global Missions Health Conference begins and after exhibit set-up completed

Article
Evangelical Missions Quarterly  fall 2016

www.launchsurvey.wordpress.com
Slides and executive summary
References Cited
Acknowledgements
Leave additional comments or questions
More Relocation reports coming from surveys of non-medical respondents:
48 Boomers, 34 GenXers, 26 Millennials
Enter your email address to receive future revisions of these reports

launchsurvey@inhisimage.org
SURVEY CONCLUSIONS

1. Help aspiring missionaries find a team and not be isolated

2. Help aspiring missionaries find a good fit even if that does not match with your agency

3. Encouragement from a pastor, mentor, leader or teacher can be the strong draw that helps someone launch