



## Notice the Spheres

- The center is Master Care, God's care for His people.
- Sphere 2 has two parts—self-care and mutual care.
- Sphere 3 refers to Sender care, which refers to both the sending church and the sending agency.



- Sphere 4 refers to Specialist care, of which there are eight kinds:
  - 1. Pastoral/spiritual care (retreats)
  - 2. Physical/medical care
  - 3. Training
  - 4. Team-building/interpersonal



- 5. Family/MK (education options, marital enrichment and support)
- 6. Financial/logistical (retirement, medical insurance, etc.)
- 7. Crisis/contingency (debriefing)
- 8. Counseling/psychological care (screening, brief therapy)



## Sphere 5 – Network Care

- Think of this one as a link. The Member Care person has a large referral/resource file, and can link the member with someone who has the skill he needs. Suppose his child is deaf; what learning options are there? Ask Member Care!



## Case Study for discussion

- *A Korean family joined the Latin American Mission, hoping to go to a South American country and work with a multicultural group, while focusing on the Korean community there. Leadership on this field is primarily Latin, though there are some American colleagues.*



- *The HR person is from Mexico. This ethnic mix of members is frequently offensive to the Asian members (of whom there are only two families, the Korean family and a family from Japan).*



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- *Both of these families are accustomed to functioning under an authority structure very different, predictable, age- and status-sensitive.*

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- *While these two families are not close, the husbands do occasionally share their frustration at the bewildering and unpredictable administrative style they experience.*

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- *They simply don't know how to function in what seems to them to be a chaotic situation.*

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- ### Who gives care?
- There is no on-field member care person. What can the home office do?
  - What should the sending church do?
  - Who could you send to this field, if it seems wise to do that?

### Six Challenges

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- Increased conflict because of multicultural work groups and heightened levels of stress.
  - Increased need for cross-cultural sensitivity and skill. Workers are coming from many countries.

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- Increased need for practical godliness and spiritual maturity. What does godliness look like when surrounded by disease, famine, disaster, civil unrest, working under a corrupt government?

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- There is a need to accept restricted freedoms...we can't go wherever we would like, and do whatever we would like. How do we prepare people for living in such an environment?

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- How do we help people learn to live with increased danger and risk, chronic tension and uncertainty?

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- There is a need for highly refined interpersonal skills in order to work on multicultural, multigenerational teams.