

Concilium Personal Stay-Go Assessment Survey

Overview

This stay-go assessment survey is a reflective tool to help field personnel and their leadership assess personal stay-go decisions. This survey is intended to be used as a *barometer* to gauge the various pressures impacting team members and their families. When the survey is held and monitored over time, it becomes a great resource for benchmarking shifts in perspective, attitudes, and opinions that can directly impact the ability of the individual and their family to thrive and remain effective on the field.

It is noteworthy to add that this survey is intended not only for team members, but for their on-field family members (namely spouses and mature children) as well. It is recommended that both the team member and their family member(s) fill out the survey *separately*. This allows the family unit, as well as leadership, to better gauge the *impact* that risk is having on the entire family, and thus be good stewards of the entire family unit.

This survey can be used in conjunction with other Concilium tools such as the *Monthly Microtrend Inventory* and the *Thresholds for Departure, Benchmarks for Return* Document. Taken together, these tools are very helpful for monitoring and benchmarking changes in the threat landscape as well as the stress reactions being displayed by team members in light of the threat landscape.

Surveying Basic Needs

This survey is loosely based on *Maslow's Hierarchy of Needs* and addresses three key areas of need:

- Basic Needs (physiological and safety needs)
- Psychological and Spiritual Needs (need for love, belonging, and esteem)
- Self-Fulfillment (self-actualization for achieving full potential)



The intention of surveying these five basic needs is to identify concerns stemming from deficiency or deprivation as well as concerns for personal growth that may impact team members and their families. In so doing, the organization (as well as families themselves) can better steward their time, resources, and lives.

How To Use the Tool

The tool has been placed in a PDF format for ease of use. The table is broken into nine basic areas with corresponding questions. The far-right column is intended for users to type in their answers. Once the survey is completed by the individual, it is recommended that the individual email the completed survey to the organization POC who collects and/or reviews the forms. It is also recommended that team members and their spouses review their answers together to honestly assess how the other feels about the current situation.

Final Thoughts

While this survey is not all encompassing, it is hoped that it will serve as a resource that, in the spirit of Romans 12:2, helps gospel workers “prove what the will of God is; a will that is good for the individual, acceptable in their context, and perfect in God’s sovereignty.

General Safety and Security <i>These questions address feelings about the general safety and security one feels where they live and serve.</i>	How would you describe the current situation in your city with regards to security and risk?	
	Can you go out alone? Why or why not? Do you feel safe when you do so? Why or why not?	
Essentials <i>If any of these areas are lacking, most likely the individual/ family will not be able to thrive, and effective ministry does not take place.</i>	Do you have access to food?	
	Do you have access to clean water?	
	Do you have access to fuel for cooking?	
	Do you have access to necessary medications for you and/or your family?	
Family <i>The family section is especially important for spouses to fill out. Ministry may be going well, but if the family is suffering, there is a duty of care issue that must be addressed in order to steward well the family.</i>	What are your primary safety concerns for your family? Please be as specific as possible.	
	(If Applicable) How are your children processing the current level of risk?	
	Have there been any specific threats made toward you (or your family)?	
	How do you feel about going outside for a walk or exercise? Do you feel it is safe?	
	(If Applicable) How do your older children feel about going outside by themselves?	
	How do you feel about taking younger children outside on a regular basis to play and get exercise?	
	(If Applicable) How is schooling for your children going?	
Local Relationships <i>As much as we may desperately want to stay, is our presence worth the suffering of others?</i>	By staying are you increasing the danger to local believers and/or friends?	
	To what extent would the departure of your unit discourage local believers?	

Personal Experience <i>A person's grasp of language and culture is critical to thriving cross-culturally. Conversely, a lack of these two can lead to increased stress.</i>	How long have you lived in your current location?	
	How long have you lived in your current country?	
	What is your current level of language?	
Narrative <i>A solid narrative is critical to presence. If you or your family don't believe the narrative is adequate, it will cause stress and anxiety.</i>	What is your Narrative that you use in country?	
	Do you feel that your Narrative is adequate? If not, what are your concerns?	
Ministry <i>This is an issue of self-actualization and personal growth being reconciled with deprivation concerns. There has to be balance for effective ministry to take place.</i>	Are you currently able to continue your ministry to such an extent that it justifies the current risk level?	
Prayer and Agreement <i>"A house that is divided against itself cannot stand" (Mark 3:25).</i> <i>Are spouses in agreement?</i>	As you are praying about the situation in your city right now and considering whether you or your family should stay or go, what do you sense the Holy Spirit saying to you? Do you think you should stay or go at present?	
Final Questions	Are there any other comments or concerns that you'd like to express related to your situation?	

Once you have completed the survey:

1. Email a copy to your organization POC.
2. Review your answers with your family and/or team members.
3. Save this copy and review it with next month's survey. What changes in answers can you note?