

The Center for Medical Mission's *e-Pistle* November 2013

It is once again my joy to put together this newsletter for you. I have plenty to include so I'm going to keep this intro short. I do want to encourage you with a report from the Global Missions Health Conference that was held last weekend. Once again, there are many who are preparing to serve in healthcare missions. I did not hear a report on the number present, but watching them respond and make commitments to people in many countries of the world was inspiring. I'll tell you in the next newsletter about a resource that every mission healthcare organization should have on hand to give to those who are considering healthcare mission involvement.

This will be my last correspondence before the holidays, so let me wish you and yours a most wonderful Happy Thanksgiving and a joyous Merry Christmas. May you be more aware of the Lord's blessings and presence than ever before in these coming days.
Susan

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Making Moments

Dr. Al Weir

"Be kind and compassionate to one another" (Ephesians 4:32, NIV 2011).

Ron was doing fairly well at the time of my hospital visit. I examined him and asked him the pertinent questions. With things being fine, I was ready to leave. He added this as I reached the door, "You know, I had a moment today. I got emotional. Dr. T. came by to visit me. He didn't need to see me; he just stopped by to see how I was doing and to see if there was any way he could help. Just that kindness overwhelmed me and brought me to tears."

How many "moments" do I make for my patients each day?

Moments are occasions when time stands still and life fills up with incalculable value.

I remember such moments in my life.

One such moment that I cannot forget took place when I was a new missionary doctor in Eku, filled with an incredible drive to accomplish the task. I spent more time in the hospital than many of the other doctors and my wife missed me terribly. I discovered her unhappiness in the middle of a very busy clinic day with scores of patients still lined up outside my window. My heart was torn between the responsibility I lived for and the wife I love.

A veteran missionary, Dr. Curt Abel, learned of my brokenness. I don't know how he knew, but for 30 years I have remembered the feel of his burly arm around me as he said, "Don't worry about this over here. I'll take care of your patients. Go home and take care of things there."

The poet Maya Angelou put it this way, "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."

"Moments" are times that are eternal in value but brief in duration. We, as doctors, can best provide such moments of value when we go out of our way with kindness. I wonder how hard it would be to deliberately make such moments for our patients at least once a week. I wonder how hard to do so once a day.

Mission Mentoring *David Stevens, MD, MA (Ethics)*

The greatest investment of a man's or a woman's life is to invest it in the lives of others. My dad shared that with me more than once and demonstrated it all the time. He was a wonderful and effective evangelist and a pioneer in using short term mission experiences as a tool to spiritually impact people's lives. But he didn't stop there.

Dad was always taking people under his wing to provide encouragement, advice, training, networking or to open doors for them. He helped to connect people to where God desired to take them. He directed hundreds of students, one on one, to Christian colleges and seminaries. He helped people of all ages go into missionary service, teach at a Christian college, go into full-time ministry or step out into a second career. He counseled and encouraged pastors who were struggling. He taught business people how to turn their vocations into ministry to their employees and their community.

As I write, I'm returning from the [Global Missions Health Conference](#) where I engaged in a hundred or more conversations with students, residents and people already in missions. I almost depleted my supply of business cards handing them out liberally, offering to advise, connect, help, resource or encourage. I've done that for many years,

but it just dawned on me today that I do it because my dad modeled mentoring to me before I even knew what the word meant.

So next week I will be in further contact with a PhD who has a burden for improving the health of rural mountain people in Guatemala to help him get training to start a community health program. I will be helping a doctor in Madagascar who has built a 40-bed hospital but doesn't have the administrative skills to handle it. I will advise a medical student on where to find a surgery residency with one or two Christian faculty, as well as a couple others on how to link to a mission organization that is working in an area of the world God has called them too. And many more...

Like you, I have more to do than I can get done, but these and many other opportunities to influence and aid those at important crossroads down highways I've already traveled are critical opportunities I can't afford to miss. The investment of my time and experience will change lives and bring great benefit to God's kingdom.

But this isn't about me! It is about you. Who are you mentoring? What group of individuals have you given your email address, phone number or just some of your time to over a cup of tea? (Yeah, I don't like coffee!)

Mentoring is a scary word, isn't it? It invokes the idea of a recurring activity that you fear you don't have the expertise or time for. That is a misconception. It is just using your knowledge, experience and influence to give a helping hand at critical junctures in others' lives. It may happen through an email, a single conversation or a 10-minute phone call. In some instances, it may be just another contact with a person you have already touched, but that person made the effort to contact you again due to a new specific need. For a few people in your life, it will be a long-term relationship.

Here are what I consider to be the key components of a vital mentoring relationship:

- Availability – Let individuals know you are willing to help them in any way you can and that you are available not only for this issue but in the future. Give them your email address, Facebook site or other contact information.
- Genuine Concern – People sense quickly whether you consider them a bother or are begrudgingly offering to help them. Be enthusiastic! Use their name when you are talking to them. Take the time to learn enough about them to provide wise advice and hold them up in prayer.
- Follow Through - I used to say, "I will..." in conversations with people after preaching, teaching or talking to them at a meeting. I soon realized that I couldn't remember half of what I promised to do, especially after speaking to the 10th person in line after I spoke. I now say, "I would be delighted to help. Here is my business card with my personal email address. Drop me a reminder next week of what we talked about and I promise I will get back to you quickly." This puts the ball back in their court and makes sure I have a reminder. It also weeds out those who weren't very serious in their requests.

- Don't Do for Others What They Can Easily Do For Themselves – For example, I often get asked where to find funds for medical mission projects or how to raise money from foundations. I share that I will be happy to pass along something that I wrote on fundraising, and I also encourage them to talk to other similar groups or ministries in their countries to find out who has given them grants. I point them to the Foundation Directory where they can search for foundations that share their passion and have interest in their need. What I don't do is research for them or volunteer to write their proposal.
- Recommend Resources and Expertise – Develop a list of books, articles, PowerPoints, CDs, videos, websites and other resources that you can recommend on your areas of expertise. Put them on a website or in a document you can easily attach to an email. Do the same for training programs, organizations and experts who are willing to help on specific issues. After a while, you will know the dozen or so core questions you will get and can have resources to answer them on file for rapid distribution.
- Make Introductions – It is especially hard for younger people to make a cold call or send an email to an expert of influence. Take a few minutes to drop an introductory note asking for their help, giving some background on the person you are referring and thank them in advance. Copy it to the person you have referred. That will put the welcome light on at their door.
- Check Back – I don't have time to follow up with every person I help but I always say two things. "Let me know if this doesn't work and we will go down a different path. If this answers your need, don't forget that I'm available if you need help in the future."

The advice above is good for those brief times your life touches others, but I would also encourage you to develop long-term mentoring relationships with one or two people who hold extraordinary promise or with whom you have special chemistry. This is easiest if you can have regular contact with a national or a young missionary on your field, but it also can be done after a brief but intense time with a short-term visitor. Just keep up regular contacts and use the advice above. Long-term mentoring relationships are the most rewarding for both you and your mentee. The time commitment may be more intense for a while, but it will wane as time goes by, in the same sense parenting does as your children grow and leave home.

I had a staff member with great leadership and preaching ability. I brought him on staff knowing that the main purpose was to mentor him intensely for a couple of years and then he would leave to head another ministry. We still keep in regular contact by email, phone and the occasional visit. I jointly wrote his first book with him, opened doors for wider ministry, advised him on issues in his organization, prayed with him and recommended him for opportunities that would further increase his experience and influence. I'm now "on call" for him in a long-term mentoring relationship.

I also mentor another young man who works with another organization. He is a tremendous leader and visionary with a great gift to rally diverse groups to accomplish a common goal. Because of our deepening relationship, he drove five hours recently to

our home for a long weekend so Jody and I could get to know his fiancée. We will be at their wedding soon.

I'm investing...how about you? It is worth it because your returns will be compounded. Just multiply each person you mentor by the number of people they will influence! Wow! You and I could help transform the world!

I'm convinced that my dad was right. The greatest investment of a man's or a woman's life is to invest it in the lives of others. That is what Christ did. You and I can do the same. And when we do, we will find great satisfaction!

Things You Should Know

Jesus Film Media

Jesus Film Media is the digital expression of The JESUS Film Project®, an extension of the overall vision to reach everyone, everywhere by equipping people to use the tools and resources in new ways! Finding just the right film resource or tool has never been easier as the entire JESUS Film Project® library is made available for your smartphone.

Through the robust search feature, users have the ability to find resources by country, language name, theme and title of the film. You will have access to films in more than 1,100 languages!

Featuring the films *JESUS*, *Magdalena*, *The Story of Jesus for Children* in full length and segments; the series *Following Jesus* and *Walking with Jesus* and catalog of short films like [My Last Day](#).

Now the Jesus Film can be viewed on any device. Just go to www.jesustfilmmedia.org or to Google Play to download.

CMDA's Handbook for International Rotations is Now Updated and Available

If you know someone who is looking for an international rotation, we have some wonderfully revised documents you can share at www.cmda.org/internationalrotations. Thanks to Scott Reichenbach's hard work and long hours, we have split the previous document into two parts and added a third. The narrative is a separate document from the information on specific sites. The new part is information in table format that makes it possible to identify appropriate sites by where someone is in training or by specialty. We trust this updated resource will be a great help to those searching for a healthcare mission experience.

Training of Trainers Opportunity

In South Africa

There are only 35 places available for the two-week Healthcare Christian Fellowship International (HCFI) Trainer of Trainers course which will be held from supper on May 8, 2014 until breakfast on May 22, 2014. Training will be given Monday to Saturday. Participants will be free on Sunday, May 11 and Sunday, May 18.

Venue: Mazenod Retreat Centre, Germiston, South Africa.

First Week: Arrive for supper on the 8th, depart on the 15th after breakfast. Three courses of five days each running parallel:

1. CHE: Terry Dalrymple, Cor Snieder, Martine Fritsch and Samuel Kim. The CHE course will also accept participants in French and Spanish language. CHE is especially geared to rural settings.
2. Neighborhood Transformation: Stan Rowland, Cor Snieder, Terry Dalrymple and Martine Fritsch. In this course we will explore how we can apply CHE principles in the urban settings.
3. International Saline and Saline TOT 5 days: Alet and team

Second Week: Start with supper on the 15th, depart on the 22nd after breakfast. Two consecutive courses with translation in French and Spanish:

1. Two day Generational Transfer: Marilyn Rollier and team
2. Three day HCFI Training of Trainers Course: Angelina Sandy and Miriam Salas.
This includes
 - o Seminar Presenters Seminar
 - o Care of Care-givers Seminar
 - o Total Patient Care Seminar
 - o Leadership 222
 - o Transformational Teams

Cost: R 2500 per week - training materials, meals and accommodation included. Transport to and from venue not included. Total cost: R 5000 per person (about U.S. \$525 at current rates).

Registration payment by credit card or from South African bank account can be done [here](#). For more information, please contact Event Coordinator Chris Steyn at chris@steyn.nu.

Have You Got What it Takes?

Open Letter #2 to Medical Missionaries

From Phil Thornton, PhD

Two-thirds of the way through the Old Testament there is the story of a cross-cultural missionary named Daniel. Although he did not go to Babylon by choice, once there we find a young man who was intellectually prepared, culturally astute and spiritually strong. God used him to interpret dreams for powerful kings, allowed him to walk unharmed among the flames of a fiery furnace and gave this ancient prophet a glimpse of Israel's future and ours.

Like Daniel, God wants to use you in miraculous ways, so it is important that you are equipped in the same ways. It's easy to understand the work of intellectual preparedness and cultural sensitivity because these are things we study and practice, but how do we know if we are spiritually strong? Ask a 7-year-old and they will tell you that strong means POWERFUL! Jesus promised and has given us the ultimate power. His last words to his disciples are recorded in Acts 1:8.

"But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth" (NIV 2011).

While the Holy Spirit manifests His power in us and through us in various ways, none is more important to the medical missionary than His divine guidance. In John 16:13 Jesus says, *"But when he, the Spirit of truth, comes, he will guide (lead) you into all truth..."* (NIV 2011).

In the first "open letter," you were encouraged to listen to the leading of the Holy Spirit when it comes to the many critical decisions a medical missionary faces (e.g. how much time to spend with a patient, which procedures to use and under what conditions, etc.). The question then becomes, "How do we know we are being led by the Spirit?"

One of the tragic losses in modern Christianity is the near elimination of the Holy Spirit from the life and activity of most believers. One prominent church leader said of his denomination that, "If the Holy Spirit were to disappear from the church, 90 percent of its work would go on as if nothing had happened." Where the work of the Spirit is emphasized in the church today, it is often limited to the area of spiritual gifts, especially the gift of tongues.

In John 14:16-17 we read, "I will ask the Father, and He will give you another Helper¹, that He may be with you forever; that is the Spirit of truth, whom the world cannot receive, because it does not see Him or know Him, but you know Him because He abides with you and will be in you" (NASB).

God's plan is that the Holy Spirit comes alongside the believer as a constant presence to help him or her be what God wants them to be and do what God wants them to do. It

is in this sense that the Holy Spirit is the “power” which Jesus promised His followers (Luke 24:49), a promise which came to fruition in Acts 2:1-4:

“When the day of Pentecost had come, they were all together in one place. And suddenly there came from heaven a noise like a violent rushing wind, and it filled the whole house where they were sitting. And there appeared to them tongues as of fire distributing themselves, and they rested on each one of them. And they were all filled with the Holy Spirit...” (NASB).

It is true that the Holy Spirit employs various channels in delivering His “help” to us. For example:

- He speaks and gives guidance to us through the Written Word of Scripture.
- He helps us through the wise counsel of Godly men and women.
- He communicates with us through prayer.
- On occasion, He gives us specific revelation knowledge (Ephesians 3:1-6) for resolving a problem or taking a course of action.
- In some cases, the Holy Spirit leads us externally. In these instances, His actions are overt, direct and obvious (Acts 16:6-7).
- Often His voice comes to us internally, speaking to us Spirit to spirit.

“The Spirit himself bears witness with our spirit that we are children of God” (Romans 8:16, NKJV).

While the Holy Spirit certainly can speak to us in ways that are forceful and dynamic, He often chooses a much softer approach.

“Then He said, ‘Go out, and stand on the mountain before the LORD.’ And behold, the LORD passed by, and a great and strong wind tore into the mountains and broke the rocks in pieces before the LORD, but the LORD was not in the wind; and after the wind an earthquake, but the LORD was not in the earthquake; and after the earthquake a fire, but the LORD was not in the fire; and after the fire a still small voice” (1 Kings 19:11-12, NKJV).

In our first communication, we defined this softer voice as the “prompting” or “nudging” of the Spirit. Put in the context of a lifestyle, we might refer to this as walking in the Spirit or being led by the Spirit². To be led by the Spirit is to be governed by Him from within, to be sensitive to and subject to His promptings. To walk in the Spirit means that we maintain a disposition of the heart such that we hear God when He speaks in that still small voice. It means that we allow Him to enlighten our understanding, regulate our desires and order our conduct. It means that we are under His guidance and governance.³ Such walking in the Spirit is what Watchman Nee⁴ calls the normal Christian life.

Learning to walk in the Spirit doesn’t happen overnight. Just like an infant learns to walk over time, walking in the Spirit’s constant presence is learned over time. It is not difficult but it takes practice. It involves developing a sensitivity to His “nudging.” It means that we find ourselves continually looking for His promptings, seeking them and expecting them. His presence becomes an all-pervasive reality.

“The meek will he guide in judgment: and the meek will he teach his way” (Psalm 25:9, KJV).

While this walk is readily available to us, it does not come to us passively. We must seek it. We must desire it. Consider the words of the Psalmist:

“Show me thy ways, O LORD; teach me thy paths. Lead me in thy truth, and teach me: for thou art the God of my salvation; on thee do I wait all the day” (Psalm 25:4-5, KJV).

Note the earnestness of the prayer: show me...teach me...lead me.

Note the basis of the prayer: for thou are the God of my salvation.

Note the urgency and the persistency of the prayer: on thee do I wait all day.

Spiritual hunger for the deeper things of the Spirit is essential to growth in our walk. While I do not deny the importance of spiritual disciplines, I am not here emphasizing religious shoulds: I should have my quiet time; I should go to church; I should read my Bible; I should share my faith. All of these are more than true and necessary. What I am encouraging is that deep hunger for more of the life of the Spirit. With that hunger will come the intimacy.

So we return again to where we began. As medical missionaries, you are asked to master three areas: the medical, the cultural and the spiritual. You have spent years honing your medical skills and yet you will regularly face medical questions on the field for which your preparation falls short. You prepare for cultural issues, but there is always something new, something the books or the cultural anthropologists like myself did not tell you. Where will you turn? Remember that the God whom you serve is more than sufficient. He will never ask you to do anything that He doesn't equip you to do! Learn to walk in intimate fellowship with His Spirit. Learn to hear His voice and heed His promptings. Allow Him to make you wiser than your years, give you knowledge beyond your training and provide discernment from on high. Your adequacy for the task to which He has called you is in Him alone. So, lean not to your own understanding, but trust in Him with all your heart (Proverbs 3:5). Then say with Jesus:

“The Spirit of the LORD is upon me, for he has anointed me to bring Good News to the poor. He has sent me to proclaim that captives will be released, that the blind will see, that the oppressed will be set free, and that the time of the LORD's favor has come” (Luke 4:18-19, NLT).

Acts 10:37-38 says, *“That message spread throughout Judea, beginning in Galilee after the baptism that John announced: how God anointed Jesus of Nazareth with the Holy Spirit and with power; how he went about doing good and healing all who were oppressed by the devil, for God was with him”* (NRSV).

While Jesus was both human and divine during His time on earth, He set aside the privileges of His divinity and ministered from His humanity empowered by the Holy Spirit.....He has provided the same for you and me!

¹The Greek word here is *parakleto* which can be translated as, 'counselor', 'comforter', 'helper' or 'advocate'. In the widest sense, a helper, aider, the Holy Spirit destined to take the place of Christ with the apostles (after his ascension to the Father), to lead them to a deeper knowledge of the gospel truth, and give them divine strength needed to enable them to undergo trials and persecutions on behalf of the divine kingdom.

²Which is the privilege of all believers: *"For as many as are led by the Spirit of God, they are the sons of God"* (Romans 8:14).

³I am well aware that this concept is sorely abused in some circles. To be led by the Spirit does not mean being influenced unaccountable suggestions and uncontrollable impulses which result in conduct displeasing to God and often injurious to ourselves and others.

⁴The fourth step of the cross according to Nee is the matter of Walking after the Spirit. Walking after the Spirit does not refer to our "working" but of dependence on God's working and operation. It refers to subjection, i.e., the Christian life is the yielding of our total being in subjugation to the Spirit.

Children of "Helicopter Parents"

By Dr. Ron Koteskey

The field had eagerly anticipated Paul's coming to serve with them. He had become a Christian during his teens, was active in his church, had a clear call to missions, did well in his Bible major and had great references from his professors at the university.

However, they were disappointed to find out that Paul was unable to get to work on time, did not know how to budget money and did not relate well to his mentor. He had been unable to set up his own apartment, keep it clean and did not know how to prepare his own food.

Although Paul had hundreds of "friends" on Facebook and Skyped daily with his parents back home, he did not relate well face-to-face. He looked good "on paper," but Paul did not function well in real life as a missionary. Much of his problem was due to living in the 21st century and having helicopter parents.

What are "helicopter parents?"

Helicopter parents are called that because they are always hovering around their children, rarely out of reach. There have always been overprotective parents, but not as many, not as blatant and not extending "childhood" for such a long time as some parents do now. The term was invented in the 20th century, and became widely used around the beginning of the 21st century as college administrators began using it to refer to parents of some students. New technology, especially the cell phone, has made it possible for parents and "children" to remain constantly connected for many years. Today, if university students do not want to take a course suggested by their advisors, they can (and do) pull out their cell phones and have mom or dad talk to the advisor.

These over-parented students are now graduating and moving into the workplace—and into missions. In 2007, Michigan State University did a survey called "Parent Involvement in the College Recruiting Process: To What Extent?" This survey of 725

employers found that about a third of the large employers and about a quarter of smaller employers (60 to 3,700 employees) reported experiencing “parent involvement.” Here are the types of such involvement reported:

- Getting information about the company (40 percent)
- Submitting resume (31 percent)
- Promoting son or daughter (26 percent)
- Attending career fair (17 percent)

Some employers who contacted students with good resumes found that the students knew nothing about it and had no desire to work for the company! Four percent reported that a parent attended the interview!

What does the Bible say about helicopter parents?

Of course, no one in the Bible is labeled as being a helicopter parent, but back in Genesis, Rebekah, mother of Esau and Jacob, is a good example. She liked Jacob better than Esau, so she always looked out for him. Her overprotection was most obvious when Isaac was about to give Esau his blessing as firstborn. By that time the “boys” were both over 40 years old (Genesis 26:34).

Rebekah eavesdropped on their conversation when Isaac asked Esau to bring him food (Genesis 27).

- She told Jacob what she overheard (v. 6).
- She told Jacob to kill two goats so she could cook them the way Isaac liked (v. 8).
- She told him to take the food to Isaac to get Esau’s blessing (v. 9).
- When Jacob objected, she called for the curse to fall on her, that he should “Just do what I say” (v. 13).
- She cooked the goats, and she put Esau’s clothes on Jacob (v. 15).
- She put goatskins on Jacob’s hands and neck and gave him the food for Isaac (v. 16).
- When she heard that Esau was furious, she told Jacob what Esau was planning (v. 42).
- She told Jacob to go and stay with her brother Laban until Esau calmed down (vv. 43-44).
- Then she promised to let Jacob know when Esau was over it so he could come back home (v. 45).

Does that sound like a helicopter parent?

How do they affect my team?

Children of helicopter parents may not be able to function on their own because their parents have always taken care of them. Even while in college their mothers still phone

them to get out of bed, and their fathers call their professors whenever there is a problem. They have never learned basic life skills about how to live on their own and relate to people in real life.

Without independent living skills and wanting to be served rather than to serve, they may become “high maintenance” on the field. This may require large investments of time by people on the field, and other missionaries may become enablers of the immaturity and irresponsibility of the children of helicopter parents.

Being asked to use their time to “care for” such individuals who not only accept but also expect help doing everyday tasks is likely to make other missionaries unhappy as their own projects begin to lag. This may result in low morale or anger across the field.

How do they affect me as a parent?

Your own children may expect more of you when they see what you and other missionaries do for the children of helicopter parents living on the field. If you fold clothes and sweep floors for others their own age, why do they have to do that for themselves?

When your child goes to college, he or she may expect you to do what helicopter parents do for their children back “home.” When you take them to the campus and they see other parents setting up rooms for their children and calling them to get out of bed, they may want you to do the same for them. Your own children may feel that you don’t love them if you refuse.

The rise of helicopter parents is one of the reasons for the origin of the parents’ orientation you are likely to be asked to attend. Trying to think of something to keep parents out of student orientation and advising, many colleges and universities finally came up with the idea of parents’ orientation, which is nearly always offered at the same time as student orientation.

What can we do?

Problems like this can usually be solved by prevention, correction or some combination of the two.

Naomi Singer (pseudonym) suggested prevention as a possibility in “Life Skills & Assessing New Candidates” in the July 2012 issue of *Evangelical Missions Quarterly* (EMQ). She suggested assessing several life skills including whether a candidate:

- Demonstrates responsible, independent living.
- Has practical work skills.
- Handles money and resources well.
- Is skilled socially.
- Has personal disciplines.

These things can be measured by some of the following means:

- Ask someone who has lived with the candidate to fill out a life skills evaluation.
- Engage field workers to make life skills checklists for their field.
- Have candidates self-evaluate on a checklist.
- Require candidates to have lived independently and worked for someone else several years before serving on the field.

One of the disadvantages of rejecting people until they develop life skills is that in the process of developing those skills, they may become enmeshed in life itself. Those individuals may buy a home so they have a mortgage to pay or they may have found or work at a job they do not want to leave.

Correction by mentoring and/or educating candidates after they become part of the agency is another way to solve the problem created by helicopter parents. Although some correction may come through “education” using books, lectures and discussion, it is likely that mentoring of some type will be needed. People can read books about parenting, attend seminars about marriage relationships and engage in discussions about having neat homes, but still not be able to apply that knowledge to their own lives.

Children of helicopter parents may literally need a “life coach.” They do not need someone to talk with them and help them discover their potential nearly as much as they need someone to observe them and then help them face “life” in the real world of everyday living. Like a football or basketball coach, these coaches may watch the person performing a life skill, such as clean the house, and then suggest and demonstrate better ways. Then the coaches may watch again and make more suggestions, etc. This may be repeated as often as necessary for each deficient skill.

Finally, rather than either the agency or candidate making a long-term commitment, it may be better to have a definite “trial period” to see if both the agency and the candidate work well together. At the end of the time (a year or two), either or both may want to end the relationship, and it can be done without either one “losing face” and without huge investments in time and money being lost by either party.

For other topics, please visit www.missionarycare.com. Also please let your non-medical colleagues know about these free resources.

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