



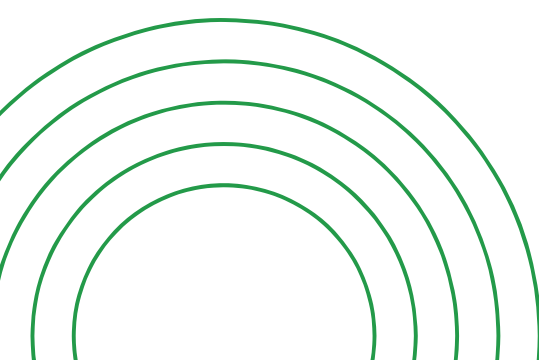
MOP-Recap Program Explanation

Understanding the Needs of First-Term Missionaries:

- First-term missionaries often reach an emotional low-point after a few years on the field.
- The transition from the structure and clear expectations of language school to the relatively unstructured nature of a ministry assignment can result in frustration and a lack of a sense of accomplishment.
- The principles learned in MOP regarding effective cross-cultural adaptation and ministry are often forgotten by the time that a missionary arrives on the field, and even more so a year or two into the transition. A refresher or reminder is needed to better ensure their ministry is built upon these principles.
- A clear sense of personal calling and maintaining a healthy personal spiritual life are key factors in reducing missionary attrition. These can be strengthened through appropriate encouragement and coaching.
- To be most productive with their time, first-term missionaries need a clear understanding of their role/job description and expectations of their field leadership.

The Desired MOP-Recap Program Outcomes:

1. Reduction in attrition of first-term missionaries
2. Greater awareness, appreciation, and use of coaching by missionaries
3. Significantly higher conscious application of MOP principles, resulting in more effective cross-cultural ministry and reduced stress in cross-cultural living.
4. Each first-term missionary will create an individual growth plan (IGP)
5. SEND first-term missionaries will affirm the statement that SEND is supporting and enabling them in their transition to their cross-cultural ministry assignment.



MOP-Recap Program Explanation

The MOP-up Program Components:



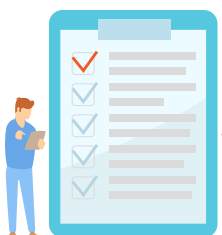
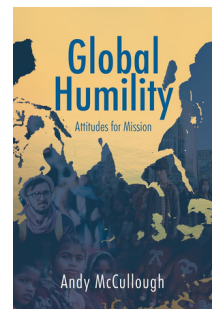
1. Timing. First-term missionaries will be assigned to MOP-Recap by their field leadership after at least one year, but no longer than two years on the field. MOP-Recap typically lasts about 3 months, with 2 coaching calls per month.

2. Coaching. SEND U will assign each first-term missionary an experienced MOP-Recap Coach who will ask questions to help them process their adjustment to the field in relation to key topics covered in MOP. The missionary can also use the coaching sessions to discuss any issues they are facing through their transition.



3. Review of MOP Training. The missionary will review the key MOP handouts on the [SEND U wiki](#) as a review and in preparation for their coaching sessions.

4. Read Global Humility: Attitudes for Mission. The missionary will borrow or purchase the book *Global Humility: Attitudes for Mission* by Andy McCullough. If purchased (available to buy in Amazon Kindle format), the book can be reimbursed from the missionary's SEND work expense account. If English isn't the missionary's first language, reading the book is not required.



5. A Self-Assessment. After reviewing MOP material and meeting with their coach, the missionary will write a personal assessment addressing the following topics. The completed assessment will be sent to their coach.

1. The health of their personal devotional life
2. What they have learned about their host culture
3. Their physical and emotional health, health of key relationships
4. A re-evaluation of their stated definition of success for their first term

6. Plan for growth. Together with their coach, the first-term missionary will develop an Individual Growth Plan (IGP) for the coming year. This plan will outline what the missionary plans to do to keep learning and growing as a new missionary. The IGP will also be shared with the missionary's team leader.

