

# **Raising Next Generation Member Care Providers**

We are so thankful to Abba God for every YWAMer; those who have served, as well as those who are currently serving in the ministry. Many YWAMers serve sacrificially and cheerfully during the current COVID-19 pandemic. It is very encouraging to see them resilient and focused. Some YWAMers even risked their lives to care for fellow co-laborers in the field.

These are Member Care Providers or Missionary Care Providers in our Bases. In some Bases only a handful of MCPs are shepherding the staff. Many of these MCPs are full-time Support Staff who are already shouldering various responsibilities on the Base. The pandemic has revealed an urgent need to raise more MCPs in Bases.

## **Member Care Is A Life and Death Issue**

We are serving in a hostile and evil world. Mission work is a spiritual battle in enemy's territory where Satan reigns. Our YWAMers face intense spiritual warfare daily. "For we are not fighting against flesh and blood enemies, but against evil rulers and authorities of the unseen world, against mighty powers in this dark world, and against evil spirits in the heavenly place." (Eph 6:12 NLT)

My wife, Clara, and I served many years in a South East Asian nation which was under military rule at that time. We could not travel to some black areas or locations which were restricted to foreigners for fear of harm. We were constantly watched by local military intelligence. What kept us going was the ongoing, fervent and faithful prayers of God's people back home. A couple of times we avoided serious accidents by cancelling or delaying certain field trips. In one particular incident, we were supposed to visit the mall at 12.00 pm. However, we were called to a prayer meeting and could go to the mall only after 3.00 pm. Exactly at 12.00 pm, a bomb went off and there were many fatalities. The Lord rescheduled our time at the last minute to save our lives. With proper, good and sensible member care like praying and caring regularly for our workers in the field could save their lives and prevent a pre-matured death.

Our workers have responded to the call to serve in hostile and difficult location, the least we can do is to provide a simple member care of showing concern for them.

## **MC Strategy Table 613**

The Member Care Table 613 Strategy is birthed out of prayers and discussion with the core leaders of Global Member Care Team about the need to raise the next generation of Member Care Providers in YWAM bases globally.

Table 613 is an intentional, focused and casual mentoring strategy to develop Member Care interns. Our goal is to raise 500 MCPs by 2026

There are many ways to train or equip staff but we found Casual Mentoring is the most effective way to develop leaders. Professor Bobby Clinton says, "mentoring is a relational experience in which one person empowers another by sharing God given resources" Adults generally learn best when they discover truths for themselves in a relational way.

Table 613 Strategy encompasses the following framework:

- 6 months of 1-on-1 mentoring between Member Care Intern and Mentor
- 1 month of in-class training in the Member Care Foundation Course
- 3 months of on-the-job training or practicum

### **Six Months Mentoring**

In the Six Months Mentoring, a mentor or trained MCP meets with one or two MC Interns over 90 minutes once a month. The MCP will be mentored on the following topics

- General Debriefing
- Conflict Resolution
- Serving in Teams
- Crisis Management
- Inner Life Development
- Elective (any other mc topic suggested by the intern)

At the end of the 6 months mentoring, the MC intern will have created a crisis management plan for their base. Also the MC intern is able to do a simple debriefing for any staff. And most important the intern has developed a spiritual discipline to bring order to his or her inner life

## **One Month MCFC School**

After completing the 6 months of one on one mentoring, the intern moves on to do a Member Care School. This is a mandatory foundational MC course that can take up to 4 weeks of in-class training.

The MCFC is a competency skilled based training covering about 40 member care topics under the 7 levels of member care support system.

It is a full-time intensive school of 8 hours contact time and another 2 hours structure time daily. The contact time is where the intern attends the school for the training. The structure time is done outside school hour for assignments.

At the end of MCFC school, the intern is able to be competence to conduct a debriefing, a grief and loss session, conduct a fund raising, help in crisis management, do an exit interview, help staff to do self care and many other abilities developed

## **Three Months On The Job Training**

The last phase of Table 613 is the 3 months On The Job Training. This is perhaps the most important aspect of the internship. Every intern will devote 1 day per week to serve and work as a member care intern for 1 day per week in his or her Base. The intern will be supervised to do many different mc tasks as possible over the course of 3 months.

At the end of the On The Job Training, we expect the intern to be able to help in writing policies and guidelines for the Base, set up a member care department, conduct a spiritual retreat for spiritual formation of staff and render psychological first aid to those traumatized by a crisis.

Upon successful completion of the OJT, the intern will be appointed as a Member Care Provider.

## **Going Forward**

We value every YWAMer who has joined us. They are all very precious and valuable. We cannot afford to lose anyone of them. The attrition rate in some of our bases are high.

Professor Robert Clinton from Fuller Seminary says, "Out of 400 leaders in the bible, only 80 leaders finish well which is 20%. This represents only 20% of leaders who finish well. This means that 2 out of 10 leaders finish well. Some of our YWAMers have left our mission for reasons that could have been prevented if member care were provided. One worker lost is far too many. Raising up more member care provider is no longer an option.

End of article

Submitted by Richard Won  
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