

Member Exit Survey - Field Leadership (Team/Area/Regional Leader)

The following survey is to be filled out by the Field Leadership (Team/Area/Regional Leader) for a member wishing to retire, resign from the field, leave full-time field service or whom have been asked to leave by the agency. This information is needed by the home office to efficiently process the transition. The information provided will greatly help to understand the circumstances and plans for the future. The responses will help the agency improve training, orientation and member care services for all members.

Date:

Name of Field Leadership filing out this report:

Role:

Please enter the members name (names if filed jointly with spouse):

First:

Last:

Gender:

Home Country:

Country of Service:

Region of Service:

Expected date of reassignment, retirement or resignation:

DEPARTURE REASONS:

Please select the category that best describes your primary reason for leaving the field. (Often times its hard to select just one but there will be a comment field later where you can provide more details.)

Departure Reasons (Please choose one)**Reason Clarification:**

100 Natural Causes

200 Health

300 Family

400 Interpersonal

500 Career

600 Organizational

700 Field

800 Dismissal

900 Other

Optional: Please feel free to use this space to add any additional information that might clarify the reason you selected above.

TRAINING AND SUPPORT:

Home Office - Pre-Field Training

On Field Orientation (First 1-2 Years)

On Field Training/Mentoring

On Field Leadership (Vision, Abilities, Communication)

On Field Support/Care from Team Leaders and Team Members

On Field Member Care Person or other Resources

Home Office - Care from the Member Care/Development Team

Home - Care from your Churches

Home - Care from Partners/Supporters

Home Office - General Services

Comments:

What suggestions do you have to improve any of these Training and Support areas?

On-Field Orientation:

(Select the option that best describes this members initial orientation to the field. Usually the first two years)

Underlying Dynamics:

(As the member's field leader which of the following spiritual dynamics do you believe was the main or primary underlying influence behind the "Reason of Separation" you selected previously.)

Spiritual Formation:

(Select the area where this persons spiritual immaturity influenced their departure from the field. This is a very subjective process...feel free to select "other" if the list below does not offer a suitable option.)

If "other" was selected please clarify:

DISMISSAL:

Was the member dismissed from the team or field?

Reason for Dismissal:

Reason Comments: (Feel free to clarify your Reason for Dismissal, or if you selected "other" please clarify.)

REHIRE:

Would you recommend this person to be rehired?

If "No" was selected please use this space to further describe the reason(s), circumstances or underlying dynamics why you would not rehire this person.

TEAM INFORMATION:

Type of Team:

(Select the description that best describes the type of team this member was on when they resigned.)

Field Leader:

(As their field leader how different is your cultural background from that of the resigning member?)

Team Interaction:

(How frequent did this members team engage in the following activities?)

Planned team fellowship

Team business meetings

Discussion of team vision & mission

Discussion of shared team goals and priorities

Team spiritual retreat

Area/Regional retreats

Team Diversity:

(Select the option that best describes the cultural diversity of the team. (Many western countries are not English speakers but they tend to be closer culturally to Americans in other ways.)

Outside Work:

(Select a range that best describes how many hours a week this member had to work to maintain their visa? For those who's primary role was teaching in an international school or working as a global professional, select the number of hours they worked those jobs.)

Work and Ministry Overlap:

(How much did this members VISA related work overlap with their ministry? For example there would be a less overlap if ones VISA work required a lot of time alone or if it was primarily with people other than the focus group of ministry partners. Those who work at an international school would have a high amount of overlap, only if they saw teaching as their primary ministry.

Final Comments: