

RESEARCH REPORT

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Volunteer Mobilization Survey

Phillip B. Jones

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North American Mission Board
Robert (Bob) Reccord, President and CEO
Strategy and Business Services Group
Mike Day, Vice President
Strategic Planning Support
Phil Jones, Director
Marilynn Kelly, Administrative Secretary
(770)410-6576
Richie C. Stanley, Strategic Information Researcher
Bob Rennier, Marketing Researcher
Paulette Villarreal, Information Specialist
Patricia Wellwood, Secretary/Research Assistant
(770)410-6583

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Executive Summary

In an effort to evaluate and shape the existing volunteer-related activities of the North American Mission Board (NAMB), a survey of volunteers and people who work with volunteers was initiated. A questionnaire was designed and mailed to a broad cross section of people with prior experience in missions volunteerism. The content of the questionnaire included questions concerning the importance and effectiveness of existing volunteer ministries, the responsibility of NAMB in volunteerism, types of communication methods preferred, training materials needed, prior respondent mission involvement, and respondents' feelings concerning missions involvement through NAMB. The questionnaire was mailed in mid March 1998 to 1,814 people. Of those, 645 returned the survey instrument for an adjusted response rate of 39.6 percent.

Survey participants have a broad range of mission volunteer experience—both as volunteers and leaders. On average, each participant has previous involvement with 3 different volunteer ministries. The typical respondent spends about 15 days a year in missions volunteer activities. As a whole, respondents also have experience with each of the 12 volunteer ministries in which the North American Mission Board is currently engaged.

Respondents were asked to rate how important it is for NAMB to be involved in its 12 existing volunteer ministries. Respondents overwhelmingly thought it important for NAMB to be involved in each of the 12 ministries—at least 90 percent of all respondents thought each of the 12 ministries listed was important. In fact, at least two-thirds of respondents thought it “very important” to be involved in 9 of the 12 ministries.

Using the “very important” rating as a measure of the intensity of respondents perceived importance of the 12 current ministries at NAMB, the ministries were rank ordered from highest importance to lowest. The ministries that scored highest were World Changers, Disaster Relief, Summer/Semester Missions, Mission Service Corps, M.O.S.T., and Construction Groups. In contrast, the National Fellowship of Baptists in Missions, Challengers, SPOTS, Sojourners, and Innovators scored lowest. Those that scored lowest are not perceived as unimportant; however, respondents do not feel as strongly about them as those highest on this scale.

In the same manner, survey participants were asked to evaluate the effectiveness of the 12 ministries. While the first question dealt with the strategic importance of a ministry to NAMB, the follow-up was intended to be an evaluation of its implementation. The overwhelming majority of respondents rate each ministry as effective—at least 86.5 percent rate each as effective. As with the importance ratings above, looking at the ratings of “very effective” helps differentiate among the existing ministries by measuring the intensity of opinion. Those ministries perceived to be most effective were World Changers, Disaster Relief, Construction Groups, Mission Service Corps, M.O.S.T., and Summer/Semester Missions. Those ministries receiving the lowest percentages of “very effective” ratings were Challengers, National Fellowships, Sojourners, Innovators and Mission Youth Groups. These lower scores do not mean these ministries are ineffective. It does indicate that they are not perceived to be as effective as other ministries.

Respondents were asked to rank five responsibilities of NAMB in promoting missions volunteerism. The following is the composite ordering of the five areas of responsibility:

1. Enlistment and recruitment
2. Promotion
3. Leadership training
4. Processing and assignment of missions volunteers
5. Writing volunteer mobilization curriculum.

One of the methods that World Changers has found to be successful is a pre-packaged volunteer experience where all arrangements are handled by Board personnel, with participants paying for this service. It was anticipated there would be much demand for this type of experience, even beyond the World Changers ministry. Respondents were asked to state their preference for this pre-packaged approach versus an on-your-own experience. Two to 1, respondents preferred the on-your-own experience versus the pre-packaged one, 66.8 percent and 33.2 percent respectively. Presumably, cost is the major deterrent to this type of approach.

In an effort to determine the preferred means of communication for receiving information concerning volunteer missions, respondents were given five potential methods of communication and were asked to choose the two methods that they would most prefer. The top two preferences were (1) a quarterly publication devoted to volunteer news, and (2) opportunities and volunteer stories in NAMB's new flagship publication. Both of these are traditional print media approaches to communication. The other three were electronic means of communication

Two questions in the survey address the interest of respondents in receiving training materials. The first asked whether survey participants are interested in materials that offer orientation and training related to specific volunteer assignments, while the second inquired if there was interest in materials related to mission education and mission volunteer opportunities. In both instances, more than 70.0 percent of respondents indicated interest in receiving these types of training materials.

There has been criticism of NAMB because of lack of responsiveness during the past year—some directed toward Volunteer Mobilization. One of the intents of the survey was to assess the mood of people in the field toward Volunteer Mobilization at NAMB. In spite of any public relations problems experienced by Volunteer Mobilization in its start-up at NAMB, people in the field are overwhelmingly positive. Overall, 94.4 percent of respondents have a positive attitude toward volunteer mobilization involvement through NAMB or its predecessors, while only 1.4 percent have a negative attitude. There is another 4.1 percent that seem to be withholding judgement.

Participants were given an opportunity on the survey instrument to write any comments or suggestions they cared to make concerning the work of volunteer mobilization at NAMB. Often, respondents used this space to record personal testimonies of their experiences as volunteers. Other than testimonies, the major themes expressed in the open-end responses are as follows:

1. That NAMB should better communicate volunteer missions and mission needs. That NAMB should become a convention-wide clearinghouse for maintaining up-to-date lists of missions opportunities and needs. That these lists should be assessable on-line.
2. That NAMB should be more responsive to people trying to call in and get information and/or get assignments. That Volunteer Mobilization needs more people and that they need to be able to give answers and respond more quickly.
3. That NAMB should (in a more timely fashion) match volunteers with assignments.
4. That NAMB should improve communications with volunteers, state conventions, associations, and churches.

Introduction

The formation of the North American Mission Board (NAMB) in July 1997, brought the volunteer programs of the former Home Mission Board and the Brotherhood Commission together into one new ministry area. In this new agency, mobilizing volunteers in missions has become one of its major strategies and the Volunteer Mobilization Team has responsibility for its implementation. In an effort to evaluate and shape the existing volunteer-related activities of NAMB, a survey of both volunteers and people who work with volunteers was initiated. A questionnaire was designed and mailed to representative samples of the following volunteer-related audiences in the SBC:

1. Mission Service Corps Volunteers
2. Short Term Adult Volunteers (M.O.S.T.)
3. Adult Group Leaders
4. National Fellowship of Baptists in Missions
5. Volunteers in Mission State Staff and Consultants
6. World Changers volunteer leaders
7. State Student Ministry Workers and Summer/Semester Missions Supervisors
8. Youth Group Leaders
9. Mission Youth Group Leaders
10. Directors of Missions (Associational Missionaries)

The content of the questionnaire included questions concerning the importance and effectiveness of existing volunteer ministries, the responsibility of NAMB in volunteerism, types of communication methods preferred, training materials needed, prior respondent mission involvement, and respondents' feelings concerning mission involvement through NAMB. (A copy of the questionnaire is included in appendix A.) Responses to the mailed questionnaire form the basis of this report.

Sample Design

The sampling frame for this study was assembled from existing lists of volunteers, volunteer supervisors, and others who work closely with volunteer groups. Some of the lists existed in computerized form, some as preprinted mailing lists and others in printed directories. In all cases, systematic samples were drawn from each list used. Efforts were made to eliminate duplicate names from the samples. A combined sample size of 1,814 names and addresses were selected for the survey. (See table 1 for the sample size selected for each volunteer-related group.)

Table 1
Sample Size and Response

	<u>Sample Size</u>	<u>Number Responses</u>	<u>Response Rate¹</u>
Youth Leaders			
World Changers volunteer leaders	137
Youth Group leaders	108
Mission youth group leaders	100
Subtotal for youth leaders	345	142	41.2%
Mission Service Corps volunteers	249	65	35.7
Short term adult volunteers (M.O.S.T.)	247	91	43.1
Adult group leaders	250	72	30.4
National Fellowship of Baptists in Missions	250	45	22.8
Volunteers in Mission state staff and consultants	69	40	58.8
State Student Ministry workers and Summer/Semester Missions supervisors	155	59	41.3
Directors of Missions (Associational Missionaries)	249	131	53.3
Total sample	<u>1,814</u>	<u>645</u>	<u>39.6%</u>

Response Rates

In mid March 1998, a questionnaire was sent to each person in the sample along with a postpaid-business-reply envelope, and a letter from Jim Burton, Director, Volunteer Mobilization, requesting participation in the survey. (See appendix B for a copy of the letter.) Only one mailing was sent. Returned questionnaires were collected until early

¹ The original sample sizes are adjusted by subtracting the number of questionnaires that were undeliverable by mail. These undeliverable questionnaires represent people who, for all practical purposes, were not given an opportunity to respond and thus should not be considered part of the original sample for purposes of determining non-response rates. The largest numbers of undeliverable questionnaires, indicating out-of-date mailing lists, are for the Mission Service Corps, the National Fellowship of Baptists in Missions, and the Short Term Adult Volunteers (M.O.S.T.).

² The samples for World Changers volunteer leaders, Youth Group leaders, and Mission youth group leaders were combined for mailing and not tracked separately—therefore, a response rate is available only for “Youth Leaders” as a total.

July when responses were tallied. Overall, the adjusted response rate for the study is 39.6 percent. Response rates for each of the subsamples in the study are included in table 1.

While there are some theoretical problems with a 39.6 percent response rate, this is within the range of typical response rates for similar mail surveys. Actually, the response is a little better than expected from a population that has a large proportion of laypersons. While there is still 60.4 percent of the sample that has not been heard from, it is likely that they are neither as interested nor opinionated as those who responded. Overall, this seems to be a reasonable representation of a broad cross section of volunteers and leaders. Most of the original 10 categories from which samples were taken, seem to be adequately represented; only the National Fellowship of Baptists in Missions is underrepresented.

Respondents Involvement and Role in Volunteer Missions

Several questions were used to assess survey participants prior involvement in volunteer missions. Respondents were given a list of 12 existing volunteer ministries and asked to indicate those in which they had previous involvement. The response to the question is graphically displayed in figure 1.

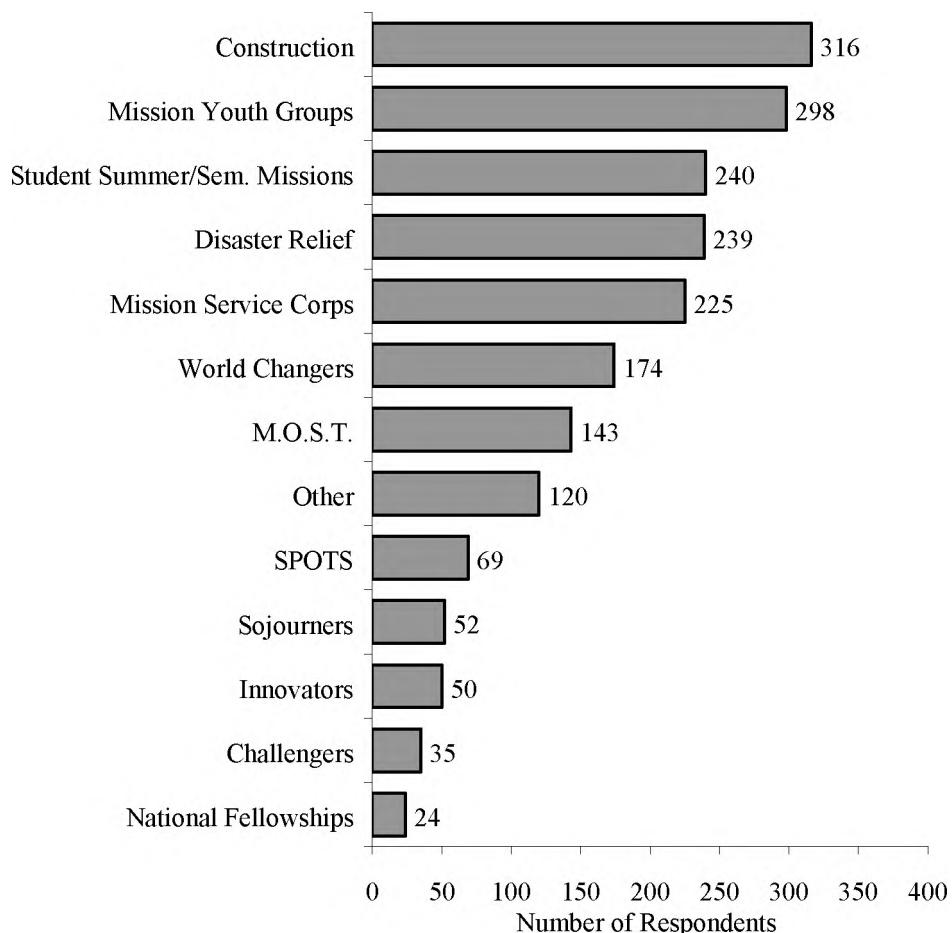


Figure 1—*What has been your past involvement in volunteer missions through either the Home Mission Board, Brotherhood Commission, or the North American Mission Board?*
(Check all that apply.)

On average, each respondent has previous involvement with 3 different volunteer ministries. Construction was the most frequently cited—almost half of the respondents had prior involvement in this ministry. At least a third of survey participants had previous involvement in Mission Youth Groups, Disaster Relief, Student Summer/Semester Missions, and Mission Service Corps. At the other end of the spectrum, relatively few respondents had previous experience in Challengers and national fellowships.³

Respondents were also asked how many days each year they normally participate in volunteer missions projects. While answers ranged from 0 to 365 days per year, the median response was 15 days per year. Another perspective is that 75 percent of all survey participants are involved in at least 10 days per year in volunteer mission activity. Both this question and the previous one indicate that respondents have had significant missions volunteer experience and represent a broad cross section of missions volunteerism. Responses to both questions lend credibility to the study in providing input to Volunteer Mobilization at NAMB.

Still another way to analyze respondents is by their current role in volunteer missions. As with experience, survey participants wear multiple hats. Figure 2 lists responses to 12 roles listed on the questionnaire.

³ The results of this exercise show that the involvement of respondents in volunteer missions is much broader than the single classification group from which they were sampled. For example, only 65 people who responded to the survey were from the Mission Service Corps mailing list; however, 225 people participating in the survey indicate they have previous involvement in Mission Service Corps. There is one major exception to this generalization. While 45 people from the National Fellowship of Baptists in Mission mailing list responded to the survey, only 24 people in the entire study indicated they had previous involvement with National Fellowships. The only reasonable explanation for this occurrence is the mailing list for the National Fellowship of Baptists in Missions is flawed—it apparently contains more than just National Fellowship volunteers and leaders. The end result is the National Fellowship of Baptists in Missions is not well represented in the total sample. Also, respondents were allowed to write-in other previous volunteer experiences that were not listed. These “other” responses included such things as Campers on Mission, international mission trips, and missions involvement sponsored by churches, associations, and state conventions. These open-end responses are included in appendix C.

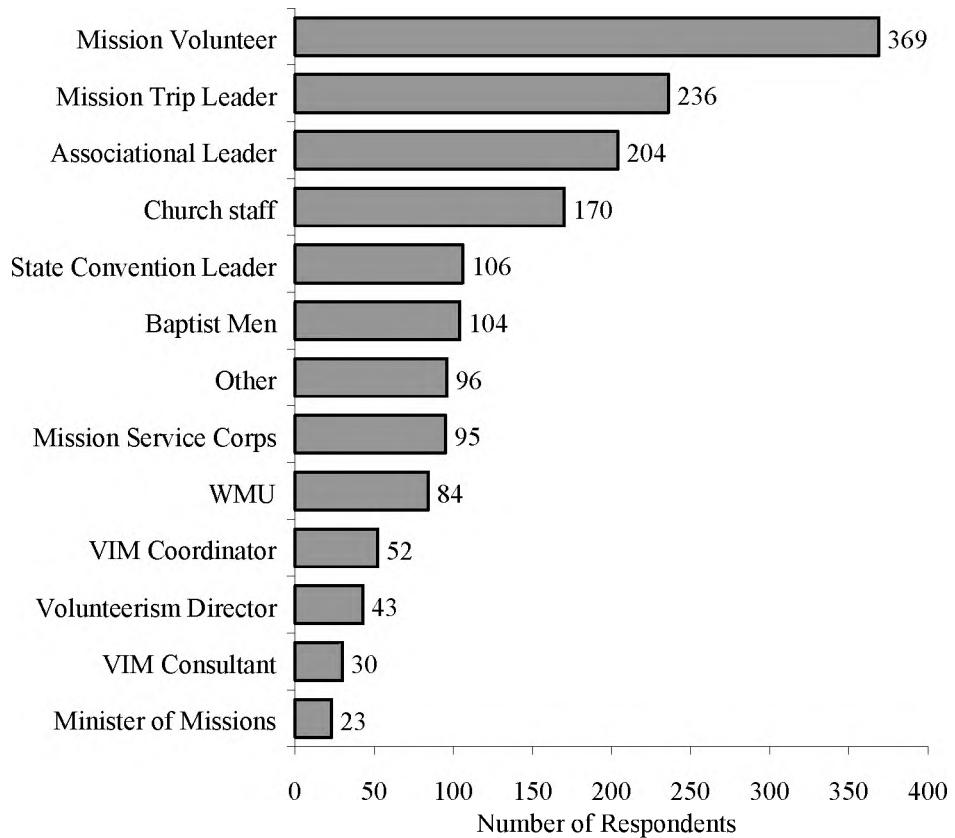


Figure 2—*Which of the following describes your role in volunteer missions? (Check all that apply.)*

The most frequently cited role was mission volunteer, 57.2 percent of survey participants so responded. Over a third are mission trip leaders (36.6%). Just less than a third (31.6%) are associational staff or leaders of volunteer ministries. A little more than a fourth (26.4%) are church staff. Overall, respondents are broadly representative of both volunteers and missions leaders.⁴

One additional background question was asked about the organization through which they typically volunteer. The list of potential responses was mostly organizations or programs that can be found in a local church. Figure 3 illustrates the results for this question.

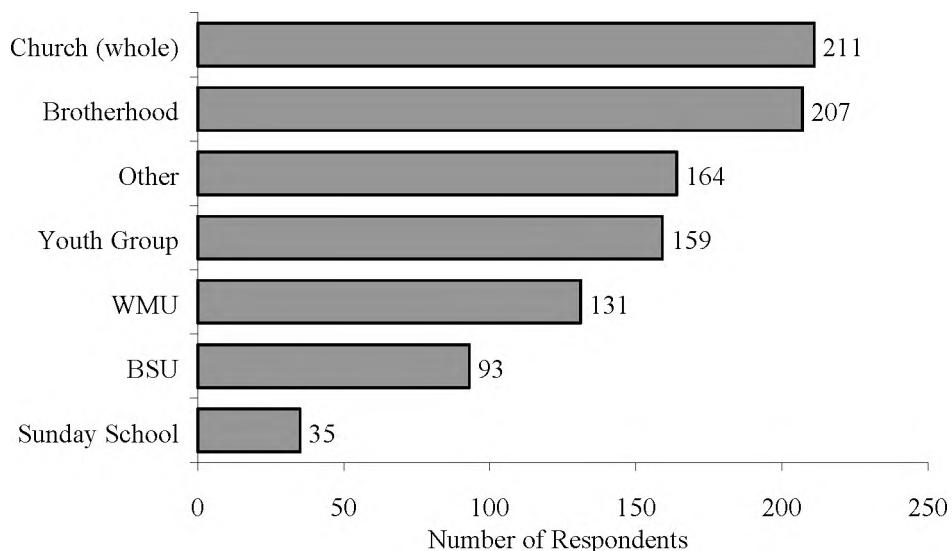


Figure 3—Out of which organization have you most often responded to volunteer mission needs beyond your local church?⁵

The most frequent response is “my church as a whole” (as contrasted to a specific church organization)—roughly a third responded in this manner (32.7%). The second most frequent response is Brotherhood/Baptist Men—also about a third of all participants (32.1%). The response categories provided to this question were not broad enough because a fourth of all survey participants specified an organization other than those listed. These “other” responses were organizations outside the local church such as associations, state conventions, the Home Mission Board, Campers on Mission, etc.⁶ Youth groups were indicated by a fourth of the respondents (24.7%), WMU by a fifth (20.3%), and Sunday School by 1 in 20 (5.4%). Baptist Student Ministry or Baptist Student Union (BSU), may or may not be implemented as a local church ministry—in either case, 14.4 percent of participants indicated they most often responded to volunteer missions through this organization. The channels through which volunteers participate

⁴ The “other” category includes responses such as campus minister, Campers on Mission, Director of Missions, etc. A complete list of responses is included in appendix D.

⁵ While the question was worded in hopes that respondents would only check one category, the question was coded to allow for multiple response, thus, the numbers do not total 645.

⁶ A complete set of responses are included in appendix E.

are varied. One interesting observation is based on the large number that indicates their volunteer experience is through the church without regard to organization. Possibly more emphasis should be given to assisting churches as a whole to become involved in volunteer missions, not just segments (organizations or programs) of churches.

Importance of Current Ministries

Respondents were asked to rate how important it is for NAMB to be involved in 12 existing volunteer ministries. Responses to this question are included in table 2. (Persons unfamiliar with a specific ministry were asked not to rate it.) Respondents overwhelmingly thought it important for NAMB to be involved in each of the 12 ministries. Overall, at least 90 percent of respondents thought each of the 12 ministries listed was important. In fact, at least two-thirds of respondents thought it very important to be involved in 9 of the 12 ministries.

Table 2

*How important is it for the North American Mission Board
to be involved in the following ministries?*

	<u>Very important</u>	<u>Somewhat important</u>	<u>Not important</u>	<u>Number of Respondents</u>
Mission Youth Groups	78.3%	19.3%	2.4%	534
World Changers	80.9	17.3	1.8	456
Disaster Relief	88.2	10.6	1.2	578
Sojourners	69.1	27.9	3.0	369
Challengers	62.1	33.4	4.5	290
Innovators	66.5	30.4	3.2	313
Mission Service	87.8	11.6	0.6	475
Corps/Tentmakers				
Construction groups	81.9	17.0	1.1	558
Summer/Semester Missions	86.6	12.8	0.6	476
M.O.S.T (adult short term)	79.5	19.0	1.4	415
National Fellowships	45.9	43.4	10.7	244
SPOTS	64.9	29.8	5.3	245

Respondents to the survey tend to be generally positive toward NAMB and its ministries. Given the religious orientation of this group, it seems likely that they have a predisposition to politely respond positively to most lines of inquiry, even when their feelings are neutral. Taking into account this line of reasoning, it can be argued that "somewhat positive" is a weak rating. It certainly does not convey the intensity of "very important" or "not important." In order to examine the intensity of respondents' opinions, the responses of "very important" and "not important" to the question of importance are graphed in figure 4. The ministries are charted in descending order based on percentage of respondents indicating a ministry is "very important." Disaster Relief has the highest percentage of respondents indicating this is a "very important" ministry—88.2 percent. Mission Service Corps and Summer/Semester Missions are close behind. In contrast,

National Fellowships falls at the bottom with only 45.9 percent indicating this is a “very important” ministry.

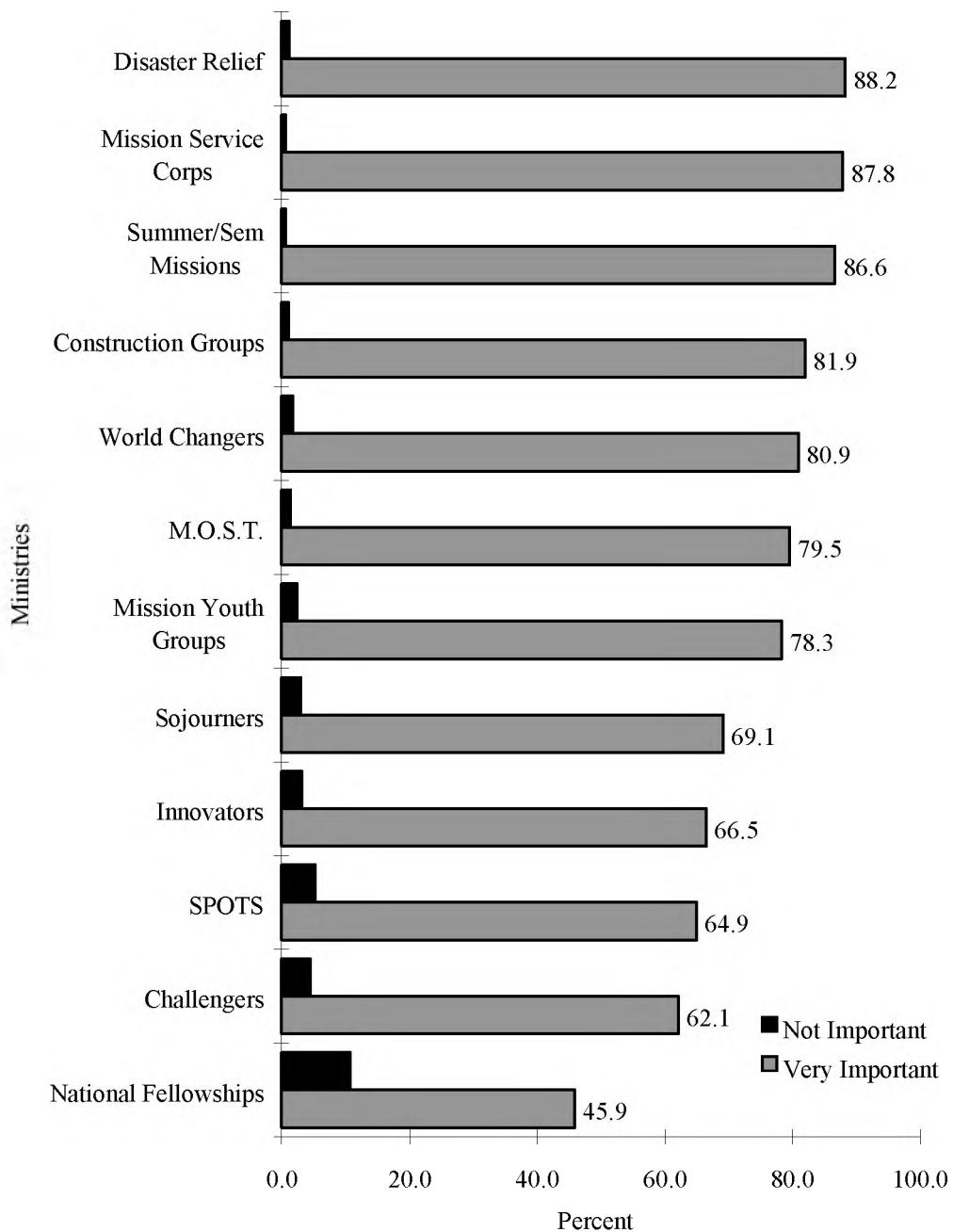


Figure 4—Percentage of Respondents Indicating a Ministry is *Very Important* or *Not Important*.

Conversely, the percentage of respondents indicating “not important” is highest for National Fellowships—10.7 percent indicated it is not important for NAMB to be involved in this ministry. SPOTS had the second highest percentage of respondents indicating this ministry is “not important,” and Challengers had the third highest.

The interpretation of this information is tricky. Keep in mind the overwhelming majority of respondents think NAMB should be involved in all 12 ministries. However, the value of figure 4 is that it provides a rank ordering of ministries based on intensity of perceived importance. This ordering might be used to allocate scarce resources, or worse case scenario—used to eliminate a ministry due to lack of resources. Figure 4 may also provide help in indicating those ministries that need more promotion and publicity. Relatively few respondents rated those that scored lowest among the ministries,⁷ and those who did rate them did so with less intensity. This may indicate of lack of familiarity.

A slightly different way of looking at the importance of existing ministries at NAMB, is to examine just the evaluations of survey participants who have prior involvement in a ministry (as contrasted with all respondents who indicate they are familiar with a ministry). In every instance, people who have prior involvement with a ministry rate it as being more important than those who just have familiarity with a ministry. Figure 5 displays a new ordering of ministries based on those with prior involvement rating the ministry as “very important.”

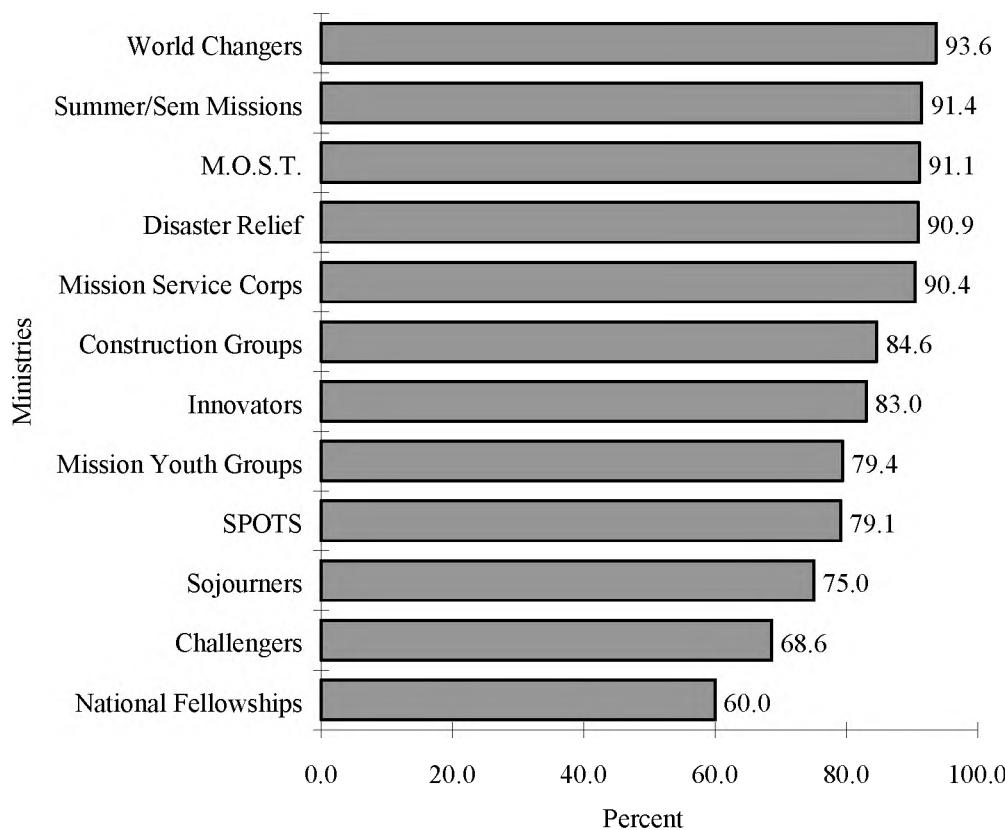


Figure 5—Percentage of Respondents with Prior Involvement in a Ministry Who Rate the Importance of NAMB Being Involved in the Ministry as *Very Important*.

⁷ Respondents were asked to leave a ministry blank if they were not familiar with it.

In this new ordering, World Changers comes out on top. Summer/Semester Missions, M.O.S.T., Disaster Relief, and Mission Service Corps closely follow it. At the other end of the spectrum, Challengers and National Fellowships still rank lowest.

While figures 4 and 5 have slightly different orderings of the ministries, generally the same ministries that score highly in one do so in the other, and vice versa. The advantage of figure 5 over figure 4 is that lack of communication about a ministry should not be an issue with this rating system, since all those rating a ministry should have hands-on-experience.

Effectiveness of Current Ministries

In a follow-up question, survey participants were asked to evaluate the effectiveness of the 12 ministries. While the first question dealt with the strategic importance of a ministry to NAMB, the follow-up was intended to be an evaluation of its implementation. Responses to the question are included in table 3.

Table 3

In your opinion, how effective are these ministries?

	<u>Very effective</u>	<u>Somewhat effective</u>	<u>Ineffective</u>	<u>Number of respondents</u>
Mission Youth Groups	65.3%	34.1%	0.6%	478
World Changers	78.2	20.8	1.0	408
Disaster Relief	91.3	8.3	0.4	541
Sojourners	57.1	39.7	3.2	282
Challengers	42.6	49.8	7.6	223
Innovators	54.7	41.1	4.2	236
Mission Service Corps/Tentmakers	83.2	16.1	0.7	435
Construction groups	88.5	11.3	0.2	514
Summer/Semester Missions	78.4	20.5	1.2	430
M.O.S.T (adult short term)	74.6	22.9	2.4	327
National Fellowships	41.5	45.0	13.5	171
SPOTS	57.4	37.1	5.4	202

The overwhelming majority of respondents rate each ministry as effective—at least 86.5 percent rate each as effective. As with the importance ratings above, looking at the extreme ratings of “very effective” and “ineffective” helps differentiate among the existing ministries by measuring the intensity of opinion about the ministries. These ratings are graphed in figure 6 with ministries sorted from highest to lowest, based on the “very effective” rating.

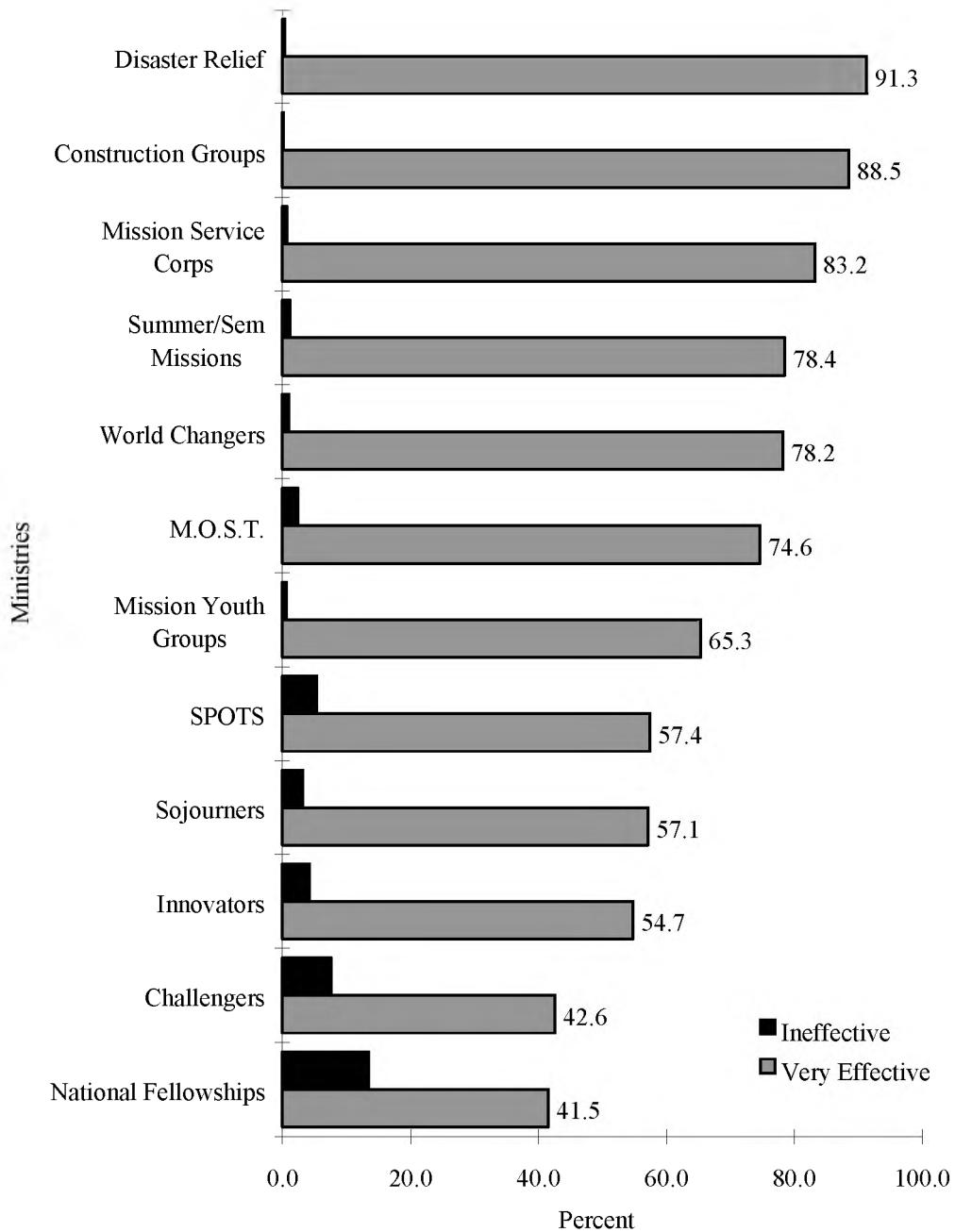


Figure 6—Percentage of Respondents Indicating a Ministry is *Very Effective* or *Ineffective*.

The very highest rating received is for the Disaster Relief ministry—91.3 percent of respondents to this question rated this ministry as “very effective.” Close behind are Construction Groups with 88.5 percent and Mission Service Corps with 83.2 percent. At the other end of the scale, only 41.5 percent rated National Fellowships as “very effective,” and only 42.6 percent rated Challengers as “very effective.” Note that these two ministries received the highest “ineffective” ratings, 13.5 percent and 7.6 percent respectively.

Figure 6 also has to be interpreted with some caution. The chart does not indicate that ministries at the bottom, such as National Fellowships and Challengers, are ineffective. It does indicate that they are not perceived to be as effective as some of the other ministries.

Effectiveness can also be examined just from the perspective of those having participated in a ministry. Figure 7 orders the ministries based the rating of “very effective” given by those having prior involvement.

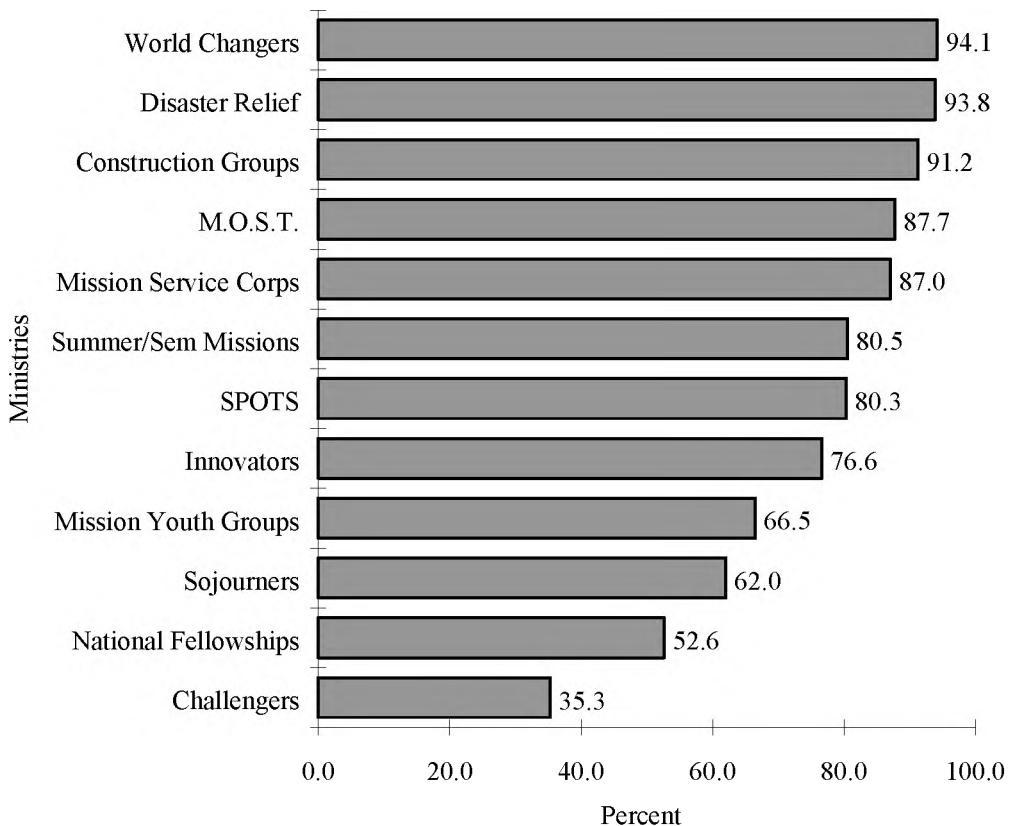


Figure 7—Percentage of Respondents with Prior Involvement in a Ministry, Rating the Ministry as *Very Effective*.

As with the importance rating in figure 5, the ratings for each ministry increased for the experienced group versus the larger group that is familiar with a ministry. The only exception is for Challengers. A much smaller percentage of those with previous experience thought the ministry was “very important” than for all respondents at least familiar with the ministry. The opposite is also true, 29.4 percent of those previously involved in Challengers think the ministry is ineffective, versus 7.6 percent of the larger group. For National Fellowships, the “very effective” rating increased for those previously involved as compared to those at least familiar; however, the “ineffective” rating also increased. In figure 6 the “ineffective” rating was 13.5 percent. For those previously involved, 21.1 percent rated the ministry as ineffective.⁸

⁸ This information is not shown in figure 7. Note that the ratings for National Fellowships is based on just 24 respondents.

At the upper end of the ratings in figure 7, World Changers came out on top. Apparently, people who have participated in a World Changers project rate their experience very highly—which translates into a very high rating for the ministry. This experience makes a considerable difference because the percentage rating the ministry “very effective” jumped from 78.2 percent for those at least familiar with the ministry, to 94.1 percent of those previously involved with World Changers. Remaining high on the upper end of the rankings in figure 7, as compared with figure 6, are Disaster Relief and Construction groups.

In the middle of the scale, both Innovators and SPOTS ministries improved by at least 20 percentage points from figure 6 to figure 7. Respondents who have experienced these ministries rate them much higher than respondents in general.

Both figures 6 and 7 are helpful in examining the intensity of perceived effectiveness of ministries at NAMB. There are advantages and disadvantages of both. Looking at the ratings of respondents who are at least familiar with a ministry provides a broader perspective with more respondents. The disadvantage is that some of those responding really might not know much about a ministry. The advantage of ratings of those with past involvement in a ministry is that they will have real experience on which to base their ratings. The disadvantage is that they may be biased toward the program and not truly objective. There is no clear preference for one approach versus the other. The best approach is to use both in tandem.

Priorities of Mission Volunteerism

A third question explored respondent thoughts about NAMB’s responsibility in mission volunteerism. Five responsibilities were listed and respondents were asked to rank order them from most important to least important. A composite score was developed for each responsibility from an averaging of the ranks. A lower score indicates greater importance, while higher scores indicate less importance. Figure 8 displays the responsibilities in order.

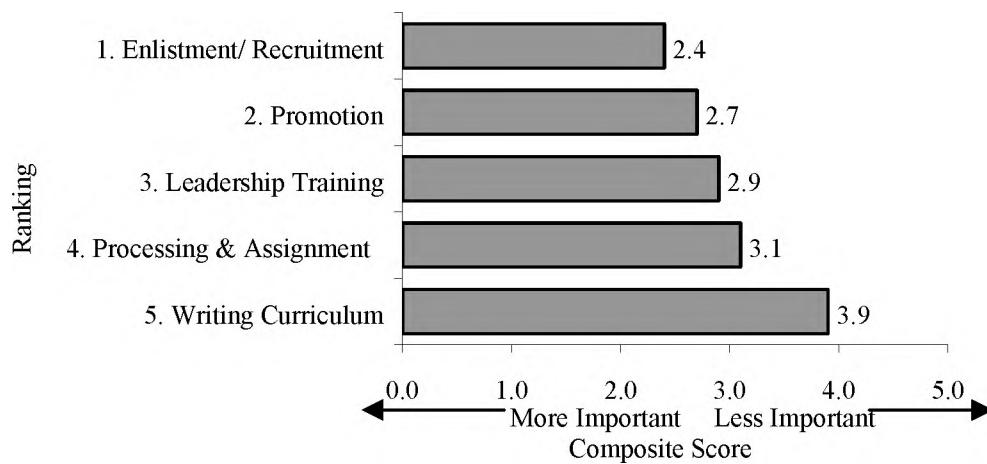


Figure 8—What should be the North American Mission Board’s responsibility in mission volunteerism?

There was no unanimity of opinion. While Enlistment/Recruitment was ranked number 1 more often than any of the other choices, only 30.7 percent of all respondents chose Enlistment/Recruitment as the most important responsibility. Promotion was placed first by 27.3 percent of respondents. All responsibilities got some first place votes.

At the other end of the scale, half of all respondents (50.5%) listed “Writing volunteer mobilization curriculum: i.e., ‘How to’ guides for specific ministries” as the least important responsibility. Note that this does not mean that writing curriculum is unimportant. In fact, other questions on the survey indicate that respondents would like for NAMB to produce training materials. The ranking does mean that writing curriculum is not perceived as important as the other responsibilities listed.

Pre-packaged Missions Experiences

One of the methods that World Changers has found to be successful is a pre-packaged volunteer experience where all arrangements are handled by Board personnel with participants paying for this service. It was anticipated there would be much demand for this type of experience, even beyond the World Changers ministry. Respondents were asked to state their preference for this pre-packaged approach versus an on-your-own experience. Two to 1, respondents preferred the on-your-own experience versus the pre-packaged one, 66.8 percent and 33.2 percent respectively. (See figure 9.) This is not too surprising since most respondents have not had the prepay type of experience and are not familiar with it. Presumably, cost is the major deterrent to this approach. But even among those folks who have had experience with World Changers, only 56.5 percent prefer the pre-packaged approach. Interestingly, the only other group that indicated a preference for the pre-packaged approach is comprised of respondents with prior involvement in the Challengers ministry, 62.9 percent so indicated.

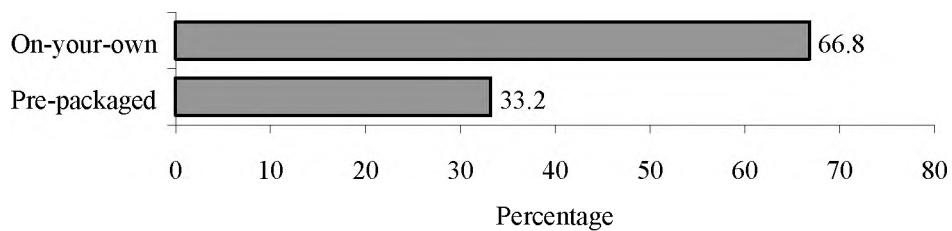


Figure 9—Which type of volunteer missions experience is most appealing to you?

Communication

In an effort to determine the preferred means of communication for receiving information concerning volunteer missions, five potential methods of communication were listed on the questionnaire. Respondents were asked to choose the two methods that they would most prefer. Figure 10 shows the number of votes received for each of the methods listed. The top two preferences were (1) a quarterly publication devoted to volunteer news and (2) opportunities and volunteer stories in NAMB’s new flagship publication. The first means of communication was preferred by 73.3 percent of all respondents. The flagship magazine as a primary means of communication was preferred by 47.0 percent. Much of the majority preference for the quarterly publication appears to be an affirmation of the

first issue of *OnSite* published by the Volunteer Mobilization Team. The first issue of *OnMission* magazine, the flagship publication of NAMB, had not been distributed by the time of the survey. Both of these are traditional print media approaches to communication. The three approaches to communication that received the lowest rating are those that require a level of technological sophistication. While the number of people with easy access to computers and fax machines is increasing, it is likely that most missions volunteers do not have convenient access to these devices.

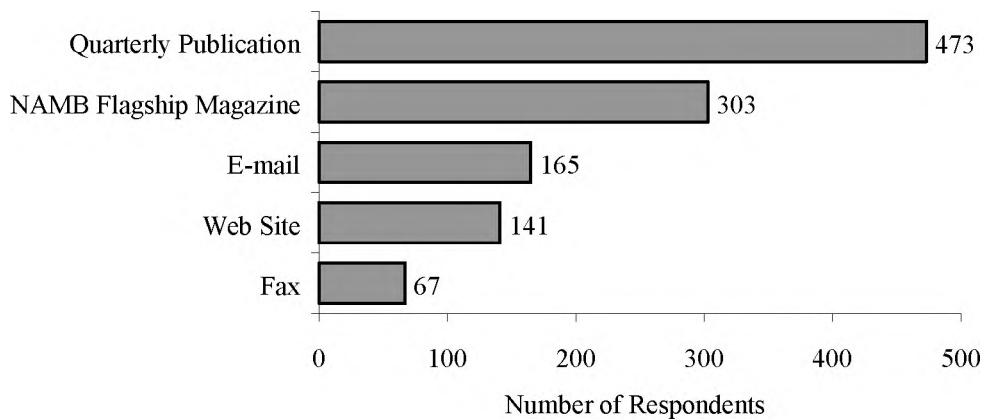


Figure 10—Which two of the following methods of communication would you find most helpful in keeping you informed about volunteer missions?

Training Materials

Two questions in the survey address the interest of respondents in receiving training materials. The first asked whether survey participants are interested in materials that offer orientation and training related to specific volunteer assignments, while the second inquired if there was interest in materials related to missions education and mission volunteer opportunities. In both instances the majority of respondents were interested in these types of training materials. Figures 11 and 12 display this data.

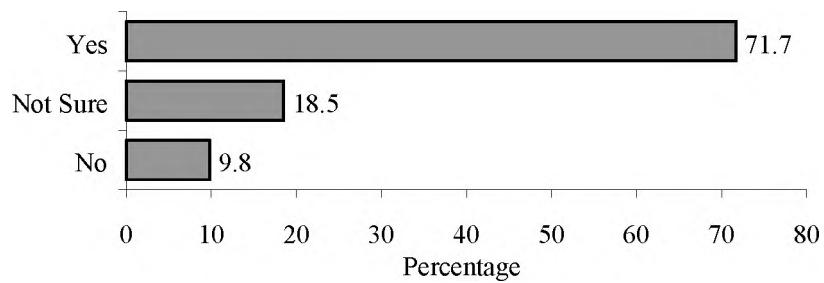


Figure 11—Would you be interested in receiving orientation and training materials specifically related to your volunteer mission assignment? (“How-to” guides, etc.)

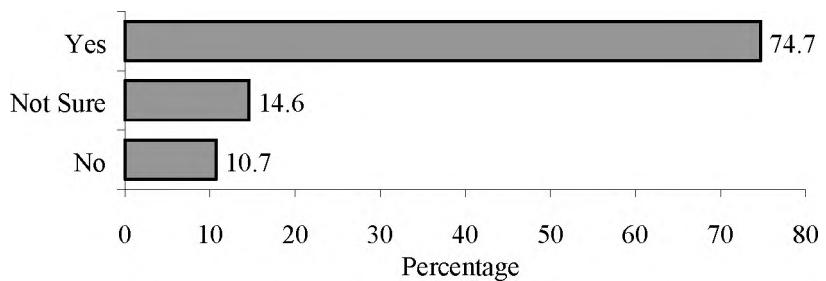


Figure 12—*Would you be interested in receiving general training materials related to mission education and mission volunteer opportunities?*

Attitudes Concerning Missions Involvement Through NAMB and Predecessors

There has been criticism of NAMB from the field because of lack of responsiveness during the past year—some directed toward Volunteer Mobilization. Phones have gone unanswered. Phone calls have not been returned in a timely fashion. Some people answering phones at NAMB have not had access to the information requested. Most of these problems have been due to lack of personnel and lack of information at lower levels at NAMB.⁹ One of the intents of the survey was to assess the mood of people in the field toward Volunteer Mobilization at NAMB. Because the Board is so new, it was anticipated that many—if not most—of the survey participants would not have had any contact with it. Thus, an alternative approach was taken where the questionnaire assessed the attitude of people toward mobilizing volunteers in general as it relates to NAMB or its predecessors, the Home Mission Board and Brotherhood Commission. In spite of any public relations problems experienced by Volunteer Mobilization in its start-up at NAMB, people in the field are overwhelmingly positive toward volunteer mobilization at the national level. Figure 13 displays these attitude ratings. Overall, 94.4 percent of respondents have a positive attitude toward volunteer mobilization involvement through NAMB or its predecessors, while only 1.4 percent have a negative attitude. There is another 4.1 percent that seem to be withholding judgement. When this rating is cross tabulated by all the ministry groups where respondents have indicated prior involvement, each results in similar percentages. Thus, most all respondents feel positively toward NAMB or its predecessors, regardless of the ministry through which they have had previous involvement.

⁹ Some of these criticisms are evidenced in this survey.

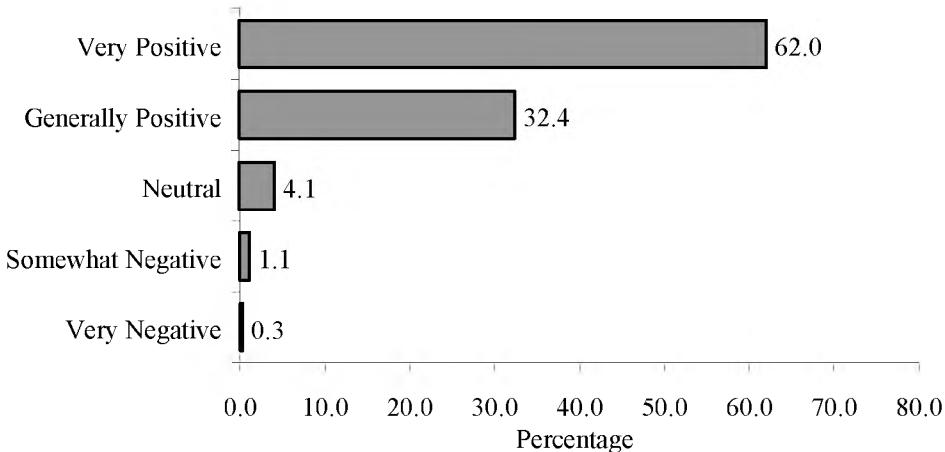


Figure 13 —How would you describe your attitude concerning volunteer missions involvement through the North American Mission Board and its predecessors (i.e., Home Mission Board and Brotherhood Commission)?

Respondent Comments and Suggestions

Participants were given an opportunity on the survey instrument to write any comments or suggestions they cared to make concerning the work of Volunteer Mobilization at NAMB. The verbatim responses to an open-end question eliciting this information is included in appendix F. Respondents often used this space to record personal testimonies of their experiences as volunteers. Other than testimonies, the major themes expressed in the open-end responses are as follows:

1. That NAMB should better communicate volunteer missions and mission needs.
That NAMB should become a convention-wide clearing house for maintaining up-to-date lists of missions opportunities and needs. That these lists should be accessible on-line.
2. That NAMB should be more responsive to people trying to call in and get information and/or get assignments. That Volunteer Mobilization needs more people and that they need to be able to give answers and respond more quickly.
3. That NAMB should, in a more timely fashion, match volunteers with assignments.
4. That NAMB should improve communications with volunteers, state conventions, associations, and churches.

Concluding Comments

Participants in the study represent a broad cross section of people previously involved in missions volunteerism—both volunteers and leaders. They tend to think that all the ministries in which NAMB is currently involved are important and are being effectively implemented. Respondents generally indicate that the highest priorities of Volunteer Mobilization should be (1) enlistment and recruitment of volunteers and (2) promotion of volunteerism. They suggest that NAMB become a convention-wide clearing house for maintaining up-to-date lists of missions opportunities. As far as staying informed about missions volunteerism, they prefer traditional print media as a mode of communication

rather than newer electronic means such as fax or e-mail. Respondents are also interested in receiving training materials either related to specific mission assignments or missions education in general. Overall, survey participants feel positively toward their volunteer missions involvement through NAMB or one of its predecessors.

A p p e n d i x A

Volunteer Mobilization Survey

How important is it for the North American Mission Board to be involved in the following ministries? (*If you don't know about a specific ministry, leave it blank.*)

	[-1] Very Important	[-2] Somewhat Important	[-3] Not Important
[1-] Mission Youth Groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[2-] World Changers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[3-] Disaster Relief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[4-] Sojourners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[5-] Challengers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[6-] Innovators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[7-] Mission Service Corps/ Tentmakers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[8-] Construction Groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[9-] Summer/Semester Mis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[10-] M.O.S.T. (adult short term)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[11-] National Fellowships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[12-] SPOTS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In your opinion, how effective are these ministries?
(*If you don't know about a ministry, leave it blank.*)

	[-1] Very Effective	[-2] Somewhat Effective	[-3] Ineffective
[13-] Mission Youth Groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[14-] World Changers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[15-] Disaster Relief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[16-] Sojourners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[17-] Challengers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[18-] Innovators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[19-] Mission Service Corps/ Tentmakers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[20-] Construction Groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[21-] Summer/Semester Mis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[22-] M.O.S.T. (adult short term)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[23-] National Fellowships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
[24-] SPOTS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What should be the North American Mission Board's responsibility in mission volunteerism? (*Please put a "1" by the most important responsibility, a "2" by the second most important responsibility, and so on until you have placed a "5" by the least important responsibility.*)

- [25-] _____ Promotion
- [26-] _____ Enlistment/Recruitment
- [27-] _____ Leadership Training
- [28-] _____ Application processing/volunteer assignment
- [29-] _____ Writing volunteer mobilization curriculum: i.e., "How to" guides for specific ministries

Which type of volunteer missions experience is most appealing to you? (*Choose only one.*)

- [30-1] Pre-packaged: all you do is register and show up at the mission site. (Participant fees are required.)
- [30-2] On-your-own: you register through NAMB, receive assignment info and work out details and logistics yourself in conjunction with mission site.

Which two of the following methods of communication would you find most helpful in keeping you informed about volunteer missions? (*Please check only two.*)

- [31-1] A quarterly publication devoted to volunteer news and opportunities
- [32-1] Volunteer stories in NAMB's new flagship publication (to be called *On Mission*)
- [33-1] Web site
- [34-1] Volunteer FAX-on-demand
- [35-1] E-mail updates

Would you be interested in receiving orientation and training materials specifically related to your volunteer mission assignment? ("How-to" guides, etc.)

- [36-1] Yes
- [36-2] No
- [36-3] Not sure

Would you be interested in receiving general training materials related to missions education and mission volunteer opportunities?

- [37-1] Yes
- [37-2] No
- [37-3] Not sure

What has been your past involvement in volunteer missions through either the Home Mission Board, Brotherhood Commission, or the North American Mission Board? (*Check all that apply.*)

- [38-1] Mission Youth Groups
- [39-1] World Changers
- [40-1] Student Summer/Semester Missions
- [41-1] Sojourners
- [42-1] Challengers
- [43-1] Innovators
- [44-1] Mission Service Corps/Tentmakers
- [45-1] Disaster Relief
- [46-1] Construction
- [47-1] National Fellowships
- [48-1] SPOTS
- [49-1] M.O.S.T. (adult short term)
- [50-1] Other (Please specify _____)

Out of which organization have you most often responded to volunteer mission needs beyond your local church?

(Over)

- [51-1] WMU
- [52-1] Brotherhood/Baptist Men
- [53-1] Youth Group
- [54-1] Baptist Student Ministry (BSU)
- [55-1] Sunday School
- [56-1] My church as a whole
- [57-1] Other (Please specify _____)

Which of the following describes your role in volunteer missions? (*Check all that apply.*)

- [58-1] Mission volunteer
- [59-1] State convention staff/leader
- [60-1] WMU member
- [61-1] Associational staff/leader
- [62-1] Church staff
- [63-1] VIM Coordinator
- [64-1] VIM Consultant
- [65-1] Mission trip leader
- [66-1] Minister of Missions
- [67-1] Mission Service Corps/Tentmakers
- [68-1] Volunteerism director
- [69-1] Baptist Men member
- [70-1] Other (Please specify _____)

How would you describe your attitude concerning volunteer missions involvement through the North American Mission Board and its predecessors (i.e., Home Mission Board and Brotherhood Commission)?

- [71-1] Very positive
- [71-2] Generally positive
- [71-3] Neutral
- [71-4] Somewhat Negative
- [71-5] Very Negative

How many days per year do you normally participate in volunteer missions projects?

[72 through 74] _____ days

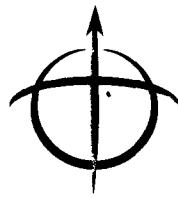
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What additional comments or suggestions would you like to make concerning the work of the North American Mission Board in volunteer mobilization? (*Please use the blank space below or attach additional sheet.*)

Thank You For Your Help!

Strategic Planning Support
North American Mission Board
4200 North Point Parkway
Alpharetta, GA 30022-4176

A p p e n d i x B



NORTH AMERICAN MISSION BOARD, SBC
NAMB

March 9, 1998

Dear Friend:

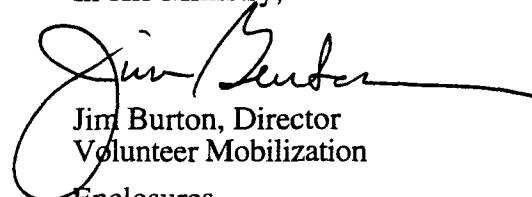
The Southern Baptist Convention is now eight months into implementation of a Covenant for a New Century. That bold new plan to reshape the denomination for the year 2000 and beyond combined the functions of three agencies—Radio and Television Commission, Brotherhood Commission, and Home Mission Board—into the North American Mission Board (NAMB).

That decision has directly affected volunteerism. It brought the volunteer ministries of the Brotherhood Commission and Home Mission Board together. Plus, NAMB's new president, Bob Reccord, has made volunteer mobilization one of four major focus areas. Long-term plans call for Southern Baptists to involve more than 200,000 missions volunteers each year through states, associations, and churches in North America.

That's why we need your help! In the formative days of NAMB, it is important for us to understand field needs and the needs of volunteers. Enclosed is a short Volunteer Mobilization Questionnaire that is designed to gather information that will help us shape NAMB strategies to support state, association, and church mobilization. **Please take a few minutes to complete the questionnaire, and return it to us in the enclosed business reply envelope.**

Thank you for helping us shape the Volunteer Mobilization strategies at NAMB.

In His Ministry,


Jim Burton, Director
Volunteer Mobilization

Enclosures

A p p e n d i x C

What has been your past involvement in volunteer missions through the Home Mission Board, Brotherhood Commission, or the North American Mission Board?

Children's Clubs
Consultant
Campers on Mission (listed 9 times)
Overseas Evangelism Revivals
KY/HMB Partnerships
Volunteer Trips
IMB
KY Baptist Convention Partnerships, Kenya, Brazil and Russia
State Partnerships, Campers on Mission
Long term—6 countries, 2 associations DOM, 1 state convention (2yrs.)
WMC
Preach and witness in Zimbabwe in '94
US-2
Associational projects/teams (listed 5 times)
State partnership missions
Evangelism
mission team projects: construction/VRS/Backyard Bible Club/survey/general repair
State link-up with another state
Mission construction through AL Baptist Convention (Brotherhood Department)
Led mission tour to South America, developed a mission education action program for men
Short term local area
Partnerships with states
Olympics
Brazil/Kentucky partnership
Mission trips
International
Texas Baptist Men
Prison
Innovative Ministry
Homebound Ministry
Collegiate Ministries
US-2
Counseling college students about missions opportunities
Royal Ambassadors
International Collegiate Ministry
State supervisor of Collegiate Missions
Long term
COM
Truck stop ministries
Local churches as well as our state convention, Blue Springs Assembly Marianna, Partnership
Missions
Literacy
Mexico Border Missions
Church mission trips
Campground chaplain through Wilmington, NC Resort Ministries
Pastor in Alaska, Foreign Mission Volunteers in Africa, Norway and Thailand

Pastor support church in W VA, mission church, construction maintenance, devotions, evangelist, outreach VBS
Family, volunteer missions
Radio-TV international broadcasts
Flood home repairs in Grafton, IL and Albany, GA in '94
Literacy
Ministry centers
VBS, office assignments, prayer assignments
Summer missionary
Acteens Activators
Activators
COM
Camps
Mobile Health Care Unit
Project 500
Promoted volunteerism in associations
Chaplaincy, literacy
VBS, revivals, backyard Bible clubs, survey, day camp
Short-term through church
Church strengthener and outreach ministry
Criminal Justice, present and past
Mission center
US-2, '85
IMB projects
All types of mission projects and volunteers
State partnerships
Supervisor recipient of many kinds of volunteers
Pastor – led 50+ volunteer projects in past 20 years of all types, now state men's ministry director
Supervisor of volunteer contract workers
Partnership
State and State Partnership (16 years), state U/M coordinator (1 year)
Activators
We promote them all
Adult work projects in inner city church
We recruit teams and lead teams
Evangelism
Medical mission teams
Church planting
Soul winning, North FL Fair, Tallahassee
Adult volunteers at Mission Arlington
Received a list of needs in various regions – went from there with our own coordination
Lay revivals
Partnership Missions
Crusades
Praxis
Host of mission trips

Mission bible schools
Local church getting project through state, association or pastors
Bible school
BSM director
KY—Brazil partnership
Prisons
Family mission trips through our local church
Association missionary
Summer mission to China
Activators
Semester missions US-2
Acteen Activators
Individual mission trips for adults and youth
Activators
Acteens Activators
FMB (IMB)
M.O.S.T., MSC
Specific Church Mission trips
Camp construction maintenance
Christian Service Corp, Mexico—faith mission, California—Musicians on Mission
Tool Box Ministries
Helped build a house and helped roof another one.
US-2

A p p e n d i x D

Which of the following describes your role in volunteer missions?

Recipient
Volunteer supervisor
Campus Minister/BSU Director (listed 11 times)
BSU Director
Bivocational
Pastor
Educator
Different year to year
GA leader
State Camp, church builder
Campers on Mission (listed 7 times)
M.O.S.T.
Team Leader—church construction with California Baptist Mens Ministries
Construction site supervisor and consulting
Brotherhood Director, spouse is WMU Director worker
Team member, worker/helper, minister Bible teacher, instructor
Media ministry, International Radio-TV
VBS in multi-housing
Children's Sunday School teacher
Local church missions team
World Changers —crew chief
Disaster Relief Coordinator
Seminary teacher
Coordinate volunteers and my association and enlist volunteers
Bivocational ministry
Association Director of Missions (listed 5 times)
State and national convention employment
Work with state partnership coordinators
VIM Director of Missions
WMU member
Our own mission
Church support
WMU director, Baltimore Association (MD)
Camps and staff church builders
Volunteer church office, mission committee church
Pastor's wife—we are building a mission's team at church
OK volunteer construction coordinator, volunteer field coordinator
Individual
Criminal Justice
Mission Center
Construction
Taught conversational English in China for 5 weeks in '95
Partnership coordinator
Missions development director—local church
Volunteer state partnership coordinator
Missions Committee

Run our own mission office
Brick mason
Missions Committee Chairman
M.O.S.T.
COM, BUDD Builders (a volunteer group)
Our church group
Activator Leader
Coordinate and recruit from various churches
Youth group leaders
Professional
State Director of Missions Service Corp
ASBB director
Media libraries
Association BH director
World Changers Crew Chief and Construction Coordinator
Foreign missionary
Former US-2 missionary, summer missionary and semester missionary
Construction leader
Maintain roll on volunteers and arranged training
Summer missionary supervisor
World Changers
Semester missionary and World Tour Ministry Coordinator
Chairman of Missions Committee
World Changers
Project Coordinator, World Changers, family youth minister
Acteens Activator leader
World Changers construction coordinator
World Changers supervisor – crew chief
Church Extensions
Director of Missions
Construction worker and construction project coordinator
Translator—Spanish
CCM
Clown ministry
Former MSC consultant
Housing/meals for volunteers of VBS

A p p e n d i x E

Out of which organization have you most often responded to volunteer mission needs beyond your local church?

State convention (listed 29 times)
BSU (listed 2 times)
Mission requests
Churches
HMB (listed 11 times)
FMB (listed 4 times)
Independently
Campers on Mission (listed 17 times)
AZ Southern Baptist Builders
Community work, disaster relief and construction work
Partnership missions w/FL, Caribbean, NJ and Dakotas
Family mission trips
Windermere Baptist Assembly
Arizona Builders, Nail Benders, Texas Builders, Truss and Obey
Wilmington Resort Ministries
Friend in Africa, State volunteer department – Glorieta
CCM
HMB Architect Department of SS Board and word of mouth
M.O.S.T.
Mission outreach
Association (listed 39 times)
AZ SBC
Windermere Conference Center
Senior Adult Fellowship
MSC, CSC, M.O.S.T.
Personally
Individual Involvement (listed 8 times)
Denomination office
Mission
Direct
State convention
Missionary contact
Organizer and leader of group
Mission center
Mission Service Corps
Word of mouth
Senior adults
Pastor of independent church
Texas need's list
Association
Mission Service Corp (listed 6 times)
Support group
Club Truth
SS strategist
Camps
CCM

OK Cooperative Missions Department (Now Men's Ministries)
MSC
Local missions
Mission center
Service corps
Community
Baptist partnerships
M.O.S.T. (listed 2 times)
New England pastor
NAMB (listed 3 times)
Partnership
Mission committee (listed 2 times)
Special request
Needs list
Carpenters for Christ
NAMB
VIM
Disaster Relief
IMB (listed 3 times)
Southern Baptist Builders
Baptist Men
Mission's committee
World Changers
VIM consultant
Building groups
World Changers
Pastorate
Hearing missionaries speak
Church construction
Films
Community Needs

A p p e n d i x F

Additional Comments

Section 1

Volunteers in Mission State Staff and Consultants

Section 2

National Fellowship of Baptists in Missions Volunteers

Section 3

Mission Service Corps Volunteers

Section 4

Short Term Adult Volunteers

Section 5

World Changers Volunteer Leaders, Youth Group Leaders, Mission Youth Group Leaders

Section 6

Directors of Missions (Associational Missionaries)

Section 7

State Student Ministry Workers and Summer/Semester Missions Supervisors

Section 8

Adult Groups

Section 1

Volunteers in Mission State Staff and Consultants

It would be helpful to have an updated organization chart with responsibilities, extensions, etc.

I believe we need a volunteer information source/person in every convention (volunteer coordinator), association (volunteer consultant) and a volunteer advisor in every church. Information and solicitation is the answer. God is calling and the work is plentiful.

I appreciate Elmer Goble and the desire he has to help. We have a strategy for volunteerism and he is assisting us to do our strategy. Please work with the state conventions that have a strategy and assist them. Don't send in volunteer coordinators to work assuming that nothing is being done, call and meet with each state volunteer team to see what strategy they may have and be a resource.

My best experiences have been with indigenous folks who already belong to a place (state conventions) and with folks who have been part of a partnership from another place. NAMB can support, promote, nurture partnerships, provide training and resources for "how to" do supervisor training and support partnerships that develop. I believe all disciples have already volunteered for God's kingdom service and have been gifted by His Spirit for that service. NAMB can continue to offer ministries of short and long term volunteer programs.

State needs faster and more efficient system to process SORs and make volunteer assignments. State coordinators need regular updates on status of SORs, applications, and volunteer assignments (at least every 2 months). State coordinators need accurate listings of MSC serving in their state and in other states. (Previous information has **never** agreed with our records!) A better method or publication is needed to get the VIM opportunities to the church level. (The computer web site will help for some). Better education/promotion to churches of VIM needs.

Please don't make it difficult with endless forms. Keep it simple yet organized. Provide how-to's along with requests. People want to serve but most don't know how. That even includes most pastors! I just left the pastorate after 20 years. Many are intimidated because of lack of knowledge. Tell what volunteers can do for the local church. If you need ideas or testimonies, I have plenty. The *OnSite* publication is great!!

Promote volunteerism as a lifestyle rather than a collection of programs. Find ways to synchronize volunteer opportunities with BSSB publications i.e. youth materials promoting volunteer opportunities, student missions, etc. Attempt to reduce the number of request forms and applications to one. If possible, work with state conventions to harmonize request/application forms.

Don't have enough information about NAMB to know.

Help us develop covenants—give us samples please.

Update/redo promo materials. Enlist more volunteer help to handle SORs and make corrections/deletions as sent in. Enlist persons to answer your phone. The present system is about as bad as you could have. Secure more full time employees so you can be more effective/efficient. Continue to provide excellent Volunteer Day materials and make them available on or before December 1 to state coordinators. Our WMU makes a quarterly mailing to WMU directors and pastors and we can send volunteers materials in this mailing at no extra cost.

Missions Service Corps (long term service) is and has been a valuable part of volunteer service. It needs to be given priority.

We desperately need materials to give out at meetings. People are not responding well to old, outdated materials.

NAMB needs to be sure staff is in place to fill service role formerly involved with Bob Mills. Current and accurate listing of VIM requests, motivation gatherings for fellowship, training and inspiration e.g. the national meeting in Arlington recently.

You need more staff in the volunteer department.

I would like to see a strategy developed so we know where you're headed. Right now NAMB volunteer area is totally ineffectual. One major problem is the telephone lines. Another is shortage of personnel. I think priorities and methods need to be openly discussed and decided. Some change must take place soon before you alienate your customers.

As a state convention staff who is the VIM coordinator, I see your role as a resource to states offering training, national projects, materials. One of my concerns has been that in some areas of volunteer mobilization at NAMB is that those in leadership have tried to make all states have the same set-up. That is not possible! Be a resource and not a dictator to the states--don't "cookie cutter" us. We appreciate your role--but you need to be a resource center. You can't be the boss of all the states! I'm supportive of your getting feedback from all of us.

Bold mission thrust needs to be extended beyond the year 2000, as many peoples groups have never heard the Good News.

Section 2

National Fellowship of Baptists in Missions Volunteers

[wife's name] and I have participated in Partnership Evangelism since 1973 in 8 different countries. We were also involved in lay witness and lay renewal in the 70s and early 80s. I was chairman of an ad hoc committee on mobilizing volunteers when I was a trustee on the IMB. I believe the involvement of volunteers in missions (North America and International) is scriptural and vital to the local church and SBC mission effort.

As an Association Missionary we need people to live in a target area for 1 to 3 months and help us locate candidates for home Bible studies, make friends with community leaders, locate possible facilities we can use. We need persons or youth groups who can do skate boarding and/or BMX bike racing to do demos to draw teens who will not attend VBS or BYBCs. (Sports groups would be helpful too.) We are losing a generation of young people here. Two suicides and two teen murders in the last five months. The youth coming to mourn are without hope and have little concept of church and Jesus.

Volunteer mobilization is needed. Please keep it a high priority and high profile.

Need to mobilize the key churches that have a minister of missions on staff. These churches want to do a lot. I would enjoy a list of these. Lift up high the tent maker program for new work areas. Offer church awards from NAMB for sending numbers of volunteer lay missionaries each year. Maybe call it the VIP awards (V=Volunteer, I=In, P=Person or Proclamation or Projects)

We need more volunteers, training and curriculum for prison ministry.

Christian radio is not being used at all by Southern Baptists to promote volunteerism/missions, cooperative program, etc. It is such a glaring failure on our part. Other denominations are recruiting volunteers, soliciting funds, broadcasting mission testimonials etc. through radio and are enlisting Southern Baptists by the thousands and attracting millions of dollars to expand their radio networks worldwide, staff their mission endeavors and promote their resources. It is frustrating to see us giving millions of dollars to missions and almost nothing being done except for those who can afford a satellite hookup. Grass roots people listen to Christian radio and are captivated. As Southern Baptists, we only appeal to those who read, while only 20% of males will read. The reason so many women respond to missions, etc. is that 60% of them will read. If we are to attract more people to volunteerism/missions, we must diversify our appeal through media.

The association needs to know of volunteer needs and how these needs can be met. Volunteer training kits needs to be in the hands of the DOMs. Please always inform the association when a volunteer person or team will be working in that area

More contact to local churches. Prearranged mission (food-housing), good for churches and mission field.

Go for it! We need all the help we can get!!

Under no circumstances should the Summers/Semester Missions Program be scuttled or reduced; it produces an entire generation of future missionaries or at the least mission conscious lay leaders of local churches Revamped, revised, perhaps – but not reduced (Van Simmons is terrific!) I applaud the reaching out of NAMB to other similar agencies of their denominations to reduce redundancy and heighten each others efforts in a synergistic fashion. The then FMB did it starting in 1985 on a global scale and it opened so many doors. God honored it by opening many heretofore closed channels. May God do the same on our own soil.

Very little information gets to the local pastor on people who are ready to serve and what they are interested in doing. What is the local church's financial responsibility? I have a need for a Baptist college ministry leader on a 2 year college campus. Wide open for ministry. We do not have the resources. We are in a pioneer area. How is this need met?

Although volunteers come with their own support, it would be well received to bless volunteers with housing, car, food or something to defray costs. A little more planning in the missions site would be helpful to the volunteer.

Have a staff large enough to handle the job without undue stress.

My wife and I are scheduled out for 2 different South America trips this year.

Section 3

Mission Service Corps Volunteers

Asking us for specific prayer requests/needs, etc. and letting others know. We are completely on our own and we really don't know what to do and how to get involved on a national level or even a state or local level for that matter. We need a lot of help but can't seem to find it

I am in local home missions Criminal Justice Ministries of Texas (TCJM) last 4 years. Am not certain of what if any information your office may require of our work in the field. Scheduled reporting.

Keep Campers on Mission aware and involved. We are one of the largest groups of volunteers in America. My wife and I are state COM volunteers in Arkansas. We have led campers on several mission trips. We are leading several in 1998, including 2 weeks with the Mississippi River Ministries Project. We both are Mission Service Corps volunteers and have our certifications in Disaster Relief. We have a 33' Pace Arrow motor home.

More publicity about Mission Service Corps to people, pastors, churches. Many times they have never heard of it and what can be accomplished through MSC!

We would like to see our local churches and association offices receive specific information regarding mission projects available and that they receive them on a TIMELY basis so they can make advance plans to schedule vacations to enable them to participate more in volunteer projects. We would like to see NAMB take a more active part in national Campers on Mission rallies. Carl and Mary Reagan are doing a superb job, but we feel they could use assistance from NAMB in promoting the COM. For example, in our latest issue from NAMB on missions there was no mention of Campers on Mission activities. We felt this would have been the perfect time to promote the National COM Rally which is to be held in Sedalia, MO in June of this year. Keep up the good work, we know you have a big job ahead of you and we are praying for NAMB's plan to meet the various needs of all volunteers.

If there is a publication already available that outlines the mission needs (especially in the Southwest part of the US) we would love to receive it, or an e-mail listing.

Somehow we need to make it possible and practical for VIM's to serve long periods of time (2-5 years). Start up ministries need stable "stack pile" people to build around. I think many associations could provide services to churches and community if we had VIM as staff people. Somehow we need to involve more professional people in VIM (long term 1 year +).

For several years we spent a week as a family doing volunteer missions, then when our son became a youth, we went with the youth group as adult leaders, sometimes 2 weeks. We have also spent a lot of time as lay renewal leaders. We participated in the MSC orientation several years ago and served as a consultant in our area. We have been a part of our own church mission endeavors, have done some trips on our own, and have joined with other churches. In a year or so we would like to serve as mission assistants for a short term . . . or do some pioneer mission work in America.

I feel that NAMB personnel should definitely and thoroughly know the situation and person in charge of any field that one through the Mission Service corps is sent. This running over for a day or two just doesn't see the whole picture. Make sure that what you tell people going as mission volunteers is fact and not just what you think it is. L.J. and I thoroughly enjoyed our work with Emmanuel Baptist Church in American Samoa. I taught a Sunday School group of grades 1-5, worked to establish a Women on Missions group which grew from four to twelve. Many of those were teachers at Ssamoa Baptist Academy. Our goal for Lottie Moon offering was \$300.00. The church gave \$970.00. God truly blesses.

Do not mail unsolicited materials. As a past interim pastor, the church received stacks of materials totally not usable due to the size and local outreach for that community. Material quantities for missions projects i. e. Annie Armstrong and Lottie Moon grossly exceeded needs. I believe there is a "strong" need for some guidelines in this area. This has been a waste of the Lord's money.

I work every day and help my wife with the Good News Center here in [name of town] CO

I have been a Mission Service Corps Volunteer going on 15 years. I do an innovative evangelistic event—a “trick rope gospel presentation”. My wife and I work together on special evangelistic events. I minister in churches, campgrounds, parks, festivals, block parties, resorts and rodeo arenas, chapel services in Christian schools, Youth for Christ in public schools and youth camps. Many are being saved through this innovative ministry.

Materials I display need to be sent in a timely manner.

Keep up the good work. I strongly support Valerie Hardy and her wonderful efforts and Myra Book.

Financial support for Mission Service Corps is the pioneer mission field where no secular jobs are available. Would like to hear from someone in the Mission Service Corps Office once in awhile, not just when your term of service is ending.

In reference to [the question on NAMB responsibility] I believe NAMB should train local leaders who, in turn, would train the volunteers serving from their area. I think NAMB should work closely with the area receiving volunteers in the assignment process.

Create a network that keeps all volunteers informed. Place all volunteers quickly. Respond to all requests timely. Create and expand Campers on Mission to include all volunteers in state/local/regional rallies. Evaluate the value of volunteers after 8 years of volunteer service. I find from myself and others that paid staff have the only voice. Find out “who is out there” in the construction field. We meet lots of people that have no affiliation. Staff the national office with enough people.

We recently attended orientation. It was very well organized and the information, fellowship and support were a great inspiration to us.

The overall operation of the MSC system is working well. Two areas in which improvement could be made is in better screening of applicants, especially in the area of health, and ability to make a living when serving as tentmakers. There needs to be some fine tuning in the method of matching needs to skills. Some applicants are not successful in finding a place of service for a long while, many needs are not filled for quite a time.

Be in prayer for all volunteers when they are all out in the area. Nobody knows how they are doing but one God does know.

Section 4

Short Term Adult Volunteers

Send more materials to pastor, in hopes they will read and respond.

I have been an approved M.O.S.T. member almost two years. I left a pastorate of 20 years to be a M.O.S.T. volunteer full-time as of 1/1/97. Since then, I have had only one assignment. I filed my report, was not reimbursed for travel expenses as promised, wrote numerous letters regarding these issues, and to date, I have received absolutely no reply.

Although I haven't participated directly with World Changers, the opportunity presented itself at youth camp for one of our teens to participate. She's interested in helping others ever since the experience!

The new newsletter is EXCELLENT! Keep up the good work.

Until we moved to Florida last October I held a supervisory position in my church that provided volunteer work in our church mission. This summer I will do a missions program in Pennsylvania with my church here in Florida and the Florida Baptist Convention. I am praying that God will lead my husband and I into more mission opportunities here in Florida as well as other places as funds are available.

You are doing a good job. Keep it up.

Need better communication by speaking with a body not a recording. Less time delay in returning calls. I have yet to receive a return call made in 1/5/98. Use non-salaried people in World Missions Conferences like they use state workers who are likewise non-salaried.

Make known information about opportunities. Most information going to churches seldom reaches a volunteer. As a Mission Service Corps, we are not kept informed about opportunities of service. We have not received a Needs Lists for more than two years. We have also sent you our change of address twice and you are still sending to our old address. In fact, this is the first we have heard from you in a couple of years. Getting information from you is difficult.

Volunteer has limits in transportation during assignment. May possibly wish to extend to MSG if situation is appropriate to God's will and supervisor's advice.

More information to places that need volunteers and more information to local associations. More one on one contact of volunteers who have worked to get more volunteers. Establish a volunteer page on web site. Establish a volunteer column in witness.

If each person would go once they would see the need and go again and again.

I thank God for the opportunity of serving as a Mission Service Corps volunteer. God is using this important ministry to reach many people who have needs physically, mentally, and most important of all, spiritually. Please continue to provide opportunities for people who love the Lord to serve. Also, thank you for the prayer support. God Bless

I enjoyed the premier issue of *On Site*. I would like to see you put the "classified section" on the web site. I would also like to see your computerize the reports you want from volunteers.

We have Bible study, prayers and devotions on volunteer work. We work [six names] – all of these leaders and others. We have trouble getting in touch with the work place when we go without one of the leaders. We believe it would be a big help if we could call DOM and he could tell us what we need to know. We enjoy very much the magazine sent out with volunteer work etc. M.O.S.T..

Recognize Campers on Mission as an excellent way to do volunteer work!

We had been interested in Campers on Mission and after attending the Southern Baptist Convention still no information. No one at the convention had information. This is a very large group of volunteers and a

booth with information is needed at the conventions. *On Site* publication is excellent. This is just what we need for our benefits. We have found a work site for this summer through it.

Would like to see more information on how to join various activities such as Disaster Relief, etc. Who do you contact? How do you join, etc? This needs more general publicity. Our work in the campground ministry including hurricane reconstruction has been very rewarding.

Primarily mission work is in church construction and repair, with some in Disaster Relief in feeding and clean-out of flooded homes. Most of the work has been in California, with some in Washington State, Nevada, South Dakota, Hawaii and one trip to Japan. Income level does not permit much work out of state and normally out of country.

It is a very rewarding experience.

Have volunteer construction crews be more specific as to their qualifications. Maybe have some experienced person call them and inquire of their experience.

Both my wife and I have worked with Campers on Mission. I have also trained both as reconstruction and now as communicator for Disaster Relief. We were both involved in '97 flood at Albany and Newton, GA and in the Olympics at Savannah. We also have several in M.O.S.T. both in FL and in PA.

I was house parent and cook for 10 days at Grand Strand Ministries several summers ago and I believe if I had had another adult to help me it would have been very different.

It might be helpful to encourage family missions opportunities. There could be some form of centralized information network that could provide instructions, ideas and contacts.

Stop stereotyping people who need ministry. Impress on volunteers that missions is work, not a vacation. Let people in places of ministry write the guides. I'm tired of trying to use guides written by city writers who have no concept of what the mission field is like. The tried and true things to do don't work in Alaska.

Need more interest to be shown in volunteer mission work i.e. M.O.S.T. by the local church sending the volunteers. Need more interest and concern for the volunteer going on mission to the receiving church (pertaining to his/her comfort and welfare). Need more assurance from the Mobilizing Group at NAMB for the individuals needs. In other words, show me, don't tell me and then leave me to fate.

My purpose in serving as a volunteer since April '89 has been to witness and proclaim God's love. Whether in the inner-city of Tucson, along the border and across into Old Mexico or here at Windermere helping to provide a beautiful spiritual atmosphere for those that come for renewing and many leave dedicating their lives to minister and serve. These ministries I want to continue by the NAMB. Others I am not as familiar with but am sure the need is as great. Keep up the good work and God will bless it.

For 3 years I was happy to receive, in January a list of all volunteer opportunities available. I responded to literacy work for the summer. When S.C. State Convention established a relationship with New England, I called the Literacy Department in Columbia, S.C. and was offered an opportunity to teach ESL in Boston to Chinese graduate students. This summer will be my 4th in this work in Boston.

It needs to be better organized.

We would like to receive information on small church groups traveling to other parts of the states/world for short term mission projects that involve teaching/working with small groups.

NAMB group is so fine to work with. Enjoyed one year assignment in Dr. Blackaby's office. Your people are sensitive, and always striving to do God's will for each person. To God be the glory! The M.O.S.T. people are helpful, loving, caring and I love assignments in the TX area.

I have not received enough information about NAMB to make a comment. We really do not receive enough information about projects, etc. Would like to receive more. Maybe since the 3 agencies have been combined, the MSC volunteers will be better informed.

My wife and I spent two months in Oceana pioneering a work in the Marshall islands. The door has opened. We personally know the reigning King Jurelang Zedlkialn. He welcomes Southern Baptist to come and be involved in training pastors on Majuro and outer islands. However, we have not heard back from NAMB or IMB as to any follow-up opportunities. My wife and I see a wonderful door open but for how long. This disturbs me. What do we do for follow-up?

I hope NAMB can provide the same excellent service that the Home Mission Board provided.

I would like to see better communication in the areas where volunteers live. We live in the Nocona area, Bowie, St. Jo, TX. Please send out information to the leaders in the area on what is needed and send out to churches by the leaders. We don't have any idea who to report to when we are at home. We never receive anything telling us what is needed where . . . we don't know what services are in the area, like closets, soup kitchens, food distribution, etc. Where are the battered women's shelters? Where do we go to volunteer there? WMU needs to inform people of their meetings, everything is so quiet. When is the WMU convention? People do not let others know where they're going and only one person goes. I have received the mission's magazine once. How can I get one each time it is sent out? I never know what is in Glorieta, NM. Where do I get that information?

My wife and I volunteer through Campers on Mission as needed for up to full time. In the past information about opportunities have been late and many times we did not get what mail outs were available. Communication with the churches and the volunteers is very important

Full use of MSC and Campers on Mission with job availability to all "active" COM. It has been difficult getting this information, however the more active we become, we now receive M.O.S.T. etc. plus calls from people with needs. Coordinators phone numbers in each state would be helpful. Perhaps a pocket card with their names and phone numbers per state – many do not have this information. More could be done if more knew who to call in each state – we just finished a new church in FL and we gave Stella Stone an 800 number to all on project in order for them to find other jobs. I carry a M.O.S.T. paper for this information. Perhaps twice a year is okay but might consider quarterly or smaller update. One excellent worker at age 55 could find nothing to do and was tired of looking. Brought him to FL and has now been active 4 years coast to coast and full time.

I am 79 years old and can still do an honest day's work. Last year I had the pleasure of helping to build a new church to replace the one that had been in use since 1903. The old one, my wife (deceased) and I attended once 62 years ago before we were married. I wish she could have been with me! We were married 55 years.

During my years of working with various churches in Virginia and North Carolina especially in leadership roles with children starting in the 1940's, I accumulated much information and materials that were very beneficial on the mission field. Although teaching procedures have changed over the years, I feel that the use of the flannel board was an important tool in helping children to understand Bible stories. I would like to see the flannel board stories reinstated in areas where children's needs are being served on the mission field. It was a pleasure serving on the mission field, for each experience left me far richer and blessed by the missionaries with whom I worked and the ones to whom we were sent to minister, such as the children in the slums of Baltimore; the migrant worker's children in Florida, the homeless in Honolulu, Hawaii; and, the poor children in Puerto Rico and so forth. Each situation was uniquely different in some ways, yet uniquely the same in others, as we shared our love of Christ with so many who in most cases had not heard the word of God. I feel that I received more than I could give and am truly grateful for the memorable experiences.

Not enough emphasis on soul winning – too many programs just spend money and “fill squares” [sic.]. Too many MSC volunteers are HARPers who just don’t get much done. Too much money spent on costly brochures and posters that really don’t win souls! The SBC needs to rethink soul winning and how to teach people to get out and reach the lost! Too many ineffective church programs designed to entertain church membership, but useless otherwise. Too much duplication of effort by various groups.

Have the volunteers to share in their own church and other churches with personal testimonies regarding their work.

Section 5

World Changers Volunteer Leaders, Youth Group Leaders, Mission Youth Group Leaders

Young people need to be exposed to ways they can volunteer whether they are in mission groups or not! Churches need a lot of information on opportunities and training!

Don't quit! Keep on encouraging others to participate in volunteer missions – It's a life changing experience and so very important!

Do not cut the Acteens Activator program of allowing teenage girls to work with missionaries on the field in hands on ministries.

I think we are moving in the right direction.

Don't limit your publicity to one or two methods, but do it as many ways as possible.

I don't really have any comments since we don't hear about missions projects from NAMB. Our projects come by word of mouth from pastor to pastor

I have thoroughly enjoyed the 2 Acteen Activator trips I took. I feel the Lord impressing me to take an Activator trip to Hawaii. I have felt this for about 3 years now. If you have any suggestions about this please let me know. I feel there is a great need there among the Hawaiian people. I talked with Greta Dosey when she was Acteen State Advisor and she thought that a state Activator trip would be great since we were in partnership with Hawaii. Thank you for your work.

All years in the past we had our assignment before the end of the year which was helpful in working our budget and preparing w/money needs. I understand why it was different this year because of change over. I think pictures of the mission where you are assigned showing lodging, pictures of facilities around would help so you would know what to expect. Job description/responsibilities while at mission and what is expected would be very helpful.

I would like to see youth try a simulation program that puts them in the place of the other before they help them. Example: a poverty simulation in which youth live in shelters, beg for money, interview homeless, etc. It helps them become the person they are ministering to. I have seen volunteer missions begin to focus on numbers of converts rather than meeting needs. I feel that meeting needs should be our primary motivation and not consider numbers to be the indication of success in our service to God. Secondly, I have participated in groups that have helped others come to know Christ, but follow-up is neglected. Salvation is not only a one time event but it's a process.

Too few staff for student volunteer mobilization; some new staff do not know Baptist tradition (heritage etc. – student evangelism); too much bureaucracy!

I am not sure I understand the role of NAMB in relation to the state convention, local association and churches. Will NAMB operate separate of these organizations, through them or both?

I would like to see all of the student mobilization department take on a unified approach, possibly under the umbrella of World Changers or another name. There needs to be unity in the program.

God bless you (Jim) as He continues to reveal Himself and His ways to you and your team – you are all very special people to me, and I appreciate your hard work. You and NAMB are in my prayers as you take the necessary steps to make missions a vital and active ministry in the lives of Southern Baptist churches. The questionnaire was tough – missions is so important to me – it's hard to determine what "program" is more important or effective than others. Promotion is the key!!! I am not familiar with every missions ministry which NAMB is responsible for – how could the local church minister be better informed? Have I "dropped the ball" on this issue? Is there adequate promotion and education of the vital ministries at NAMB? Are ministers informed, updated, made aware of mission opportunities within the NAMB organization? If I was not involved in a particular mission endeavor with NAMB, would I be aware of the great mission opportunities which NAMB offers? Where are the lines being drawn between

national, state and association levels? Are some churches dealing primarily with state offices and unintentionally avoiding the national loop? It is important to develop clear, distinct roles between the national mission agency and the state/association offices in order to make mission efforts more effective and useful in the lives of SBC churches. How are we working together in these areas to form partnerships—especially in the area of Mission Youth Groups, Innovators, Summer/Semester Missions and SPOTS?

The Challenger program and Brotherhood programs of our church are dead. The materials for the older youth and men don't seem to catch their interests. RAs up through grade 6 is great. We have adopted a more hands-on approach with our Challenger missions group and work on 5 to 6 projects per year. We've patterned a lot of what we do after World Changers and this seems to be working. How about a fresh approach to missions with more involvement and service orientation, instead of advancement levels. Our youth just don't care for small rewards anymore. They prefer the rewards of Christian service.

Increase involvement in groups like World Changers – World Tour. Start follow-up program to measure impact of WC/WT on communities.

Push senior adult WC and a new emphasis to reach Baby Boomers entering senior adult status.

How can you ask if these ministries are very important, somewhat important, not important? They are all God's work, and all of God's work is very important.

Keep volunteer mobilization a priority.

I have been on two mission trips the last two years for World Changers and am going international this year. To me it is setting the foundation to set up our own mission trip as the on-your-own that is listed on the other side. To me it is so important for youth and adults to experience missions first hand.

We are hosting World Changers this year and we have applied for 1999. This is a well organized group.

Please keep giving youth opportunities for hands-on missions (i.e. World Changers). It has made a huge impact on our group.

It is very important that NAMB staff contact or call you back concerning assignments ASAP. This year has been extremely frustrating attempting to obtain information about our youth ministry assignment for this summer. It was sad to experience the lack of communication, especially calls not being returned when all my experiences over the years had been so positive. I do not share this to be negative, however, I do feel this is a very important thing as we as pastors attempt to lead our students and church family to the areas of ministry that you coordinate under the leadership of the Holy spirit.

World Changers has been great for our church!

Would like a number I could call when disasters occur to see if assistance is needed should I be available to go. Usually other missions projects are planned in advance.

Senior adult World Changers needs patient, consistent, easily understood communication/promotion. The current promo piece is a disaster.

I have a great appreciation for World Changers. I hope that you will continue to allow for this avenue of service!

Thank you for offering all youth construction projects through World Changers, but could you please offer more than you did this year. My group really enjoys the construction end of missions and if, very difficult to try and do a junior high and high school trip plus a camp in one summer. Also, please offer more up to date information on your web site, such as which trips are full and which have openings. You might also offer a copy of the sign-up forms which could be printed out and mailed (with deposits). Thanks.

Concerning mission youth groups, we are not looking for an extensive application process from NAMB but would like NAMB to serve as a clearing house for legitimate field requests. If there is ever a problem, it is usually on the field side in the form of unpreparedness. Continue seeking ways to promote to the small churches. As association youth coordinators, I find too many churches unaware of NAMB opportunities, including World Changers.

I have had a hard time with the way all of these changes have been made. Many of these, now fired, employees had been with the SBC for a long time pouring their life and ministry into missions. This new NAMB can work and I expect to see the same or better results from these changes. I hope it goes deeper than a name change. I have always supported the SBC and will stand by it, but it is difficult when I see it run as a corporation and not a ministry. We need to reevaluate what has happened and how to move forward so the world may know. I am praying for the board and would love to help in anyway possible

Don't let World Changers get eaten up w/other programs.

I am disappointed in all the focus on World Changers and the lack of focus on mission youth groups. The recent promotional material sent out to churches mainly focused on World Changers. Even though I see some advantages to World changers, I disagree with "putting all ones eggs into one basket." I have worked through the HMB in the past to help me coordinate mission youth groups through the church. The advantage of mission youth groups are: 1) Cheaper, 2) Able to meet the needs of home missionaries all over the country to meet their requests for mission youth groups, 3) My group is not with other youth groups so I can build unity and strength with them instead of having to compete with their attention with other youth groups (as in World Changers). 4) There is more to missions than just work camps (main focus of WC). 5) Sometimes there is a time for youth camps and youth mission trips to be separate from one another instead of combining the two (as in World Changers). I would be happy to share my thoughts if you would like to call.

I believe it would be good for youth groups to receive a list of opportunities available and to pray for these. The board could still make the appointments but if we as youth pastors could have some input to the needs of our group as well as to the assignments, I think it would be great. I also do not agree that Sojourners should not be paid. I had a few high school students go on Sojourners and work with the students summer missionaries. They worked just as hard or harder and never got anything. They came home with car insurance bills and other things. This doesn't seem fair. More correspondence after the mission trip would be better too. What did they think of the job done. What could we do better next time. Maybe a better evaluation time for both mission team and project

Would like to see promotion specifically to non-active organizations within churches, i.e. if youth group is active in missions then NAMB should target the WMU and Brotherhood of that church and send promotional material aggressively.

It has been my experience as a pastor for 14 years that missions involvement changes the lives of the participants as well as affects the people on the mission field. I have seen our involvement as being very encouraging to the pastors we assist.

I think awareness of opportunities should be stressed. I think many members may be unaware of the need for local missions.

Volunteer missions is the motivator for lay Christians to meet individual needs on an every day ordinary basis. It encourages us to use God's talents to reach out to His world. It's a step in the right direction . . . meeting people's needs right where they are!

Promotions are best sent in August for the next summer's mission opportunities. Most churches prepare one year in advance at least.

I am very pleased with the help we have received through NAMB. Thank you.

Renew the sense of urgency for missions in your promotion programming and enlistment. Make available resources for the local church to plan and conduct mission awareness events like mission fairs and volunteer enlistment days. Do all you can to integrate missions involvement in every aspect of church programming and life. Help churches lead their members to see that “that’s why we are here.”

If the Department of Volunteer Missions knows of projects by priority of need, that would be great help to those of us who set up our own projects.

World changers has been a great and viable program. World changers works fine as it is growing at a rate that can be handled. Why mess with a program that is growing and working fine. Don’t use seminars to do commercials for NAMB. We go to meetings in need of information on projects we are getting ready to do. Don’t ask someone to speak about subjects when all they know is hearsay. Most projects don’t need to be sold, they need problems addressed. More use of time.

Make it easier to match the individual church with a specific project farther in advance. We could not find a project until March even though we began trying in November.

Interested in future World Changers projects overseas and adult pre-packaged trips.

As people become more aware of volunteer missions and realize that there is a place for them to minister to others, more of the unsaved will be reached. Lay people do not realize how they sometimes can reach/convert an unsaved “peoples” quicker than a ordained minister or even a career missionary. I have had the pleasure of participating in 8 volunteer mission projects or World Changers and one partnership evangelism to Wales. God has shown me that “he” can use all gifts and talents – no matter how small we think they may be. Volunteer missions has made me a bolder witness.

Please continue to present areas of need especially through video as this is the easy way to interest others.

I really enjoy the *Men on Mission* magazine. I would like to receive more information on Disaster Relief work and how to get more involved. Would like to do more work overseas. Love to travel and do mission work. Have done 8 World Changers projects and Habitat for Humanity. It would be great to have more training for mission volunteers. Would like to be put on mailing list to receive more information concerning missions projects. Would really like to work on World Changers staff at some point in time. Would be great to know how to get a World Changer project in my town. World Changers is the best project for young people as well as the home owner they help.

I am presently a youth pastor of a nondenominational church that is predominately Baptist in doctrine. I really appreciate opportunities to serve with World Changers and other cooperative efforts like that. I hope that opportunities like that will continue to be a focus.

Cities and how to do inner city work should become a greater focus for NAMB. We also need to work on helping the local church work better with mission groups and with NAMB directly.

We are really involved with the World Changers. All the youth were involved in this.

Section 6

Directors of Missions (Associational Missionaries)

Please develop scholarships for Mission Service Corps seniors. Many want to attend the orientation but lack funds to fly or travel. Training is essential. However, if the person cannot make it for financial reasons it's worthless. Many seniors I work with would be involved but they lack funds.

More partnerships are going on at state to state/nation than through NAMB. You need to focus on one area that they are not meeting and let these partnerships alone. Don't reinvent the wheel.

Be sure we keep explaining the differences of all the volunteer groups – what they do and can be expected from them.

I hope NAMB will soon get better organized in the area of volunteer mission. Be more knowledgeable of the opportunities and their specific needs. When I, as a mission teams leader for the association, call NAMB for possible volunteer assignments, location and needs, I would expect to speak to some knowledgeable person. Instead, I am transferred to some secretary with little to no information. This is not a one time matter, in fact, I stopped calling NAMB and began working with our state WMU office in Birmingham.

Better response from NAMB to specific requests for information about needs.

I am on the receiving end of mission teams. I work with the church in my association to receive the volunteers that are coming. We average 100-300 every summer. We primarily get workers through: Baptist Student Ministry (NAMB), Campers on Mission (NAMB), Mission and Christian Service Corps (NAMB), State that partnerships with Alaska and returnees.

DOMs need a direct link to all facets on volunteer activities. I deal w/many church members requesting information on volunteering in missions. I could use a thorough "volunteers" wanted list on the Internet for immediate access. Can I have this by March 30?

The strength of WOM is the ladies succeeded in keeping the organization in tact and free of denominational power to take away their distinctive program. At the same time they remain loyal to the larger convention organization. Where a program is placed is not as significant as retaining a spirit of belonging to a worthy cause.

There are many mission volunteer groups available in our state of Kentucky, especially youth groups. It is hard to find a place of service for many of them. Perhaps NAMB could offer to network more groups by letting churches know that such a service exists. I am aware that NAMB is already doing this but it seems some churches are not aware of this service and mission volunteers, in some cases, do not find a place of service, especially in summer months.

More vigorous enlistment of volunteers. Improved communications between NAMB and associations.

I firmly believe that the future of missions is in volunteers.

Getting specific request information out early enough for folks to promote, recruit and prepare for the mission activity.

We need long term volunteers (1-2 years) and we need resources provided.

I am a DOM who has led his association to a linkup with a specific area. This summer we have 6 mission trips scheduled through our local churches to western Iowa. As an association, we are assisting two pastors with financial support. I would like to see more of our associations look into this type of labor.

I think it would be much better if there was a bivocational/tentmaker category. I am a regional consultant for Bivocational Ministry and I don't find that work even mentioned. I am aware that we are included in the mission service corps. Really our work is large enough and important enough to be recognized for what it is – a mission force doing what it takes to fulfill the great commission.

I retired to work as contract DOM in September, 1996. We are making plans to retire for the second time, August 1, 1998. Our plans are to return to volunteer work during the summer of 1999. We are talking to a DOM in Alaska but have made no commitment. We did volunteer work during the summer: 1994 – Salt Lake City, UT/Idaho headquarters, state convention, 1995 – Reno, headquarters of state convention, 1996 – Billings, MT at the state convention headquarters.

The greatest need is for volunteers. Church groups are asking for places to go. Hands on missions is the greatest kind and of this kind, partnerships are the best.

I do feel that NAMB is seeking to reach the lost, and disciple believers in the most basic and practical ways. Really!

Prepare some volunteers job descriptions in a database on your web site. Sub-divide by categories (examples are association volunteer coordinator, under construction, crew chief for World Changers).

Woody Minster, the volunteer coordinator for the Baptist Convention for NY and I discussed just last week ways that the volunteer process might be improved. Numerous requests from associations within our state have been made, for a variety of projects, and almost none of them have been filled. Our association made several and we did not have even one response. On the other hand, I have known of some in the South who have volunteered, but who never were contacted about going anywhere. My suggestion would be to make available to the state coordinators the list of volunteers that are available. Our state coordinator has first hand knowledge of the needs in our area and would be in a better position to match up volunteers, who might not totally match our request on paper, with our needs.

Keep the local church primary. [In reference to the question about effectiveness of the 12 ministries] such projects are usually very effective in developing those who volunteer to do a better job when they get back home, only “somewhat effective” in helping on the mission field.

I have no problem with NAMB being involved in certain projects – so far as no duplication. At the present time SSB has Brotherhood and RAs and State Brotherhood has Disaster Relief and World Changers and KY Changers.

Don't let missions education fall through the cracks.

I would like to encourage more attention to the upper Midwest i.e. Wyoming, Nebraska, Montana, South Dakota. At times it seems as if big, southern or west coast states get a lot of the attention. Thank you.

Expand it, promote it, print training materials and provide national coordinators.

We need NAMB to be the focal organization to give credibility and leadership on a national level.

It would be great for NAMB to act as a clearing house for available missions groups of all kinds as well as possible mission opportunities. Detail planning should be the responsibility of the participating groups. Job descriptions are going to change depending on where you are serving. In other words, many ministry jobs are area sensitive, so I'm not sure about the necessity of NAMB writing job descriptions. Maybe general guidelines? Thanks for your work!

The publications for volunteer missions is very good publicity. I am a DOM and I promote volunteer missions anyway I can.

Be a team player. The restructuring process did not include the input of many vital ministry leaders and as a result it appears that NAMB is scrambling to find out what the churches and associations need from them (thus this survey). If the people involved in the changes at NAMB would have taken the time to listen, I believe direction for your organization would have been much clearer. If volunteerism is a major thrust then why has it taken so long to hire someone to mobilize groups to other projects aside from

World Changers. Many ministries depended on NAMB to help by sending mission groups but found little or no help this year.

Volunteers may be the cutting edge but we must be careful with who we send.

How do we plug in? What is going on? Where are your leaders?

MissionUSA video magazine was the BEST tool that we had for missions promotion. When did you ax it?

Section 7

State Student Ministry Workers and Summer/Semester Missions Supervisors

This is one of the viable areas of assistance from NAMB and strong emphasis must be given to it.

I would like to say that I just love volunteer missions. It was the door of opportunity which God opened for me to know Him in a more intimate way. "I know you well, you are not strong, but because you have kept your faith in me, I will open a door for you that no man can shut." Rev. 3:8

I was pleased to note that one of NAMB's 4 main objectives (goals) is in the area of volunteers. I believe a strong effort in volunteers will have an enormous effect on America and Canada. I hope the student missions section will maintain their strengths and the youth department will improve in promo, enlistment and in meaningful missions match-ups, group and site. Thanks for the survey.

Just keep talking. Keep the state convention personnel that NAMB relates to informed as the 'implementation' of the Covenant for a New Century continues playing out. Thanks for seeking the input.

No comments made concerning US-2 missionaries. What is the future of this program?

The most cost effective method and participation oriented ministry will be through volunteerism.

Make it user friendly. Have enough people on staff so that people calling in can speak to a person directly. It is good public relations to do so. Get out materials on possible mission opportunities ASAP.

A list of short term projects for college students during fall, Christmas and Spring breaks should be up-to-date and detailed (contact person with phone numbers, addresses etc.) needs capacity (#'s), estimated cost (on site), if "hospitality" is available (housing, meals) if group would be responsible.

I am supportive of the student volunteer mobilizations emphasis on World Changers. However, it is my perception that World Changers is being promoted far above the collegiate student missions program. Note the **tremendous imbalance** between the two in the current student volunteer promotional booklet. If the response to World Changers is successful, then a corresponding pressure will be brought to bear in subsequent years on the student missions program, as those touched by World Changers seek further missions experiences in college. World Changers and Student Missions are **two sides of the same coin?** **They need each other!** It is during the 10-week missions plunge that many sense and respond to a missions call. The short-term project is an excellent introductory missions experience, but don't neglect the importance of the 10-week or semester impact. **Please heed this point! This is very important!**

For years NAMB (and its forerunners) have done a great job. Keep relating to WMU. Please be careful to inform locals/local supervisor of assigned volunteers (MSC, etc.) before (or at least simultaneously) you tell the volunteers of an assignment. Too often, the volunteer knows it and has begun making plans to go, yet the locale/local supervisor is unaware.

I would like for us to develop an even greater emphasis on Volunteer Missions work to youth and college students that would challenge them to give one year of their life to volunteer missions program. Have them raise their own support to cover the expenses that year. If Mormons can do it for something that isn't the truth, we should be doing it because we have the truth.

Please don't harm one mission volunteer organization, by over supporting another. Feel like youth mission teams are neglected for World Changers, at times. Missionaries in MD/Delaware need the youth mission teams. Hope structure will become better organized in 98-99. Keep up the good work. **VOLUNTEERS** are essential. **We need them.**

The mailing of summer/semester missions applications has been erratic since the changeover. I had to search old files to find an application to give to a student. Anytime positions/sites are sent, applications should also be sent.

As a convention staff person in a newer convention area, Student Missions (summer and semester) are vital to the growth of congregations in our area.

In the past the HMB has provided us with possible SPOTS locations in the fall. This was early enough for Campus Ministers to schedule trips for spring breaks. If we receive the placement list in the spring it is far too late. Our student recruitment has to begin in the fall because of Christmas holidays. This year I received no reply to my request until after I had done the work to schedule my own trip, without assistance. Also, our state summer missions selections committee received very few of our original requests from your publication. This was very disheartening to students who prayed hard over what positions to pick. This system needs to be worked out because in some cases we didn't even get our 3rd choice.

Keep summer missions strong.

Volunteers are the greatest potential for expansion of the ministries of churches and convention agencies. We will never employ enough staff to win our nation or the world. If we will recruit, train and supervise volunteers properly, there will be great victories won. Volunteers have energy and skill and are quite effective when properly supervised and trained. They return from their assignments committed to work in their local church area and to support missions. Good volunteers return repeatedly to new assignments and recruit others to join them and support them. The motivation to serve is there if we will create the projects and opportunities for volunteers.

Student summer and semester missions needs **full** support and funding. This department does an excellent job in providing national leadership for collegiate involvement.

Please remember to realize the impact that collegiate ministries (BSU) has on missions. College students are at a critical point in their life. If we can get them hooked on missions in college through BSU, they will be missionaries for life! This generation is the one that can change the world. It is critical that we reach them.

30-1, 30-2 I believe this question to be irrelevant to the survey. Both are needed for different circumstances. This should not be on either or question, but possibly a percentage question.

There is a great need to increase the collegiate volunteer program. This group is at a cross roads in life. This mission experience can establish a missions focus for life.

I've never sought help from NAMB/HMB. We minister to students at USC as volunteers. Stacie gets a small stipend (as she is now full-time BSU staff) from state association.

Due to the way NAMB reorganized and moved all "support staff" from areas with which they worked, this year has been most disorganized so far. Most of the time the "left hand" hasn't known what the "right hand" was doing and it has really affected the field!! I still do not understand why this was handled in this manner. It has proved detrimental thus far to the places in which students have been assigned to work and minister.

Section 8

Adult Groups

I have been a mission trip leader for past 13 years. I have been pleased with the organized efforts until this year. We sent in our application in January with our 2 choices, but had heard nothing until 2 weeks ago when I finally called to check on it. They found our application in the files (said they were waiting to hear from us) was told our first choice would be fine and was available for the week we wanted. I immediately called the contact person on the project to be told, "No, we're filled for that week." I have tried for a week to contact our second choice but that person has not returned my call. I have also played "phone tag" with NAMB contact person. So, I have a team of 12 people with vacation time July 5-11 but so far no assignment! What was wrong with the organization the way it had been? It had been working fine!?! If it's not broke, don't fix it!

The Men's Ministry Program has in my opinion suffered greatly due to this change. Materials are not available and/or not effective. Also, the RA program has suffered. The men's program has all but disappeared. What happened? Are boys and men in the Baptist church no longer important? No wonder Baptist men have gone after such organizations as Promise Keepers, leaving the denomination – Southern Baptist are doing nothing for men.

Do you draw a sharp line between NAMB volunteers and state partnership and local volunteers?

Since 1989 I have been involved in leading construction teams throughout convention and also Japan, Romania and Antigua.

In the past, the connect time/response through HMB was incredibly slow. On numerous occasions we sought for opportunities to plan mission trips well in advance, and having located, planned and executed our own mission trip—we would hear from an HMB staffer (months after having completed our trip!) asking if we needed any help in planning. Such approach needless to say caused us to by-pass HMB altogether. NAMB probably would best serve us in this area by providing an continuously updated on-line (by region) way to connect with people and places for service and needs. Where some might desire some "coaching" or hints on how to undertake an interstate or especially foreign missions venture. A standard guidelines help sheet could be offered. For specific volunteer missions arrangements the states should have their own clearing house and contact person for helping requests to be filled. NAMB probably should not try to coordinate any details for trips but simply provide information so we can pursue a broader range of contacts and options.

The Board needs to be aware of the extensive work done by Campers on Mission. This is not a bunch of old people trying to pacify themselves. Churches are built—restored—souls are won to Christ. Generally, it involves the "workers" of a local church who retired and are willing to go out in their campers and witness and serve the Lord. Send a representative to one of our rallies. You'll find a group of people on fire for the Lord!

I believe the Louisiana Baptist Convention L.A.M.B. program is a good model for construction needs. They employ two men who travel and coordinate building projects. This has worked very well in my opinion. I am in GA but we have taken teams to LA.

As much information about assignment task as possible and more help with lodging suggestions.

BUDD Builders is a group of volunteers who help build churches. We also do contract work and use the proceeds to buy materials for projects when needed—a not for profit organization.

Most of us are able to help in VBS, visitation or construction. It is difficult to get the ones who can lead to the time and place and put aside the money too. Mission trips while often less than perfect in arrangements, often seem the most like heaven on earth in working together. I love to go!

Need the project lists more often. Need to be able to talk directly to a person at NAMB when questions arise. A monthly newsletter about volunteer opportunities would be great.

You need to find a way to cut cost on World Changers to make it more affordable for small churches to be involved.

Thanks for helping us carry out the Great Commission!

Thank you for your help.

We need a clearing house—somewhere to go to get information and exposure to mission opportunities. We're in a small state convention which does well but couldn't possibly be in touch w/needs around the continent.

The volunteer projects list needs to be updated and mailed out to various mission project leaders or coordinators on a quarterly basis.

We are full time volunteer missionaries. We have led teams home and foreign for over 16 years now. We go through NAMB for our Home Mission trips and are very pleased in the manner of service given. We really would qualify to be service c. workers as our work is full time and all the board members on our board are Southern Baptists. Our ministry is Truth Seed Ministries, Inc.

I think it is very important that we stay in volunteer missions. It helps other people but most of all it helps our youth become more involved in missions. Our church is very unhappy with your decision to stop support in some of our home missionaries, such as Lowell McGlory in western Nebraska. Please reconsider this work. It is very important that we maintain this work.

Emphasize strategic research of areas of need and potential responsiveness. Find every way possible to inform the churches of the opportunities. Provide basic training requirements for specific projects. Establish some local procedure of accountability. Help create partnerships between existing churches and mission site opportunities.