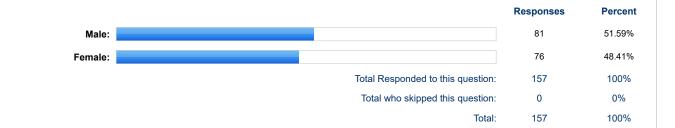
### Survey: JEMA Member Care Survey 2022

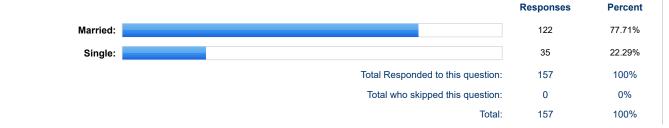
Survey Status		Respondent Statistics		Points Summary		
Status: Deploy Date: Closed Date:	Closed 02/03/2022 03/10/2022	Total Responses: Completes: Partials:	157 120 37	Max Attainable: Highest: Lowest:	0 0 0	100% 0% 0%
				Average:	0	0%
				Median:	0	0%
				Standard Deviation:	0	0%

### Summarized Data Report - Survey: JEMA Member Care Survey 2022

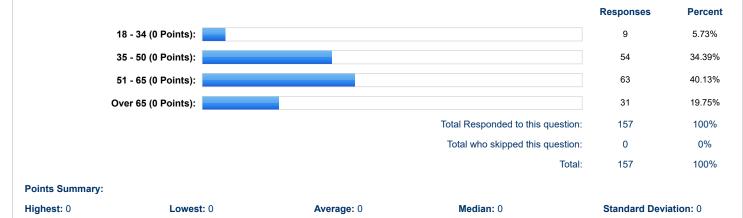
### 1. Gender:



### 2. Marital Status:



### 3. Age Range:



# 4. Years serving as missionary to Japan:



		Responses	Percent
21 - 25:		20	12.74%
Over 25:		60	38.22%
	Total Responded to this question:	157	100%
	Total who skipped this question:	0	0%
	Total:	157	100%

5.

Cross-cultural Orientation/Training (pre-field and in-country onboarding):

		Responses	Percent
My cross-cultural orientation/training prepared me well for what to expect in ministry and life on the field.:		47	34.56%
My orientation/training prepared me to function adequately, though I had to learn a lot by trial and error.:		69	50.74%
A lack of sufficient orientation/training led to a less-than-satisfying first term of ministry on the field.:		4	2.94%
I received no cross-cultural orientation/training.:		16	11.76%
	Total Responded to this question:	136	86.62%
	Total who skipped this question:	21	13.38%
	Total:	157	100%

6.

# Language Acquisition:

		Responses	Percent
My organization has/had a well- thought-out plan for helping me succeed in language acquisition.:		64	47.06%
I was given some supervision/help with locating and engaging in language studies.:		41	30.15%
I was pretty much left on my own to find and tackle language studies.:		27	19.85%
l wasn't offered/allowed dedicated time for language study.:		4	2.94%
	Total Responded to this question:	136	86.62%
	Total who skipped this question:	21	13.38%
	Total:	157	100%

7.

Member Care within my Mission:

		Responses	Percent
My organization understands the importance of member care and provides a wide spectrum of opportunities and policies which help me remain healthy and effective in my ministry.:		60	45.8%
	Total Responded to this question:	131	83.44%

Total who skipped this question: 26 16.56% 157 100%

Total:

While it may not be well developed yet, my organization desires to provide good member care and to see us serve from a place of spiritual, physical, relational, and emotional health.:		45	34.35%
Member care is primarily viewed within my organization as something that kicks in when a crisis point has already been reached.:		16	12.21%
I'm not sure my organization understands the importance of member care, and not much is offered.:		10	7.63%
	Total Responded to this question:	131	83.44%
	Total who skipped this question:	26	16.56%
	Total:	157	100%

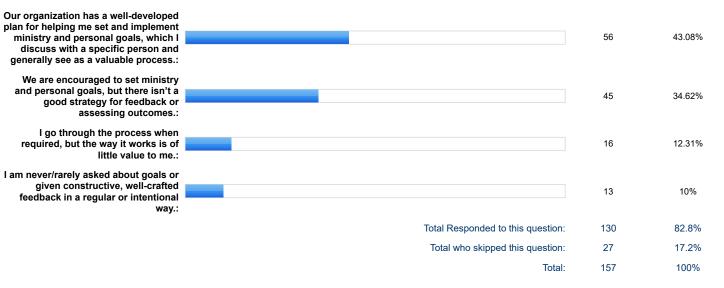
### 8. Member Care Resources:

		Responses	Percent
My organization provides us with information about people/procedures/options for obtaining assistance when needs arise.:		72	54.96%
Just through my time spent living in Japan, I have become aware of sufficient options for receiving assistance.:		41	31.3%
I know of a few resources, but I'd love for my organization to flesh this out more for us.:		14	10.69%
I have no idea what's available out there or where to turn when I do need help.:		4	3.05%
	Total Responded to this question:	131	83.44%
	Total who skipped this question:	26	16.56%
	Total:	157	100%

### 9. Communication:

		Responses	Percent
My local organization communicates effectively about values/policies/practices, encourages my feedback, and responds in an appropriate manner.:		71	55.04%
A workable level of communication happens, but it's not generally two- way.:		36	27.91%
Receiving more/better communication would enhance my effectiveness.:		18	13.95%
I often feel unsure or unclear about what is expected, which has negatively impacted my work or morale.:		4	3.1%
	Total Responded to this question:	129	82.17%
	Total who skipped this question:	28	17.83%
	Total:	157	100%

Percent



		Responses	Percent
My organization values work/life balance and supports us in setting aside time and resources to stay healthy personally and in our family life.:		67	53.17%
Although we're told to take time for personal/family life, actual workload realities make that difficult, and no one seems to be overly concerned about it.:		48	38.1%
A sustainable balance between ministry demands and personal/family life is not part of my organization's culture and/or my specific ministry context.:		10	7.94%
I don't know how to work towards work/life balance, and I may be reaching burn out.:		1	0.79%
	Total Responded to this question:	126	80.25%
	Total who skipped this question:	31	19.75%
	Total:	157	100%

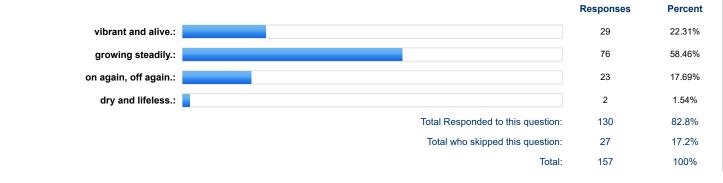
### 12. Physical Self-Care:

11. Work/Life Balance:

		Responses	Percent
I have established a pattern of getting sufficient sleep and exercise most of the time.:		47	35.88%
While not always consistent, I usually get enough sleep and exercise to function adequately.:		64	48.85%
I know I seriously need more sleep and exercise but I struggle to make it happen.:		16	12.21%
I have trouble getting the sleep and exercise my body needs, and I feel depleted much of the time.:		4	3.05%
	Total Responded to this question:	131	83.44%
	Total who skipped this question:	26	16.56%
	Total:	157	100%

		Responses	Percent
My supervisor/team leader is proactive and regularly asks about my personal spiritual welfare.:		30	24.39%
My supervisor/team leader has occasionally initiated conversations about my spiritual welfare, during my time on the field.:		50	40.65%
l've never/rarely had a meaningful conversation about my personal spiritual life with my supervisor/team leader.:		30	24.39%
I feel that one's personal spiritual life is not a topic easily discussed with one's supervisor/team leader and prefer to have such conversations elsewhere.:		13	10.57%
	Total Responded to this question:	123	78.34%
	Total who skipped this question:	34	21.66%
	Total:	157	100%

### 14. Spiritual Vibrancy – Presently, my spiritual life could be best described as:



### 15. Spiritual Practices – Over the course of my missionary service, my spiritual habits, practices, or disciplines have:

		Responses	Percent
grown.:		105	80.77%
remained unchanged.:		18	13.85%
declined.:		7	5.38%
	Total Responded to this question:	130	82.8%
	Total who skipped this question:	27	17.2%
	Total:	157	100%

### 16. Spiritual Friendship:

		Responses	Percent
I have at least one "spiritual friend" in Japan with whom I regularly and deeply share in my heart language (or an extremely fluent one) about my inner world.:		66	51.16%
I have at least one "spiritual friend" elsewhere in the world with whom I regularly and deeply share.:		25	19.38%
	Total Responded to this question:	129	82.17%
	Total who skipped this question:	28	17.83%
	Total:	157	100%

		Responses	Percent
I am occasionally able to freely share/unburden my heart concerns with a colleague or friend.:		32	24.81%
I have no one with whom I feel I can safely and honestly share what's going on in my inner world.:		6	4.65%
	Total Responded to this question:	129	82.17%
	Total who skipped this question:	28	17.83%
	Total:	157	100%

# 17. Trust:

		Responses	Percent
I feel personally valued and "heard" by my leadership and can share freely with them.:		65	52.85%
While I do trust my leaders in some areas, I would hesitate to share concerns of a personal or spiritual nature.:		38	30.89%
I generally trust my leaders to do their best for the organization's goals, though I sometimes question whether my personal wellbeing is on their radar.:		17	13.82%
I sense there is a generalized spirit of distrust within my organization.:		3	2.44%
	Total Responded to this question:	123	78.34%
	Total who skipped this question:	34	21.66%
	Total:	157	100%

# 18.

# Team Relationships:

		Responses	Percent
Much effort has been invested in helping us understand and value each other's gifts, personalities, and preferred styles in working effectively together.:		43	36.13%
While not intentionally addressed, relationships within my team are functioning well.:		38	31.93%
Relationships are generally amicable, but I don't feel much team unity or collaboration.:		26	21.85%
It's generally easier if we just focus on our own work and don't spend much time together.:		12	10.08%
	Total Responded to this question:	119	75.8%
	Total who skipped this question:	38	24.2%
	Total:	157	100%

### 19. Conflict Resolution:

		Responses	Percent
In my organization, relational conflict is handled in intentional and healthy ways.:		33	27.27%
	Total Responded to this question:	121	77.07%
	Total who skipped this question:	36	22.93%
	Total:	157	100%

157

Total:

100%

Percent We generally can talk things out when disagreements happen, and relationships are maintained at a 49.59% 60 polite and professional level .: I feel left to my own resources to deal with conflicts that arise.: 18 14.88% Addressing or dealing with conflict is generally avoided at all costs (until things blow up).: 10 8.26% Total Responded to this question: 121 77.07% Total who skipped this question: 36 22.93%

### 20. Missionary Kids:

Clear and well-developed policies and resources are available for helping our children/teens do well, and ive seen them implemented pretty consistently: 36 31.03%   My organization understands that all families hit occasional bumps in the road and does provide help when it's sought, but pro-active helps aren't often offered (e.g., parenting workshops, offering children/teens regular interaction with care providers, sending them through an MK re-entry program as they transition to college): 29 25%   Families generally need to seek help on their own when MK concerns arise: 24 20.69%   I don't have enough personal experience to meaningfully comment on this: 27 23.28%   Total Responded to this question: 41 26.11%   Total who skipped this question: 41 26.11%   Total who skipped this question: 41 26.11%			Responses	Percent
families hit occasional bumps in the road and does provide help when it's sought, but pro-active helps aren't often offered (e.g., parenting workshops, offering children/teens regular interaction with care providers, sending them through an MK re-entry program as they transition to college): 29 25%   Families generally need to seek help on their own when MK concerns arise.: 24 20.69%   I don't have enough personal experience to meaningfully comment on this.: 27 23.28%   Total Responded to this question: 116 73.89%   Total who skipped this question: 41 26.11%	resources are available for helping our children/teens do well, and I've seen them implemented pretty		36	31.03%
on their own when MK concerns arise.: 24 20.69%   I don't have enough personal experience to meaningfully comment on this.: 27 23.28%   Total Responded to this question: 116 73.89%   Total who skipped this question: 41 26.11%	families hit occasional bumps in the road and does provide help when it's sought, but pro-active helps aren't often offered (e.g., parenting workshops, offering children/teens regular interaction with care providers, sending them through an MK re-entry program as they		29	25%
experience to meaningfully comment on this.: 27 23.28%   Total Responded to this question: 116 73.89%   Total who skipped this question: 41 26.11%	on their own when MK concerns		24	20.69%
Total who skipped this question: 41 26.11%	experience to meaningfully comment		27	23.28%
		Total Responded to this question:	116	73.89%
Total: 157 100%		Total who skipped this question:	41	26.11%
		Total:	157	100%

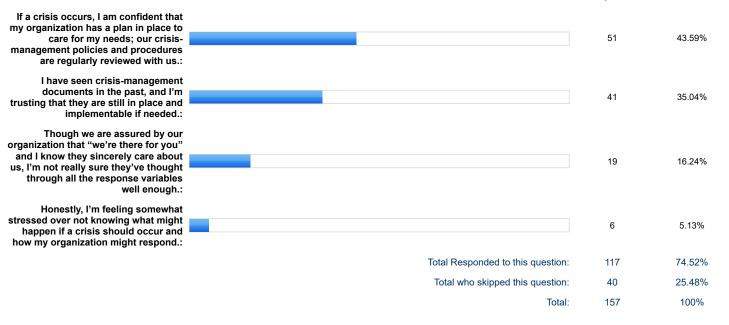
# 21. Marriage: (if applicable)

		Responses	Percent
I feel my marriage is healthy, satisfying, and growing most of the time.:		64	65.98%
Our marriage appears to "work" for both of us, although it could stand a tune up.:		30	30.93%
My marriage has been adversely impacted by our life on the field.:		3	3.09%
I feel like our marriage could be in serious trouble.:		0	0%
	Total Responded to this question:	97	61.78%
	Total who skipped this question:	60	38.22%
	Total:	157	100%

### 22. Crisis response:

Responses Percent

Percent



### 23. Reentry Process:

		Responses	Percent
My organization has a good plan and procedures in place to prepare me for reentry into my passport country following my service in Japan.:		42	37.5%
I've heard that my organization will provide some help for my reentry transition, though I'm not sure it's a well-developed plan.:		25	22.32%
I think it's pretty much up to me to figure out the details and process for leaving and how to transition back to life in my passport country.:		34	30.36%
I don't even want to think about leaving Japan until the time comes!:		11	9.82%
	Total Responded to this question:	112	71.34%
	Total who skipped this question:	45	28.66%
	Total:	157	100%

# 24.

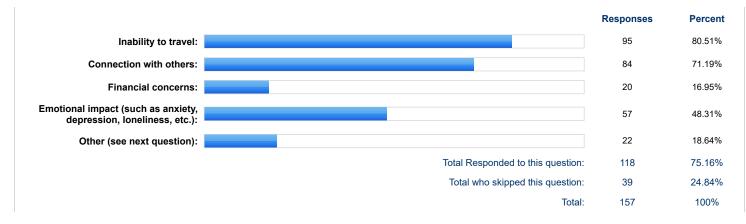
Covid-19 Losses:

			Responses	Percent
I have experienced a great deal of loss in my life and ministry due to the pandemic. (0 Points):			16	13.22%
PointhaSerectory loss due to the pandemic. (0 Points): Highest: 0	Average: 0	Median: 0	55 Standard Devi	45.45% <b>ation:</b> 0
I have experienced a minimal sense of loss due to the pandemic. (0 Points):			35	28.93%
		Total Responded to this question:	121	77.07%
		Total who skipped this question:	36	22.93%
		Total:	157	100%

				Responses	Percent
My life and ministry h fairly normally during				15	12.4%
			Total Responded to this question:	121	77.07%
			Total who skipped this question:	36	22.93%
			Total:	157	100%
Points Summary:					
Highest: 0	Lowest: 0	Average: 0	Median: 0	Standard Devi	ation: 0

25.

What were/are some of the losses you can identify as a result of the pandemic impact?



26. What specific ways has COVID affected you and your ministry (for both better and worse)?

		Responses	Percent
Responses:		81	100%
	Total Responded to this question:	81	51.59%
	Total who skipped this question:	76	48.41%
	Total:	157	100%

#### 27. Covid-19 Support:

#### Responses Percent Since the beginning of the pandemic my organization has been a positive 51 45.54% source of encouragement and help. (0 Points): My organization has been available for questions or concerns regarding 31 27.68% the pandemic. (0 Points): My organization has minimally communicated with me regarding the 21 18.75% pandemic. (0 Points): I have heard virtually nothing from my organization on how to deal with the 9 8.04% pandemic. (0 Points): Total Responded to this question: 112 71.34% Total who skipped this question: 45 28.66% Total: 157 100% **Points Summary:** Highest: 0 Lowest: 0 Average: 0 Median: 0 Standard Deviation: 0

				Responses	Percent
relationally as th	nally, spiritually,			73	61.86%
I have found a few wa the ongoing pande				42	35.59%
I have had a particula coping with the ongoi				1	0.85%
I have felt overwhel the ongoing pand				2	1.69%
			Total Responded to this question:	118	75.16%
			Total who skipped this question:	39	24.84%
			Total:	157	100%
Points Summary:					
Highest: 0	Lowest: 0	Average: 0	Median: 0	Standard Devi	ation: 0

### 29.

Support and Training - I would personally appreciate more support or training concerning: (Check all that apply)

		Responses	Percent
Serving on a multi-cultural team:		31	30.39%
Effective team relationships:		41	40.2%
Good cross-cultural communication:		39	38.24%
Healthy conflict management and resolution:		40	39.22%
Dealing with the ongoing Covid-19 pandemic:		18	17.65%
Marriage and family concerns:		19	18.63%
Staying connected with God in life- giving ways:		41	40.2%
Opportunities for spiritual and physical refreshment:		43	42.16%
Journeying with LGBTQ+ family & friends:		13	12.75%
Living within healthy boundaries:		36	35.29%
Emotional self-awareness and grieving losses:		34	33.33%
Effective leadership:		34	33.33%
If other, please specify:		15	14.71%
	Total Responded to this question:	102	64.97%
	Total who skipped this question:	55	35.03%
	Total:	157	100%

### 30. What else would you like to share, on the topic of member care and your personal experience of it?

		Responses	Percent
Responses:		39	100%
	Total Responded to this question:	39	24.84%
	Total who skipped this question:	118	75.16%
	Total:	157	100%