Transforming People Problems

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Assignment

### 1. Create Developmental Readings from seminal sources and scholarly peer-reviewed journal articles. Review instructions for Assignment #3, the course essential elements, and course readings to identify selections of books and journals to create entries.

### a. Refer to the “[Student Guide to Developmental Readings](https://drive.google.com/file/d/161V_FaYR2BnNGCSFUlWPjUSIQzcH04Hq/view?usp=share_link)” in the General Helps folder for updated information on sample comments, the grading rubric, and key definitions related to developmental readings.

**Source One (Jnl 1):** Santiago-Vendrell, A., & Misoon (Esther) Im. (2023). The World Was Their Parish: Evangelistic Work of the Single Female Missionaries from the Methodist Episcopal Church, South, to Korea, 1887–1940. [Religions](https://doi.org/10.3390/rel14020262), 14(2), 262.

**Comment 1:**

**Quote/Paraphrase:**  “In 1916, the project discussed “the abolition of child labor, the reduction of illiteracy, prison reform, and end to the convict lease system, the cultivation of ‘sympathy between all races,’ and the solution of race problems in a spirit of helpfulness and justice” (Scott, 1970, p3).

**Essential Element:** Motivating change is theEssential Element.

**Additive/Variant Analysis:** This additive analysis tells that as far back as 1916 women were actively engaged in mission work to address (i.e., motivate change) in the areas that affected society around the world. The Woman’s Missionary Council organized in 1910 through the Methodist Episcopal Church, South (MECS) to send women out in the name of Jesus. This predated a woman’s right to vote in the USA! This study asks about their motivation and preparation.

**Contextualization:** This was an interesting article because it looked at the history of Methodist women missionaries, even mentioning the division within the church over slavery! Aside from the historical discussion, I was surprised that women were missionaries in the early 1900’s!

The need for training was recognized and by the late 1900’s the Scarritt Bible & Training School opened in Missouri for missionaries and Christian workers. In 2024, there is still a need for training to evolve. Christians love to go on short term mission trips, but what is the fascination? If it is to serve, then an assessment of each missionary’s spiritual and vocational gifts must be done so they serve the purpose God created them for,

**Comment 2:**

**Quote/Paraphrase:**  “It is certainly understandable that the female missionaries, having themselves experienced such transformation through their belief in Christianity and through education, would want to share not only their faith in Christ but also Christian education and other social outreach activities (Santiago-Vendrell & Misoon, 2023, p. 4)

**Essential Element:** Leadership Styles is the Essential Element.

**Additive/Variant Analysis:** This additive variant shows the desire Christian missionaries have to evangelize that comes from the Holy Spirit. It also acknowledges the need for training and education. My premise is that the world and the role of the missionary has changed so much that we need to also educate about spiritual and vocational gifts.

**Contextualization:** Today’s missionaries vary in ages, are male or female, and have different reasons for going on short term mission trips. Due to different times (i.e., early1900’s to 2023) missionaries have different experiences (eg, mission drift or unmet expectations) due to reasons like inadequate training or team conflict.

A leadership style that will help is one that includes opportunities to equip missionaries allowing them to overcome negative experiences. My premise is that vocational and spiritual gift assessments should be included because they will place missionaries in contexts where they can use the gifts God gave them to serve others.

**Source Six (Jnl 2)** Topliss, J., Gourlay, T. V., & Chua, R. M. (2024). In Altum—“Put Out into the Deep”: A Formation Program for Missionary Discipleship for Students at the University of Notre Dame Australia.[*Religions*](https://doi.org/10.3390/rel15020147)*, 15*(2), 147.

**Comment 3:**

**Quote/Paraphrase:**  The University of Notre Dame Australia started ‘In Altum’, a student-focussed ministry and leadership program developed to address the concern over ‘missionary discipleship’ focused on “personal faith development, understanding of missionary discipleship on campus, preparation for future ministry, and understanding of contemporary challenges to discipleship” (Topliss, J, et al. 2024, p1).

**Essential Element:** Interdisciplinary Perspectives on Human Behavior is theEssential Element.

**Additive/Variant Analysis:** This additive variant shows that even the Catholics see a gap in service that needs to be addressed in order to equip college age missionaries for success. I am curious about the In Atrium’s goal to develop missionary disciples and believe we can learn something. Catholic leaders took an interdisciplinary approach with the program’s development.

**Contextualization:** A review of literature and development of a well-rounded one year program had positive results. There was relevant general skill development (e.g., fundraising, event planning, newsletter writing), as well as spiritual guidance (ie, prayer and faith groups). This holistic approach also included physical health, hobbies and team building opportunities.

This array of classes and specialized time covers spiritual gifts, but lacks vocational gifts. I believe vocational gifts are significant because it helps with income generation, raising funds, and our ability to serve in more than just the typical VBS style mission trip.

**Comment 4:**

**Quote/Paraphrase:** The first program survey showed “70% of participants said they longed for the existence of a vibrant community life and that this was important for other people also interested in developing their faith. Fifty-five percent of participants had also considered becoming missionaries” (Topliss, J, et al. 2024, p5).

**Essential Element:** Motivating Change is theEssential Element.

**Additive/Variant Analysis:** This additive variant motivates change through the program results because they reveal the need for programs like this. It is important to collect data and to conduct studies to be able to determine if programs are needed, successful, or require adjustments. It’s necessary to show relevance.

**Contextualization:** This past summer I attended a conference for high school students and spoke on careers. I surveyed the students and found great results that should get the attention of pastors, parents, and churches.

Without this evidence, students will continue to be lost when it comes to career; and churches will continue to ignore an area they should be focusing on, biblical basis of work. Churches and christian schools can be impactful with today’s youth and hopefully, data will influence this change.

**Source Six (Jnl 3)** Andrilenas, N. (2023). Making Sense of the Missionary Life of Adele Fielde, Woman of Religious Belief, Science, and Activism.[*Religions*](https://doi.org/10.3390/rel14020279)*, 14*(2), 279.

**Comment 5:**

**Quote/Paraphrase:**  “From the beginning of her missionary career, her experience was marked by conflict with the ABMU leadership and fellow missionaries leading to questions of her suitability as a Baptist missionary. Her un-ladylike diversions, notably dancing, playing cards, and befriending expats beyond Baptist missionary circles drew the most criticism from her colleagues in Siam. As a result, she was subjected to a formal inquiry by ABMU leadership in 1872, where she skillfully defended her lifestyle and secured vindication to return to a new posting in South China. …Her perseverance, self-advocacy, and cultivation of supporters secured her a continued place as a missionary” (p2).

**Essential Element:**  Leadership Style andCommunication & Conflict Resolution are theEssential Elements.

**Additive/Variant Analysis:** Clearly there was a difference in Leadership Styles between Adele and the American Baptist Missionary Union (ABMU). This additive variant shows that the ABMU’s standards were rigid and inflexible. Adele endured the ABMU’s scrutiny for 23 years before leaving it all behind. Unfortunately, being that this occurred in the late 1800’s made it impossible for Adele to have been able to overcome this conflict except through prayer and an act of God.

**Contextualization:** “For 23 years, (Adele) served with the ABMU in Siam and South China until 1889, when she cut off all ties to the ABMU—including the title and duties of “returned missionary”—and moved back to the US. She went with the intent to evangelize, but her own agency continuously challenged her ways. This conflict must have been horrible to experience. Despite the lack of support, she continued her work for 23 years.

However, in the end her leadership style (e.g., assimilation) and work to gain the trust of the locals on her assignment resulted in the ABMU inquiry committee concluding that Adele was effective in gaining the respect of the locals despite her unorthodox ways.

**Comment 6:**

**Quote/Paraphrase:** “Her work training Chinese Bible women—local women evangelists—stands as the enduring positive result of her mission efforts” (p2).

**Essential Element:** Motivating Change is theEssential Element.

**Additive/Variant Analysis:** Despite the challenges she faced, “she remained committed to the same values fusing unorthodox Christian beliefs with scientific interpretation and activist causes” (p1). Her faith and devotion to her assignment sustained her for 23 years and led her to evolve from evangelizing to training locals to evangelize.

**Contextualization:** “Interpreting Adele Fielde based on her motivations rather than roles offers a more robust understanding of why she engaged in missions and how the experience informed her later careers.

She stands as a model of the intertwined religious and secular lives of women who are missionaries, scientists and activists. Rather than a solely sacrosanct experience, religion functions through lived experience that rarely maintains such tidy divisions between sacred and secular”. (p1) She was successful in blazing an unorthodox trail that serves as a model even today.

**Source Six (Jnl 4)** Gooren, H. (2024). Leadership, Retention, and US culture in the LDS Church in Latin America and Europe.[*Dialogue : A Journal of Mormon Thought*](https://doi.org/10.5406/15549399.57.2.04)*, 57*(2), 85-118.

**Comment 7:**

**Quote/Paraphrase:** “The top-down, hierarchical, centralized leadership model concentrated all power and control of resources in Salt Lake City and in the highest LDS leadership functions that were controlled almost exclusively by North Americans. These North Americans imposed their own cultural standards on socialization, body language, cultural codes, and the limitation of approved expressions of LDS worship in style, music, and ritual all over the world. US leaders also imposed their own views and their ethnocentrism to shape members and leaders in other countries to adhere to US standards. Combined with the perception of the LDS Church as “American” and the declining standing of America in the world since the 1990s, this also contributed significantly to lower activity rates.” (p 115-116).

**Essential Element:**  Leadership Style is theEssential Element.

**Additive/Variant Analysis:** This additive variant indicates that deconversion is the direct result of centralized control focused on the American culture, which is not relevant to other countries. Ignoring this data is a contributing factor to the decline in Europe.

**Contextualization:** The world has definitely changed and continues to do so at a rapid and radical pace. It is very clear that American culture no longer carries the influence it once did. Although the church should not even be seen in this light, it is and the Christian community should reflect on itself to see if what is happening in the Mormon church is happening in the Christian church.

This is important because Christians are called to be different, but we are human too. Each year Mormon membership declines 1-2%, similarly Barna reports that 10% of Christians going to college experience deconversion annually. This is alarming and something I feel called to study and reverse by equipping students before they graduate high school.

**Comment 8:**

**Quote/Paraphrase: “**Of course, many additional factors other than leadership contributed to the low retention rates in Europe and Latin America: quick baptisms leading to a lack of intellectual and spiritual preparation among new members, the extended amounts of time and money the Church demands from its members, conflicts between new members and older members (and leaders), a lack of confidence between leaders and members, and the high social costs of breaking other cultural expectations” (p114-115).

**Essential Element:** Communication and Conflict Resolution is theEssential Element.

**Additive/Variant Analysis:** This additive quote indicates that there is still strife within the walls of the church. And I believe many American churches and religions have experienced more challenges in the last decade than in any other time in history.

**Contextualization:** My own church endured 10 years without a senior pastor in part due to differences with the umbrella organization when we were released from PC USA, as well as strife among members. Sadly we lost many members, but thankfully most went to our church plants.

It is imperative that all churches assess their overall health and review their mission and goals. Are they in line? Is there a need for a career program because they are not teaching biblical principles about work? How do they equip their congregation to display faith in the workplace by seeing their career as a mission field?

**Source Five (Book 1)** Johnson, C.N., *Business As Mission, In A Nutshell - All the Basics: The Essential Road Map for Christian Entrepreneurs.* Colorado: Roadrunner Press, 2022.

**Comment 9:**

**Quote/Paraphrase:** “Both Jesus’teachings and His selection of disciples indicate the importance of business to the welfare of human society. All people require goods and services to survive. These must come from their own hands or from trade with others. Every economic system, from the most primitive to the most sophisticated, is built on this foundation” (p7).

**Essential Element:** Motivating Change is theEssential Element.

**Additive/Variant Analysis:** This additive variant defines the foundation for business and society. For individuals and communities. This basic premise makes the world go around as they say. It is basic economics.

**Contextualization:** I have been struggling with the direction and my doctoral project. However, this assignment has allowed me to flush out different ideas knowing I want to use Dr Johnson’s book to develop a course to equip people to use their vocational and spiritual gifts on the mission field. This program will redefine the mission field to be the office, campus, or actual mission assignment.

The course will help people discover their gifts and how to use them in their chosen mission field. They will receive an introduction to BAM (Business As Mission), Faith at Work, and chart a course (no punn intended) for a career journey that God designed them for. Outcomes include deconversion reduction and increased numbers of people coming to Christ because the church and congregation are better givers, savers and disciples.

**Source Five (Book 2)** Scott, Anne Firor. *The Southern Lady: From Pedestal to Politics, 1830–1920*; The University of Chicago Press: Chicago, 1970.

**Comment 10:**

**Quote/Paraphrase: “**By the late nineteenth century, the leaders of the Southern Methodist women’s missionary organizations had been keenly aware of the need for an educational institute to train female ministry workers both at home and abroad” (p3).

**Essential Element:** Motivating Change is the Essential Element.

### **Additive/Variant Analysis:** The need for an Educational Institute allows missionaries to be trained the same to be able to motivate others for change. Essentially missionaries will be equipped for the mission field to evangelize for Christ. A system that produces many missionaries with the same message and training will enable those missionaries to be change agents for the Kingdom.

### **Contextualization:**Southern Methodist women’s missionary organizations saw the need for formal training of female missionaries. Systems are a necessary part of life that makes any organization, program, group, community, etc operate in an orderly fashion. The better the infrastructure the better system operates.

### Teams that are well matched also operate smoothly. Too many chiefs is disruptive, as is too many workers and no chief. My program is designed with resources to teach people about their Godly gifts and how to use them to ensure systems run smoothly. This will motivate change because the program will operate efficiently; and happy campers ensure the focus is on the task at hand, not the chaos that disrupts the flow and makes for a challenging work environment.

**Works Cited**

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