

Evaluating ST Team Impact



A tool to analyze strategic results

This month's *Postings* is a questionnaire to help your church analyze the longer-term impact of your short-term ministries (STM). Rather than hoping or assuming that your STMs have been productive (sadly, many have limited value and some are actually harmful), it is essential to honestly assess the real benefit for your field partners. Measuring how STMs furthered your church's global priorities is also crucial.

Many churches ask STM leaders and participants for an end-of-trip evaluation. Some also request feedback from field

hosts. But many churches fail to close the loop by evaluating the overall value and specifically how future STMs could be improved. We trust this tool will help you to do that.

Multiple Formats

We are offering the questionnaire as a [Word document](#) download and as a [Google Forms template](#). Feel free to customize the questions to fit your context.

A. Field Impact

Goal setting

- A-1. Did we plan this trip to fulfill clear goals that were initiated by our field partners? If not, where was the breakdown and how could it be addressed for future STM?
- A-2. How well did these goals match the purpose of our church's partnership with these field partners?
- A-3. Were our missions leadership team and the trip leader(s) clear and enthusiastic about these goals?

Post-trip evaluation

- A-4. How effective were we in getting an accurate assess-

ment of this STM from all involved field partners after the trip?

- A-5. How clear and timely was communication to/from the field before, during, and following the STM?

Fulfilling the STM goals

- A-6. How well did our field partners think we did at achieving their goals for this STM?
- A-7. What did they consider the cause of any failures?
- A-8. What recommendations do they have for any future STMs?

B. Impact on Team Members

Team goal clarification and individual goal setting

- B-1. Was each member of the team clear about the overall purposes of the STM?
- B-2. Did each member of the team have personal goals for this STM?

Pre-field processes

- B-3. Was the team leader qualified and well trained? If not, where was the breakdown?
- B-4. Were individuals carefully screened before being accepted for the team?

- B-5. Was the team well trained? If not, where was the breakdown?
- B-6. Were financial requirements clear and was fundraising carried out effectively and according to church guidelines?
- B-7. Were logistics handled well?

Post-trip process

- B-8. Was each member of the team and the team leader debriefed adequately?

- B-9. Is there ongoing mentoring in place for participants ready to move forward in missions? Is there a clear process to work with these mentors and participants to plan future cross-cultural ministry when/where appropriate?

Ministry evaluation

- B-10. Have the participants' evaluations been reviewed by the team leader and a member of the missions leadership team? Has the team leader's evaluation been reviewed by the missions leadership team?

C. Impact on Our Church

Goal setting

- C-1. Did our missions leadership team have clear goals for this STM's impact on our congregation? *Include areas like goals for (a) who joined the team? (b) financial support for this trip and related ministry? (c) the provision of other types of support to make the STM successful? (d) our congregation's expanded missions vision?, etc.*
- C-2. Did we have clear goals for how we wanted to see this STM strengthen our understanding of, and commitment to, our partners and our partnership? Was the congregation sufficiently aware of these goals?

Evidence of impact

- C-3. Did we give the congregation sufficient opportunity to

be involved with this STM?

- C-4. Did we provide adequate updates to the congregation during the STM to facilitate powerful prayer?
- C-5. Following the STM, did we provide sufficient opportunity for the congregation to be updated about the results and to celebrate appropriately?
- C-6. What feedback from church leaders indicated impact from this STM?

Evaluation of long-term impact

- C-7. What evidence identifies expanded missions vision and/or involvement on the part of our congregation?
- C-8. What evidence identifies expanded understanding of, and excitement about, this field partnership?

D. Next Steps

- D-1. What have we as a missions leadership team learned from sponsoring this STM?
- D-2. Do we want to sponsor a similar STM in the future? Why or why not? What changes would we want to make?
- D-3. If we wanted to offer a similar STM in the future, how

could we be sure that it will contribute to our global ministry strategy?

- D-4. What action is needed with our partners to address any unresolved issues with relationships, logistics, finances, ministry follow-up, etc.?
- D-5. Who else needs to be aware of this evaluation or parts of it?

Check out our related **blog**, [Adopting Standards of Excellence](#).

Interchange Postings

Catalyst's *Postings* e-newsletter is a free, monthly publication of practical articles highlighting what churches and agencies are doing to mobilize untapped potential for global impact.

SUBSCRIBE at www.catalystservices.org/postings/.

READ past *Postings* at www.catalystservices.org/postings-gallery-of-archives/.

© 2014 Catalyst Services, Inc.