

Ministry with Mexico Assessment Rubrics 12-13

LEADERSHIP:

QUESTION 1: Describe, outline, or list the important components in the effective planning for a trip (leader) or event/meeting (coordinator). <i>Responses will be rated according to the category that holds the majority of matching criteria.</i>			
Below Basic	Basic	Proficient	Advanced
<ul style="list-style-type: none"> • Vague detail given • 0-1 of following items referenced: <ul style="list-style-type: none"> ○ <i>Host communication</i> ○ <i>Participant communication</i> ○ <i>Forethought and attention to details</i> ○ <i>Prayer and spiritual preparation</i> 	<ul style="list-style-type: none"> • Few details given • 2-3 of following items referenced: <ul style="list-style-type: none"> ○ <i>Host communication</i> ○ <i>Participant communication</i> ○ <i>Forethought and attention to details</i> ○ <i>Prayer and spiritual preparation</i> 	<ul style="list-style-type: none"> • Several details given • 3-4 of following items referenced: <ul style="list-style-type: none"> ○ <i>Host communication</i> ○ <i>Participant communication</i> ○ <i>Forethought and attention to details</i> ○ <i>Prayer and spiritual preparation</i> 	<ul style="list-style-type: none"> • Many details given • 4+ of following items referenced: <ul style="list-style-type: none"> ○ <i>Host communication</i> ○ <i>Participant communication</i> ○ <i>Forethought and attention to details</i> ○ <i>Prayer and spiritual preparation</i>

QUESTION 2: Briefly describe one event from the year that shaped your approach to leadership. What did you learn? <i>Responses will be rated according to the category that holds the majority of matching criteria.</i>			
Below Basic	Basic	Proficient	Advanced
<ul style="list-style-type: none"> • Event is described with vague detail • Event is not representative of MwM • Leadership lesson insufficiently articulated • Lasting effects of leadership development not probable 	<ul style="list-style-type: none"> • Event is described with few details • Event is slightly representative of MwM • Leadership lesson slightly articulated • Lasting effects of leadership development slightly probable 	<ul style="list-style-type: none"> • Event is described with several details • Event is generally representative of MwM • Leadership lesson generally articulated • Lasting effects of leadership development mostly probable 	<ul style="list-style-type: none"> • Event is described with many details • Event is highly representative of MwM • Leadership lesson thoroughly articulated • Lasting effects of leadership development highly probable

CULTURAL SENSITIVITY:

QUESTION 1: Describe a significant difference between U.S. and Mexican culture and how you came to recognize and then respond to this distinction.

Responses will be rated according to the category that holds the majority of matching criteria.

Below Basic	Basic	Proficient	Advanced
Shows minimal awareness of own cultural rules and biases (even those shared with own cultural group(s)) (e.g. uncomfortable with identifying possible cultural differences with others.)	Identifies own cultural rules and biases (e.g. with a strong preference for those rules shared with own cultural group and seeks the same in others.)	Recognizes new perspectives about own cultural rules and biases (e.g. not looking for sameness; comfortable with the complexities that new perspectives offer.)	Articulates insights into own cultural rules and biases (e.g. seeking complexity; aware of how her/his experiences have shaped these rules, and how to recognize and respond to cultural biases, resulting in a shift in self-description.)

RESPECT FOR HOSTS:

QUESTION 1: Give a specific instance or way for both areas below in which your host(s) displayed:

a) Leadership and b) Expertise in their field.

Responses will be rated according to the category that holds the majority of matching criteria.

Below Basic	Basic	Proficient	Advanced
<ul style="list-style-type: none"> • Receptive to interacting with host(s). • Has difficulty suspending any judgment in her/his interactions with host(s), but is unaware of own judgment. • Limited ability to recognize the leadership and expertise of the host(s) through surface understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices. 	<ul style="list-style-type: none"> • Expresses openness to most, if not all, interactions with host(s). • Has difficulty suspending any judgment in her/his interactions with host(s), and is aware of own judgment and expresses a willingness to change. • Satisfactory ability to recognize the leadership and expertise of the host(s) through partial understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices. 	<ul style="list-style-type: none"> • Begins to initiate and develop interactions with host(s). • Begins to suspend judgment in valuing her/his interactions with host(s). • Good ability to recognize the leadership and expertise of the host(s) through adequate understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices. 	<ul style="list-style-type: none"> • Initiates and develops interactions with host(s). • Suspends judgment in valuing her/his interactions with host(s). • Mature ability to recognize the leadership and expertise of the host(s) through a sophisticated understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.

	1. Describe, outline, or list the important components in the effective planning for a trip (leader) or event/meeting (coordinator).	Below Basic	Basic	Proficient	Advanced
1	<ul style="list-style-type: none"> Plan a trip that would be safe for both the participants and children of the orphanage. Write a timeline of activities but keep in mind that things don't always go as planned. Bring activities for kids for all ages at the orphanage. Always have a plan B. Always communicate with co leader, Melissa, and hosts so everyone is on the same page. 			x	
2	<ul style="list-style-type: none"> Organization (know what you need to do ahead of time and do it.) Training (we get the best!) Confidence Patience (with cultural differences hosts, communication with kids, the participants, with the border wait, etc) Openness to questions and improvement 				x
3	<ul style="list-style-type: none"> Organization of details Flexibility when things change Check off lists (make them especially for tool packing) Clear communication (host/coordinators/co-leader/Mel) 			x	
4	<ul style="list-style-type: none"> Coordinate, text, call co-leader 1 week in advance to set up meeting times, who will get the food at target what time to meet etc. Do everything day before-NEVER morning of, you have enough to worry about then like no shows etc. 		x		
5	<ul style="list-style-type: none"> Using a planner was pivotal and being in contact with the coordinators and co-leader throughout the week Having time with co-leader to bounce ideas off one another. Trip guidelines that are somewhat pre-established in Google docs. 		x		
6	<ul style="list-style-type: none"> Communication between leaders System- Someone gets keys, checks the walkie talkie etc. Best way is if you could do everything together- if not, then figure out a system, doing things together allows for both members to fully understand all aspects of planning the trip. Identify strengths of each leader-who's better at small picture/ big picture. Stay on top of the Todo (Google shared document with organizational tasks). Make lists of things you need to do Fully communicate with participants. 				x

7	<ul style="list-style-type: none"> • Being on the same page as my co-leader. • Taking into consideration our leaders in the meeting and past, present, future issues. • Having the meeting well mapped out so everyone knows what's coming up. • Ensuring that the teaching time is well prepped and appropriate. • Being present 				x
8	<ul style="list-style-type: none"> • Steps • Establishing goals/outcomes with planning team beforehand. • Establishing a timeline of tasks. • Delegating/splitting tasks • Clear communication • Components • Good team members • Good communication • Clear goals and objectives • Good leadership • Clear expectations 				x
		0	2	2	4

	2. Briefly describe one event from the year that shaped your approach to leadership. What did you learn?	Below Basic	Basic	Proficient	Advanced
1	I can't name one specific moment because the overall experience has shaped me. There were moments when nothing went how it was planned and had to make important decisions on the spot. In those moments I had to think as a leader what would be best for everyone. I think those moments really shaped my approach to leadership.		x		
2	I had one particularly awkward interaction with a participant. I told her I would help her interview Gaby for a class assignment. I was also feeling super frazzled about getting letters done and finishing the midpoint host interview. I didn't take the time to review her questions. They weren't particularly sensitive to cultural difference or to the childrens' situation in the casa. And there were a lot of them. I ended up shooping the participant away (nicely), but it was awkward for everybody. I learned to not take too much at once and that I need to keep my confidence and my wits about me. I could have just reviewed the questions after my interview with Gaby or I could have just apologized and not done the participants assignment...				x
3	The Hermosillo trip: I learned that my leadership capabilities and self-worth are not tied to my situations that occur during the trips that are out of my control. Approach-Better reading of the needs of the group.			x	
4	Lead Week: Being with each other as a team. Recruiting people on caf lane, reaching				

	out. Going to Mexico during Lead Week and recognizing it wasn't going to be as hard as it seemed in my mind. There was a car full of people/peers/fellow leaders in the same boat. Same boat as me, took stress off me. Instilled confidence in program and in myself being in Mexico during lead week as a team. Also knowing Mel's office was always open to us for advice. Very helpful! SI SE PUEDE!			x	
5	The Thanksgiving event we had at Eunime was probably the most formative experience. It taught me a good deal of life is totally out of my control and perfection is an oppressive ideal to hold myself accountable to, which disallows me from enjoying and fostering meaningful relationships with others. It taught me to enjoy myself while leading, to roll with life's punches and never let a punch knock me out of the game.				x
6	Fall Break Build: It taught me how to be an effective leader in a loving way. I learned how to handle events with grace and to depend on other people (my co-leader and Mel). Also, I learned that God has a reason for everyone who is on my trip and it's not my place to judge them.			x	
7	Fall Break Build: As a coordinator/leader/driver/really good friend I was caught in between several roles. I think I learned the value of taking a step back and examining the situation as a whole, not just parts. I think I saw how valuable honest and transparent conversation can be when dealing with issue on the trip and how important follow up conversation was post trip with the leaders, Charlie, and Melissa. I had the opportunity to learn to deal with messy stuff and help someone else walk through it.				x
8	When the Iglesia team had a bad experience with a trip I had to learn how to coach/lead on an emotional, one-on-one level, which was different than the broad theoretical group-style leadership I was used to.			x	
			1	4	3

	3. Describe a significant difference between U.S. and Mexican culture and how you came to recognize and then respond to this distinction.	Below Basic	Basic	Proficient	Advanced
1	<ul style="list-style-type: none"> A specific difference between U.S. and Mexican is in planning. The Mexican culture is very relaxed and go with the flow especially when it has to do with time. U.S. culture is very task oriented and spends too much energy on being on time. I enjoy the Mexican culture in this area because I was able to focus on the now 				x

	instead of what was next.				
2	<ul style="list-style-type: none"> Driving Style. This actually wasn't hard to adjust to. Once you know it's a little bit different, you just accept and adapt. The poverty gap that exists in Tijuana is huge, and is very apparent. It is easy to recognize but I find it hard to respond to. The best example of this always occurs while waiting in line at the border and people come by begging. I don't want to ignore them completely, but I am also unable to give money every time. The last few trips we gave out any leftovers we had, which helped. But it's something I think I will always struggle with. 			x	
3	<ul style="list-style-type: none"> Time When a job gets done When you will receive jobs When you will eat When you will arrive When you will leave When you get home All of the above: Let it all go it is not in your control. 			x	
4	<ul style="list-style-type: none"> Wrestling with crossing back into the U.S., kids freely roam, juggling begging for food unattended by their parents. This is normal to them and us now growing desensitized to it as we regularly cross. In the U.S., isn't like that. Parents flip when their child is out of sight for a mere 15 minutes. Children aren't earning money for the family at 6 years old either. It's a reality we face on these trips, both worlds in one day in a very hard hit way. I always debrief on this. 				x
5	<ul style="list-style-type: none"> One of the difference I realized is that we aren't that different - that people from either country want to be happy, to be safe, and to live their lives to the extent that satisfies them. I realized that the differences we so often talk about and discuss the impact of distracts us from the alikeness that is present, that we are all human beings after similar things, and that we should unite in any way we can. 		x		
6	<ul style="list-style-type: none"> Hospitality The hospitality that is seen in our Mexican friends is extremely encouraging. The way that they will go above and beyond to ensure our comfort is extremely encouraging. Makes me want to live a more hospitable life. Time The cement truck doesn't always come at noon roll with it. Do what you can, be productive in other ways or simply enjoy the moment you're in. 			x	
7	<ul style="list-style-type: none"> Hospitality <ul style="list-style-type: none"> Fall break and the family opening their home to us. More importantly the response by the student because they felt like they were a 				

	burden was fascinating. <ul style="list-style-type: none"> Great lesson and insight. 			x	
8	<ul style="list-style-type: none"> Mexican culture's approach to time (in general) is much more event-based than U.S. time (clock based). I'm usually very concerned with punctuality, so learning to be patient and flexible with hosts and Mexican friends has taken some time for me. 				x
			1	4	3

	4. Give a specific instance or way for both areas below in which your host(s) displayed: a) Leadership & b) Expertise in their field.	Below Basic	Basic	Proficient	Advanced
1	Leadership <ul style="list-style-type: none"> Juanita always told me how it is. She is very honest with me and if I was doing something she didn't like she will tell me. Adolfo always made decisions on how the trip was going to go and he allowed us to make decisions as well. Expertise <ul style="list-style-type: none"> Adolfo always knew what he was doing when it came to the activities planned and knew all the people involved. Juanita was an expert of how the kids acted and how to control the atmosphere. When she was around I felt safe. 				x
2	Leadership <ul style="list-style-type: none"> I appreciated Gaby and Victor's ability to communicate problems with last year's trips so that we could avoid such things. I'm also glad they could give us a couple recommendations of activities to do etc. while still being super laid back. Expertise <ul style="list-style-type: none"> Gaby was SO helpful when I was asking the kids for their Christmas wish list. I don't know how she keeps tabs on that many kids clothing, needs, shoe size, etc. And her patience! I could not have done it without her. 				x
3	Leadership <ul style="list-style-type: none"> Alejandro delegation/teaching of tasks when he was not physically at site. Expertise <ul style="list-style-type: none"> It's Alejandro. He is amazing at construction. When he is not excelling at displaying his expertise?! 		x		
4	Leadership <ul style="list-style-type: none"> Actually allowed us to take the lead, gave us freedom to try something new (VBS style games), was willing to step back. 				

	<ul style="list-style-type: none"> Delegated to us where we could go within the household. Expertise <ul style="list-style-type: none"> Let God take the reins in that despite kids being removed from their orphanage and the emotional toll on them he confided to me. He never stopped praying for those kids and staying faithful to God despite the strain on him. Best orphanage parents ever!!! 			x	
5	Leadership <ul style="list-style-type: none"> Adolfo displayed leadership in directing us to certain places, sparking conversation and helping coordinate events like when we planned a mural at the elementary school in Feb. Expertise <ul style="list-style-type: none"> Adolfo also was or seemed to be an expert, but was very humble. He knew a lot about politics and social relations to HIV/AIDS and displayed this always. 			x	
6	Leadership <ul style="list-style-type: none"> In the work site, Ale is extremely good at delegating jobs and being an effective leader. He doesn't oversee or help in a bossy way but instead is encouraging and knowledgeable. Expertise <ul style="list-style-type: none"> Ale not only is extremely hospitable to us every time we come (scratch that if in TJ- the entire La Mesa church) and he knows everything about construction. 		x		
7	Leadership <ul style="list-style-type: none"> Watching Alejandro balance between telling people what to do and playing with them is so good. Especially when its peeps from different cultures. Expertise <ul style="list-style-type: none"> The many talks with Adolfo about Mexican U.S. relations and how social services in TJ function. His story about using the media to pressure the government to let the Eunime folks into camp was amazing. 				x
8	Leadership <ul style="list-style-type: none"> Pastor Angel was an excellent leader during VBS on the Spring break build. He made me feel involved in the process and decision but also made clear executive decisions when necessary and appropriate. Expertise <ul style="list-style-type: none"> Alejandro is an expert at Lazarian Construction, all parts of the process. He was really helpful this year during SBB with electrical work in particular. 			x	
			2	3	3