

## 2013-2014 Ministry with Mexico Assessment Rubrics

### LEADERSHIP:

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

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

### 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.*

<b>Below Basic</b>	<b>Basic</b>	<b>Proficient</b>	<b>Advanced</b>
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.*

<b>Below Basic</b>	<b>Basic</b>	<b>Proficient</b>	<b>Advanced</b>
<ul style="list-style-type: none"> <li>• Receptive to interacting with host(s).</li> <li>• Has difficulty suspending any judgment in her/his interactions with host(s), but is unaware of own judgment.</li> <li>• 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Expresses openness to most, if not all, interactions with host(s).</li> <li>• Has difficulty suspending any judgment in her/his interactions with host(s), and is aware of own judgment and expresses a willingness to change.</li> <li>• 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Begins to initiate and develop interactions with host(s).</li> <li>• Begins to suspend judgment in valuing her/his interactions with host(s).</li> <li>• 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Initiates and develops interactions with host(s).</li> <li>• Suspends judgment in valuing her/his interactions with host(s).</li> <li>• 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.</li> </ul>

	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"> <li>The most important aspects of planning for trips starts with the teamwork between you and your co-leader. This means scheduling open times that allow for each leader to participate in trip prep. The TODO is a great guide in organizing the objectives to carry out before each trip. Here is where one can sign off each task by initialing when completed. Talk between you and your co-leader to distinguish who will be doing what task for the trip to come. Notice that it is also wise to sometimes incorporate the coordinators by asking questions and sharing the vision with the next trip with them. Advice is always well given and accepted freely. Make sure that each leader stay in contact with the host and participates by actively being involved in conversation throughout week. This involves meeting concerns of students and planning events with Mexico Staff.</li> </ul>			x	
2	<ul style="list-style-type: none"> <li>Host check-in/confirmation of trip dates and times. Sponsor contact, participant contact and payments leading up to trip. Collection of any material/food need for trip in week prior to trip. Pick up the vans. Make PB+J, load vans, Arrive morning of before participants, orientation, Prayer, Hit the road!</li> </ul>			x	
3	<ul style="list-style-type: none"> <li>Talk to host ahead of time=&gt; 2 weeks, 1 week, then few days before.</li> <li>Pick up keys + Nic.Keys on Friday,</li> <li>Wait for Chestine's email.</li> </ul>		x		
4	<ul style="list-style-type: none"> <li>Send out remainders for letters well ahead of time- at least a week in advanced. Keep up with a reliable system for checking who has paid and who hasn't-i.e., automatic notifications? Etc.. Work closely with the Las Casas leaders- you're really a team of 3, which is really fun and rewarding.</li> </ul>			x	
5	<ul style="list-style-type: none"> <li>Doing trip prep all at once...usually on Friday night. Not having anything to do the morning of the trip is definitely best. Have a plan with the host a week before and that you know what you need to get. Also having pair time at the end of Monday night meetings.</li> </ul>			x	
6	<ul style="list-style-type: none"> <li>Checking supplies, checking with host to solidify trip plans, pick up vans, email participants.</li> </ul>			x	

7	<ul style="list-style-type: none"> <li>Schedule trip dates w/host at the beginning of the semester, in person if possible. Follow up w/ an email of the schedule. 2 weeks before mutually agreed upon trip date, send email to confirm. Call the house the week of the trip to confirm-or an email works too. Send reminder to pay to participants. Throughout week of trip plan any activities or special needs, gather necessary items. Pick up groceries - 5loaves of bread, apples, carrots, cookies, pick up vans Friday afternoon by 4pm. Make sandwiches. Pack vans w/pins from storage (make sure bins are organized with all necessary items). Pray for trip.</li> </ul>				x
8	<ul style="list-style-type: none"> <li>(1) Contact host (2) Email participants 3) Prepare (4) execute</li> </ul>			x	
		0	1	6	1

	2. Briefly describe one event from the year that shaped your approach to leadership. What did you learn?	Below Basic	Basic	Proficient	Advanced
1	<ul style="list-style-type: none"> <li>One event that shaped my approach to leadership is my dismissal for trip due to the fact that some of my leadership skills needed some work. It was humbling experience that molded me and shaped me towards a more successful leadership. Through this time I was steady in prayer and seeking advice from friends and family on how to work on some of the missing links in my spiritual life and leadership skills. I chose to ignore the flesh that told me to quit and drew closer to God thanks to the hardships of leading Mexico Ministries.</li> </ul>			x	
2	<ul style="list-style-type: none"> <li>1<sup>st</sup> trip- we arrived at Ninos de Fe to find that another group from a church o Carlsbad had come to take the kids w/Victor and Gaby to the beach in Rosarito. Spur of the moment change of plans, and my co-leader and I decided to take our group to the beach as well. Turned out great. Good lesson in flexibility and faithfulness. Set the tone for my attitude and conduction of trips + participant/relations for the rest of the year. Lesson: Be Calm (Chill)+ FLEXIBILITY</li> </ul>				x

	→ [and you will have fun].				
3	<ul style="list-style-type: none"> <li>We had few participants which made it necessary for me to work alongside my peers while still guiding them, encouraging them + make sure things like lunch happen. I learned to go with the flow + how to lead while my co-leader + I were on separate tasks often times.</li> </ul>			x	
4	<ul style="list-style-type: none"> <li>The biggest thing for me as far as leadership goes was learning to let go of the mistakes I had made and let others in to help me. I am terrible at asking for help, and even worse at accepting it when it comes my way. Also, being a leader often means losing your organization skills and taking a step back to let others carry out what you have planned. Or, sometimes you have to step back told things fall as they may. This is a very unpredictable ministry.</li> </ul>			x	
5	<ul style="list-style-type: none"> <li>Having trips where things would come up unexpectedly definitely challenged me as a leader. When plans suddenly changed or we would go somewhere. I learned to let go a little bit while also being as in control of the group/situation as I could be. It certainly helped me to learn to trust God and know that he has a greater plan.</li> </ul>			x	
6	<ul style="list-style-type: none"> <li>During the border waits I always had someone say something that frustrated me or is just so ignorant it makes me want to smash their head into the dashboard, but I have realized that it is just because they haven't been challenged to think about things on a deeper level... so instead of getting angry and lashing out at them, I have learned to gently ask questions that guide them into the right way of thinking.</li> </ul>			x	
7	<ul style="list-style-type: none"> <li>Our first trip of the year was scheduling conflict and we showed up at Ninos de Fe to find another church group from So Cal there getting ready to take the kids to the beach. As a leader, and especially as the host contact, I began to get really nervous and anxious wondering what was going to happen. But it was in these moments that I learned to widen my perspective and understand that my reaction and behavior would set the precedent for participant's responses to the situation too. Therefore I needed to let go of the feelings that this was all my fault, and respond prayerfully and level-headedly, placing my trust in God. This situation taught me how my actions impact others, and others, and how I can control these</li> </ul>				x

	actions, even if on the outside I'm freaking out.				
8	<ul style="list-style-type: none"> <li>The Co-Leader Situation. There is expecting someone to be at a point of leadership and there are two responses to that: cut them, or give them the time and attention to help them grow. People learn in difficult ways, a good mentor, teacher gives them what they need to learn.</li> </ul>		x		
		0	1	5	2

	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"> <li>A significant difference between U.S and Mexico Culture is time organization planning. I am one to plan out events and follow it to the book. I recognize that food and travel is not always what you would expect. Sometimes one would eat at 12 and sometimes not eat till three. I became used to the chance that plans sometimes would not be carried out and I responded with the flow mentality.</li> </ul>			x	
2	<ul style="list-style-type: none"> <li>The involvement of US population in the Border vs. Involvement of Mexico population. Border is huge part of life for those in TJ, but to San Diegans it seems very far off, and even irrelevant. Whether I like it not TJ and its inhabitants are my neighbor and I am aware and care about their presence. It is shame that the US holds such an image of power over Mexico.</li> </ul>				x
3	<ul style="list-style-type: none"> <li>Being flexible with when we will eat. I realized this before my first trip even. We always were fed but not always at 12 or 1, sometimes it was 2 or 3.</li> </ul>		x		
4	<ul style="list-style-type: none"> <li>The most significant distinction between our two cultures is in my opinion, the general atmosphere and ordering of daily life. Here, our society is entirely routinized. It's the only way we fed safe and comfortable. But, in Mexico, there are more important things than schedule or "orders" on everyone's minds- and I love it. They really know how to live each day to the fullest, and to be grateful for just the</li> </ul>				x

	<ul style="list-style-type: none"> <li>• gift of life.</li> </ul>				
5	<ul style="list-style-type: none"> <li>• Timing of things is very different, I no longer try to control everything and just have learned to go with the flow.</li> </ul>		x		
6	<ul style="list-style-type: none"> <li>• TIME: the flow, the rush, the obligation of time it's more flexible and relaxed. Life doesn't live by the clock.</li> </ul>		x		
7	<ul style="list-style-type: none"> <li>• Through my interaction with adults and children at Niño's de Fe I believe I can identify a cultural difference in that many people are initially reserved, slower to confrontation and expression of feelings Mexican culture is respectful and traditional in attitudes towards elders as well. Victor and Gaby would always try their best to accommodate us. With this in mind I always tried to remind them that we were there for them, and for their agenda, not ours.</li> <li>•</li> </ul>				x
8	<ul style="list-style-type: none"> <li>• One distinct difference was time. In Mexico, time seems so loose. In the states, however, I almost feel like we all have our lives planned out to the minute. Having to adjust to this was certainly difficult. But I've almost come to enjoy it. Having time as something that is looser seems to allow more time for being truly intentional about relationships. I felt like in the moments where waiting for someone were the times where I made the greatest connections with my participants and the kids.</li> </ul>				x
		0	3	1	4

	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	<ul style="list-style-type: none"> <li>• LEADERSHIP : Adolfo is a great leader in the community. He is always motivated and passionate about bringing attention to the need of the kids in Eunime. He was quick to include us in every area that he needed assistance in which brought us closer together.</li> <li>• EXPERTISE: He was obviously very experienced and knowledgeable in his field and able to bring a strong leadership role to the orphanages in Tijuana.</li> </ul>				x
2	<ul style="list-style-type: none"> <li>• LEADERSHIP: Victor y Gabi are amazing at what they do, and huge inspirations! Helping my co-leader and I acclimate to our positions by being graceful when</li> </ul>			x	

	<p>weren't organized</p> <ul style="list-style-type: none"> <li>• EXPERTISE: They showed us trust by having us in charge of the kids for a few hours-showing the bonds of our relationship. Organized thirty-some kids in a beach trip, and make each child feel special and loved.</li> </ul>				
3	<ul style="list-style-type: none"> <li>• LEADERSHIP: Alejandro guided is to our sites and what tasks would be done. He is who I learned the working while leading from.</li> <li>• EXPERTISE: Clearly he knew how to do everything and teach it as well</li> </ul>		x		
4	<ul style="list-style-type: none"> <li>• LEADERSHIP: I would say that every time we met with them individually they always as leads us how we were doing and what we headed. They recognized that leadership is a give-and take process.</li> <li>• EXPERTISE: Victory and Gaby have given their lives to the orphanage. Their lives are entirely integrated into the lives of the kids they take in. They serve as role models for the kids, and I've found that they are considered like mom and dad by a lot of the younger kids. The older ones receive guidance from them and are either attending or preparing for college.</li> </ul>			x	
5	<ul style="list-style-type: none"> <li>• LEADERSHIP: Alejandro is a great leader and pastor. He clearly has a heart for us and this ministry.</li> <li>• EXPERTISE: Alejandro always makes sure to make clear what needs to be done and then shows us all how to do it. He makes sure we are doing stuff right and helps us if we are struggling.</li> </ul>			x	
6	<ul style="list-style-type: none"> <li>• LEADERSHIP: Our hosts are all great leaders.</li> <li>• EXPERTISE: As a coordinator, I did not have much interaction with all the hosts. In my interactions with Alejandro, I was impressed by his knowledge of construction and his passion for passing on his knowledge to students.</li> </ul>		x		
7	<ul style="list-style-type: none"> <li>• LEADERSHIP: Victor and Gaby lead by example in the way they constantly give thanks to the Lord and praise Him. Almost every time I asked them how they were doing they would say "good, very good, Praise God". They have taught their children to pray, to love one another.</li> <li>• EXPERTISE: They show their gift for ministry in the way they love all the children equally and respond to them out of the act paring of love God pours into them.</li> </ul>			x	
8	<ul style="list-style-type: none"> <li>• LEADERSHIP: I know that I could always go to him with questions and he would</li> </ul>				



	<p>do his best to answer them. Our other host loved just getting to know us as people, which I enjoyed. I feel like they truly covered for me as a person.</p> <ul style="list-style-type: none"><li>• EXPERTISE: Of our hosts, we always had one who was willing to share knowledge and try to get us involved in his passion.</li></ul>			<b>x</b>	
		<b>0</b>	<b>2</b>	<b>5</b>	<b>1</b>