

Ministry with Mexico updates and changes made due to assessment learning:

Ministry with Mexico leaders will demonstrate cultural sensitivity on their behavior on the trip

- *Ministry with Mexico* leaders will continue to receive training on cultural sensitivity in various forms throughout the school year in our Monday Night training sessions. This will continue to happen through conversations and trainings around the culture in which they will be engaging across the border, but also learning to how to be sensitive to all cultures as we look through the lens of the Christian Scriptures and how God invites us to be “ambassadors of reconciliation” in our world. Our goal is to help our *Ministry with Mexico leaders* to not only be competent in cultural sensitivity, but understand how this ties into faith practices and spiritual growth.

Ministry with Mexico leaders will demonstrate the ability to be effective leaders.

- We acknowledge that leading peers is not an easy task and it is even more difficult to lead peers in a cross-cultural experience across the San Diego/Tijuana border. This year, there has been a noticeable shift in morale and confidence in our leaders by first participating in Border Pilgrimage in September and then leading their own trips in October. Therefore, *Ministry with Mexico* trips will continue to begin in October to give the appropriate amount of time and training for our student leaders to have the competence, skill, and confidence to lead a group of their peers in a cross-cultural experience across the San Diego-Tijuana border.
- Another aspect of leadership is the focus on prayer and spiritual preparation. Due to minimal mention of prayer and spiritual preparation in student leader evaluations, we will dedicate a time for training, book reading and discussion during our LEAD week on this important aspect of leadership. In addition, we will also implement a time for a devotional reflection and prayer before each meeting.

Ministry with Mexico leaders will demonstrate respect for the expertise and leadership ability of their hosts.

- This past school year, we added a fourth student-led ministry with Casa Hogar Belen. After a successful year, we will continue our relationship with this host in the 2017-18 school year. We will create intentional space for *Ministry with Mexico* leaders to meet and communicate with their hosts once a semester outside of their regular monthly trips. Our goal is to strengthen this relationship by spending time, engage in the stories of our hosts and to better understand the histories and practices of the host sites in which they serve.

Ministry with Mexico leaders will demonstrate an understanding of cross-border issues.

- All *Ministry with Mexico* leaders participate in the fall semester *Border Pilgrimage*, a trip that focuses around the issues of immigration. This trip includes expert presentations by professors, border activists, and border patrol agents, visiting both sides of border wall, talks with deportees, an overnight stay at Casa del Migrante, a temporary lodging facility and resource center for recent deportees, and a time of worship and discussion on immigration through a

biblical lens with the Tijuana-La Mesa Nazarene Church. This shift has proven to be successful in helping student leaders to have a better understanding of cross-border issues and has been helpful in our conversations around cross-border issues in our training time.

- Since this has been a required trip for all leaders since the 2015-2016 school year, first time student leaders go solely as participants and returning leaders engage in some of the logistics of the trip and serve as leaders in small group conversations along with student interns from the Center for Justice and Reconciliation. Our goal is that both the first time student leader as well as the returning student leader will gain knowledge in this area and will gain skills in leading conversations around these issues with their peers.

2016-2017 Ministry with Mexico Assessment Rubrics

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"> • Ensure that you are communicating with your co- leader about ideas and any issues. • Stay in contact with the host and make sure there is clear communication. • Take into account anything that may not go as planned and be flexible. • Make sure everything is done in a timely matter whether that is picking up the vans on Friday or preparing the food. • If needed, make a list of everything you need and make sure you check it off the day before the trip. 		x		
2	<ul style="list-style-type: none"> • Being well read on the source material that you will be presenting. • Making sure that the activity is fun for everyone • Making sure leaders will benefit from it. 		x		
3	<p>One of the most important planning strategies that I believe is valuable is getting in contact with the host, Pastor Jose, in advance. Not only emailing him the week before the trip, but getting in contact with him, or someone at Casa Hogar Belen a few weeks before the trip. Another very important planning strategy is meeting up the week before your trip with your Co-leader. This not only gives a space for you to plan the trip effectively, but it also gives you a chance to connect with your co-leader in a space that is not a mandatory Monday meeting—it is a bonding experience.</p>		x		
4	<ul style="list-style-type: none"> • Meeting with co-leader early in the week of the trip where you can discuss plans for the trip, outline a schedule, discuss some issues, plan what to buy, and remind each other of duties that need to be done, practically planning all the logistics of the trip. It is helpful to create a checklist during the meeting. • Putting reminders for yourself to remind you about responsibilities • Remaining in communication with co-leader and Supervisor Esteban about all things. Do not hesitate to ask about anything that you are unsure about. • Going out with co-leader to buy supplies for games and food for the trip is helpful because ideas of both will be shared • Working together and evenly distributing responsibilities between co-leader is helpful • Meet early in the morning on the day of the trip to make sure we have everything in the van and ensure that everything is ready for the participants and the trip. 		x		
5	<p>Important components of the effective planning for a trip rely mainly upon contact with our host, Alejandro Torres, and contact with our participants. We speak with Alejandro to determine logistics of the trip itself. He informs us of the location, the activities we will participate in, and the supplies we will need to bring. We, in turn, inform him of the date and</p>			x	

	<p>time we plan to arrive and of number of participants joining us so that he can plan for food and budget.</p> <p>As soon as the participants register for the trip, an email is sent to them by one of the leaders either to confirm the participant's place on the trip or to notify them that they are on the wait list. Over the course of the few weeks before the trip, the leaders update the participants as to the activities they will be participating in, when and where to meet on the day of the trip, and how they need to prepare as far as bringing their passport or dressing properly.</p> <p>Throughout the entire process, we are sure to maintain open communication between both our host and our participants.</p>				
6	<ul style="list-style-type: none"> • Clear and Frequent Communication with Host Contact • Clear and Frequent Communication with Co-Leader • Clear and Frequent Communication with Participants • A Good Understanding of the Project, including the Materials required to carry it out and the Process involved in its Execution • Prompt Acquisition of Rental Vehicles • Thoughtful Preparation of Trip Equipment the day prior to a trip, in order to make the Morning of the Trip go as Smoothly and Quickly as possible. • Good Driving Skills, as to Best ensure that all Participants Arrive at the Site Without Harm or Worry • A Planned out Route to the Site, so that no one gets Lost on their way to the Site 			x	
7	<ul style="list-style-type: none"> • come up with what you want to accomplish at the event • reflect on past events and what went well and not so well • try to prevent the pitfalls on the last trip • discuss all the possibilities and resources available • make a decision on what you are going to do and when you are going to do it • contact/ communicate with host 		x		
8	<p>To effectively lead and coordinate a meeting, then you must approach the situation with an idea of how you want it to go. In order to create an effective environment for the leaders and participants you must be organized and thoughtful in how you plan. I have found that it's best to also be flexible however, especial in Mexico where things can change in an instant. To be effective in any leadership position really, you need to approach the position with humility and an open heart to serve. In trips to Mexico, you must work with others and utilize resources like Esteban (our supervisor).</p>		x		

9	<ul style="list-style-type: none"> • Prepare the day before for the trip by picking up the rental van, preparing lunch, picking up any necessary items for the trip, and reminding the participants via email. • Be in communication with the participants and host in Mexico. • Plan an activity if appropriate but also be flexible knowing we are going on the trip to serve the needs of others first. • Pay attention to how each participant is doing on the trip and engage in conversation. • Ensure everyone is getting along well and intervene peacefully if there is an issue. • Be responsible and look after safety first. 			x	
10	Some important components in effectively planning for a trip is to be have back up plans, just in case your first plan falls through or is accomplished quickly. Another thing is to be flexible and receptive to suggestions the hosts make, they know what is going on in their sites and how to respond. Keep your options open, but have an outline for the day, so you have an idea of what to do.		x		
11	The important components in effective planning for a trip include contacting the host to coordinate trip activity plans, determining and purchasing whatever materials that may be needed, and keeping good contact with participants along the way.			x	
		0	7	4	0

	2. Briefly describe one event from the year that shaped your approach to leadership. What did you learn?	Below Basic	Basic	Proficient	Advanced
1	One event from the last year was living in another country for four months. I did not know the language very well or the culture besides what I had heard or read on the internet. However, this specific time in the last year taught me to be independent, flexible and open to new things like language or food. I believe those three qualities are necessary when it comes to being a leader. You need to be independent and be responsible. It is very necessary to be flexible because you cannot control everything that happens and sometimes you need to just go with the flow and have grace for yourself. And with being open to trying new things, it is necessary to set that example for others to try new things and ask questions and be open to new experiences.			x	
2	Just watching the leaders grow and become more comfortable with leading trips. I learned a lot about what it means to mentor my peers and watch them grow. I don't know if I could pick out a singular event but I have enjoyed watching everyone over the years.		x		
3	One of the events from this year that shaped my approach to leadership is when during the middle of the year, my co-leader shifted. My co-leader for the first half of the year graduated in the fall, and that came with a different leadership dynamic and having a feeling of starting over. This was such a growing experience because it showed me that despite the different			x	

	ways people are leaders, and the different personalities, the outcomes can still be amazing. It helped me be open to different perspectives and a lot more open-minded.				
4	An event that shaped my approach to leadership was the first MwM trip I led. Yes, all the preparation and lead week lessons about leadership taught me a lot and gave me an idea of how a good leader should be and what it entails, however, it wasn't until I actually had the role of a leader when my leadership was shaped into the way it is. I learned that sometimes, not everything you plan will come out exactly as planned. I learned how to be flexible and appreciative of the results of the trip, even if they are not the results that were wanted. I learned that is important to keep into consideration the people you are leading and the differences between each. Each trip will not be the same for each participant and some respond to different situations differently and I do not have the control of everything as a leader. Leading my first trip as a MwM leader showed me that I want to be involved in as much as I can, with the kids, with the participants, with the host and the workers there, and sometimes it needs to be balanced. I learned to be okay with doing as much as I can and enjoying what I can do. Most importantly, I learned to have fun and be approachable to the people you lead and to ask questions.				X
5	I don't think there was one specific event that shaped my approach to leadership. The entire year for me has been a learning process. I think, however, that the most significant learning for me came from interactions with my co-leaders and with leaders from years previous. A piece of advice, for example, that returns to me on every trip was that sometimes the best way you can lead is by taking a step back. The participants we work with sign up because they want to be involved and active, and the way to help them make the most of their experience sometimes means standing by while they lead in working or interacting with our hosts, giving them a chance to learn for themselves.			X	
6	On the first trip of the year, I was leading the way to the day's site: Iglesia del Nazareno La Mesa, a church in Mexico not far from the US/Mexico San Ysidro Border Checkpoint. Confidently, I led the way to the site. However, at one point I made a wrong turn and got our team lost in Tijuana. We tried our best to get to the Site, but we ended up having to call our host, Alejandro Torres, pastor of Iglesia del Nazareno La Mesa, to come and guide us to the Site. On that trip, I realized how overconfidence can easily lead to mistakes. No matter how long one has been doing a certain job or leading a certain team, one cannot forget to cover all of his bases. Forgetting any part of trip preparation can lead to negative consequences on the day of the trip. No detail is too small to be overlooked, and thinking one is above of menial work is a surefire recipe for disaster.				X
7	This year I learned that leadership also means stepping down at some points and trusting that the rest of the team can pick up your slack. In the Fall, I had 6 medical school interviews and the way the interview days worked out, I had to miss one of the trips I was supposed to				X

	lead. Luckily, I had a good relationship with my student co-leader so we kept in communication about the trip even though I wasn't going on it. I have also learned after several years of being a leader, that sometimes you need to organize everyone and give them tasks, but sometimes you just have to lead by your actions and do the dirty work yourself. This year this played out in my thawing out frozen chickens and cutting off the fat for a meal for the orphanage.				
8	On my first trip, things didn't go as planned at all once we got to the orphanage. My co-leader and I had to just go with the flow. We went to serve and that was just our main goal. Nothing else really mattered except serving so that is what I spent my time in Mexico trying to do. I felt that my trip had been an epic failure, and after it took me weeks to actually recognize that my trip wasn't bad. Leadership doesn't mean doing things perfectly; its realizing when you mess up and doing your best in all circumstances. I learned to embrace change and look forward to how God can use those situations for His good.				x
9	During the first trip I led to Mexico, I was very nervous and uptight, wanting to ensure that everyone had a fantastic trip and everything went near perfectly. Looking back, I realize that when I was so focused on things going perfectly, I wasn't as available to simply engage in conversation or help facilitate others' interactions with the kids at the orphanage we visited. After I accepted that I could not control everything, I was much more open to serve the needs of others more which was also much more meaningful.				x
10	We had a trip where we partnered with MEDLIFE club from SDSU at a social room. They had games and activities planned for the kids to participate in. Our group was in charge of helping the kids and making sure they stay in the designated area. Every PLNU participant was assigned two kids. As the leader, I translated and placed the student with their kids. I prefer to be more of a silent leader, where I work in the background making sure things run smoothly. On this trip, I had to be in front of the group distributing children. I learned that staying in the background can only be so effective and that most of the time someone has to make decisions for the group.				x
11	A significant event this year for me was simply being back and trying to get back into the habit of things. It was a bit of a rocky start at first (back with MWM, but I did learn that it was important to not dwell on differences within me and the cultures, but learn from and embrace them.		x		
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	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
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1	<p>One significant difference is how the US is much more independent in their culture than Mexican culture. Mexican culture is very much family oriented and a lot of times, different generations of the family will live in the same home. Whereas in US culture, you never really see different generations living with each other. Most children will move out once they go to college and not come back and their parents will not normally have their parents or siblings living with them. I recognized this as I began to grow up and coming to college and learning that most of my friends didn't live in close proximity to their family members whereas my grandma was my neighbor. It shocked me at first to see the distinction in the priorities of both cultures but I also embraced the differences and accepted it.</p>			x
2	<p>Being appreciative of the little things. I enjoy how Mexican culture finds more joy in life it seems. It seems like everyone is having fun and enjoying themselves and it is about building relationships with family and community.</p>		x	
3	<p>A significant difference between U.S. and Mexican culture that I came to recognize is the driving styles in the different countries. I have gone to Mexico as a child so the culture was not too surprising to me. Nonetheless, this was my first time driving in Mexico so it was very interesting. Especially since I had a van full of Point Loma students, I was a lot more cautious. I feel like by the end of the year I became a professional at driving a minivan in Mexico, and I could definitely say that I am very confident in driving now.</p>			x
4	<p>A significant difference that I came to recognize between the U.S. and the Mexican culture is how accepting they are. I have grown up with both the U.S. and Mexican culture all my life and have known about many differences between both. However, since they have both been blended into each other, I never really saw a difference into how we accept until I was the one going into the Mexican culture solely by itself. They receive us with huge arms and excitement and no matter what we bring whether it be big or small, they accept it and love it and love on you despite the differences between each. I have noticed that at times in the U.S. culture, if we don't receive anything better than what we have, then we don't appreciate what we are given and are not accepting of it. Although I know it is not the case in every part of the US culture, I have seen that the Mexican can be more accepting towards people and culture and love the differences</p>			x
5	<p>The most significant difference that I've observed between the United States and Mexico is in hospitality, not only on an interpersonal level but also on a broad cultural level. My interactions with our hosts have been nothing but welcoming. They never fail to welcome us into their country and into their homes, eager to know and learn more about us. They show their love in cooking for us, greeting us with a smile, engaging with us, and maintain a general attitude of warmth.</p>			x
6	<p>One of the major differences between U.S. and Mexican culture is the openness of people. In all my trips down to Mexico, I felt welcomed warmly by my hosts, the members of the churches we were visiting, and any guests that happened to be there. Comparatively, a</p>			x

	<p>predominant feature of U.S. culture is to be weary of strangers. In response, I have come to realize the benefits and downfalls of practicing both polar ends of the hospitable spectrum; I have also come to some degree of a decision on where on that spectrum I would like to fall. I hope to be hospitable in every chance that is appropriate. I want to be able to give people the benefit of a doubt rather than always assuming the worse. However, I know that distrust can sometimes (though regrettably) rightly placed, and therefore I plan to also use my discretion in deciding who to offer hospitality to and how much.</p>				
7	<p>I find Mexican culture to be very relational and willing to take the time to get to know you. For example, on our trip this last weekend, the artist who designed the mural we were going to be painting remembered me from several years ago and was willing to take the time to rekindle that relationship, even if it was not the most efficient use of time. We ended up not finishing the mural, but we got to spend a lot of time with the kids and the artist said he could just finish it another time soon. He even invited us back, furthermore displaying Mexican hospitality. He made sure that the kids were having fun and then fixed up parts of the mural painted by 1-2 year olds after. In the U.S. people care a lot about how much is getting done even at the expense of relationships sometimes.</p>				x
8	<p>In Mexico, judgment is much less prominent. I felt that everyone must have hated me because I didn't speak English and was coming in to "help". I wanted to make a huge difference in the lives of the children that I was serving but when I couldn't even speak to them in their language I felt incredibly fake. I was so hard on myself until I realized that people could see my heart over my speech. I began to just try my best to talk to and respect those that I came into contact with and life became easier. I began to really deeply love my trips and my participants. I learned what it meant to deeply love others in the ways that I saw the children at the orphanage respond to me and my fellow Point Loma students. They loved us for just being there and nothing more. In the US, we are so critical of people that we see trying to help. Now, I can see the difference and I find myself wanting to be back in Mexico where love is evident and compassion is deep.</p>				x
9	<p>The people in Mexico seem to me to be much warmer and welcoming. Every time my group arrived at the orphanage, the kids would all stop whatever they were doing, shake our hands or hug us, and welcome us with a friendly greeting. The parents that lived at the orphanage would give us a kiss on the cheek. From the first time I stepped into the orphanage, I have always been made to feel like family. More often than not, I don't feel as welcomed into homes in the U.S.</p>			x	
10	<p>Time is a big difference in the U.S. and Mexican culture. In the US you are expected to arrive on time, at worst, and 5-10 minutes early, at best. In Mexico if you arrive on time, it's a small miracle and almost a bad thing. Going to an event in Mexico, its normal for the guests to arrive 45 minutes later than scheduled. For most of our events, the home for children would arrive 45 minutes to an hour late. During that down time, we had to figure out things for our participants to do while we waited. We explained to them that things in</p>				x

	Mexico are more relaxed when it comes to time, and everyone responded positively and kept busy interacting with each other or preparing for when the kids arrived.				
11	A significant difference between US and Mexican culture could definitely be the scheduling habits. While I am similar in some regards to this, it can still be frustrating when plans change abruptly or people don't show up. However, I've come to understand and embrace this even more now and it just doesn't bother me as much as it may have in the past.			x	
		0	1	4	6

	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	<p>a) An instance where our host displayed leadership was when we needed help ordering pizza for the kids but were not sure how to call or what to order. They knew exactly the place to call and what to order and it helped immensely for them to call for us and take charge of that.</p> <p>b) A way in which our hosts displayed expertise in their field was the way in which the children represent themselves every time we go to the orphanage. I think the children are a great representation of their hard work and dedication to the children and the love they pour onto them. It is so evident through the way they are raising the children and how efficiently the home is run.</p>			x	
2	<p>a) Alejandro has always been a great leader/host in the way he has partnered with us. He has helped us so much with event planning and a lot of what we do with events like gran familia or love Mexicali wouldn't be possible without him.</p> <p>b) This ties in with what I said earlier. Alejandro is always great to come to because he knows so much and is a great connect.</p>			x	
3	A specific instance where my host, Pastor Jose, displayed a) leadership—was when he confronted me about making sure I emailed him in advance when we were going to be going on a trip, he asked very politely, and it really made me look at him as a leader & b) expertise in their field—was when one of the kids had a problem, I went up to the office with kid, and I was able to see Pastor Jose's interaction with the kids. It really exemplified his expertise in the field of taking care of children.			x	
4	My host has shown great leadership with the kids that he works within the orphanage. The kids respect him and all that he does for them and they love him as well. He knows when to be their friend and when to lead and discipline in the direction that they need to be. His love is shown through his leadership and the way that the orphanage is led and organized			x	

	functions well, which is due to his expertise in the field of working with the kids. He knows what the kids will benefit from and what they need, and I feel honored that he invites us to be a part of his leadership in the orphanage.				
5	Alejandro Torres, our host, is the kind of person I aspire to be. As far as displaying leadership, I know that I can depend on him in any circumstance. Whether we are lost in the confusion of Tijuana's highways, need food for an unexpected number of participants, or simply need a person to talk to and share about life, Alejandro never hesitates to be there. Furthermore, there is no better example of expertise in one's field than Alejandro. As a pastor and as a director for innumerable ministries, his constant involvement and dedication amazes me.			X	
6	<p>There is never a single moment where my host is not displaying the utmost qualities of Leadership and Expertise in his field. Alejandro Torres is one of the most amazing people I've ever met. From our conversations in the field and over the phone, he always demonstrates know-how regarding any project we must complete. During the annual Spring Break Build Trip, Alejandro not only oversaw much of the logistics required (such as organizing teams and gathering materials) but also worked alongside participants to show them proper technique in any task they had.</p> <p>Alejandro has helped me understand that a leader not only calls the shots, but works alongside those he leads to help them move forward. True leadership is not hierarchical, but cooperative. Alejandro never had to take me aside to teach me this lesson; he exemplified it in every interaction he's had with me and with others.</p>				X
7	<p>a) Juanita, the main house mom at the orphanage I volunteer at, has to balance how much the kids at the home are taken out for events because she recognizes their limits in terms of energy and being on good behavior. One day, instead of going to the cultural center, she made the executive decision to instead stay at the house.</p> <p>b) Juanita is the founder of this orphanage and has had a sister pass away from AIDS. She knows how to handle the kid's medications and how to make sure all of the chores that need to get done around the house are done. She is caring for each child but also stern when need be.</p>			X	
8	I not only helped lead the English Sponsorship Program with Niños de Fe orphanage just outside of Tijuana, but I also got the chance to participate in the Spring Break Build this past March. Alejandro, the host contact for Iglesia construction trips, is just such a professional in both pastoral leadership and construction. He leads with silent and strong leadership because he knows what he is talking about. He has been where we students were, doing hard labor, and he respects that. He is such an amazing mentor for leaders with La Iglesia and really for any student that he comes into contact with. He has taught me that anything				X

	is possible with Christ on your side, and he's also taught me what it means to be on fire for the Lord in your entire life. He truly represents grace-full leadership and expertise in more than one field—his whole life.				
9	Our hosts were always so welcoming and kind to us while also suggesting what would be best for the kids at the orphanage. Their calmness and gentleness in the midst of the endless things they had to take care of amazed me. To me, the combination of being so kind, understanding, and empathetic while also taking charge in the children's lives made them excellent leaders and experts in their field.			x	
10	There were several times in which our plans were accomplished sooner than expected and we didn't know what to do. Our host would suggest things for us to do, like arts and crafts or a soccer game outside. I had long chat with my host and asked her tons of questions about the kid's situations and how they operated. She answered all my questions and even detailed some other aspects of the house for children and how the government interacted with them. I was really impressed by her.			x	
11	Adolfo always demonstrates a good deal of leadership and expertise in his field, but I think it really shines when he coordinates many different people to work together on a project, such as our last mural trip - in which he set us up to not only work with the children, but also the artist, some volunteers from a human rights non-profit, and even some Haitian refugees.			X	
		0	0	9	2

2016-2017 Ministry with Mexico Assessment

Responses: <ul style="list-style-type: none"> • Total Ministry with Mexico Leaders: 11 • Total Leaders that Responded: 11 • Response Rate: 100% 	Rating Overview: <ul style="list-style-type: none"> • Below Basic: 0 (0%) • Basic: 10 (22.7%) • Proficient: 20 (45.5%) • Advanced: 14 (31.8%)
ASSESSMENT QUESTIONS	SCORING
1. Describe, outline, or list the important components in the effective planning for a trip (leader) or event/meeting (coordinator).	<ul style="list-style-type: none"> • Below Basic: 0% • Basic: 63.6% • Proficient: 36.4% • Advanced: 0%
2. Briefly describe one event from the year that shaped your approach to leadership. What did you learn?	<ul style="list-style-type: none"> • Below Basic: 0% • Basic: 18.2% • Proficient: 27.3% • Advanced: 54.5%
3. Describe a significant difference between U.S. and Mexican culture and how you came to recognize and then respond to this distinction.	<ul style="list-style-type: none"> • Below Basic: 0% • Basic: 9.1% • Proficient: 36.4% • Advanced: 54.5%
4. Give a specific instance or way for both areas below in which your host(s) displayed: Leadership and b) Expertise in their field.	<ul style="list-style-type: none"> • Below Basic: 0% • Basic: 0% • Proficient: 81.8% • Advanced: 18.2%

2016-2017 Ministry with Mexico Assessment Rubrics

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.