

Supervising Service Missionaries: A Guide for Operations Managers

This document provides an overview of the service missionary program and your role as an operations manager.

Service Missionaries

Some worthy young adult men and women who want to serve a mission will not be able to serve a teaching mission. Service missions allow them to serve the Lord in other meaningful ways.

Service missions are designed to fit the abilities of each service missionary. Their strengths, talents, and abilities are considered in selecting the work they will do.

Creating and Filling Service Missionary Positions

Your human resources business partner can work with you to create a plan to meet your operational goals. This plan should include a mixed workforce of employees, senior service missionaries, and young service missionaries. Service missionaries are a great resource to help meet your goals. Decide which positions they may fill. Identify qualifications and duties for each position.

Service mission leaders work to develop a unique mission experience for each service missionary. Work closely with them to help match the missionary to the position. Candidates may visit your service location before an assignment is made. The service mission leader will meet with you while the missionary is serving to make sure the position is a good fit.

The Mission Experience

Service missionaries need to have a meaningful work experience. They also need to have spiritual experiences. Reinforce the spiritual aspects of their work. Encourage them to participate in devotionals. Also encourage other activities that will lift them spiritually. Follow the principles of the Leadership Pattern in all your interactions with them.

Missionaries' perception of their experience is largely based on whether they feel valued and supported by the manager, employees, and other missionaries. Your role is as follows:

1. Set the service assignment standards.
2. Supervise the daily work, providing guidance, support, and training.
3. Ensure that the environment is safe and supportive.
4. Provide meaningful work. This will help service missionaries develop skills and confidence.
5. Encourage them to attend devotionals. Allow them to attend service mission group meetings.
6. Permit them to engage in community service and educational activities.
7. As needed, counsel with service mission leaders about the progress and needs of missionaries.

Questions?

- Contact your service mission leader.
- Visit [ChurchofJesusChrist.org/service-missionary](https://www.ChurchofJesusChrist.org/service-missionary).
- Call the Service Mission Office in Salt Lake City at 1-801-240-4914 or email at support-servicemission@churchofjesuschrist.org.

