**Member Health Indicators - What to Look For**

Preface: There are always obstacles and situations which require solving and managing (John 16:33). We all sin and interact with other sinners. And we are redeemed by the blood of the Lamb, filled with his Holy Spirit, and given all the resources we need to win every spiritual battle (2 Pet 1:3). In Him we become the very righteousness of Christ (2 Cor 5:21). **The key is how we manage the issues which emerge to live as victorious overcomers.** The indicators below give clues as to what type of help personnel may need in this process. Our goal is to keep people on the field and help them be healthy and thrive.

**Green:** People are functioning well and can keep going.

**Actions:** Focus on prevention. Pray.

**Indicators:**

* Identity grounded in Christ, not work
* Humility and love - not thinking too low or too high of ourselves
* SWAP: Surrender, Wait, Avoid sin, Pursue prompting of the Spirit (See *Spirit Walk* by Steve R. Smith.)
* Abiding and obeying out of love, with His power
* Fruits of the Spirit, hope, faith
* Full surrender and dependence on God
* Expecting and bearing Kingdom fruit
* Engaged in meaningful DMM Activities
* Marriage / Family managing. No significant conflicts.
* Able to overcome with spiritual warfare, worship, taking thoughts captive, focused on thanksgiving and positives
* Active prayer life
* Exercises a growing self-awareness of own weaknesses and strengths
* Expresses empathy and can speak in validating ways to others in conflict
* Can express their own thoughts, feelings, wants, needs in a non-defensive way
* Able to manage anxiety, shame, and other distressing emotions
* Able to manage current stressors
* Demonstrates teachability and desire to grow
* Suspends judgment, desires to gain understanding

**Yellow:** People are struggling, and would likely benefit from talking with someone about these issues soon.

**Actions:** Encourage this person to talk about these issues with someone soon. Person consults with Team Developer or gives consent for someone else to do so (i.e. coach, someone in coaching circle). Team Developer may consult with VPTD, other TDs, or MHCT members for advice/ideas/input on who else, if anyone, to involve, what action to take, and clarify protocols, e.g. who to inform, who to involve in the decision, who’s on point for follow-up, etc. Team Developer informs those who need to know, e.g coach, Team Leader (if any), Affinity Strategy Leader and VPTD (or CEO if they are unavailable).

**Indicators:**

* Feel never doing enough, have to do more – unhealthy expectations
* Feelings of being insignificant
* Overwhelming shame, e.g. why aren’t I…, why didn’t I…
* Overwhelming anxiety
* Stressors are leading to physical issues, relational tension, or decrease in ability to function
* Marital and/or nuclear family relational tension
* Emotional fatigue [indicators](https://drive.google.com/open?id=1i8AMHCy-Uah3hby0RGR9R54IpJf8C3C7). See this link for what to look for.
* Disempowerment, feeling disqualified
* Beginning to see changes in sleep patterns, eating, self-care
* Spiritual Dryness - lack of connection with God over an extended period of time
* Occasional depressed mood - less than two weeks, no abrupt changes in general mood, able to function normally, depressed mood dissipates with activity
* Unresolved or ongoing disagreements on a team
* Historical Trauma - past trauma affecting present ability to function
* Expression of emotions disproportionate to situation, e.g. overreaction, angry outbursts
* Limited or inadequate support system
* Recent experience of sudden traumatic event (debrief and assess)

**Red:** Intervention is needed now.

**Actions:** Person consults with Team Developer or gives consent for someone else to do so (i.e. coach, someone in coaching circle). Team Developer consults with VPTD (or designate - Jean) to reach consensus - and document - who else, if anyone, to involve, what action to take, and clarify protocols (who to inform, who to involve in decision, who’s on point for follow-up, etc.). Team Developer informs their coach, Team Leader (if any), Affinity Strategy Leader (or CEO if ASL is unavailable).

**Indicators:**

* Depression indicators – depression symptoms lasting two weeks or longer. Significant change in general mood (eg. a relaxed, happy person becoming more irritable; an outgoing person becoming more subdued and withdrawn; a quiet person becoming more talkative/expressive; a calm person becoming more anxious and uptight; an anxious person becoming more subdued and calm)
* Marital Breakdown. Repentance and forgiveness absent. Lack of willingness to work it out.
* Physical abuse or inappropriate physical behavior (e.g. between husband and wife, between parent and child, between others)
* Child Safety Incidents. Contact Child Safety Officer and follow [Child Safety Protocol](https://drive.google.com/file/d/1xB9rbUwUKYrKvDSTUp4EM3qNbD7TcsCC/view).
* Refusal to address conflict, or obey Jesus’ commands
* Addiction and/or sexual sin
* Unable to manage stressful political, religious, or physical environment
* Shut down in communication between the unit, their coaching circle, and/or their leaders
* Over-identification with the religion they’re interacting with (which may involve unhealthy spiritual dynamics)
* Married personnel: Romantic or emotional attachment to anyone other than their spouse
* Single personnel: Romantic or emotional attachment to an unbeliever
* Severe and frequent panic attacks
* Significant change in sleep patterns (may need a sleep study, i.e. sleep apnea)
* Significant change in appetite
* Increased episodes of anger-irritability; cursing internally or out loud; outbursts of rage at others
* Confusion, inability to maintain a train of thought, forgetting what was said just moments before or losing track of what one was saying in mid-sentence
* Lack of drive, motivation, energy
* Sense of dread and hopelessness about the future
* Married personnel: lack of sexual desire or inability to respond sexually
* Suicidal thoughts or lack of desire to live.
* A suicide plan. Actions: Get help immediately; watch round the clock; notify someone close to the person; get a no-suicide contract; resource people in sending country; document everything
* Children failing in school
* Children with behavioral issues who are not responding to loving parental intervention
* Thought Disorder - out of touch with reality regarding people, place or time
* Significant effects of sudden traumatic events

If 5 of the above symptoms are present, and especially if 3 of the 5 are changes in mood, appetite and sleep patterns, you or the person you are concerned about is very likely in need of medical/psychiatric attention.  Rarely does a person in this condition respond to the spiritual disciplines alone - prayer, Bible reading, Christian counseling.  If any of the above symptoms begin to manifest themselves, it may be an indicator that the person is under considerable stress, has been for some time, and may need to change his/her lifestyle and reduce the stress in life.  Some of the above symptoms may also indicate unresolved emotional issues such as grief, anger, trauma, family situations.

*Note: If someone comes to you about an unnamed person who isn't doing well and asks for advice, see how they're doing. They might be talking about themselves.*