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Adult Missionary Kids Reentry Into the United States After High School

Cover Page Footnote

This study was conducted as a dissertation project to meet the requirements of the doctoral program. The author acknowledges and appreciates the advisement of Dr. Thomas Edman, Walden University, as the dissertation chair in the process. Correspondence concerning this article should be addressed to Erin Martin. Email: erin.red.martin@gmail.com

Missionary kids (MK) spend much of their developmental years overseas, creating a third culture, not fully identifying with either the passport or the host culture. Cultural homelessness, inner cultural conflict, a global viewpoint, reduced social connection with passport peers, and lack of roots are related to reentry adjustment difficulties for MKs. These difficulties can lead to grief, restlessness, social difficulties, anxiety, and feelings of isolation. The purpose of this study was to assess relationships between adult MK reentry adjustment and variables of their experience overseas. Adaptation theory and Pollock's transition model provided the basis for the cultural adjustment process. Sussman's theory of cultural identity and Berry's acculturation theory were the framework for describing how MKs encounter the interaction of different cultures. A total of 72 participants recruited from various missionary and TCK organizations completed a web-based survey assessing the statistical relationship of reentry adjustment and their MK experience as measured by the Homecomer Culture Shock Scale (HCSS) and 5 Factor Wellness Inventory (5F-W). Regression analysis demonstrated MK adjustment was affected by amount of American cultural exposure, number of visits to the United States, and amount of U.S. contact. MK reentry adjustment may be improved by providing a reentry program along with increasing MKs' American cultural exposure and U.S. visits and contact.

Keywords: Missionary kids, reentry, adjustment, missionary, repatriation, third culture kids

Third culture kids (TCKs) are people who have spent a significant amount of their developmental years outside their country of citizenship due to their parents' occupation; TCKs identify with neither their host country culture nor their passport culture (Pollock & Van Reken, 2001). Missionary kids (MKs) are TCKs whose parents' occupation takes them overseas because of their religion. As TCKs and MKs mature to adulthood, their experiences as TCKs and MKs remain influential in their lives; they become adult TCKs and adult MKs. The MK label remains even in adulthood because of their MK experience during development. Within the expatriate and repatriation experiences, there are several issues that arise during adjustment overseas and adjustment upon reentry to the country of citizenship. Some of these issues are common themes throughout the literature for all categories of sojourner.

Problem areas have been seen in themes within the TCK research. TCKs have reentry adjustment issues of cultural identity, personal growth, emotional and social issues, and fitting in, along with issues of homelessness (Devens, 2005; Dewaele & Van Oudenhoven, 2009; Gaw, 2000; Lyttle, Barker, & Cornwell, 2011; Moore, 2011; Mortimer, 2010; Schaetti, 2001; Fail, Thompson, & Walker, 2004). MKs have the same reoccurring themes as other TCKs, along with issues unique to their experience as a result of the nature of their parents' occupation (Bounds, 2009; Bikos et al., 2009; Collier, 2008; Cox, 2001; Firmin, Warner, & Lowe, 2006; Fray, 1988; Hervey, 2009; Klemens & Bikos, 2009; Moss, 1985; Rasco, 2009). The number of years overseas and

the amount of contact/exposure to the American culture are related to their adjustment (Cox, 2001; Hervey, 2009; Rasco, 2009; Weigel, 2010). Maybarduk (2008) and Schaetti (2001) also found that amount of contact with family and friends in the U.S. along with U.S. visits influenced adjustment. The influence of the number of transitions and type of schooling overseas has not been clearly established with results of research. Some research (Ferstad, 2002; Huff, 2001; Hervey, 2009) has indicated these variables influence adjustment, while others (Walters & Auton-Cuff, 2009) do not. There is some support that age of return to the U.S. is related to adjustment (Devens, 2005; Huff, 2001). Fray (1988) found that the host region was slightly related to reverse culture shock; Niesen (2010) did not find a significant difference in reverse culture shock and similarity of host region. Through understanding MK experiences and reentry adjustment, their experience can be influenced to reduce adjustment problems. Reducing the psychological distress that accompanies reentry adjustment may reduce the need for counseling to assist MK productivity and involvement within the American society and the business world.

Theoretical Background

The following theories have strengths and weaknesses for explaining the MK experience and reentry. Sussman's (2002) cultural identity model explains the development of the MK's cultural identity, while Berry's (2005) acculturation model helps explain how the MK reacts to the exposure of various cultures and the reentry process. According to Sussman's model, MKs' cultural identity can develop through maintaining their passport culture, totally abandoning their passport culture and embracing the host culture, or combining the cultures and developing a unique cultural identity. Berry's model explains MKs' reactions to the exposure of the various cultures; their attempt to fit in or marginalize themselves from the culture. "Acculturation is the dual process of cultural and psychological change that takes place as a result of contact between two or more cultural groups and their individual members (Berry, 2005, p. 698). Berry discussed the issues between the change in the cultural groups and their individuals primarily in regards to immigration. Berry further explained four acculturation strategies of individuals faced with a new culture: integration, assimilation, separation and marginalization. Assimilation refers to the behaviors of the person shedding the old culture and embracing the new dominant culture. Individuals who prefer to maintain the old culture and separate from the dominant culture are within the separation strategy and turn their back on the dominant culture. Integration occurs when individuals value both cultures and integrate various aspects of dominant and original cultures. Marginalization occurs when individuals find little value in maintaining the original culture, nor incorporating the dominant cultural aspects into their behavior. This reaction can either occur during the transition overseas to the host country or upon reentry to the passport country as they are surrounded by a different dominant culture. If the MK attempts to fit in to the host (dominant) culture as

explained by Berry, then through Sussman's model the MK will either abandon the passport (original) culture, or add the host culture to the existing passport culture. In turn, this same reaction can take place during reentry to the passport culture as the passport culture becomes the dominant culture. The opposite reaction can also occur, the MK can react by separating against the new culture as described by Berry; once again this can be either toward the host culture overseas, or towards the passport culture upon reentry, depending on the dominant surrounding culture. If MKs separate against the host culture, then they will not incorporate the host culture into their identity and maintain their passport culture as explained by Sussman reducing reentry stress to the passport culture. If MKs separate against the passport culture upon reentry they will have difficulties with the reentry process.

If MKs add the cultures they are exposed to into their cultural identity as described by Sussman (2002), they will have the behaviors, beliefs, and ideas available to adapt to various situations as described by Callahan's (2010) adaptation theory. Adaptation is also seen within the transition model of Pollock and Van Reken (2001). Pollock and Van Reken (2001) provided a transition model discussing the stages people go through as they are transitioning from one place to another. This transition model establishes five stages individuals move through as they are transitioning: (a) involvement, (b) leaving, (c) transition, (d) entering, and (e) reinvolvement. MKs are highly mobile and may not complete the transition model; the constant transitioning creates a constant state of adaptation.

Hypothesis 1

There will be a significant relationship between reentry adjustment as measured by Homecoming Culture Shock Scale (HCSS) and variables of host country region, age and years in host country, type of schooling and contact with host nationals, involvement in ministry, cultural identity, political unrest of host country, amount of contact with passport family and friends, amount of exposure to American culture, number of trips to the United States, primary language in the home, age of reentry, and involvement in a reentry program of adult MKs.

Hypothesis 2

There will be a significant relationship between the reentry adjustment as measured by 5 Factor Wellness Inventory (5F-W) and variables of host country region, age and years in host country, type of schooling and contact with host nationals, involvement in ministry, cultural identity, political unrest of host country, amount of contact with passport family and friends, amount of exposure to American culture, number of trips to the United States, primary language in the home, age of reentry, and involvement in a reentry program of adult MKs.

Materials and Method

This study was a quantitative study involving a self-administered web-based survey. Eligible participants consisted of adult MKs aged 18-26 years who spent at least 1 year of their high school years outside the United States. Some participants had recently returned to the United States, while others returned several years prior. Length of time returned to the United States was not measured. The sample was drawn from the mailing lists and contacts of 17 missionary and TCK organizations. A link to the survey was provided to participants through the organizations' website, email, Facebook, or newsletter.

A large set of variables was established from previous research studies on TCKs and adult MKs, along with demographic themes that emerged in the literature review. Reentry adjustment was measured in two aspects: reverse culture shock and psychological wellness. The demographic items, the 5F-W, and the HCSS were combined into a single survey by Mind Garden; the data was tallied through their computer program and the raw data was provided. Mind Garden carried the license for the 5F-W and provided the online format of the survey. Variables which are evaluated on their predictability of reentry adjustment as measured by the HCSS and 5F-W were host country, years in host country, age when moved to host country, contact with host nationals, involvement with ministry, political unrest of host country, type of schooling in host country, cultural identity, contact with passport friends and family, number of visits to United States during term, primary language in home, age of reentry, involvement in reentry program, and exposure to American culture through movies, music, and current events. The HCSS was established and tested by Fray (1988) and Huff (2001); reliability is predominantly high with coefficients in the .80's (Fray, 1988; Huff, 2001). Factor analysis produced four factors: Cultural Distance (CD), Interpersonal Distance (ID), Grief (GR), and Moral Distance. The scales combine to create a composite for measure of Culture Shock (CS) (Huff, 2001). The 23 HCSS items had each scale measured on a 5-point Likert scale of how well the statement fits with the participant (Huff, 2001). Once the scores of each sub-scale are established, the combination of the scores is the measure of reverse culture shock.

Myers & Sweeney (2005) established the 5F-W focusing on behavior and the person's ability to change their behavior to improve their overall wellbeing with a reliability coefficient of .94 for total wellness. It consists of 73 items measuring various aspects of the subscales: wellness, context scales, and life satisfaction (Myers & Sweeney, 2010). Items are measured on a 4-point Likert scale on how well the statement describes the participant's feelings and behavior. The scores of the individual subscale items are summed and then are converted into scores ranging from 25-100. This score is achieved by dividing the mean score for each scale by the number of items and then multiplying by 25 (Myers & Sweeney, 2005).

The reliability of the combined scales with added variables was .92.

Data Preparation

Individual survey item results along with HCSS and 5F-W scores were entered into SPSS for data analysis. Following the importation of data into SPSS, missing data analysis indicated a total of 83 participants who provided permission to participate; 72 completed the survey.

Inspection of the data revealed there were no outliers; values were within the acceptable range. Collinearity of predictor variables would affect the individual variable's effect on the regression model. Highly correlated predictor variables should be clarified before entering the predictor variables into the regression model. Combining highly correlated variables provides a clearer understanding of the relationship between the predictor variables and outcome. American exposure and U.S. contact were correlated, $r(72) = .363, p < .01$; American exposure and U.S. visit were correlated, $r(72) = .319, p < .01$; U.S. contact and U.S. visits were correlated, $r(72) = .250, p < .05$. The variables U.S. contact, American exposure, and U.S. visits were combined into a single variable labeled US-contact-exposure-visits due to Pearson correlation collinearity results. Step-wise regression was performed to look at predictability of variables as a result of small sample size. Finally, the models were compared by looking at the predictor variables that were significant for both HCSS and 5F-W.

Results

Demographics

Participant demographic information is separated into three categories: general demographics, host-related demographics, and U.S.-related demographics. Dividing the information provides a clearer understanding of participant experiences. Out of 72 participants, 40% were male and 60% were female. Participant age ranged from 18 to 26 years of age (mean = 21 years); approximately 80% of participants were single college students. Most of the participants reported that their ethnic background was Caucasian (79.2%), with only four participants indicating Asian/Pacific Islander and seven participants reporting Hispanic/Latino; four participants declined to answer this question. Although the majority of participants identified themselves as Caucasian, only 25% identified themselves as American, rather than identifying with the host culture, or both.

Fifty percent of 72 participants associated themselves culturally with both their host country culture and American culture. Several ($n = 28$) of the participants were stationed in a Latin American country. Twenty participants lived in a European country, 14 lived in an African country, 12 lived in an Asian country, and three lived in a Middle Eastern country. Seven percent ($n = 5$) of the participants lived in more than one region. Approximately half (54.2%) of the participants were in regions that were not experiencing political unrest.

Many (45.8%) of the participants went overseas when they were less than two years of age. Participants stayed an average of 9-10 years overseas; 33% lived overseas for more than 14 years. While overseas, 43% of participants attended an International/American school; 18% attended homeschool/tutor; 20% attended private schools; the remaining students ($n=13$) attended either a national or a boarding school. The majority (73%) of participants spoke primarily English in their home, 24% spoke a combination of English and the host language, and 3% spoke primarily the host language in the home. Participants either had daily (74%) or weekly (26%) contact with the host community. All participants were involved to some degree in the ministry; the majority (60%) of participants were involved weekly. Involvement in the ministry ranged from daily to biannually.

The mean exposure of participants to American culture through music, movies, and current events was weekly to monthly; 23 participants had daily exposure, while 3 participants had exposure to American culture every 2-4 years. Thirty-nine percent of participants had contact with either family or friends in the U.S. on a monthly basis. United States contact ranged from daily ($n = 2$) to every 4 years ($n = 6$). The mean frequency of visits to the U.S. was every three years (mode = 2 years). The most of the participant's age upon return was 16-19 years of age; 65% returned at age 18-19 years. Sixty-three percent ($n = 45$) of participants did not participate in a reentry program upon return.

Normality Tests

The scores of the HCSS were grouped by tens to evaluate the distribution; normal distribution with skewedness .224 was observed with a mean range of 80-90. Participants who scored above 80 on the HCSS would likely exhibit distance from values, costumes, and beliefs of the American culture, along with alienation and lack of acceptance within the culture (Fray, 1988). A score above 80 on HCSS would suggest the observance of grief for the loss of the MK way of life.

The distribution of the Total Wellness for this study was normally distributed with skewedness of negative .477, and a mean of 80. The current study sample population was primarily Caucasian with a normal score distribution. All participants in the current study came from a spiritual family background resulting in a mean of 91 on the spiritual aspects of the 5F-W score, in comparison to the mean score of 79 for the Caucasian group of the tool establishment. The spiritual portion of the measurement inflated the sample total wellness mean for this study creating difficulty in determining wellness from 5F-W. Myers and Sweeney (2005) included this factor into the inventory because people who have a spiritual aspect of their life tend to have increased wellness compare to the general population.

HCSS Regression Analysis

Step-wise regression of HCSS and predictor variables indicated US contact exposure visits while overseas, was significant in predicting cultural adjustment as measured by HCSS, $F(1, 70) = 17.531$, $p < .001$, with adjusted $R^2 = .189$. Approximately 19% of the variance of HCSS scores was accounted for by US contact exposure visits. The second model of stepwise analysis adding American identity to the model was also significant, $F(2, 69) = 12.847$, $p = .001$, with adjusted $R^2 = .250$. The variable US contact exposure visit combined with American identity accounts for 25% of the variance in HCSS scores.

Five-Factor Wellness Regression Analysis

The stepwise model regression analysis indicated US contact exposure visits was significant, $F(1, 70) = 5.170$, $p = .026$, adjusted with $R^2 = .055$. Approximately 5.5% of the variance of 5F-W was accounted for by US contact exposure visits. The second step-wise model that was significant included the host region Africa, $F(2, 69) = 5.100$, $p = .009$, with $R^2 = .104$. The host region Africa has a negative influence on scores of Wellness. The third model of the step-wise analysis indicating significance included MK participation in a reentry program, $F(3,68) = 5.205$, $p = .003$, with $R^2 = .151$.

Result Summary

The purpose of this study was to determine within the research if any of the MK experiences were predictive of MK reentry adjustment (either positively or negatively). The amount of contact with friends and family in the United States, number of visits to the United States, and amount of American cultural exposure were predictive of MK reentry adjustment as measured by both HCSS and 5F-W. The results of this study helped to confirm some contradictory findings of previous studies on reentry adjustment. Regression analysis models for both HCSS and 5F-W measurements of MK reentry adjustment indicated a small effect size with adjusted R^2 less than .2. Stepwise analysis of HCSS indicated the US contact exposure visits, and the variable of American identity have an adjusted R^2 of .250. This was the largest R^2 for all models of analysis.

Discussion

Significance of the Study

The results of this study provide information on the relationship between MK experience and the reentry adjustment of the adult MK. Missionary organizations can utilize this information to assist the missionary family to improve reentry adjustment. Reducing difficulties during reentry adjustment for MKs and their families may reduce

emotional distress or social difficulties needing counseling, as well as increase missionary productivity and focus. MKs who return to their country of citizenship well-adjusted will contribute to the workforce with their cultural understanding and global views. Some missionary organizations do not have a reentry program; 5F-W results indicated better adjustment for MKs involved in a reentry program. Reentry programs assist MKs with assimilation and reentry. Adult MKs who do not acclimate to American culture may remain within the marginal community, and their knowledge and experience is not utilized (Berry, 2005; Fail, Thomson & Walker, 2004).

Three of the 14 variables were predictive of MK adjustment as measured by the HCSS and 5F-W. Amount of contact with U.S. friends and family, amount of American cultural exposure, and number of visits to the United States were variables that were predictive of both HCSS and 5F-W adjustment measures. MKs who identified themselves as Americans indicated better adjustment as measured by the HCSS. Internet media can provide MKs connection with U.S. family and friends, along with exposure to American music, movies, and pop-culture. Those stationed in Africa had lower adjustment as measured by the 5F-W; individuals in Africa may have had less access to the Internet and American-based schools, limiting their exposure to American culture and contact with the U.S. Missionary organizations can help missionary families have access to Internet, develop an international school, or increase the number of visits back to the U.S. MKs exposed to American culture can incorporate it into their cultural repertoire (Sussman, 2002).

This study indicates that amount of contact and exposure influences adjustment by both measures of adjustment (HCSS and 5F-W). If other variables influence adjustment, their contribution to reentry adjustment is less. Table 6 compares the results of the predictive ability of the variables for the two measures of HCSS and 5F-W.

Table 6
Comparison of HCSS and 5F-W Predictive Variables

Variable	Predictive of HCSS	Predictive of 5F-W
Host country region	no	yes (Africa)
Age and years in host country	no	no
Type of schooling	no	no
Contact with nationals	no	no
Involvement with ministry	no	no
Cultural identity	yes (American ID)	no
Political unrest	no	no
Primary language in home	no	no
Attended reentry program	no	yes
Amount of U.S. contact, visits and exposure	yes	yes

Comparison with Previous Work

Several of these findings are consistent with previous published work. Cox (2001) and Rasco (2009) indicated the number of years overseas was related to the psychological and cultural adjustment of MKs. In contrast, Fray (1988) did not find significant results for number of years overseas and the HCSS. The current analysis of host years was inconclusive. Hervey (2009) as well as Cox (2001) indicated the same findings within their studies as the current research, showing a relationship between adjustment and contact with the United States and American cultural exposure. Maybarduk (2008) and Schaetti (2001) found that amount of contact with family and friends in the United States along with number of U.S. visits influenced MK adjustment. The current research study confirms the finding of amount of U.S. contact relating to psychological and cultural adjustment. The results from Weigel's (2010) study indicating that amount of American cultural exposure influenced adjustment were confirmed with the results of the current study. The more MKs are exposed to American culture, the more they become familiar and even identify with the culture. The social network provides the venue for MKs to become familiar with pop culture and the daily life of the average American teenager.

The data of this study did not indicate significant differences between MK adjustment and type of schooling, number of host regions where they lived, or number of transitions. A total of 43% of the MKs attended an international or American school, but the remaining 57% were spread between the other types of schooling. None of the groups were large enough to support meaningful statistical analysis. In contrast, Huff (2001) found that the number of transitions and the type of school did influence adjustment; those who attended boarding schools had less difficult adjustment. Students who attended international schools in Ferstad's (2002) study looked more toward the school for their identity rather than the host culture, reducing their reentry stress. The number of transitions and number of schools MKs attended during their term was not explored in this study, simply the type of school overseas, although there was no way to identify if participants attended more than one type of school while overseas. The majority of the MKs in this study attended an International/American school; according to Ferstad's study, these MKs are more likely to indicate a global cultural identity and have better reentry adjustment. It is likely those attending International/American schools were getting exposure to other cultures outside the culture of the host country, helping them to adjust to other cultures. Similarly, if students who attended other types of schools had the same amount of exposure through Internet and other avenues, then there may be little difference in the groups' reentry adjustments.

Devens (2005) and Huff (2001) found that MKs who returned to the United States at a younger age had less difficulty adjusting than those who returned after age

15. The data of the current study did not completely confirm the finding that age returned predicts MK adjustment. Fray (1988) found that host region was slightly related to adjustment; while Niesen (2010) did not find a significant difference of adjustment according to similarity of host culture with home culture. The current study indicated that the host region of Africa was predictive of the 5F-W. As the MKs mature they are developing their identity; MKs who return to the U.S. at a younger age have not completely developed their cultural identity, allowing for the potential to easily assume the cultural identity of the U.S. In turn, if MKs have plenty of exposure to the American culture while overseas, they may incorporate American culture into their cultural identity as well. Within the current research, 70% of the participants either stated their cultural identity was American, or both American and their host culture. Only 18% of participants stated they had less than monthly exposure to American culture; 64% had either weekly or monthly exposure to American culture. The amount of exposure MKs had during their developmental years overseas was incorporated into their cultural identity, just as it would have been if they returned at a younger age. The primary influence appears to be the amount of American exposure including visits and contact.

Limitations of Study

Sample

One of the most influential limitations of the study was the sample size. There may have been various aspects of the population which resulted in a low sample size (e.g. distribution, lack of affiliation with organizations). The small sample size and the large number of predictor variables compounded the issues of analyzing the data and increased the likelihood of a variable appearing to be significant by chance. Besides increasing the number of participants for future analysis to better identify trends, a study that focuses on fewer aspects of the MK experience may provide data to find trends for MK experience and reentry adjustment. The purpose of this study was to look at the overall experiences of MKs and to determine specific influences in their adjustment. Even though there is a large population of adult MKs, access to that population is limited. Few missionary organizations maintain contact with MKs after they turn 18 years of age; few of the organizations contacted had a database of MK contact information.

Dropout Rate

There were a total of 126 people who entered the survey website. Forty-three of those declined to take the survey. There were a total of 83 participants who provided permission to participate; 72 participants actually completed the survey. Fifty-seven percent of the people who entered the survey website actually finished the survey. The number of steps to access the survey and requiring participants to create an account through Mind Garden may have deterred them from progressing further. The length of

the survey may have also contributed to the drop-out rate; the survey may have taken longer than 30 minutes to complete with both of the measuring tools and MK predictor variable questions. Having a better online survey format and reducing the length of the survey may reduce the participant drop-out rate for future studies.

Recommendations

Recommendations for Action

One variable which is important in providing increased MK reentry adjustment is the number of U.S. visits. Providing families with the opportunity to visit the United States in shorter, more frequent visits rather than fewer longer visits may address this influence in the MK experience, although the length of visits was not studied. However, more frequent trips may interrupt the work of the missionary. One way of having MKs return more often without interrupting missionary work is to have the organization provide MK housing in the U.S. with live-in caregivers to the MKs; this could even be used to provide a means for MKs to return at an earlier age. Providing live-in care in the U.S. for MKs to either return to the U.S. during summer breaks, or permanently returning during High School would need further research to determine if this experience improves, or reduces, MK adjustment as they are separated from their parents.

Providing a coordinator of MK ministries will help ensure that MKs have the services needed to acclimate to the American culture. This MK ministry coordinator can provide the needed assistance with ensuring MKs have appropriate exposure to American, culture, along with providing opportunities to participate in a reentry program. Several of the missionary organizations contacted did not have any kind of formal MK ministry.

Recommendations for Study

Some results of this study that were not anticipated could be part of future study. From personal family experiences, along with the literature review, the type of schooling was expected to indicate an influence on MK adjustment (Huff, 2001; Priest, 2003; Schaetti, 2001). Determining if type of schooling influences MK reentry adjustment would provide additional understanding and assist missionary organizations in improving MK reentry adjustment. Further research could focus on determining changes in reentry adjustment as missionary organizations change the type of schooling provided.

Conclusion

Missionary families take their children overseas as they work in their ministry. The MKs live through their developmental years in their parents' culture in various

countries. The environment in which MKs live and develop varies tremendously, yet there are experiences that bring them together. As they return to their country of origin, adult missionary kids have difficulties adjusting to the culture, and may not be psychologically and/or socially well adjusted.

This research study provided some additional support of some MK experiences which influenced reentry adjustment as measured by HCSS and 5F-W. Number of U.S. visits, amount of contact with U.S. friends and families, and amount of American cultural exposure predicted reentry adjustment as measured by both HCSS and 5F-W. Culturally identifying with the American culture improved cultural adjustment as measured by HCSS. Involvement in a reentry program assisted with psychological wellbeing as measured by 5F-W. Interestingly, MKs stationed in Africa indicated lower adjustment as measured by 5F-W. Understanding what factors of MK experiences that influence and predict reentry adjustment can assist with providing missionary organizations the information needed to help missionary families improve MK reentry adjustment.

Improving MK reentry adjustment may reduce MK emotional and social difficulties, reducing missionary organizational resources and family resources needed for counseling of MKs and their families. If parents are concerned about their adult children's reentry adjustment after they return to the mission field, the parents' attention could be split resulting in less effectiveness for the missionary organization. Additionally, improving MK reentry adjustment increases MK integration into the corporate and social societies. As MKs become part of corporate society they bring with them their experiences and understanding of the global community that will enrich society as a whole.

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