



Global University for Lifelong Learning

Enabling YOU to make a difference in OUR world ...



Church & Community Mobilization (CCMP)

CCMP-GULL Outcomes Mapping

What is outcomes mapping?

Outcomes mapping provides a way of recognizing and certifying learning outcomes that arise from training, short courses and a wide range of other activities.

The objective is to enable participants to convert inputs (like training and short course tuition) into learning outcomes (or outputs) that yield evidence as to how training principles and other input-based instruction and/or resource materials were used and applied in practice.



'Umoja' (togetherness in Swahili)

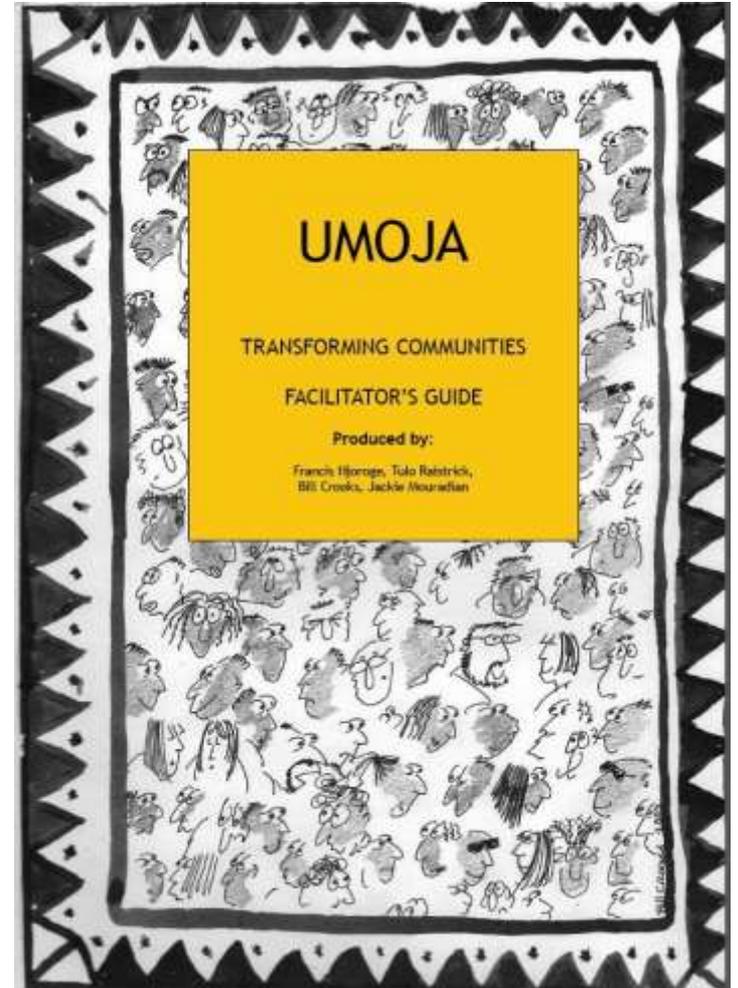
Umoja helps church pastors and their congregations to work together with the community to bring about positive changes in the lives of those who are most vulnerable and the poorest in their communities.

It is a process that brings hope, self-esteem and transformation to churches and communities, and is based on over twenty years of experience of working with churches and their communities throughout Africa and Asia.

The approach is to build on individuals' and communities' own abilities and resources, enabling people to discover for themselves their potential to bring about change.

Far too often, development projects are dependent on injections of outside aid and often leave individuals and communities worse off. This process seeks to do the opposite: inspiring and equipping local people with a vision for determining their own future with their own resources.

CCMP-GULL An outcomes mapping example



Church & Community Mobilization Process (CCMP)

Overall aims and outcome indicators

Overall objectives

- ❖ Improved relations within and between communities and churches.
- ❖ Reduced dependency – increased self-reliance and inter-dependency.

Overall outcome indicators – Participants:

- ❖ Are more conscious of their relationship with God.
- ❖ Join hands to address poverty using locally available resources.
- ❖ Take charge of their future/destiny.
- ❖ Take responsibility for their own lives and for their neighbours too.
- ❖ Are equipped, confident and motivated to take action that reduces poverty and suffering*.

*Action steps might typically include ensuring that safer/cleaner water is available to drink; Travelling shorter distances to the water source; Reducing incidences of malaria and immunizable diseases and thereby self-reliance.

Implementing CCMP

CCMP with GULL certification is implemented in three stages:

1: Church Awakening: helping church leaders and the local church understand that God, through the Bible, calls them to serve their communities. This stage is about building the confidence of the local church by helping them identify and utilize their own resources, so that they come to believe that change is possible.

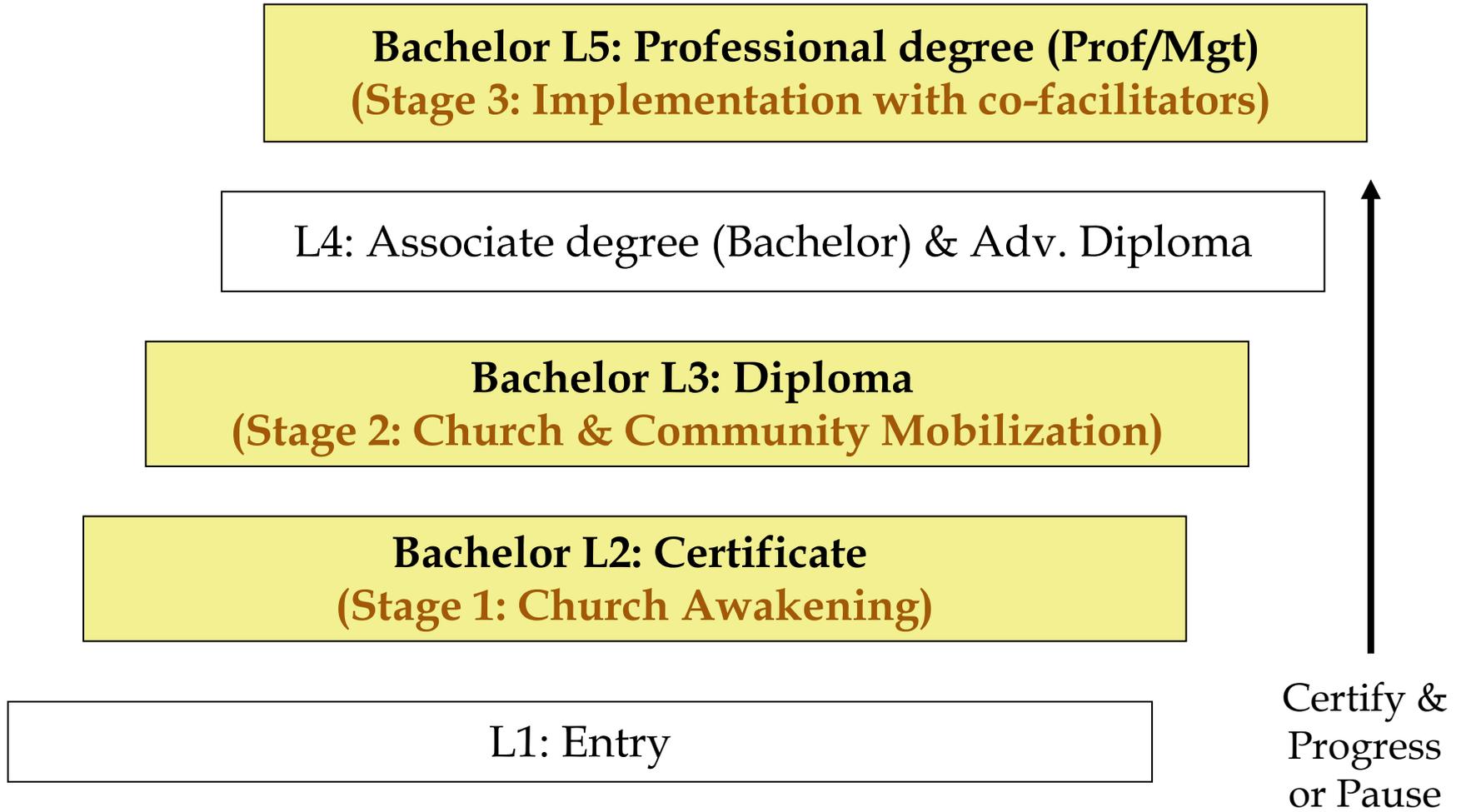


(Above) Mwamadilanha community members, Shinyanga, Tanzania

2: Church & Community Mobilization: working with the local church to bring the whole community together to discuss their situation, their needs and resources, to gather and analyze information, and to decide what they as a community can do.

3: Implementation with co-facilitators: taking the dream, turning it into a plan and helping the community form structures that will help them take action; Helping the church and community to reflect and learn from how things are going and plan on-going action.

CCMP-GULL linkages and certification points

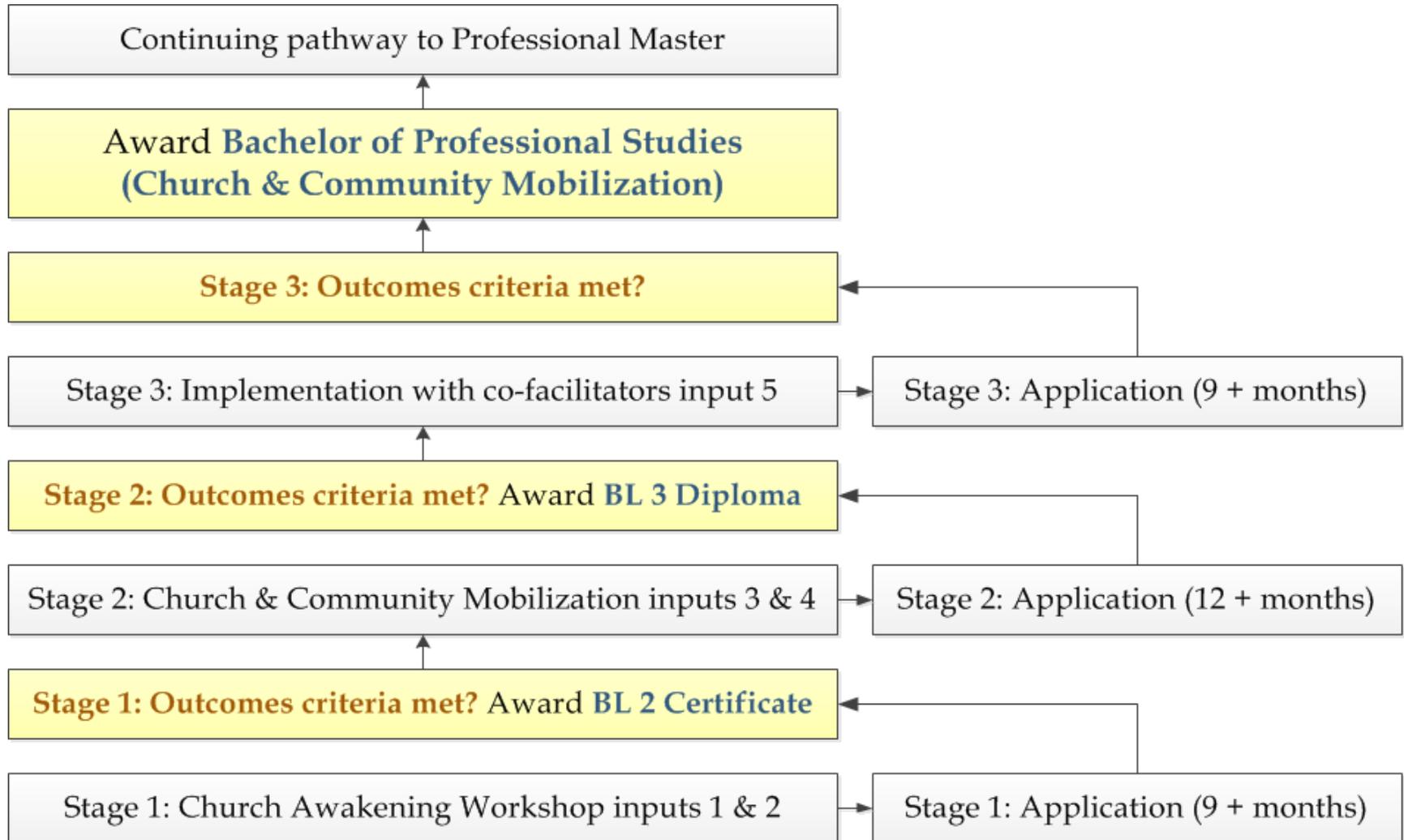


Pathway profiles:

Professional Bachelor, Master, Doctor

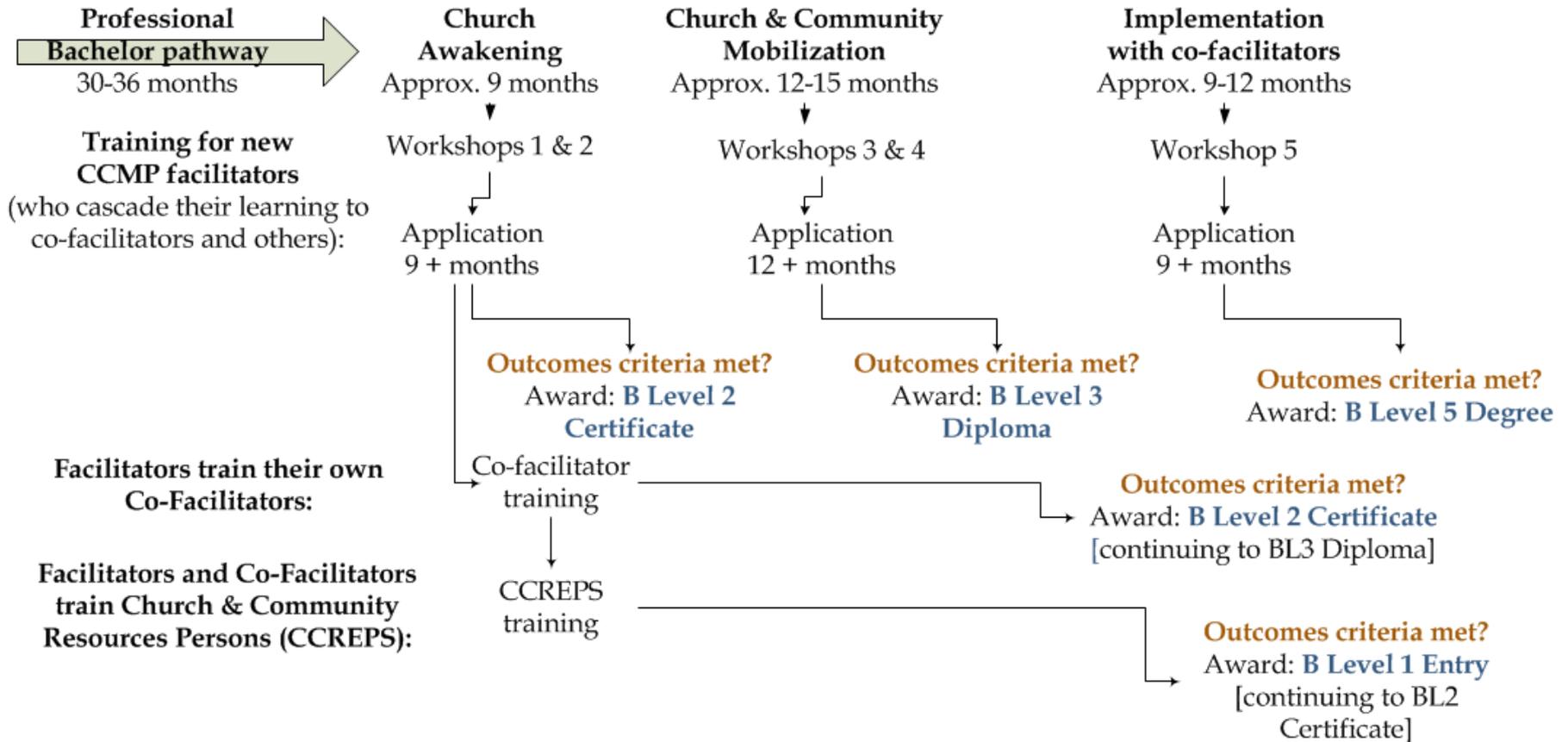
Pathway:	Typical entry profile:
Professional Bachelor [All CCMP participants]	17-25 years of age and those in this age range and older with limited literacy skills. Also: for training and foundation-building work (CCMP)
Professional Master [Continuing pathway for leaders with two routes]	26-35 years of age holding senior work or community roles. It is also for those aged 26 and above who have completed the GULL professional Bachelor degree.
Professional Doctor [Continuing pathway for leaders with two routes]	At least 30 years of age but ideally for those in their 40s and 50s who hold leadership roles in the workplace or the community. It is also for those aged 30 and above who have completed the GULL professional Master degree.

CCMP-GULL pathway to professional Bachelor



CCMP-GULL B Prof cascade

From: Facilitators to Co-Facilitators & Resource Persons



CCMP Facilitators

Receive a total of three certificates – as follows:

1. **Professional Bachelor Level 2 Certificate (Church & Community Mobilization)** after successfully completing the outcomes criteria for CCMP stage 1: ‘Awakening the church’. See: slide 12.
2. **Professional Bachelor Level 3 Diploma (Church & Community Mobilization)** after successfully completing the outcomes criteria for CCMP stage 2: ‘Church & Community Mobilization’. See: slides 13-16.
3. **Professional Bachelor Level 5: Bachelor of Professional Studies (Church & Community Mobilization)** after successfully completing the outcomes criteria for CCMP stage 3: ‘Implementation with Co-Facilitators’. See slide 17.

CCMP Co-Facilitators

Receive two certificates – as follows:

1. **Professional Bachelor Level 2 Certificate (Church & Community Mobilization)** after successfully completing the outcomes criteria for CCMP stage 1: ‘Awakening the church’. See: slide 12
2. **Professional Bachelor Level 3 Diploma (Church & Community Mobilization)** after successfully completing the outcomes criteria for CCMP stage 2: ‘Church & Community Mobilization’. See: slides 13-16

Notes: Co-Facilitators can also continue to Bachelor Level 5 (Bachelor of Professional Studies) if they opt to continue their journey to facilitator status.

Church & Community Resource Persons

(CCREPs) receive one certificate – as follows:

1. **Professional Bachelor Level 1 Entry (Church & Community Mobilization)** – outcomes criteria to be finalized.

Notes: CCREPs can continue to Bachelor Level 2 Certificate if they opt to continue their journey to Co-Facilitator status.

Stage 1: 'Awakening the church' outcomes criteria (OC)

OC: Envisioning church leadership and church awakening

Individual team members	Multiplication indicators	Church and community
<p>Can articulate core mission confidently and in a way that the church leadership and members can understand and implement.</p> <p>Able to build a team of co-facilitators that is cohesive and ready to walk with the rest of the church in the journey of transformation.</p>	<p>Participants are training teams of co-facilitators from the church and community.</p> <p>Co-facilitators can facilitate effectively for the church and community.</p> <p>Co-facilitators are impacting the church as a consistent resource to the mobilization process.</p> <p>The church and community value co-facilitators as their own resource persons.</p>	<p>Church leaders make a commitment to engage in integral mission.</p> <p>Relationships between the church and community improve – the two join hands to meet needs.</p> <p>The church begins to show concern and to take action on poverty issues in the community.</p>

Stage 2: 'Church & Community Mobilization'

OC Phase 1: Church and community description

Individual team members	Multiplication indicators	Church and community
<p>Able/confidently uses the CCMP description tools in a way that empowers the church and community to begin to take action to transform their lives.</p> <p>Facilitate in a way that builds peoples' confidence and motivation to change.</p> <p>Train co-facilitators to confidently facilitate/maintain the drive for change in the church and the community.</p>	<p>Co-facilitators remain committed and maintain the mobilization 'fire'.</p> <p>Neighbouring churches and communities start to enquire about the process.</p>	<p>The church and community has started to document the general situation.</p> <p>Church and community begin to use local resources to address needs.</p> <p>Participation in church activity such as bible study attendance begins to increase.</p> <p>Leadership begins to take full responsibility for the process.</p> <p>Church and community members can articulate their situation in a way that stimulates a desire to change.</p>

Stage 2: 'Church & Community Mobilization'

OC Phase 2: Information gathering

Individual team members	Multiplication indicators	Church and community
<p>Confidently articulate the purpose/objectives, process and tools used for information gathering in a way that motivates the church and community to gather its information</p> <p>Train the information gathering teams to gather quality information thoroughly and accurately.</p>	<p>Co-facilitators motivate the people as they gather information.</p> <p>Information gathering teams (IGTs), gather, compile and validate quality information with the church and community.</p> <p>IGTs become a resource to the community (as people that can gather 'our information')</p>	<p>Volunteer information gladly in support of the changes needed to achieve transformation.</p> <p>Church and community members 'own' the information the IGTs gather then validate it, document it, keep custody of it and are proud of it as 'our information'.</p>

Stage 2: 'Church & Community Mobilization'

OC Phase 3: Analysis

Individual team members	Multiplication indicators	Church and community
<p>Understand the concept of deep analysis.</p> <p>Can facilitate analysis so as to trigger strong drive in the church and community to transform their situation.</p> <p>Enable the community and the church to emerge with an accurate and detailed baseline that they can use to make informed decisions.</p>	<p>Maintain motivation and develop change agents skills in support of transformation.</p> <p>Keep the community and church motivated during the (often) tedious process of information analysis.</p> <p>Understand the positive implications of analysis and can transmit this to the church and the wider community.</p>	<p>A deep understanding of the issues and able to start to devise appropriate strategies to address them.</p> <p>Fully understand and appreciate their resources, capacities and potential.</p>

Stage 2: 'Church & Community Mobilization'

OC Phase 4: Decision-making

Individual team members	Multiplication indicators	Church and community
<p>Fully understand the concepts contained in the decision-making phase as they relate to the design of transformational development.</p> <p>Able to facilitate church and community in reaching decisions that guarantee that the needs are being addressed in order to bring about true change.</p> <p>Learn from lessons emerging from the phase (as they reflect with each other as well as with the church and the community).</p>	<p>Co-facilitators motivate the churches and communities to maintain their priorities and begin implementing interventions in line with the action plans.</p> <p>Facilitators begin to engage with other churches and prepare to handover to co-facilitators.</p> <p>Co-facilitators exhibit good understanding of the entire process and good facilitation skills.</p>	<p>'Dream dreams' that propel them forward and give the direction for long term transformation.</p> <p>Lay strategies that get everyone involved in: Establishing change priorities that truly represent the community realities; Action plans that reflect that attention is placed where it hurts people most, and that real issues are being addressed; Systems that ensure the interventions are sustainable.</p> <p>Begin to carry out interventions that reduce human suffering and lead to people living fuller lives.</p>

Stage 3: 'Implementation with Co-Facilitators'

OC: Implementation

Individual team members	Multiplication indicators	Church and community
<p>Through frequent action-reflection process, motivate church and community to progressively move forward</p> <p>Impact their organizations regarding integral mission/CCMP (by envisioning their organization leaders and training fellow staff)</p> <p>Mentor the co-facilitators to grow to become facilitators for integral mission in their denominations and to neighbouring communities/ denominations (when they require it)</p>	<p>Expand the process jointly with the co-facilitators, with minimum assistance from the external facilitator (the focus is for the team to mentor the co-facilitators)</p> <p>Co-facilitators keep their respective churches and communities motivated (ably facilitate action-reflection-action-process)</p> <p>Identify and mobilize new areas where they facilitate CCMP with external assistance from the team</p>	<p>Form the habit to frequently reflect and thus keeps on course and progressively address issues</p> <p>Church evidently growing in size and members displaying true spiritual growth</p> <p>Church continues to stir its immediate community to holistic change and thus grows in its character of being salt and light</p> <p>Address issues of poverty progressively and thus truly transform their situation</p> <p>Continue to raise the necessary resources to increasingly address issues of poverty</p> <p>Have gained confidence to grow in their attempts to deal with poverty</p>

CCMP-GULL Continuing pathway

Master of Professional Studies

The Professional Master degree pathway is for those aged 26 and above. CCMP-GULL Certificates are awarded on completion of M Level 3 (Diploma) and M Level 5 (Master degree) which is specified as either:

- **Master of Professional Studies (Church & Community Mobilization Leadership)** – candidates following this pathway must have successfully completed the GULL Bachelor of Professional Studies (Church & Community Mobilization) OR
- **Master of Professional Studies (Community Leadership)** – a senior community role is the sole pre-requisite for this pathway.

Agenda: Master of Professional Studies

OC: Expanding the process Nationally and Regionally

Individual team members	Co-facilitators	Nationally
<p>Facilitate extension of the process nationally and in the region</p> <p>Are proficient to train new national teams, envision church leadership in the region, etc.</p> <p>Continue to mentor new teams nationally all the way down to the original local churches and communities mobilized</p>	<p>Train other co facilitators</p> <p>Team up with the 'team, to expand the process and refine the skills of the second level co-facilitators</p>	<p>Denomination heads/leadership adopt integral mission as the main focus for their ministry and CCMP as an approach to achieving integral mission</p> <p>There is a strong team of trainers/facilitators of integral mission/CCMP</p>

CCMP-GULL Continuing pathway

Doctor of Professional Studies

The Professional Doctor degree pathway is for aged 30 or above. CCMP-GULL Certificates will be awarded on completion of D Level 3 (Diploma) and D Level 5 (Doctor degree) which is specified as either:

- **Doctor of Professional Studies (Church & Community Mobilization Leadership)** – candidates following this pathway must have successfully completed the GULL Bachelor of Professional Studies (Church & Community Mobilization) OR
- **Doctor of Professional Studies (Leadership Development)** – a senior leadership role is the sole pre-requisite for this pathway.



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