

CCMP-GULL cascade plan example

The church and community mobilization process (CCMP) with GULL cascade plan example illustrates how to complete the professional Bachelor pathway outcomes map component of your GULL cascade plan. Please refer to this example when drafting your plan.

Professional Bachelor degree pathway outcomes map

Input activity (e.g. training, short courses or other inputs):

Facilitated training course. 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.

Overall duration of the input activity:

30-36 months

Overall objectives for the outcomes map:

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

Overall outcome indicators for 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.

Please specify the outcomes criteria for each level of certification (as appropriate):

Please note: CCMP specifies a wide array of outcomes criteria in three areas: (1) for individual team members (2) multiplication indicators and (3) for the church and the community. This illustrates the broad impact of CCMP but it is not necessary to replicate this breadth of detail in your own outcomes map – unless it is appropriate to do so.

Professional Bachelor level 1: Entry (Duration: Not less than 7 weeks)

Not applicable – trainee CCMP facilitators continue until they have successfully completed Stage 1 (at BL2).

Professional Bachelor level 2: Certificate (Duration: Not less than 7 weeks)

Outcomes criteria for Stage 1 'Awakening the church' (Envisioning church leadership and church awakening)

Individual team members:

- (1) Can articulate core mission confidently and in a way that the church leadership and members can understand and implement.
- (2) 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.

Multiplication indicators:

- (1) Participants are training teams of co-facilitators from the church and community.
- (2) Co-facilitators can facilitate effectively for the church and community.
- (3) Co-facilitators are impacting the church as a consistent resource to the mobilization process.
- (4) The church and community value co-facilitators as their own resource persons.

Church and community:

- (1) Church leaders make a commitment to engage in integral mission.
- (2) Relationships between the church and community improve – the two join hands to meet needs.
- (3) The church begins to show concern and to take action on poverty issues in the community.

Professional Bachelor level 3: Diploma (Duration: Not less than 10 weeks)

Outcomes criteria for Stage 2 'Church & Community Mobilization'

Phase 1: Church and community description

Individual team members:

- (1) Ably/confidently uses the CCMP description tools in a way that empowers the church and community to begin to take action to transform their lives.
- (2) Facilitate in a way that builds peoples' confidence and motivation to change.
- (3) Train co-facilitators to confidently facilitate/maintain the drive for change in the church and the community.

Multiplication indicators:

- (1) Co-facilitators remain committed and maintain the mobilization 'fire'.
- (2) Neighbouring churches and communities start to enquire about the process.

Church and community:

- (1) The church and community has started to document the general situation.
- (2) Church and community begin to use local resources to address needs.
- (3) Participation in church activity such as bible study attendance begins to increase.
- (4) Leadership begins to take full responsibility for the process.
- (5) Church and community members can articulate their situation in a way that stimulates a desire to change.

Phase 2: Information gathering

Individual team members:

- (1) 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
- (2) Train the information gathering teams to gather quality information thoroughly and accurately.

Multiplication indicators:

- (1) Co-facilitators motivate the people as they gather information.
- (2) Information gathering teams (IGTs), gather, compile and validate quality information with the church and community.
- (3) IGTs become a resource to the community (as people that can gather 'our information')

Church and community:

- (1) Volunteer information gladly in support of the changes needed to achieve transformation.
- (2) 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'.

Phase 3: Analysis

Individual team members:

- (1) Understand the concept of deep analysis.
- (2) Can facilitate analysis so as to trigger strong drive in the church and community to transform their situation.
- (3) Enable the community and the church to emerge with an accurate and detailed baseline that they can use to make informed decisions.

Multiplication indicators:

- (1) Maintain motivation and develop change agents skills in support of transformation.
- (2) Keep the community and church motivated during the (often) tedious process of information analysis.
- (3) Understand the positive implications of analysis and can transmit this to the church and the wider community.

Church and community:

- (1) A deep understanding of the issues and able to start to devise appropriate strategies to address them.
- (2) Fully understand and appreciate their resources, capacities and potential.

Phase 4: Decision-making**Individual team members:**

- (1) Fully understand the concepts contained in the decision-making phase as they relate to the design of transformational development.
- (2) Able to facilitate church and community in reaching decisions that guarantee that the needs are being addressed in order to bring about true change.
- (3) Learn from lessons emerging from the phase (as they reflect with each other as well as with the church and the community).

Multiplication indicators:

- (1) Co-facilitators motivate the churches and communities to maintain their priorities and begin implementing interventions in line with the action plans.
- (2) Facilitators begin to engage with other churches and prepare to handover to co-facilitators.
- (3) Co-facilitators exhibit good understanding of the entire process and good facilitation skills.

Church and community:

- (1) 'Dream dreams' that propel them forward and give the direction for long term transformation.
- (2) 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.
- (3) Begin to carry out interventions that reduce human suffering and lead to people living fuller lives.

Professional Bachelor level 4: Associate degree (Duration: Not less than 12 weeks)

Not applicable - trainee CCMP facilitators continue until they have successfully completed Stage 3 (at BL5).

Professional Bachelor level 5: Degree (Duration: Not less than 14 weeks)**Outcomes criteria for Stage 3 'Implementation with co-facilitators'****Individual team members:**

- (1) Through frequent action-reflection process, motivate church and community to progressively move forward
- (2) Impact their organizations regarding integral mission/CCMP (by envisioning their organization leaders and training fellow staff)
- (3) Mentor the co-facilitators to grow to become facilitators for integral mission in their denominations and to neighbouring communities/ denominations (when they require it)

Multiplication indicators:

- (1) 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)
- (2) Co-facilitators keep their respective churches and communities motivated (ably facilitate action-reflection-action-process)
- (3) Identify and mobilize new areas where they facilitate CCMP with external assistance from the team

Church and community:

- (1) Form the habit to frequently reflect and thus keeps on course and progressively address issues
- (2) Church evidently growing in size and members displaying true spiritual growth
- (3) Church continues to stir its immediate community to holistic change and thus grows in its character of being salt and light
- (4) Address issues of poverty progressively and thus truly transform their situation
- (5) Continue to raise the necessary resources to increasingly address issues of poverty
- (6) Have gained confidence to grow in their attempts to deal with poverty

Overall duration of the Professional Bachelor degree pathway: 30-36 months**Method(s) used by participants to gather the evidence of outcomes attainment*:**

*Note: There are many ways in which participants can gather their evidence of learning and to assist with this, GULL recommends the use of its diary-based narrative format. The narrative format can be used to augment any existing methods that are used by participants to gather evidence of progress and attainment.

GULL narrative format forms; Existing checklists, diagnostics and tools for evaluating progress in attaining the overall objectives and outcome indicators.