

1st YEAR PROGRAM

For local Member Caring & Linking Ministry/ Centre/ team

This is the 1st Year program proposal for your community if you are willing to develop Member Caring & Linking (after having at least a team of 2 people appointed by your leadership). Please download the 'Light-bearer's Manual for Member Caring, Encouraging & Linking' to facilitate this program on daybreak-academy.org/resources/. If you would like that we help you to facilitate this program or if you would like to attend Light-bearers Online Workshops, feel free to contact us on daybreakacademy@live.com, (+230) 59467517 (WhatsApp or Signal) or visit our website on daybreak-academy.org/contact-us/

Feel free to facilitate the 'Content' monthly section in your community according to your context/ culture. For example, you can either make presentations to explain/ share with your team members the content or you can ask them to read the specific chapters for the month by themselves and then you can review or make a summary of it together.

If the leaders of your community don't feel the need to develop only Member Caring & Linking, but have as primary focus to develop an Outreach Mission strategy (and alongside developing Member care/ Mission Support team/ Inreach), we recommend you to have a look at the AMPD (Association of Mission Partnership Development) which is a 10 months program about it on this link: <http://www.here2there.org/ampd-missions-strategy-cohort/>

1st Month (RESEARCH)

Objectives of the month:

- Team building;
- Understand the Great common vision, Member Caring & Linking (Light-bearers) ministry (how it is different from Pastors/ Leaders and Therapists/ Counsellors) and importance of assessment/ census of the community's members & context (Research- Restore –Rest);
- Define/ share individual role(s) as Member Caring & Linking champion/ coordinator/ facilitator/ provider;
- Define clearly who are your 'members' and your 'other available resources';
- Plan community assessment/ census and count the cost (define a budget of approx. ministry cost).

Content:

- The Great common vision – Pg. 5
- Member Caring & Linking ministry – Pg. 8
- Member Caring & Linking cycle (Research – Restore – Rest) and importance of community assessment/ census – Pg. 9
- Light-bearers – Pg. 11
- Role differences between community Pastors/ Leaders, Light-bearers and Therapists/ Counsellors – Pg. 13
- Importance of accountability– Pg. 15
- Types of Light-bearers (champion/ coordinator/ facilitator/ provider) – Pg. 17

Group activities:

- Get to know each other's name, family, work, hobbies, calling, etc.
- Define/ share one another's preferred role(s) as Member Caring & Linking champion/ coordinator/ facilitator/ provider.
- Define clearly who your 'members' are (e.g. Do you consider those who did not attend your meetings for more than 6 months as members? Are members only those who went through membership sessions and are registered as such? Do you consider as a member someone who considers himself/ herself as a member of another denomination but often comes to your community's meeting? Etc.). Define your 'other available resources' (e.g. building, facilities, land, business, school, equipment, etc.).
- Plan your strategy to do your community assessment/ census.

- Count the cost (define a budget of approx. ministry cost – such as for printing census forms, if you have to pay people to do this community census/ assessment, etc.).

2nd Month (GROWTH)

Objectives of the month:

- Understand/ adjust to your community's history, structure, vision and mission;
- Understand the five Mentoring steps (to prepare them to become future Member Caring & Linking leaders);
- Define characteristics/ skills you should develop personally & collectively to grow;
- Plan accountability/ coaching/ mentoring/ growth strategy for each member of the Member Caring & Linking team.

Content:

- Your local community's history, structure, vision and mission - which you have to research about (using the RESEARCH guidelines on Pg. 9) to present to the team and to ask them if any correction needed
- Five Mentoring steps and Ministry Action Plan (to prepare them to become future Member Caring & Linking leaders) – Pg. 19
- Characteristics/ skills you should develop personally & collectively to grow:
 - G.O.O.D. & F.A.I.T.H.F.U.L.L. Servant of servants – Pg. 20
 - Prophet and Credibility – Pg. 23
 - Identity and Resilience – Pg. 24
 - Steadfast – Pg. 25
 - Connectors – Pg. 27
- At least two by two – Pg. 27

Group activities:

- Reviewing and understanding together your community's structure, history, vision and mission.
- Feedbacks on community assessment/ census.
- Plan accountability/ coaching/ mentoring/ growth strategy for each member of the Member Caring & Linking team. This can be done by ensuring that every Light-bearer has a coach/ mentor (such as a Light-bearer with experience, a pastor/ leader or even just a coach) following-up on him/ her or put them two by two and let them see how often they will meet to follow-up on one another (e.g. by sharing 3 limited achievable objectives they have to accomplish in the following 3-6 months).

3rd Month (CHURCH)

Objectives of the month:

- Understand and assess the seven pillars of the Church personally and within your community;
- Understand authority and delegation;
- Define Partnership frame for every light-bearer in the team;
- Plan strategy to develop needed pillars within the community.

Content:

- Seven pillars of the Church – Pg. 29
- Authority – Pg. 31
- Family Church Model – Pg. 33
- Delegation and Partnership frame – Pg. 35

Group activities:

- Define Partnership frame for every light-bearer in the team with the leadership.

- Define which pillar(s) needed to be developed in your community and plan strategy accordingly.

4th Month (CARING)

Objectives of the month:

- Develop Caring skills;
- Understand Caring and its application.

Content:

- How do members feel cared for? – Pg. 37
- Who is a 'missionary'? – Pg. 37
- What is Member care, who needs it, who gives it and how do we get it? – Pg. 38
- Order of Stephanas – Pg. 41
- Member Caring & Linking model (Master-care, self-care, mutual-care, sender-care, specialist-care, network-care) – Pg. 41
- Member care assessment models:
 - Member Support Circle – Pg. 45
 - Pyramid of care – Pg. 47
- Members' needs – Pg. 49

Group activities:

- Share about the people you know who you really consider as member care providers and why.
- Define what you can do to connect with more member care providers (Light-bearers) locally, nationally and internationally to learn from one another.
- Define and plan caring strategies for your 'priority people group' (those you should really take care of as soon as possible) in your community for 3-6 months to come.

5th Month (COMMUNICATING)

Objectives of the month:

- Understand importance of effective communication among one another;
- Develop active listening/ communication skills;
- Plan member listening/ connection strategy.

Content:

- Communication – Pg. 51
- Empathic Listening and Comprehensive techniques – Pg. 51
- Effective/ Active Listening – Pg. 52
- Art in Communication – Pg. 53
- Means of Communication – Pg. 54
- Public speaking – Pg. 62
- Non-verbal Communication – Pg. 62
- Truth builds Trust – Pg. 63
- Prayer support while communicating – Pg. 63

Group activities:

- Plan Active Listening/ connection strategy for the members (i.e. define how/ when/ with whom every Light-bearer can practice active Listening during the month).
- Define at least 1 step on how you can develop communication within your community (e.g. select one mean of communication you would like to try/ develop within your community and see how to do it).

6th Month (ENCOURAGING)

Objectives of the month:

- Develop Encouraging skills;
- Understand Interdependency, Reconciliation and Generosity practices.

Content:

- Interdependency – Pg. 65
- Members of the same body – Pg. 67
- Stained glass masquerade – Pg. 71
- Forgiveness steps – Pg. 71
- Reconciliation – Pg. 72
- Generosity – Pg. 73
- Development – Pg. 75
- Co-workers – Pg. 76
- Encouragement – Pg. 77
- Barnabas – Pg. 79

Group activities:

- Read 1 Corinthians 12:12- 13:13 together and share what touches you and which aspect out of this text you feel you should develop.
- Plan to try at least one of the encouraging practices (Pg. 77) your team have never done before (individually or collectively) towards members.

7th Month (CROSS- CULTURE)

Objectives of the month:

- Develop cross-cultural & generational skills;
- Understand culture, unity in diversity, cultural & generational differences.

Content:

- Unity in diversity – Pg. 81
- Common faith – Pg. 81
- Different but of equal value – Pg. 82
- Same team – Pg. 83
- The Power of Unity – Pg. 86
- Synergy – Pg. 87
- Division – Pg. 88
- Love for enemies – Pg. 89
- Witnessing Christ – Pg. 91
- Cultural diversity and T.A.S.K. approach – Pg. 92
- The 'Others' – Pg. 93
- Cultural skills – Pg. 96
- Generational diversity – Pg. 98
- Youth Involvement – Pg. 101

Group activities:

- Assess the different cultures/ generations/ people group in your community.
- Define 1-3 SMART (Specific, Measurable, Achievable, Realistic/ Relevant and Timely/ Time-bound) goals/ objectives (mindtools.com/pages/article/smart-goals.htm) on how to care for members better.

8th Month (LINKING)

Objectives of the month:

- Develop Linking skills;
- Understand the importance of Kingdom collaboration, networking & partnership.

Content:

- Kingdom collaboration and partnerships – Pg. 103
- Interlinked – Pg. 104
- Love – Pg. 104
- Prayer – Pg. 105
- Linking opportunities:
 - LOVE Day – Pg. 106
 - Activities – Pg. 108
 - Out of comfort zone – Pg. 108
- Continuous investigation – Pg. 109
- Sacrifices – Pg. 110
- Working together – Pg. 110
- Team building – Pg. 112
- Networks & Partnerships – Pg. 113

Group activities:

- Define linking needs of your community and plan linking strategies among community members and connection with other Christians, churches & organizations outside your community.

9th Month (OVERCOMING)

Objectives of the month:

- Understand the importance of risk assessment (to prepare for pre-disaster and post-disaster), Stress, Dark times, trauma, transitions, grief and resolving conflicts;
- Preparing the team to lead the ministry.

Content:

- Overcoming and detours – Pg. 119
- Risk Assessment – Pg. 119
- Preventive care and "at risk populations" – Pg. 120
- Needs – Pg. 121
- Stress – Pg. 123
- Dark times (Depression, Mental health disorder, suicide, Moral injury, Three forms of empathy) – Pg. 124
- Trauma – Pg. 125
- Counselling – Pg. 126
- Secondary trauma/ compassion fatigue – Pg. 126
- Transitions :
 - R.A.F.T. Model – Pg. 126
 - Community Missionary's Flow of Care – Pg. 128
- Grief – Pg. 129
- Disaster – Pg. 129
- Resolving Conflicts – Pg. 132

Group activities:

- Assessing at least 1-3 main potential threats/ risks which could affect your community and 1-3 strategies how to respond.
- New members of your team choose and prepare to facilitate one or part of any topic (content) of previous session/ chapter in groups or individually.
- Define when and where they will facilitate this topic presentation.

10th Month (RENEWAL)

Objectives of the month:

- View and review the presentations;
- Understand the importance of renewal of the team.

Content:

- Topic which the Light-bearers chose to present
- What's next – Pg. 135
- Identifying potential Light-bearers in your community – Pg. 136

Group activities:

- Define/ assess/ share your thoughts about the potential future Member Caring & Linking coordinators/ leaders and future Light-bearers within your community and how to connect with them.

11th Month (PLAN)

Objectives of the month:

- Preparation for handling over;
- Evaluation, plan Member Caring & Linking strategy for next year.

Group activities:

- Assess/ evaluate what you have accomplished so far and what worked well or not.
- Plan Member Caring & Linking strategy for next year.
- Prepare the Graduation/ Celebration party.

12th Month (REST)

Objectives of the month:

- Celebration and passing the baton;
- Rest.

Content:

- All your little and big success stories since the beginning of the year

Group activities:

- Celebrate together (e.g. organize a "bring & share" or go somewhere to eat/ do a picnic together).
- Share how you are planning to rest.