

Church and community transformation

Trainer's pack



A selection of activities and Bible studies for those who are training facilitators in the church and community mobilisation process (CCMP) and other facilitated processes used to achieve church and community transformation (CCT)

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Acknowledgements

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You can find the chapters of the Trainer's pack on Tearfund Learn either by [clicking here](#) or going to learn.tearfund.org/cct-trainers-pack

This pack is also available in French.

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About

We believe that local churches – wherever they are in the world – begin a lifelong journey when they embrace and commit to living out a theology of what we call ‘integral mission’. This journey empowers them, changes mindsets and brings about holistic transformation in both the church and the community.

The ultimate goal of this journey is to see broken relationships restored. The church seeks ‘whole-life’ change, and responds in a holistic way to the needs of their local community. Overcoming poverty in the community is approached holistically and from within, as people realise their potential and recognise the resources God has given them. And we refer to the destination of that journey as ‘church and community transformation’ (CCT).

This is often outworked through a variety of structured ‘CCT processes’. Over the last 30 years, Tearfund has helped to develop processes that take local churches on a journey to achieve CCT. These processes require a facilitator to take the church and community through a collection of specific activities designed to envision people in integral mission and then take action to put these learnings into practice.

CCT processes give space to reflect on the broken relationships and CCT theology. They facilitate relationship building between the church and the community, and they seek to empower people to realise their God-given potential and recognise their locally available resources. They strive to see the church and community working together to transform and overcome poverty holistically and sustainably.

The results everywhere are astounding: the church impacting its immediate community in such a way that it influences important decisions that affect the way of life of the community; the church motivating its immediate community to transform its situation sustainably; the community beginning to take charge of its destiny without having to depend on external support; relationships among people being restored in a lasting manner; people supporting one another to meet their most basic needs; people addressing their physical and spiritual poverty deeply and extensively; people honouring and worshipping God more consciously; and much more.

This pack is intended for use by CCT trainers who are responsible for training, developing and mentoring facilitators of a CCT process. This pack has specific chapters that focus on areas within CCT that may require additional training in order to maximise quality implementation and impact.

Trainers should not use this pack in order, but select the most appropriate activities or Bible studies for the facilitators they are training and the stage they have reached in their CCT process.

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Chapter 3: How to contextualise

Available from learn.tearfund.org/cct-trainers-pack

Chapter 4: The Light Wheel as a lens

Available from learn.tearfund.org/cct-trainers-pack

Introduction

This pack is for CCT trainers who are committed to training, developing and mentoring facilitators of a process that seeks to achieve holistic transformation in the church and the community.

Even if you are training a group of facilitators in a specific process, such as the church and community mobilisation process (CCMP) or Umoja, the facilitators you are training will be returning home to different churches in different contexts and with different needs.

It is important to ensure that the process the facilitators implement is the one best suited to their contexts.

The road to achieving CCT is a journey.



Each journey will look different. That's because there are different starting points and various options for which route should be taken, and these routes may well take different lengths of time. The decision about which route is best depends entirely on the context.

However, all journeys to achieve CCT share some common features:

- They begin by recognising that poverty is complex and must be responded to in a holistic way.
- They share the same reason for the journey: a recognition that the church has a mandate to live out integral mission and restore the four broken relationships.
- They share the same destination: holistic church and community transformation.
- They all need a good plan to reach the destination – shifting mindsets and inspiring action in individuals, church and communities.

This pack has been developed in partnership with trainers and facilitators of the church and community mobilisation process (CCMP). However, it can be used by trainers of any CCT process.

Principles of church and community transformation

The precise activities that make up a journey toward CCT will look different in each church and community. But any journey that is based on the following six principles should make good progress towards the destination.

- 1. CCT is driven by a biblical theology of integral mission and dependence on God.**
Achieving church and community transformation begins when a church understands and commits to living out its mission in a holistic way.
- 2. CCT intentionally seeks the restoration of all four broken relationships.**
Poverty is viewed in all its complexity, and any attempt to overcome it ensures that all four broken relationships are considered.
- 3. CCT facilitates biblical reflection to bring about changes in mindset and behaviour.**
Participatory Bible studies set people on a journey to discover for themselves their inherent worth, dignity and potential.
- 4. CCT mobilises the church to become an agent of holistic change in the community.**
We are called not to remain separate from our communities but to be a catalyst that initiates transformation in them.
- 5. CCT relies on inclusive, participatory approaches to bring about ownership and sustainable change.**
When the church and community journey together, listening to and including everyone, CCT can be more fully achieved.
- 6. CCT celebrates and mobilises local resources, increases agency and releases community potential.**
The church and community recognise the resources it already has and seeks its own solutions to create sustainable, inclusive and resilient change.

Pack contents

This pack contains four core chapters that were identified as areas within a CCT process that sometimes require more focus in order to maximise the impact of CCT.

1 Integral mission theology

CCT is grounded in a theology of integral mission and the church's mandate to live that out. It encompasses **all** areas of life. In this chapter are activities and Bible studies that help explore God's intentions for humanity, the brokenness of the Fall, and humankind's responsibility to participate in God's mission of reconciliation.

2 Leadership and facilitation skills

A key success factor in any CCT process is the facilitator. The facilitator is responsible for walking the church and community through the process in a way that empowers, equips and sustains. This chapter looks at leadership through a biblical lens and the characteristics, qualities and skills that are essential for a successful facilitator.

3 How to contextualise

Every church and community is unique, with its own history, identity, resources and needs. Therefore, contextualising your CCT process to suit your community is essential. This chapter looks at how to understand and define your contexts – particularly your church and your community. It also looks at how you can increase your confidence and listening skills in order to engage with your context more effectively.

4 Facilitating through the lens of the Light Wheel

This chapter demonstrates how the Light Wheel tool can be embedded within a CCT process in order to achieve more holistic outcomes. This chapter should be followed in order, and runs a bit like a training session. The chapter specifically refers to a particular CCT process (CCMP); however, it can be easily adapted to other CCT processes where necessary.

CCT Theory of Change

The following diagrams show the journey to achieve church and community transformation (CCT).

1 The Biblical basis



✝ God Relationship with God

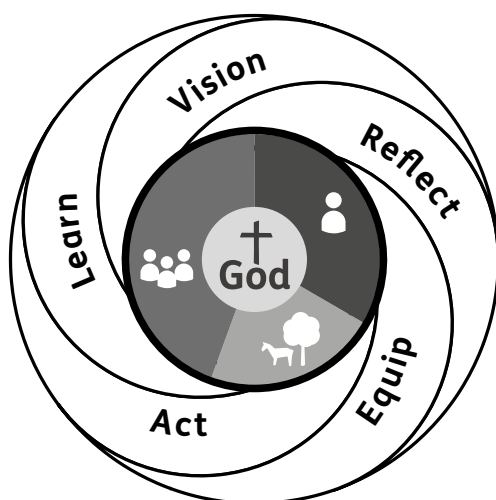
🌳 Relationship with creation

👥 Relationship with others

👤 Relationship with ourselves

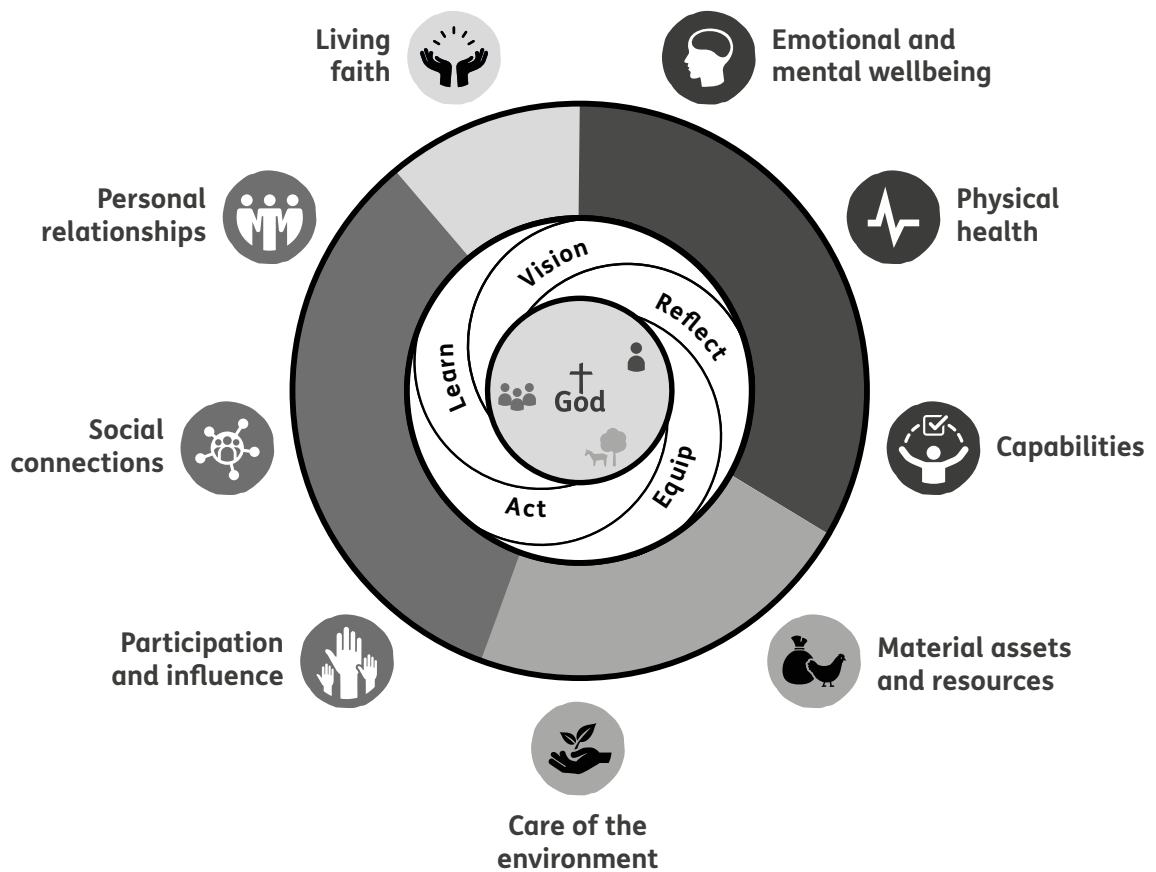
- CCT is about equipping the church to live out its mandate for integral mission, restoring the four broken relationships that we believe are the root cause of poverty. It is not a development project.
- If poverty is holistic, then overcoming poverty must also be holistic.
- All four broken relationships are important and interconnected.

2 Transformation is cyclical




- Even if you are implementing a structured CCT process, an individual's journey towards transformation is never linear.
- These five elements are essential for transformation:
 - capturing the vision
 - reflecting on what you have learned
 - becoming equipped to put your learning into practice
 - actually taking action
 - learning from what you have done
- You may not do these five elements in order, but they are all essential if you want to achieve lasting change.
- Be intentional about achieving all five of these elements throughout your CCT process.


3 Articulating holistic change



 Relationship with God

 Relationship with creation

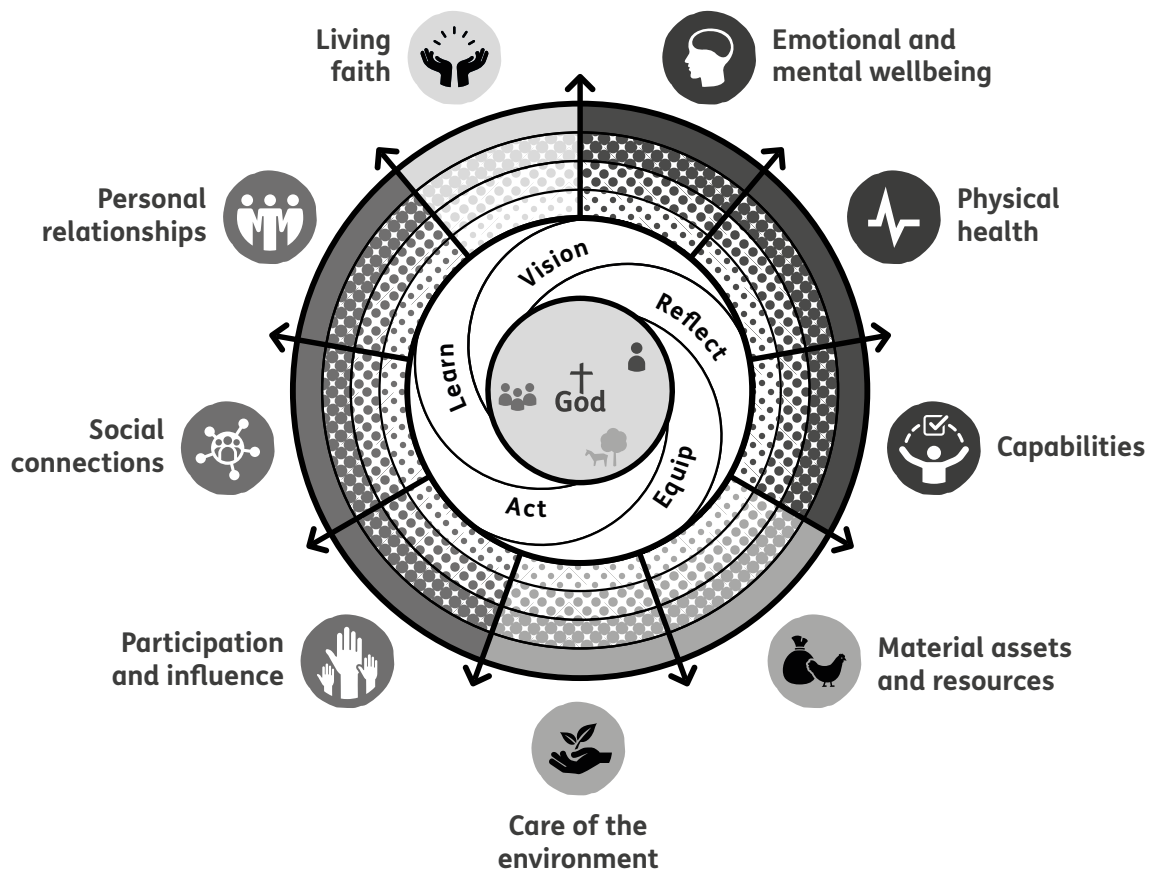
 Relationship with others

 Relationship with ourselves

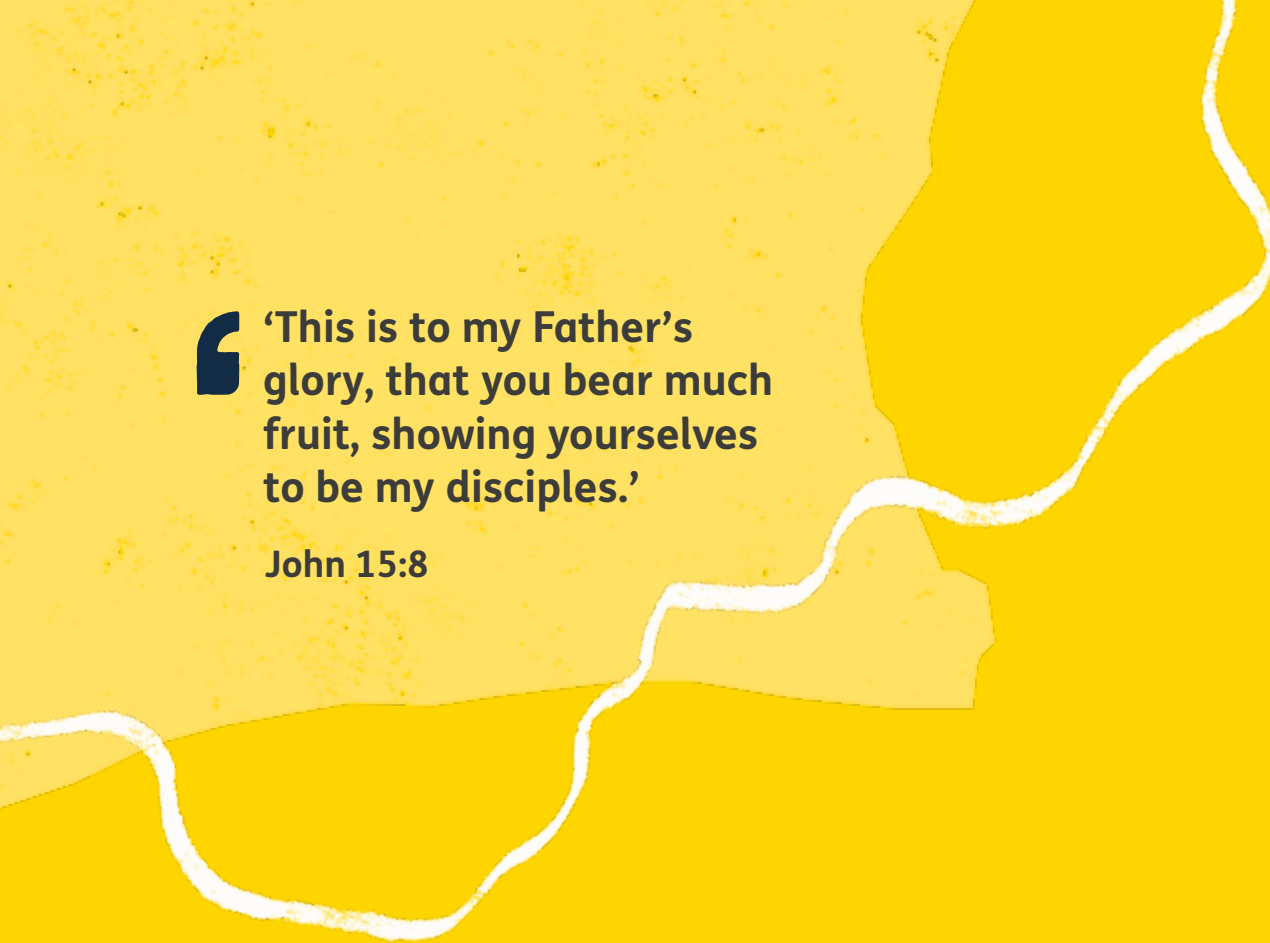
 Phases of CCT

- The Light Wheel helps us to think about holistic change in a more tangible way, and the nine aspects of the Light Wheel link to the four broken relationships.
- Think about what each spoke looks like in your context, including:
 - How do we define this spoke?
 - What does this spoke look like at its worst and at its best?
 - How are these spokes interconnected?
- If we want to transform holistically, we need to think about change across all of these nine aspects.

4 Expanding transformation



- Transformation expands outwards throughout a CCT process.
- Often change starts with individuals, as people experience a change in mindset and put their learnings into practice in their own lives.
- Next, the church starts to change as they embark on initiatives together.
- Then, the community starts to change as the church reaches out to the community, builds relationships and the two start to work together.
- Finally, once communities are transformed, they have the power to transform whole nations.



**‘This is to my Father’s
glory, that you bear much
fruit, showing yourselves
to be my disciples.’**

John 15:8

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