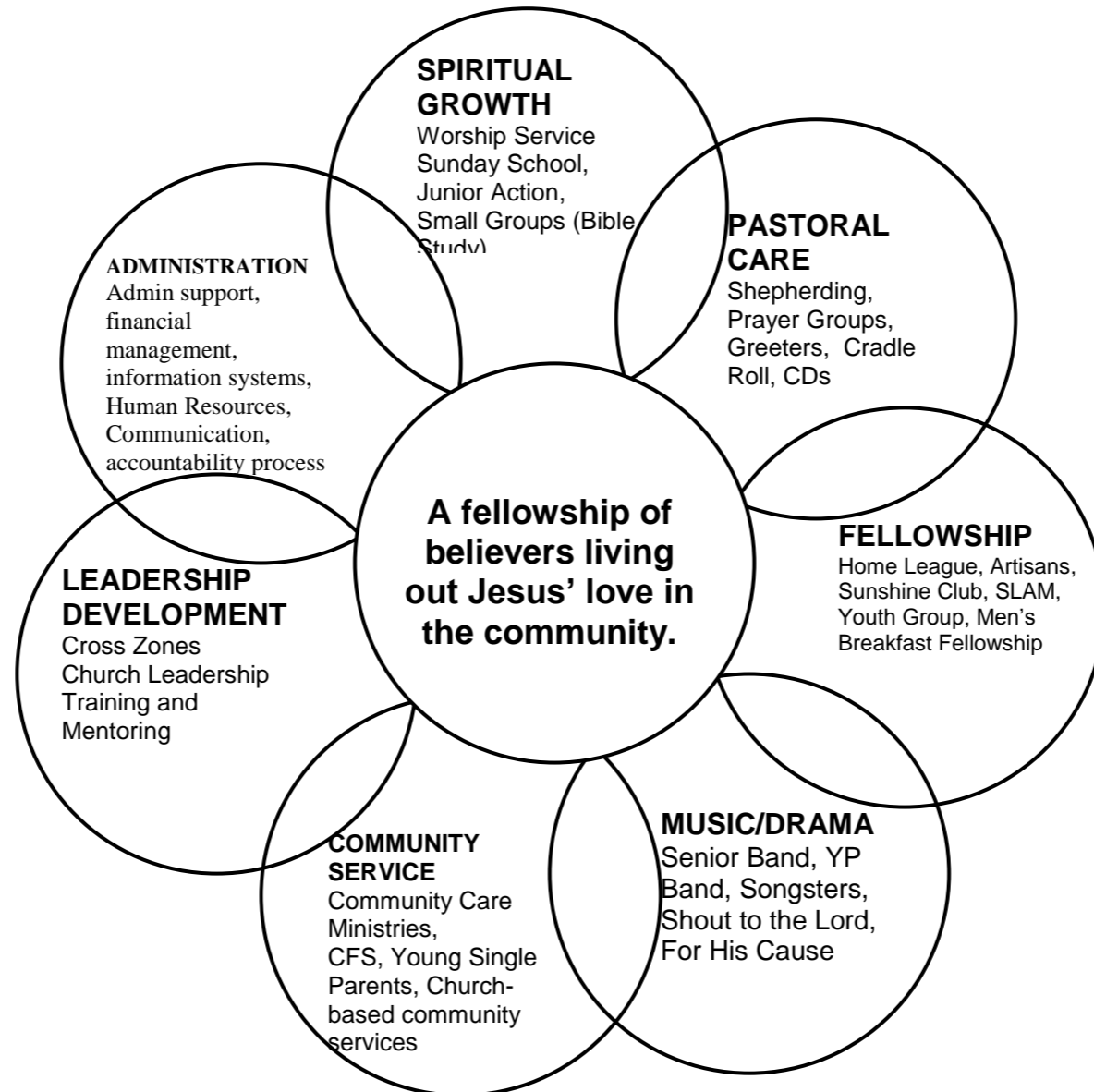


**THE SALVATION ARMY WOODROFFE COMMUNITY CHURCH
INTEGRATED MINISTRY MODEL**



**THE SALVATION ARMY WOODROFFE COMMUNITY CHURCH
INTEGRATED MINISTRY LOGIC MODEL
October 2009**

VISION: The Salvation Army Woodroffe Community Church is a fellowship of believers that lives out the love of Jesus in the community.

MISSION: The Salvation Army Woodroffe Community Church exists to share the love of Jesus Christ, meet human needs, and provide a place for Christian worship, teaching and fellowship.

GOAL: to walk with the community, exploring their needs, offering opportunities to come to know Jesus while enhancing quality of life through spiritual, physical and emotional support.

MINISTRY POPULATIONS: congregants and community

KEY COMPONENT	SPIRITUAL GROWTH	PASTORAL CARE	FELLOWSHIP	MUSICAL MINISTRIES	COMMUNITY SERVICE	LEADERSHIP DEVELOPMENT	ADMINISTRATION
Activity Areas/ Outputs	Sunday Worship Services Small Groups (Bible Study) Sunday School Junior Action	Shepherding Prayer Meetings Greeters CD Ministry Cradle Roll	Home League Artisans Sunshine Club SLAM Youth Group Men's Breakfast	Senior Band YP Band Songsters Shout to the Lord	Community Care Ministries (CCM) Community and Family Services Young Single Parents' programs Church-based Community Services	Cross Zones Church leadership training and mentoring	Organizing all key components Administrative support. Financial management. Accountability process and reports Information systems. Communication Human Resource Management

Short Term Outcomes	Scripturally grounded, mature Christian congregation living spirit-filled lives.	A fellowship that ministers, supports and nurtures each other.	Men, women, children and youth who seek out and enjoy one another's company individually and as families	A congregation or community group engaged in worship through music and/or drama	Meeting the spiritual, practical and emotional needs of seniors, homeless, young single parents and other lonely individuals outside our fellowship.	Development of a body of mature, well trained leaders willing to contribute their gifts and skills in leadership roles in the church ministry.	An organized, efficient, accountable administration that exercises responsible stewardship with all the resources of the church.
Long Term Outcomes	A church fellowship that is engaged with its community in the spirit of the love of Jesus, living, working, playing and praying with its neighbours in order to grow a healthy community, thus positioned well to: <ul style="list-style-type: none"> • lead individuals of all ages to a personal relationship with Jesus • encourage and support these people in maturing in their faith. 						

**INTEGRATED MINISTRY LOGIC MODEL
SPIRITUAL GROWTH**

GOAL: to support and encourage spiritual growth leading to a maturity in understanding and living God’s word.

MINISTRY POPULATION: congregants and community

KEY COMPONENT	WORSHIP SERVICES	SMALL GROUPS (Bible Study)	SUNDAY SCHOOL	JUNIOR ACTION
<p>Activities/Outputs</p> <p><i>Outreach indicators for community engagement.</i></p>	<p>Sunday morning service that is:</p> <ul style="list-style-type: none"> -spirit-filled -integrated -purposeful variety of modalities <p><i>Welcoming to visitors, explorers.</i></p> <p><i>Engaging worship design.</i></p> <p><i>Opportunities offered for participation in small groups for Bible Study and fellowship.</i></p> <p><i>Follow up.</i></p>	<p>Groups meeting in homes for Bible Study and fellowship with the following characteristics:</p> <ul style="list-style-type: none"> -follow sound teaching principles with doctrinal integrity -are small enough to encourage full participation -meet regularly -have a fellowship time -are available for all ages -easily accessible (physically, timing) -open to exploring outreach; e.g. one group now visits a seniors’ home <p>Special courses of study like <u>Alpha</u> and <u>40 Days of Community</u></p> <p><i>Increased opportunity to invite</i></p>	<p>Sunday School program for all ages of children that:</p> <ul style="list-style-type: none"> -is structured, organized -meaningful, age-appropriate curriculum - focus on discipleship for the kids -has purposeful variety of activities -has consistent, trained leadership -has all children together at some time and has individual classes -allows for freedom of movement, ‘noise’ <p><i>Welcoming to visiting children.</i></p> <p><i>Engaging curriculum.</i></p> <p><i>Connection with parents.</i></p> <p><i>Increased spill-over into community.</i></p> <p><i>Follow up.</i></p>	<p>Lessons for children that orient them to the doctrine of the The Salvation Army and Bible study.</p> <p>Can lead to officially becoming a Junior Soldier.</p> <p><i>Even though this is for children who want to join the church, the welcome and curriculum are engaging for those who are seeking but not yet committed. Current Junior Soldiers should be able to talk about this group in a way that excites others.</i></p>

		<p><i>both fellow congregants and others (neighbours, friends) to join groups.</i></p> <p><i>Increased opportunity to meet community people where they are; e.g. in seniors' residences.</i></p> <p><i>Follow up.</i></p>		
Resources	<p>Human Resources: - doctrinally sound preaching - committed, knowledgeable leadership - well training support for sound, etc.</p> <p>Equipment and Supplies: - \$high quality sound system and other audio/visual equipment - any paper products or PowerPoint are legible to visually impaired</p>	<p>Human Resources: - committed Coordinator to organize and monitor - committed, knowledgeable group leadership - committed 'hosts'</p> <p>Equipment and Supplies: - \$leaders' guides - \$workbooks - \$DVDs</p>	<p>Human Resources: - committed leadership to organize, ensure continuity and monitor quality of teaching - committed, reliable, trained teachers</p> <p>Equipment and Supplies: - \$lesson plans, workbooks, etc. - \$appropriate, adequate supplies for crafts, prizes, rhythm instruments, etc. - bulletin/story boards - \$audio/visual equipment - \$DVDs</p>	<p>Human Resources: - committed leadership to organize, teach and monitor quality of lessons</p> <p>Equipment and Supplies: - \$lesson plans, books, etc. - \$appropriate supplies and equipment</p>
Short Term Outcomes	Scripturally grounded, mature Christian congregation living spirit-filled lives.			

**INTEGRATED MINISTRY LOGIC MODEL
PASTORAL CARE**

GOAL: to demonstrate Christian care and compassion to each other through prayer and practical support.

MINISTRY POPULATION: congregants and community

KEY COMPONENT	SHEPHERDING	PRAYER MEETINGS	GREETERS	CD MINISTRY	CRADLE ROLL
<p>Activities/Outputs <i>Outreach indicators</i></p>	<p>Provide prayer support and personal contact with everyone in ‘flock’ by: -communicating with them (cards, e-mail) -prayer and practical support for difficult situations</p> <p><i>Opportunity to establish a relationship to draw ‘fringe’ people closer into the church family.</i></p>	<p>Organized prayer meetings that offer: -prayer response to requests made known to office -prayer to support all the ministries, activities and people of the church</p> <p>Informal contacts for intercessory prayer when requests come to office.</p> <p><i>Opportunity to offer to pray with and for people outside our church family, developing a relationship in which they can be told of God’s love.</i></p>	<p>Attending at the doors to services on Sunday mornings in order to: -greet all comers -assist in finding seats if necessary -introduce visitors to other people -encourage visitors to sign book and complete visitor card in pew -distribute pamphlet with church activities on it; answer questions - relay info to Corps Officer or other appropriate leader (e.g. serious illness) -follow up with visitors after service -invite to Fellowship Lounge -take up offering.</p> <p><i>Increased follow up to opportunities to engage visitors so they will feel welcome and will want to return.</i></p>	<p>Copy recording of Sunday morning services to distribute overseas, across Canada and locally.</p> <p><i>Increase targeted distribution. Nurturing of people who cannot attend service in person. Could be used to encourage people to become part of our church family if possible; e.g. residents of seniors’ homes</i></p>	<p>Organizes nursery services at Sunday morning meeting. Welcomes children new to church. Participates in dedication, giving certificate ad Bible Sends birthday cards and book. Sends parents info re special events at church.</p> <p><i>Opportunity to keep in touch with parents whose only attendance is dedication, always offering invitations Nursery time allows opportunity to establish a relationship with occasional attendees who bring young children..</i></p>

Resources	<p>Human Resources: -committed coordinator to organized, support and monitor -committed, trained reliable, consistent Shepherds</p> <p>Supplies: -\$tracts, information pamphlets, etc.</p>	<p>Human Resources: -committed, organized Coordinator -dedicated prayer warriors</p> <p>Supplies: -info to congregation</p>	<p>Human Resources: -committed coordinator to organize schedule and monitor -reliable greeters who really want to do this work</p> <p>Supplies: -\$visitor cards -program pamphlet</p>	<p>Human Resources: -committed person to coordinate -trained person(s) to record and copy -person(s) to distribute in a timely manner</p> <p>Equipment and Supplies: -\$recording and copying equipment -\$CDs -\$envelopes,postage</p>	<p>Human Resources: -committed coordinator to organize and schedule nursery and communication to Cradle Roll -reliable helpers with young children in nursery</p> <p>Supplies: -\$appropriate, safe, nursery supplies and furniture -\$cards, books, small gifts, Bibles for dedications and birthdays.</p>
Short Term Outcomes	<p>A fellowship that ministers to, supports and nurtures each other and seeks out others in the community..</p>				

**INTEGRATED MINISTRY LOGIC MODEL
FELLOWSHIP**

GOAL: to demonstrate Christian care and compassion to each other through prayer and practical support.

MINISTRY POPULATION: congregants and community

KEY COMPONENT	HOME LEAGUE	ARTISANS	SUNSHINE CLUB	SLAM	YOUTH GROUP	MEN'S BREAKFAST FELLOWSHIP
<p>Activities/Outputs <i>Outreach indicators</i></p>	<p>Tuesday afternoon meetings for: -Bible Study -education -service/fundraising -fellowship</p> <p><i>Opportunity to invite other women to 'grow the group'; e.g. mentoring/support activities like community kitchen for young moms.</i></p>	<p>Semi-monthly Thursday morning meetings with consistent attendance of 30-40 women for: -fellowship -crafts -service/fundraising -trips</p> <p><i>Now considered an outreach in the 820 Woodroffe area. Most of the women are from the community, some of whom attend other churches.</i></p>	<p>Semi-monthly meetings of this strong group of seniors on Thursday mornings for: -fellowship -devotional -education -outings/trip -seasonal dinners</p> <p><i>Now considered an outreach activity in the 820 Woodroffe area. Many of the group are not here for anything else but do consider Woodroffe their church home.</i></p>	<p>Weekly activities on Friday night for youth in church and from community: -gym sports; e.g. floor hockey, basketball -food and drink -hang out space -attending community events as a group</p> <p><i>Now considered an outreach activity in the 820 Woodroffe area. Mostly youth from the community. More purposeful connection with our</i></p>	<p>A dozen teenagers who meet weekly for Bible Study and other activities</p> <p><i>Increased engagement with youth at SLAM provides opportunity to invite to youth group activities.</i></p> <p><i>Community service.</i></p>	<p>Core of 6-8 regulars meet monthly on a Saturday morning at the Corps for: -fellowship -education -make themselves breakfast.</p> <p><i>'Grow' the group through opportunities to invite men both in the church and from the community.</i></p>

				<i>youth through other activities. .</i>		
Resources	<p>Human Resources: -committed leadership committee</p> <p>Supplies: -\$craft supplies -\$other activities to be developed could be cost recovery; e.g. food for cooking</p>	<p>Human Resources: -committed leadership committee</p> <p>Supplies: -\$self-sustaining for supplies; cost recovery</p>	<p>Human Resources: -committed coordinator and executive committee</p> <p>Supplies/Events: -\$ subsidy as increasing cost of everything an issue for seniors</p>	<p>Human Resources: -committed trained leadership and volunteers who can connect with youth</p> <p>Equipment and Supplies: -\$ food and drink -\$sports equipment</p>	<p>Human Resources: -committed leadership</p> <p>Equipment and Supplies: -\$Bible Study material -\$sports equipment -\$van/bus</p>	<p>Human Resources: -committed leadership to organize and schedule</p> <p>Equipment and Supplies: - cost recovery</p>
Short Term Outcomes	Men, women, children and youth who seek out and enjoy one another's company individually and as families in a spirit of Christian love.					

**INTEGRATED MINISTRY LOGIC MODEL
MUSICAL/DRAMA MINISTRIES**

GOAL: coordinated, integrated musical/drama ministry that enhances worship and understanding of God’s Word, that attracts children, youth and adults to a knowledge of Jesus Christ.

MINISTRY POPULATION: congregants and community of all ages

KEY COMPONENT	SENIOR BAND	SONGSTERS	YP BAND	SHOUT TO THE LORD	FOR HIS CAUSE
Activities/Outputs <i>Outreach indicators</i>	<p style="text-align: center;">Coordinated/integrated contribution to worship and ministry at: -weekly Sunday morning services -in nursing/retirement homes -at other Army venues; e.g. Booth Centre, Gladstone CC - special events/ concerts Attract community members to these units.</p> <p style="text-align: center;"><i>Increased participation in community events. Participation of community members, particularly children and youth; e.g. music lessons on Saturday morning.</i></p>				
Resources	<p style="text-align: center;">Human Resources: trained, committed leadership and members. Supplies/Equipment: \$\$\$ instruments, music/scripts and adequate audio/visual equipment. Appropriate space for practising.</p>				
Short Term Outcomes	<p style="text-align: center;">A congregation or community group/individuals engaged in worship through music</p>				

INTEGRATED MINISTRY LOGIC MODEL

COMMUNITY SERVICE

GOAL: to meet the spiritual, emotional and practical needs of vulnerable and isolated children, youth and adults, individually and as families in the community in a way that exemplifies Jesus' unconditional love.

MINISTRY POPULATION: congregants and community of all ages

KEY COMPONENT	COMMUNITY CARE MINISTRIES	COMMUNITY AND FAMILY SERVICES (in new building)	YOUNG SINGLE PARENTS' SUPPORT (in new building)	CHURCH-BASED COMMUNITY OUTREACH
<p>Activities/Outputs <i>Outreach indicators</i></p>	<p>Meetings held in three nursing/retirement homes. People visited. Literature distributed. Number of seekers.</p> <p><i>Statistics from above as all conducted in community. Number of people who come to church activities.</i></p>	<p>Provide emergency food and clothing. Assist with housing loss prevention. Provide practical help with life's difficulties; e.g. budget coaching, community kitchens, homework clubs.</p> <p><i>Number of people served in all of above. Number of people of all ages who come to church activities.</i></p>	<p>Provide programs and services for young single parents and their children; e.g. Moms and Tots groups; respite services for single Moms and Dads; cooking classes; parenting support groups.</p> <p><i>Number of parents and children served. Increased number of people who come to church activities that offer spiritual growth and fellowship.</i></p>	<p>Offering activities and services to the community that are preparatory to having access to our own building; e.g. family events outdoors or in rented space; organize Couples Night Out; babysitting for residents to go Christmas shopping; women's dinners; music lessons for youth; offer Booth Centre clients who live in Barrhaven budget coaching, community kitchens, pastoral support, tutoring, etc. (Note: this is in addition to the outreach components of other ministries)</p> <p><i>Increased participation by community members in the social activities and in spiritual ministries. Increased presence in Barrhaven; could be measured by increase in</i></p>

				<i>info calls, e-mails to office from residents and community leaders.</i>
Resources	<p>Human Resources: - committed leaders and visitors</p> <p>Supplies: - tracts, program information to distributed</p>	<p>Human Resources: -professional workers from Booth Centre CFS -trained volunteers from church and community</p> <p>Supplies/Equipment: - determined by scope of program/service; e.g. groceries, clothing, government funding</p>	<p>Human Resources: - professional workers from Bethany Hope Centre - training volunteers from church and community</p> <p>Supplies/Equipment: - determined by scope of programs/services; e.g. cooking supplies, toys</p> <p>Space: -according to Day Nurseries Act</p>	<p>Space: -\$rental or borrowed space</p> <p>Supplies/Equipment: -\$kitchen/cooking supplies -\$music books</p>
Short Term Outcomes	Meeting the spiritual, practical and emotional needs of seniors, homeless, young single parents and other lonely individuals outside our fellowship in a way that they see the love of Jesus in action and are attracted to it.			

**INTEGRATED MINISTRY LOGIC MODEL
LEADERSHIP DEVELOPMENT**

GOAL: a body of mature, well trained Christian leaders who are willing to contribute their gifts and skills in leadership roles in the church ministry.
MINISTRY POPULATION: individual leaders of ministry units and collective leadership through committees and Mission Board, both current and potential

KEY COMPONENT	LEADERSHIP RECRUITMENT	LEADERSHIP DEVELOPMENT
Activities/Outputs	<p>Job Descriptions for each position with a clear statement of gifts, skills and commitment needed to fulfil responsibilities and identifying a period of tenure. A process for recruiting leaders that includes an assessment of gifts, talents and experience. Succession planning process.</p>	<p>A plan for strengthening and supporting individual leaders and leadership as a whole; e.g. training, mentoring. Development of young people for leadership; e.g. Cross Zones</p>
Resources	<p>Human Resources: - people who can write appropriate job descriptions - a ‘Personnel Committee’ of Mission Board to recruit, assess ‘applicants’ and make recommendations to Mission Board and to follow the Succession Plan</p>	<p>Human Resources: - resource to develop plan and train people in implementation</p> <p>Supplies: - material available from THQ and other sources</p> <p>Budget: - money for actual training sessions either sending leaders or bringing someone in - leadership events/retreats</p>
Short Term Outcomes	<p>A body of committed leaders who can plan, organize, and support implementation of church ministries, who know when and how to review ministries and support change, as needed; leaders who are respected and supported by the congregation.</p>	

**INTEGRATED MINISTRY
ADMINISTRATION**

GOAL: organized, efficient, accountable administration that exercises responsible stewardship with all the resources of the church.
MINISTRY POPULATION: Corps Officers, office administrators, Commissioned leaders

KEY COMPONENTS	FINANCES	OFFICE ADMINISTRATION	PROPERTY MANAGEMENT
Activities/Outputs	Up to date, complete, accurate accounting of revenue and expenditures. Regular reporting to Mission Board. Regular reporting to congregation. Financial management that includes planning for use of resources, implementation of capital and operational budgets, identifying emerging issues and seeking solutions.	Regular admin work needed to support Corps Officers and other ministry leaders. Accessible for congregants with concerns, questions. Link to Corps Officers and other ministry leaders for congregation and community.	Development of plan for day-to-day facility management, including regular maintenance and cleaning. Development of strategic plan for replacement or repair of equipment, roof, HVAC, including life-cycle plans.
Resources	Human Resources: - committed leadership that is well trained in financial management and understands the S.A. policies, procedures and tools Equipment/supplies: - adequate equipment to easily interface with THQ systems.	Human Resources: - one competent Office Administrator - admin support as required Equipment/supplies: - adequate equipment to do the work efficiently - adequate supplies to do work and to maintain inventory - \$\$\$ for both above	Human Resources: - committed leadership that is well trained in property management, both operational and strategic and understands the S.A. policies and procedures Equipment/supplies: - items and \$\$\$ identified in operational and strategic plans
Short Term Outcomes	Up to date information readily available. Budgets that are the result of thoughtful, strategic planning. Mission Board consulted and seeking solutions to any emerging issues. Confidence and respect of the congregants	Organized, efficient office management, responsive to the needs of the congregation and community.	A well-maintained facility with appropriate furnishing and equipment.

