



MISSION IN MOTION

A resource to assist a team on a journey of discovery.

This resource belongs to: _____

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Framework

Module One

True Worship

Objective: To embrace identity as a worshipper of the Redeemer, Jesus Christ, who sends us, with the gospel, into the world.



Module Two

Open Eyes

Objective: To see the community and know how to listen to specific, Spirit-identified community needs/longings/desires (heart, emotional, physical, spiritual).



Module Three

Obedient Response

Objective: To move into the will of God, in response to the invitation of the people, determining and planning the way forward.



Module Four

Link Resources

Objective: To discover and set into place the God-given resources of both personnel and practical necessities.



Module Five

Secure Outcome

Objective: To engage implementation and evaluate for the purpose of refining the call to mission.



Equip provides practical online courses and resources to support the mission of The Salvation Army. All material belongs to The Salvation Army International Headquarters.

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Welcome to MISSION IN MOTION

IMPORTANT | Is your team all **TOGETHER** in one space? The material in this course/resource should **ONLY** be used when your team is **TOGETHER**.

Read this section aloud or go to <https://youtu.be/A-0EjGVYcDk?si=MY2lxdJxi4ja41kt>.

Major Brenda Allen:

Welcome to Mission in Motion – Living The Salvation Army DNA. Our living God has a living mission in this world, and, incredibly, we get to be a part of it – each one of us.

For years, as a corps officer and at the College for Officer Training, my passion was to help God's people discover their call to mission in a local community, inspiring them to use the gifts God had given them and others for ministry.

I have learnt that we, God's people, need practical tools to help us focus on where God's mission is and where God's Spirit is leading. We need resources that can help us think afresh, be inspired anew and put a desired outcome into motion! We also need people around us – a team to accomplish Kingdom ministry. This Mission in Motion resource exists for this purpose.

This resource will guide you through a process that sets God's mission in motion. It is designed to be done as a team, also known as a cohort. As your team of 3–8 people commits to this process, supporting one another while listening to God and the people around you, the Spirit of God will be at work.

You may be trying to figure out how to begin a Kingdom-building mission within your Salvation Army corps, church or ministry setting – an internal community mission. Or, you may sense that God is calling you outside the walls into the greater community – an external community mission.

Internal or external, mission known or yet to be revealed, this resource will take you through five practical and inspiring steps called modules.

Each module has a different focus, guiding you through a journey of implementation. There is no set time frame for implementing each module in your setting. The team leader will guide the group step by step through the modules and their content. The invitation is to take the journey at a pace that allows you and your team to fully complete each practical step.

This resource is not about head knowledge – though you will learn a lot! The goal is to see Kingdom mission unfold before your eyes as you follow the practical steps, led by the Spirit of God.

This resource is based on John 4:1–42. Our hope is that you will discover great treasures in this biblical story of Jesus meeting the woman at the well. May it inspire you as you walk in the Spirit and realise that our Redeemer, Jesus, has given us all we need to fulfil his Kingdom mission in the communities where we live and serve.

Enjoy the journey! We can't wait to hear all that the Lord accomplishes in and through you as you engage in Mission in Motion. If you have any questions along the way, feel free to contact equip@salvationarmy.org.

Discuss: Major Brenda Allen suggests that the Spirit of God will lead your Mission in Motion journey as you use this resource. How is this affirmation one of hope and promise?

Important Information

To begin you will need:

- ☐ a team of 3–8 members willing to **meet in person** as a united group (if you have not formed a team, make sure this is completed as this is essential)
- ☐ a united passion for establishing ONE new mission expression
- ☐ a commitment of each team member to the journey of discovery, trusting God's leading and timing
- ☐ a Bible, as Scripture is the foundation
- ☐ a notebook to record personal insights and learnings

List the members of your team and any required methods of connecting, such as phone numbers or email addresses.

The Mission in Motion journey will require:

- ☐ the team leader to guide the process/journey encouraging team participation, making certain the voices of all are heard
- ☐ the team leader to review upcoming material, determining next steps
- ☐ all content be completed through in-person gatherings
- ☐ flexibility as each of the five modules will take differing lengths of time
- ☐ tasks be completed at a pace that allows faithfulness to the revealed mission of God to unfold naturally
- ☐ a continual process of ensuring the presence of essential community voices (these will be added to your original team)

There are five modules and each module follows five steps. These are:



**Engage
Scripture**



Pray



Link
prior knowledge/
experience



Learn/Apply



**Confirm
Learning**

Equipping God's people 'for works of service'
in their field 'ripe for harvest'.

Ephesians 4:12, John 4:35

Module One

True Worship



Objective: To embrace identity as a worshipper of the Redeemer, Jesus Christ, who sends us, with the gospel, into the world.

Read this section aloud or go to <https://youtu.be/YyFKGvpuHAM>.

Captain Carolina Valencia:

Welcome to the first module! You will note that the name of this first module is 'True Worship', and it may cause you to wonder whether you are in the correct course content. You may be more than ready to 'do something', leaning towards the word 'motion' in this Mission in Motion course. You may find that the title of this first module seems to indicate a slow, if not incorrect, start.

Do you remember when Jesus asked his disciples, 'Who do you say I am?' This question was asked after Jesus had done something miraculous. He had fed the four thousand. We might say that this was an extreme mission – in motion! The disciples saw this incredible miracle accomplished by Jesus. They had also, over the many, many days of doing life with Jesus, seen him walk on water, heal sins, teach the multitudes, cast out demons and bring life to the lost.

After all of this, Jesus turned to his disciples and asked, 'Who do you say I am?'

Who do you say I am? What a powerful and valuable question.

That question, and Peter's answer, are significant for our lives as people who belong to and partner with The Salvation Army. Seeking to accomplish our God-given worldwide mission, to preach the gospel of Jesus Christ and meet human needs in his name without discrimination, we find great value in this question and the answer.

Peter answers Jesus saying, 'You are the Messiah, the Son of the living God.'

This module begins with reading John 4. Here, the woman who speaks to Jesus says that she and her people are waiting for the Messiah to come. What is Jesus' response? 'I am he!' I am the Messiah, the Redeemer, the one who was, and is, and is to come.

It is on our corporate and personal confession of who Jesus is that we begin and complete our mission. It is upon our confession that he is the Son of the LIVING God that we go, as The Salvation Army, and do God's Kingdom work.

This first module invites you to pause and consider the tremendous truth that Jesus, the Son of the

Living God, calls us his own, declaring us to be his people. Bearing his name, on a bright red shield, he sends us out as his people to participate in his life-bringing mission to the world.

To know Jesus is to worship. To give our lives for his mission is worship. Enjoy this first module. It is the foundation for all that will follow.

Commissioner Anthony Cotterill said,

'Our faith in Jesus Christ motivates, energises and sustains everything we do.'

Discuss: What does Captain Carolina say that connects to Commissioner Cotterill's quote?



Engage Scripture

First Look at John 4 ***John 4 is the central focus of this course**

Have a team member read John 4:1–42 out loud.

- Take note of anything that specifically captures your attention from the reading.
 - Share your insights with one another. All insights are welcomed! Take time to record them as you may want to remember them later.
-
-
-

Second Look at John 4

Reading a Bible passage multiple times can be beneficial for several reasons:

Deepens Understanding

- The first time a passage is read, it may be difficult to fully comprehend its meaning. However, with repeated readings the reader can gain a greater understanding of the message being conveyed.

Increases Attention to Details

- Each time a passage is read, the reader may notice new details that were missed before. A second reading invites new listening to words and other points!

Expands Personal Reflection

- The reader may find that the words, by the Spirit, speak to them differently each time they read the passage, providing an opportunity for personal growth and insight.

Listen to John 4:1–42 as someone from your team reads this beautiful biblical account out loud again. Share any additional insights revealed. Take time to record them.

Read 1 Corinthians 3:9 and **discuss** how it relates to discoveries from John 4.



Pray

Guided Team Prayer | The Lord's Prayer (Matthew 6:9–20)

Read aloud.

Our Father in Heaven, hallowed be your name.

May we revere you as the Messiah, the Son of the Living God, and begin our mission with a heart full of worship.

Your Kingdom come, your will be done, on earth as it is in Heaven. Guide us through this course to align our hearts with your will and take part in your Kingdom work.

Give us this day our daily bread. Nourish our minds and spirits with the wisdom to know you more.

And forgive us our sins, as we forgive those who sin against us.

Grant us grace and mercy as we carry out your mission.

Lead us not into temptation, but deliver us from evil.

Keep us steadfast in our faith as we focus on your call to serve and worship.

For yours is the Kingdom, the power and the glory, forever.

Amen.

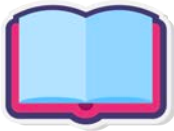


Link

The Names of Jesus



1. From the word cloud above, circle a name of Jesus that you find most meaningful in your personal story and journey of faith.
2. Have each team member verbally share (in less than two minutes) why the name resonates with their faith journey.



Learn/Apply

Understanding Key Terms

Redemption, Kingdom of God, Mission of God, Ministry

REDEMPTION

Redemption offered through Jesus Christ is a gift that invites us to know life to the full.

It is because of him that you are in Christ Jesus, who has become for us wisdom from God – that is, our righteousness, holiness and redemption. Therefore, as it is written: ‘Let the one who boasts boast in the Lord.’

1 Corinthians 1:30–31

In him we have redemption through his blood, the forgiveness of sins, in accordance with the riches of God’s grace...

Ephesians 1:7

The following two quotes, taken from *The Salvation Army Handbook of Doctrine* and from our Wesleyan theological heritage, help explore the depths of the word **REDEMPTION**.

1. Use the words provided to complete the quotes.
2. When the quote is complete, have a team member read the quote out loud.

- | | | |
|------------------|----------------|----------------------|
| • reconciliation | • relationship | • pattern for living |
| • obedient | • risen life | • wholeheartedly |
| • mission of God | • salvation | |

The life, death and Resurrection of Jesus proclaim the reality of our redemption. Jesus’ whole life centred on his _____ with God the Father. He lived in the joy of God’s presence and trusted him so completely that his life was fully open to those around him. He loved God _____ and was completely obedient to his will, even to the point of suffering and death. It is this kind of self-forgetfulness that is the real measure of human wholeness. In the example of Jesus we see our _____ (John 13:12–17). The loving obedience of Jesus was the means through which God reconciled the world to himself (Romans 5:10, 11; 2 Corinthians 5:18, 19; Colossians 1:20). We are part of that world.

_____ is to accept that gift of reconciliation, so that, associated with, and transformed by, his death and _____, we may share the fruits of his self-giving (John 3:16). Our mission is to share in the _____; to tell the story of Jesus and the _____ he offers with compelling passion so that other people recognise within it the source of their own salvation.

The Salvation Army Handbook of Doctrine, page 85, Salvation Books

- redemption
- live for others
- all humanity
- resurrection
- partners

'The Wesleys believed that God calls the community of faith to _____
 The primary method of mission in the Wesleyan tradition is for those within the family of God to become God's _____ in the redemption of the whole world.
 The primary question for the Methodist is not, am I saved? The ultimate question is, for what purpose am I saved? For the Wesleys, the answer was clear. My neighbour is the goal of my _____, just as the life, death and _____ of Christ are oriented toward the salvation of _____.'

Paul Chilcote, *Recapturing the Wesleys' Vision*, page 101, 2014, Word & Deed

KINGDOM OF GOD

The Kingdom of God is a beautiful reality that has been made available to us through Jesus. The Soldier's Covenant of The Salvation Army shares this declaration: 'I will make the values of the Kingdom of God and not the values of the world the standard for my life.' We ponder and give thanks for the wonder and possibility of this truth.

Name four things that are values of the Kingdom of God that are contrasted to the values of the world.

Kingdom Value: <u>generosity</u>	Worldly Value: <u>selfishness</u>
Kingdom Value: _____	Worldly Value: _____
Kingdom Value: _____	Worldly Value: _____
Kingdom Value: _____	Worldly Value: _____
Kingdom Value: _____	Worldly Value: _____

For the kingdom of God is...righteousness, peace and joy in the Holy Spirit...
 Romans 14:17

'...nor will people say, "Here it is"...because the kingdom of God is in your midst.'
 Luke 17:21

IMPORTANT | Some team members may require time to process their thoughts internally before speaking them. Learning to appreciate how team members process and respond to questions and activities is a valuable experience. This will also be of benefit when engaging other community members in future modules.

Discover what the phrase **Kingdom of God** means by inviting a team member to read aloud the following Scriptures and quotes. Then, re-read the quotes and share any words or perspectives that captured your attention and discuss them as a team.

THE KINGDOM OF GOD

‘...refers to the rule or reign of God that is shown in the lives of God’s people, as well as the Kingdom of God that will be established at the end of history.’

Called to be a Soldier, page 26, 2020, International Headquarters, London | See Psalm 89:14

THE KINGDOM OF GOD

‘...is a sphere where God’s rule is accepted in the lives of people, **or even more simply**, where life is lived as God intended.’

Lynette Edge and Gregory Morgan, *Partnering with God: Being a Missional Salvationist*, page 8, 2017, Wipf & Stock

THE KINGDOM OF GOD

‘When Jesus began preaching in Galilee, He announced that the Kingdom of God had come. In his reign Jesus changed everything forever. ...the disciples were bringing the kingdom, and it would continue to exist wherever God’s people go.’

Marva J. Dawn, *Joy in Our Weakness: a Gift of Hope from the Book of Revelation*, page 30, 2002, Regent College Publishing, Vancouver

MISSION OF GOD

The **Mission of God** is a grand invitation. How exciting to know that God welcomes us to join his mission.

Discover what the phrase **Mission of God** means by inviting a team member to read aloud the following Scriptures and quotes. Then, re-read the quotes and share any words or perspectives that captured your attention and discuss them as a team.

As you sent me into the world, I have sent them into the world.
John 17:18

And this gospel of the kingdom will be preached in the whole world
as a testimony to all nations, and then the end will come.
Matthew 24:14

‘Mission is God’s sending heart. It is not something we have to initiate and accomplish but rather something we are invited to join. We are offered the opportunity to partner with God in the world. This mission is to redeem all peoples and, in fact, all of creation for God’s self.’

Lynette Edge and Gregory Morgan, *Partnering with God: Being a Missional Salvationist*, page 4, 2017, Wipf & Stock

‘To participate in mission is to participate in the movement of God’s love toward people, since God is a fountain of sending love.’

David Bosch, *Transforming Mission: Paradigm Shifts in Theology of Mission*, page 390, 1992, Orbis Books, Maryknoll

‘Our mission is to share in the mission of God; to tell the story of Jesus... with compelling passion so that other people recognise within it the source of their own salvation.’

The Salvation Army Handbook of Doctrine, page 85, 2010

Read the list of words provided below. Circle the four words that you feel help define God’s mission in your life. Then, share your four words with your team.

- | | | |
|-------------|----------------|--------------------|
| • Sent | • Relationship | • Participation |
| • Anointed | • Connecting | • Good News |
| • Movement | • Go | • God’s Invitation |
| • Obedience | • Telling | • Living |
| • Calling | • Purpose | • Others |

MINISTRY

Every believer has a **ministry**. God has given vast and diverse ministries to his set-apart people over the years.

‘Get up and stand on your feet. I have appeared to you for this purpose, to appoint you [to serve] as a minister and as a witness [to testify, with authority,] not only to the things which you have seen, but also to the things in which I will appear to you...’

Acts 26:16 (AMP)

All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work.

2 Timothy 3:16–17

Discover what the word **ministry** means by inviting a team member to read aloud the following quotes. Then, re-read the quotes and share about the various Salvation Army ministries you have witnessed over the years and discuss which portion of the quote, shared by William Booth, speaks most to your call of ministry? Why?

‘Ministry must be seen in a functional way as the exercise of Spirit-given gifts for building up the body of Christ that is, for enabling the Church to move forward...toward carrying out its divinely mandated mission in the world.’

Phil Needham, *Community in Mission: A Salvationist Ecclesiology*, page 42, 1987, International Headquarters, London

William Booth said,

‘You bear an honoured, sacred name [the name of Jesus!] Halt, stand still... and afresh and more fully apprehend and comprehend your calling.’

‘You are to be a worker together with God for the salvation of your fellow men and women.’

The Founder Speaks Again: A Selection of the Writings of William Booth, page 48, 1960, Campfield Press, St Albans

Heart to God, Hand to Man

Listen to or read some of the words of this song by Geoff Moore and The Distance. Celebrate the historic beginning and continuation of the ministry of God’s people in The Salvation Army.

https://www.youtube.com/watch?v=m8vZ67cSKkl&ab_channel=ChristianLyrics11

In darkest England 1865,
A dismal slum of poverty.
A band of believers rescued from the night,
Played songs of hope and offered light.

Like an army marching as to war,
Come to set the captives free.
The bread of life for the poorest of poor,
Hear their cries, bringing relief.

If a man is hungry,
Give him food to eat.
If a stranger’s thirsty,
Give him drink.
If a woman’s battered, if a child’s abandoned,
Bring them in,
Give them what they need.

While women weep as they do now,
While children are hungry,
While hope can be found.
While one soul remains without light,
I will fight on, fight on,
I’ll fight to the very end.

CCLI# 424537

A heart to God and a hand to man,
Here begins the healing of our land.
A heart to God and a hand to man,
I can still hear the Hallelujah band.
A heart to God and a hand to man.



Confirmed Learning

Redeemed Worshipper Testimony

God's story of his work in our lives is unique and personal. We give God honour and glory as we celebrate his amazing redemptive work by sharing our story with others.

Step 1: Read the testimonies of Mary, Josh and Valeria, and underline anything inspiring.



Mary Wawira Njeru

Officer – Kenya East Territory

I have followed Jesus since I was 15. I accepted his invitation to join him and bring hope to those around me.

Currently, as a pastor, I celebrate and find joy in journeying with people, witnessing how God provides, restores and heals us as a community. It is a blessing and a privilege to become aware of God's active presence in the lives of people and in my own life.



Josh Herbert

Salvationist – Canada and Bermuda Territory

I came into my faith in a transformative way through my experiences within the Christian community that I was fortunate to be surrounded with. As I became more actively involved in this community, I witnessed God's love and grace. The genuine kindness, support and unwavering faith of my fellow believers served as a testament to the power of God's presence. Through their actions, I saw the embodiment of Christ's teachings and it deeply moved me to have a personal relation with Jesus.



Valeria Medina

Officer – South America East Territory

I made the decision to come to Jesus when I was 15 years old. I responded to God's redemptive plan as a Salvation Army officer.

Through service, I have experienced God's love, his faithfulness in my life, my family and ministry. I am currently responding to God's calling by providing the needs of our community - working with women to help them so that they can support themselves and their families, and to encourage them to feel that they are loved by God. Little by little, they will find their purpose.

I have found God's purpose for my life in every way. He has guided me to serve the community in many different ways.

Step 2: Write YOUR short testimony and then share it with the team. (If at this moment in your faith journey you are not comfortable with this exercise, take time to write about something you have learnt or discovered in this module that has been meaningful.)

- Use prior experiences and/or present learnings to speak of your experience of Jesus as Redeemer.
- Share aspects of your journey of faith.
- If your team requires extra time for writing, take this activity home and come back prepared to share at your next team gathering.

Mission in Motion Affirmation

Celebrate partnership in the gospel by inviting each team member to read the affirmation below.

**I, _____, am a co-worker in God's Kingdom.
I have been redeemed by Jesus. His delight is in me.
I am called upon to work together with this team.
We are the field in which God is working,
and together we are being formed as a building
that our God is shaping to be used for his honour and glory.
We rejoice in God's call and recognise each person as a
member of God's beautiful family.**

Module One | True Worship Reflection

Use this space to record any insights from Module One that you do not want to forget.

Module Two

Open Eyes

Objective: To see the community and know how to listen to specific, Spirit-identified community needs/longings/desires (heart, emotional, physical, spiritual).



Read this section aloud or go to <https://www.youtube.com/watch?v=A8sKHi0ctKM>

Captain Aejin Karen Jeong:

Module One **rooted your identity as a worshipper of the Redeemer Jesus Christ, who sends us, with the gospel, into the world.** We pray this was a good experience for your team.

Module Two begins a journey of being sent...of seeing the community around you and listening to specific, Spirit-identified community needs, longings or desires. These could be longings of the heart – emotional, physical or spiritual longings.

This module will help you to determine where, and who, the community is that God is inviting you to engage with. It may be a community identified within your corps or ministry centre internally, or one outside your ministry centre doors, in the greater external community. How exciting to know that there is a community to anticipate participating with to fulfil God's mission.

When Jesus said to his disciples, 'open your eyes and look at the fields! They are ripe for harvest', it was obvious that it was not the literal harvest time – that would come in four months! Jesus was inviting his disciples to see the world differently – to see that God's activity in the world was here and now. Theologian John Wesley said that what Jesus meant was that 'The Samaritans, ripe for the Gospel, covered the ground round about them'. They were a people who were ready to receive the goodness of God!

We are those who sow and those who reap. Because the Spirit of God is always at work in fresh ways, we can be encouraged that, as we listen to the Lord, he will direct our steps – sometimes in surprising ways!

This is a significant module. It gives focus to all the steps that will follow in the unfolding of God's mission and your ministry. Your team leader will take you through a steady pace, together determining when, where and how you will invest in the practical steps offered. The invitation is to be patient and intentional with the process laid out in this module, listening well to one another, the community and the Spirit of God.

By the end of this module, you will have identified a community longing or need. Prayers are with you as you take this module journey. We can't wait to hear what the community longing or need is that God has identified for you.

William Booth said,
*'Faith and works should travel side by side,
step answering to step, like the legs of men walking.
First faith, and then works; and then faith again, and then works again – until
they can scarcely distinguish which is the one and which is the other.'*

Discuss: Jesus said that the fields were ripe for harvest. How do William Booth's words partner with the words of Jesus?



Engage Scripture

Meditate on Scripture

Have a team member read John 4:1–42 **SLOWLY**. Reflect on the story of Jesus and the Samaritan woman. 'Open your eyes' and gather fresh insights. Listen to Spirit prompts as the Scripture is read. Have a team member tell the story of Jesus and the Samaritan woman in their own words. Answer the questions individually and then share any new insights and revelations with your team.

1. In what way did Jesus see the Samaritan woman differently from how her community did (vv 7–10)?

2. What was the role of the woman in furthering God's redemptive story for Samaria?

3. How do you see your role, the role of your ministry unit and your team in view of the Samaritan woman's commission (what she was entrusted with)?

4. What would contribute to our falling short of carrying the gospel into the community? Read John 4:28–29 again. Share what our response to the redemptive gospel/meeting Jesus should be.

Identifying Longings and Needs

Imagine yourself in the John 4 Scripture.

- Consider each of these characters (the disciples, the woman and the community) and together, as a team, discuss what the longings and needs of each were.
- Define the words 'longing' and 'need' before participating in this activity.
- Fill in the table.

	The Disciples	The Woman	The Community
Longings			
Needs			



Pray

Discovery Prayer

Consider Jesus' visit in the Samaritan community. Discover how profound the encounter with the woman at the well was. Share in this reading/prayer.

Reader 1: JESUS WENT WHERE the disciples were not comfortable going.

Reader 2: Open our eyes, Lord.

Reader 3: The disciples were surprised to find Jesus speaking with a woman. Culture disapproved of men speaking to women in private (John 4:27).

All: Open our eyes, Lord.

Reader 1: JESUS WENT WHERE the woman was.

Reader 2: Open our eyes, Lord.

Reader 3: The woman went to the well at noon, alone. This was the hottest time of the day. The 'acceptable' women would draw water together, and early in the morning when it was cool. Her coming to the well at this time indicated she was not welcome among the other women (John 4:6).

All: Open our eyes, Lord.

Reader 1: JESUS WENT WHERE societal and cultural norms were crossed.

Reader 2: Open our eyes, Lord.

Reader 3: According to Jewish tradition, a Samaritan woman was continually unclean. Jesus asked an unclean woman for a drink from one of her unclean vessels (John 4:9–10).

Jesus and his disciples remained in Samaria for 'two more days', meaning they ate Samaritan food and stayed in Samaritan dwellings. This was unacceptable for Jews. Also, hospitality was a virtue, but was applied to members of one's own ethnic group (John 4:40).

All: Open our eyes, Lord.

Reader 1: JESUS WENT WHERE the good news was needed and was ready to be received.

Reader 2: Open our eyes, Lord.

Reader 3: Jesus said he 'had' to go to Samaria. Later, he said the fields in Samaria, where they were, were ripe for harvest (John 4:4, 4:35).

All: Open our eyes, Lord.

Reader 1: JESUS WENT WHERE he could do the Father's will.

Reader 2: Open our eyes, Lord.

Reader 3: The disciples returned from their trip into town to get food and encouraged Jesus to eat something. Jesus took that moment to identify that the food that satisfies, and sustains, is doing the will of his Father (John 4:31–34).

All: Open our eyes, Lord.

Optional Recorded Prayer for Team

Pause. Receive this prayer for your team:

<https://youtu.be/HX-cbElQ3pg?si=AhLKHL3hZHZU-7n6>



Linking

Perspective Taking Images

Look at the pictures below and together discuss what you think is happening.

- Give every team member an opportunity to share their perspective.



Image 1

Rodrigo Abd | 29 April 2013
The Learning Network



Image 2

Daniel Ochoa de Olza | 21 November 2016
The Learning Network

Answers: page 71

Discuss: Were you surprised by the answers? Knowing that we often assess new or unknown situations inaccurately, how would the following tool assist?

Tool – For Assessing Situations

OBSERVE

- Look at and describe the situation.
- Attend to details and behaviours.
- Use as many senses as possible.

DELAY developing opinions.

- Acknowledge that you may have a bias.
- Admit that you do not have all the information required.
- Consider other possibilities by developing questions.
- Realise that you should slow down your quick thoughts (pause) so that other possible ideas have time to surface.

INTERPRET what you have seen.

- Describe what you have figured out.

EVALUATE your interpretation.

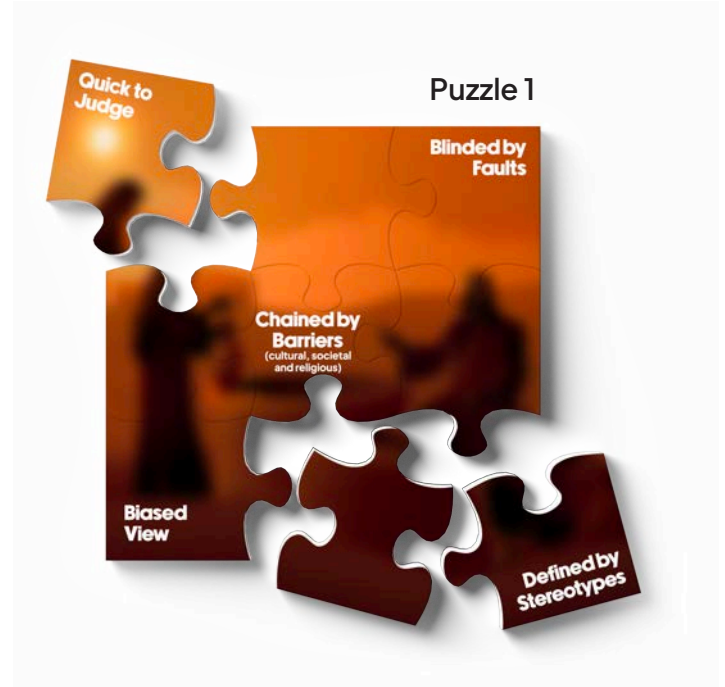
- Speak with someone who might have a more complete understanding.
- Use Scripture to determine if your response is biblical.
- Give yourself freedom to learn something new.

Perspective Puzzle

John 4 reveals the worldly lenses that the disciples looked through. These were inaccurate assessments and Jesus teaches them Kingdom perspectives. This puzzle activity reveals the worldly lenses that we might look through and the Kingdom perspectives/behaviours that Jesus invites us to.

Puzzle 1

1. Please read aloud the biases on Puzzle 1.
2. **Discuss:** Pick a puzzle piece and reflect on it.
Have you ever witnessed or experienced this?



Puzzle 2

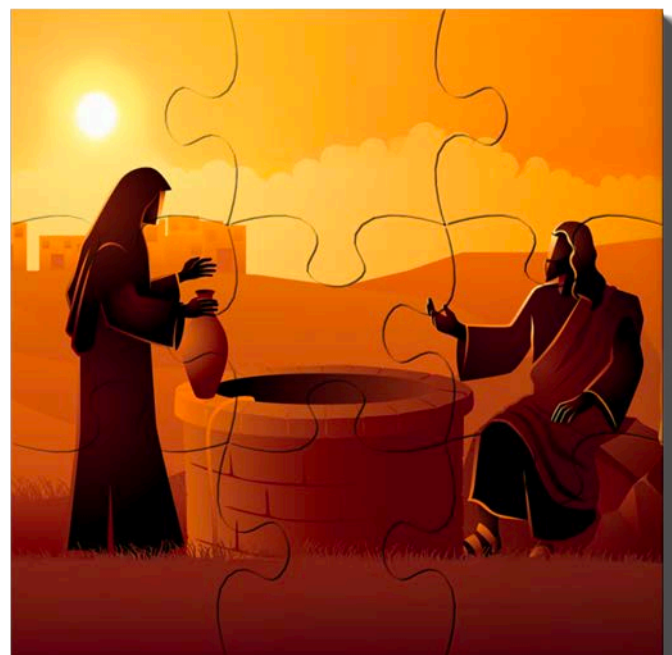
1. Read aloud the contrasted Kingdom approaches on Puzzle 2.
2. **Discuss:** When have you experienced the Kingdom behaviours that Jesus expressed and how was your life impacted?



Puzzle 3

1. In silence, reflect on the complete picture.
Invite God, by his Spirit, to speak anything you might need to hear.
2. Share if you feel led.

Puzzle 3





Learn/Apply

Having open eyes, so that a community is truly seen and known, requires a process. This process will need three focused steps:

1. Establish a Kingdom Perspective.
2. Define Your Identified Community.
3. Know Your Community Longing/Need.

ESTABLISH A KINGDOM PERSPECTIVE

Words of Encouragement | The Kingdom of God

1. **Read Matthew 13:31–34 from your Bible.**
2. Optional: Listen to words of insight and encouragement at https://www.youtube.com/watch?v=rmixTWj8_38
3. Share any personal thoughts, concerning the words you have heard, with your team.
4. Respond to the questions below. Take time for personal reflection before discussing the questions as a team.



Consider the mustard seed.

1. In reading this memorable story in the gospels, what interests you about this specific parable?

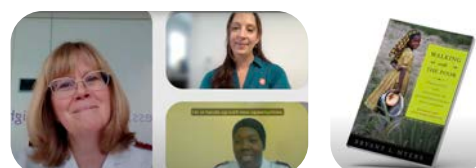
2. If the Kingdom of God is likened to a mustard seed, to what extent does ‘the smallest of seeds’ matter in planting and growing the good news of the gospel? Consider this in the context of where you are currently living and serving.

3. How might the work and ministry of The Salvation Army be likened to that of a mustard seed?

Understanding Worldviews | Optional Valuable Content

<https://www.youtube.com/watch?v=xZbndnYvmoo&t=1s>

<https://www.youtube.com/watch?v=ex0XP5RhVdM&t=2s>



DEFINE YOUR IDENTIFIED COMMUNITY

Defining Community

Consider the word ‘community’.

In John 4:5 NIV, we read, ‘Jesus came to a town in Samaria called Sychar.’
The town of Sychar was in the greater region/area of Samaria.

Each corps/ministry centre/Salvation Army facility is located in a city/
town/village.

What is the name of your city/town/village?

Does the greater region/area around your city/town/village also
have a name?



A Salvation Army corps/church is responsible for the area/community around it. This area is the responsibility of the officer and its members. The *Orders and Regulations for Corps Officers* states:

‘The primary purpose of corps officers is to bring the message of salvation to the unconverted in their district (area/community) and to lead and train the soldiery to win souls for the Kingdom of God.’

A district may represent the entire city/town/village (i.e. Sychar) or it may mean one section of a larger city (there may be more than one corps/ministry centre in a city).

Sometimes, the area where ministry is to be practised extends into the greater region (i.e. Samaria). This could be true for ministry centres such as a clinic, shelter, school, specific project, etc.

* It is important to know the area you, as The Salvation Army, are called to serve as you move through this Mission in Motion course.

To Do: Draw a LARGE simple map that shows:

1. the boundary of your district/area community (i.e. Sychar) and, if required, the greater region community (i.e. Samaria) for which your corps/church/ministry centre is responsible.
2. where your corps/church/ministry centre is located in that area/community.
3. any significant roads, points of interest or places of importance.

IMPORTANT | This map will be important for upcoming activities – additional details will be added, so make sure it is quite big! If you do not have a large piece of paper, perhaps use several smaller pages.

External or Internal Community

Your mission will be expressed externally or internally. An external community is **OUTSIDE** the walls of the corps/church or ministry centre; an internal community is **WITHIN** the corps/church or ministry centre.

External or internal, a new ministry expression, to fulfil God's mission, is being sought.

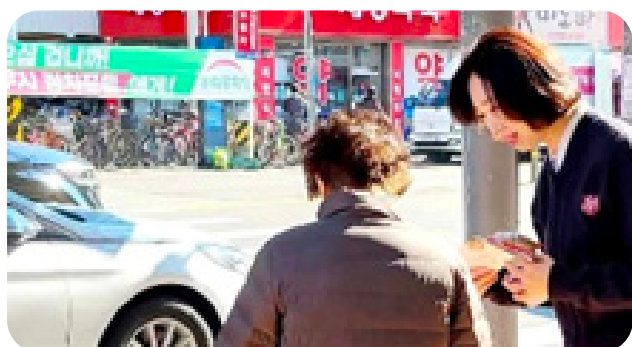
Read the quote below. Consider the people in your ministry setting, to be identified as the 'church'.

'We, as followers, of Jesus are called...to build a church community that is more engaged and active in the world as well as in the sacred task of community building within the church.'

Gary V. Nelson, *Borderland Churches: A Congregation's Introduction to Missional Living*, 2008, Chalice Press, St Louis, Missouri

Circle the words in the quote above that speak of the external community and underline the words that speak of the internal community.

Identify the following pictures as an **internal** or **external** community.



_____ Community



_____ Community

Mission Stage Check-In

This course requires working with an identified internal or external community to plan, implement and evaluate an action that will help to meet a community longing/need.

When Jesus met the woman at the well, he knew she was part of the community he was seeking to reach with salvation. Jesus was reaching an external community. This surprised the disciples.

The community that your team is seeking to identify may already be known or it may need to be discovered. The following Mission Stage options will help to determine where your team is at.

Please identify which Mission Stage is true for your team at this time. You can only be in ONE Mission Stage.

Read through each stage option and then circle ONE stage.



IMPORTANT | Throughout the following modules a case study will provide insights, offering guidance and a template for your journey.

Case Study

We are in Mission Stage A (External Community) because we know we are to reach an external community, but we do not know who or exactly where that community is or what it might look like. We are anticipating that the upcoming prayer walk will further identify the community and we will be led to discover its longing/need.

Community Prayer Walk

Part 1 | What is Prayer Walking?

IMPORTANT

1. This is for **EVERY** Mission Stage. Some locations may require a prayer 'drive'.
2. This prayer-walking section is in four parts (which can be done in one setting or several gatherings).

Prayer walking requires:

1. Prayer over an external marked area on a map or your internal building (corps/ministry centre/land surrounding).
2. Use of different senses (sight, hearing, smell).
3. An attitude of listening to what the Spirit reveals.

Prayer walking is, simply, walking while praying.



Hawthorne and Kendrick define prayer walking as 'praying on site with insight'. This is a practical way of praying; walking with Jesus, with open eyes, both physically and spiritually. When we prayer walk, in the presence of our living Lord, with the Spirit, our God begins to speak to our hearts through what we see with our physical eyes, but then he also gives us a glimpse into his invisible eternal world through our spiritual eyes.

Steve Hawthorne and Graham Kendrick, *Prayer Walking: Praying On Site with Insight*, 1996, Lake Mary: Charisma House

Part 2 | Community Prayer Walk Map

Map the prayer route.

External Community

- If your community is external and is already identified (**Mission Stage B**), this area should be represented on your map.
- If your external community is not yet identified (**Mission Stage A**), prayerfully consider which area of your community God might be calling you to, and use this Spirit prompt to define your prayer-walking route.
- Use your original map from the 'Defining Community' activity or an online mapping tool to mark the boundaries of your prayer-walking route.

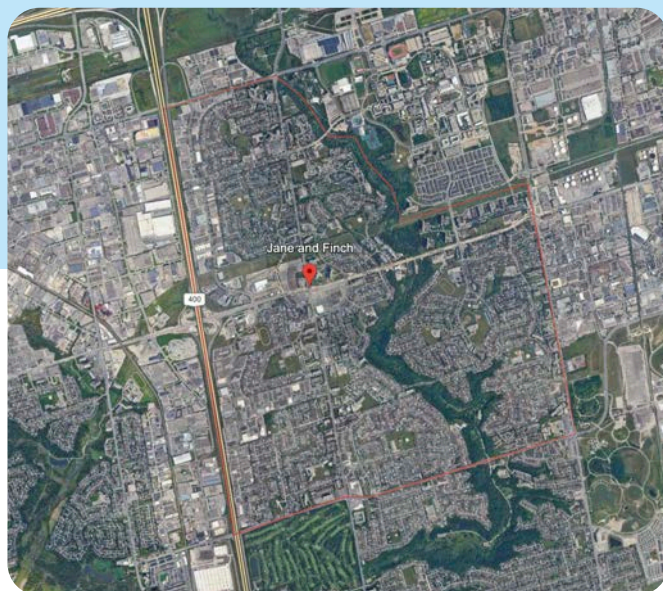
Internal Community

- If your community is internal, whether unknown or known (**Mission Stage A or B**), draw a map of your building and the land immediately surrounding it.

Case Study

Mission Stage A - External Community Unknown

We felt God leading us to walk various areas around our Salvation Army corps and ministry centre within the red boundary shown on our map.



Part 3 | 'Jesus Went Where' Reflection

Before you walk and pray, remember the 'Jesus went where' statements from the Discovery Prayer.

See if you can name them before looking back to pages 19–20 for the answers.

Jesus went where _____

Jesus went where _____

Jesus went where _____

Jesus went where _____

Jesus went where _____

Part 4 | Prayer Walk 1 – 'Individual or Partner' Prayer Walk

This prayer-walk activity offers two stages.

- The first stage is team individuals/partners engaging in the prayer walk and discussion.
- The second stage involves the entire team engaging in the prayer walk together, as one, followed by a discussion.

You may discover that the first-stage prayer walk needs to be supplemented by the second prayer walk. Decide after the first-stage prayer walk if it is of value to walk and pray through your chosen community one more time, as a team.

IMPORTANT | Where someone does not have the physical capacity to walk, make sure they participate in the prayer by interacting with the map and praying over the team members.

Use the **Prayer Walk Tool** to walk the external/ internal community within the boundaries of the area you drew on your map. See page 72.

The Prayer Walk Tool contains:

- things to consider prior to leaving
- things to consider on the walk
- individual observation questions
- group discussion questions.



Case Study

- Our team consists of eight members, so we divided the map into four areas.
- We chose to go in pairs for safety reasons, and two members stayed at the corps to pray over their section of the map as one team member was not physically able.
- We met at the corps and allocated two hours for walking and praying, using the resource provided.



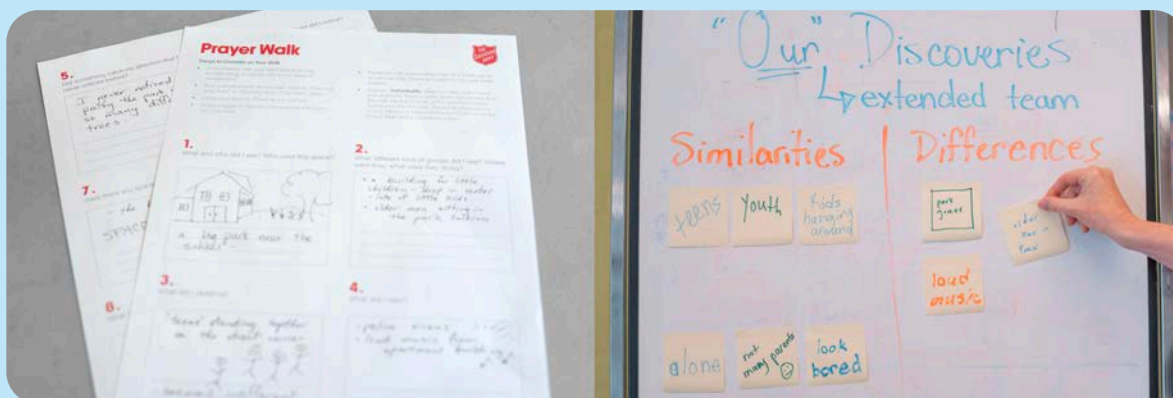
IMPORTANT | Your team is working towards solidifying your identified community as you are open to the Spirit to reveal new additional insights.

REMEMBER: Return to your 'community map' and add essential insights and information. When trying to understand your community, the things listed below may become important:

- | | |
|---|-------------------------------------|
| • history | • people of influence |
| • demographics (age, culture, economic situation) | • cultural practices |
| • influences and current trends | • beliefs |
| • hopes and dreams | • values |
| • challenges and concerns | • traditions |
| • barriers | • language and communication styles |
| • social dynamics | • connections |
| • perceptions | • entertainment |
| | • structures |

Case Study

- We gathered and shared our insights from our first walk. We recorded every person's findings, even if they were already noted. We then answered the provided questions as a team and made the following discoveries.



Similarities Noted

- young teenagers seemed to be the age demographic we all noticed
- lack of parental supervision (kids loitering)
- the cultural demographic had shifted since the establishment of the corps

Differences Noted

- somebody kept noticing open green spaces, parks, etc. (no one else commented on that)
- the person on our team who grew up in the community had incredible insight into what was really going on beyond what we could readily see

Surprises Noted

- one of the mothers we spoke to talked about her son wanting to have something to do after school – English was not her first language, but she was eager to speak with us
- a group of kids asked what we were doing (we wondered if The Salvation Army shield had something to do with their question)
- one of our team members was reminded of the words of Jesus: 'Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these' (Matthew 19:14)

New Learnings

- doing a prayer walk was more productive than we had anticipated
- the pair who remained behind to pray over the map had similar insights about the age demographic – the Spirit was at work even in our limitations

God Identified Community

We feel that God has identified our community to be children and youth in the Jane and Finch neighbourhood, and we do not need to participate in **Stage 2 – 'team' prayer walk**. We are excited about the mission that God is setting before us.

Part 4 | Prayer Walk 2 – ‘Team’ Prayer Walk (if required)

Using the insights from your prior observations and discussions, pray together and walk the determined community area, this time as a group. Use the Prayer Walk Tool.

This second prayer walk invites God to speak and further reveal the community you are seeking to identify.

- Go out together with a prayerful attitude. Use the short prayer: ‘Open our eyes, Lord.’
- Offer prayers over the community – pray for joy, safety, awareness of God, etc.
- Walk around your identified external or internal community. Listen and observe.
- Wisely engage in informal conversations with those you may meet.

Team Prayer Walk Considerations

- Is there a specific area that you have determined is essential to walk? Identify this on your map.
- Is there anything specific that the team should pray discernment for based on the previous walk and discussions?
- Using all your God-given senses (seeing, hearing, tasting, smelling, touching) might be of value
- The Lord goes with you and ahead of you! Be encouraged! ‘Be strong and courageous. Do not be afraid or terrified because of them, for the LORD your God goes with you; he will never leave you nor forsake you’ (Deuteronomy 31:6).

IMPORTANT | Return to your ‘community map’ and add essential insights and information. When trying to understand your community, the things listed on page 28 may become important.

Part 5 | Prayer Walk 2 – ‘Team’ Discoveries

IMPORTANT | Recording your discoveries from the prayer walk is important. The voice of each team member should be heard.

Use these questions to guide your discussion:

1. Is there anything new we have seen or heard?
2. Has anything captured our attention more deeply?
3. Did a Kingdom lens ignite or inspire a fresh word or image?
4. Do we sense the Spirit calling us to any ‘Jesus went where’ spaces and places?
5. Did your heart or mind react to a longing/need of a community?
6. Has any further Scripture come to mind? Is there anything anyone feels they need to say?
7. Has God identified a community that he is calling us to?

As a team, use the discussion you have had to seek to name a community that God seems to be identifying as the people amongst whom you are called to live out your mission.

Words of Encouragement | The Community Journey

Listen to these words of insight and encouragement at

<https://www.youtube.com/watch?v=eTwD-W16ZN8>

Community Mission Stage Confirmation

God is at work inviting his people to participate in his mission.

Together confirm your Mission Stage.

Case Study

We are now **Mission Stage B** because we have moved from not knowing our external community (**Mission Stage A**) to identifying our external community as the youth in the Jane and Finch neighbourhood.

We are now seeking simple and practical tools to discover the longing/need of that community.

You can only be in ONE Mission Stage.

Read through each stage option and then circle ONE box.



IMPORTANT | If you determine that you are still in Mission Stage A (internal or external), be open to the leading of the Holy Spirit. It will be important to continue to gather as a team, in prayer and conversation, until the community has been identified. Participating in another prayer walk in a different area may assist this process.

Return to this point when your Mission Stage is either B or C.

KNOW YOUR COMMUNITY LONGING/NEED

Team Building ‘One Another’

Engaging a greater community requires that we, God’s redeemed people, continue to practise healthy Christian community together.

Within the New Testament, the phrase ‘one another’ appears around 100 times. Practising these ‘one another’ commands is important for authentic Christian community and becoming a witness to the world (John 13:35).

Share as many biblical 'one another' statements as you can think of (i.e. 'love one another' – John 13:4; 'comfort one another' – 1 Thessalonians 4:18).

Discover more 'one another' examples from the Bible.

_____ one another (John 13:34)	_____ one another (Galatians 5:13)
_____ one another (Romans 12:10)	_____ one another (Ephesians 4:2, 32)
_____ one another (Romans 12:16)	_____ one another (Colossians 3:13)
_____ one another (Romans 14:19)	_____ one another (1 Peter 5:5)
_____ one another (Romans 15:7)	_____ one another (Philippians 2:4)
_____ one another (Romans 15:14)	_____ one another (Colossians 3:16)
_____ one another (Romans 16:16)	_____ one another (1 Thessalonians 5:11)
_____ one another (1 Corinthians 12:25)	_____ one another (Hebrews 3:13)

1. Choose a 'one another' that you would like the Spirit to help you practise.
2. Share your 'one another' with your team.
3. Are there any 'one another' persons who are overlooked or not seen in your community? Why?

Introduction to Community Discovery Tools

'The life and teachings of Jesus provide a model for how listening changes things. Jesus listens intently, assessing the differing needs and concerns of individuals and hearing the deepest places of their hearts.'

Gary V. Nelson, *Borderland Churches*

Discuss: What examples in the life of Jesus demonstrate the truth found in the above quote?

IMPORTANT | Having completed the prayer walk and identified your internal or external community, it is necessary to establish what the longing/need of the community is. Be careful not to think that the longing/need is fully known without inviting the community members to contribute. Listening to others is key.

Discuss: Sometimes, an initial longing/need seen or spoken of is not the longing/need that is actually to be met. What was the initial longing that the woman at the well spoke of and how did conversation with Jesus reveal the true longing/need?

Community Discovery Tools will:

- invite listening
- build and strengthen valuable relationships with your chosen community
- establish trust, confidence and openness.

The following Community Discovery Tools will help to build an internal or external community description/profile.

- Continue to take note of important discoveries of the community's context.
- Depending on the classification of your community (internal/external), the tools below will vary in relevance and length of time.
- Observe the chart below. Together with your team, identify the tools you feel might assist your journey of community discovery. You may find that, as you engage in these activities, some of them become an unpredicted priority.

IMPORTANT | Using these tools may be a new experience. Encourage 'one another' as they are practised or applied. The Lord gifts people in certain ways and practice helps these gifts to grow.

Extend an Invite. If through using these tools you meet any individuals who would be a valued contributor of ideas or input, offer an invitation to them to become an extended team member and suggest their participation in upcoming essential next steps. Determine who will invite them.

Community Discovery Tool	Missional Goal	Page
Community Relationship Building	Get to know your community as they get to know you.	74–75
Targeted Interviews and Informal Conversations	Create dialogue to gather further insights about the community. Build relationships of trust, partnership and genuine connection. Discover what truly matters.	76–78
Focus Group Discussion	Create dialogue to gather further insights about the community. Build relationships of trust, partnership and genuine connection. Discover what truly matters.	79
Community Exploration 1. Dream Tree 2. Body Mapping	Provide a safe space for community members to contribute knowledge and insight from their personal story and experiences. Gain a holistic picture of the community realities.	80



Confirmed Learning

Community Longing/Need Identified

IMPORTANT | At this point, it is important that your team (along with any extended team members) comes to an agreement regarding an identified community longing/need.

Remember that the longing/need exposes a general or underlying longing/need and is **NOT A SOLUTION** for the longing/need. The next step will help you come to identify what the solution for that longing/need is.

It is possible that the longing/need is very clear and requires little discussion, but it may be that you need to gather to have a team/extended team conversation to come to a united naming of the longing/need.

Have you identified the longing/need?

NO | Use the Prioritisation Exercise Tool on page 89.

YES | Fill in the statement below.

Together, as a team, in partnership with our community, we have determined that the longing/need of our community is:

Case Study

Our team has been on a journey of great community building. Initially, we decided to meet with some local leaders in the community, including a school principal and a volunteer of the Community Safety Association (discovered on our community prayer walk). Through our various targeted interviews, we learnt that a large demographic of the community consisted of low-income single parents, who worked long hours and could not afford organised activities for their children. The principal noted that her students lacked a common identity and were finding themselves in trouble with the law after and during school hours (due to poor attendance). The gentleman from the Community Safety Association defined the local environment as increasingly dangerous without the presence of generational role models.

Therefore together, as a team, in partnership with our community, we have determined that the longing/need of our community is: ***something active and identity-building for our 10–15-year-old children from the Jane and Finch area to participate in.***

Extended Team

We extended an invitation to the Community Safety Association member to join our team, as well as one of the mothers whom we met. We felt they would continue to offer important contributions because of their deep commitment to the welfare of the community. They helped us to solidify the longing/need.

Module Two | Open Eyes Reflection

Write a brief response regarding the journey so far.

1. What have we learnt from doing these tasks?
2. Were there any significant challenges or roadblocks?
3. What surprised you or brought you joy?
4. Are you needing additional support before you move ahead with mission? Reach out to anyone you believe could offer support.

Module Three

Obedient Response



Objective: Move into the will of God, in response to the invitation of the people, determining and planning the way forward.

Read this section aloud or go to <https://youtu.be/NEe5aBQSBIE>

Mariciel Nuyda:

We are excited for you! You have arrived at Module Three! We recognise that Module Two required hard Kingdom work! Hudson Taylor has said that 'When we work, we work. When we pray, God works.' We trust that as you have prayed on this journey, you have been encouraged by God's revealed Kingdom direction.

Have you ever asked yourself, 'Now what!?!' or 'What do I do next?' or 'Where do we go from here?' Perhaps there is a common phrase in your corner of the world that people might use when they must determine a way forward. Module Three is going to help you to find a path or paths to move forward. There are exciting steps ahead!

At this point, your team has determined a need or longing of a community in response to what the community has been saying. Believing it is God's will to meet that longing or need, Module Three will help you to respond in obedience through asking a wonderful question: 'How might we?' The answering of that three-word question will determine your way forward, using what will be named your 'Affirmed Priority'. Know that an 'Affirmed Priority' may be one that has a short, specific time frame or one that continues for any length of time.

In 1 Peter 1:2, we read that as God's people we have been set apart, by the Spirit, for obedience. We are gifted by the Spirit to respond in obedience to all that God calls us to be and to do. How beautiful it is that Peter prays that 'grace and peace would be ours in full measure' as we obey the will of God.

Remember, as you continue this journey, that the people around you are one of God's greatest gifts. Together, many minds, hearts and experiences contribute to helping the objective of this module move into place. Continue listening well to one another and inviting everyone to share their thoughts. In any group, there are some people who are quick to speak and like to process

their thoughts out loud. There are also those who are slow to speak because they take longer to process their thoughts because they process internally. Also, some personalities are timid and others more forward. Continue to create a space where all have opportunity to share, so that the Affirmed Priority can be one that all have contributed to.

Again, this module begins with a reflection on John 4. How wonderful that God's Word can frame this Mission in Motion course!

Catherine Booth said,

'Cast off all bonds of prejudice and custom, and let the love of Christ, which is in you, have free course to run out in all conceivable schemes and methods of labour for the souls of men.'

Discuss: What do you think Catherine Booth meant by 'Cast off all bonds of prejudice and custom'? How does this relate to the introduction to Module Three?



Engage Scripture

Perspectives on Obedience

Listen to this devotional thought and receive what the Spirit speaks to you.

Read this section aloud or go to <https://www.youtube.com/watch?v=F0uqJ85d0CM>

Captain David Cole:

What's the one word that comes to your mind when you hear the word 'obedience'? Take 30 seconds to share the first word you think of when you hear 'obedience'.

Friends, as we've just seen, different people have very different definitions of what it means to be obedient. But, in our Scripture today, from John 4:34, we read that for Jesus, simply following the will of God, or obeying God, gave him a spiritual boost that the disciples could not understand.

And, of course, this makes perfect sense as we consider that as God, as a creator, that we are being created for a purpose and for specific tasks, and that purpose is the will of God. And so it makes sense that we feel best when we're accomplishing this purpose.

As we look at what an obedient response means, try to see obedience as something positive, as something life-giving, rather than something forced or demanded. It's an invitation to join God in building his Kingdom on Earth as it is in Heaven. And so we can't help but feel refreshed when we've obeyed and made progress on behalf of the one who created us.

It is only when we discover that God is the reality who satisfies the thirst and hunger in our souls that we can say, as Jesus said, our food is to do the will of him who sent us, and to finish his work. And so, as long as we are here on earth, each of us has a task, an assignment to do. So the question today is, what is that task that God has given to you?

What is that assignment and what will your response be to his invitation to join him in his work?

Read the following Bible passages regarding obedience. Identify anything that captures your attention. Share your thoughts together as a team.

- John 15:10–12
- 1 John 2:3–6
- Deuteronomy 28:1
- Luke 11:28

Personal Reflection

Obedience to God is life-giving.

Listen to the following phrases as a team member reads them.

- When one of the words speaks to you about the positive outcome of 'obedience', write it down.
- Share the word (without any explanation) with your team.

Obedience is **valuable**.

Obedience is **abundance**.

Obedience is **a generational blessing**.

Obedience is **unifying**.

Obedience is **empowering**.

Obedience is **giving**.

Obedience is **equipping**.

Obedience is **freeing**.

Obedience is **rewarding**.

Obedience is **nourishing**.



Pray

Corporate Prayer

Pray this prayer as you seek to meet the longing/need of your identified community.

If you are able, share it together, making it a prayer of unity.

Dear Jesus,

Thank you for your redeeming grace. Thank you for taking away my sins and shame and giving me a new life – to be one with you and part of your beautiful family. Thank you for your enabling grace and the power of the Holy Spirit at work in me. I now respond in obedience to the call to serve you through service to others. In your glorious name, I pray.

Amen.



Link

Word Reflection

Understanding what a word means is important.

- Explore the word 'disobedience' with your team.

In the English language, 'dis' is used as a prefix. The original meaning of 'dis' was 'apart'. 'Apart' means 'separated' or 'at a distance'.

Discomfort = separated or at a distance from comfort

Disapproval = separated or at a distance from approval

Dishonest = separated or at a distance from being honest

Disagreement = separated or at a distance from agreement

- Reflect on a time when you were 'apart' or 'separated or at a distance' from obedience, and consider the impact it had on your life or those around you.
- Did you feel 'apart' from God or others in that experience? Share with your team if you are comfortable.



Learn/Apply

Discovery Tree

IMPORTANT | At this point in the journey, you are seeking to discover how the identified longing/need of the community will be best met.

- The upcoming activities require the attendance of the extended team as additional participants.
- Consider the voices that have been an important part of the journey so far and invite them to participate.
- Decide how they will be invited and who will extend the invitation.
- Identify those who will host and facilitate the gatherings and discussions. See page 90.

In John 4:34, Jesus says: 'My food is to do the will of him who sent me and to finish his work.'

God also has work for you to finish as you continue to follow his leading, seeking to meet the longing/need of the community that has been identified. How incredible that obedience to the Father's will was 'food' for Jesus! Obedience to the will of the Father will also be your food. Obedience nourishes our souls.

Discovery Tree

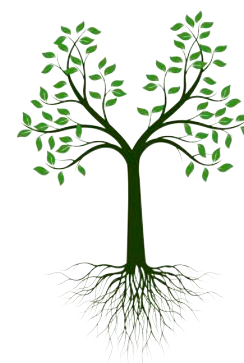
- Based on that identified longing/need and what has been seen, heard, discovered and recognised on the greater journey, develop your Discovery Tree.

- The sample Discovery Tree (see below) should be used to inform and guide the development of your discovery tree (based on your internal or external identified community's longing/need).

The **trunk** of the tree represents the problem/issue/longing/need of your community.

The **roots** of the tree represent the underlying causes that have contributed to the existence of the problem/issue/longing/need.

The **branches** of the tree speak of the negative effects on account of the root causes (consequences).



Draw your own discovery tree, or use the blank Discovery Tree Tool on page 73.

- Use/add as many roots/branches as required.
- Working through this discovery tree is very important. Take your time.
- Invite participation from every person present.
- All ideas should be welcomed. Various thoughts may contribute to the final required focus.

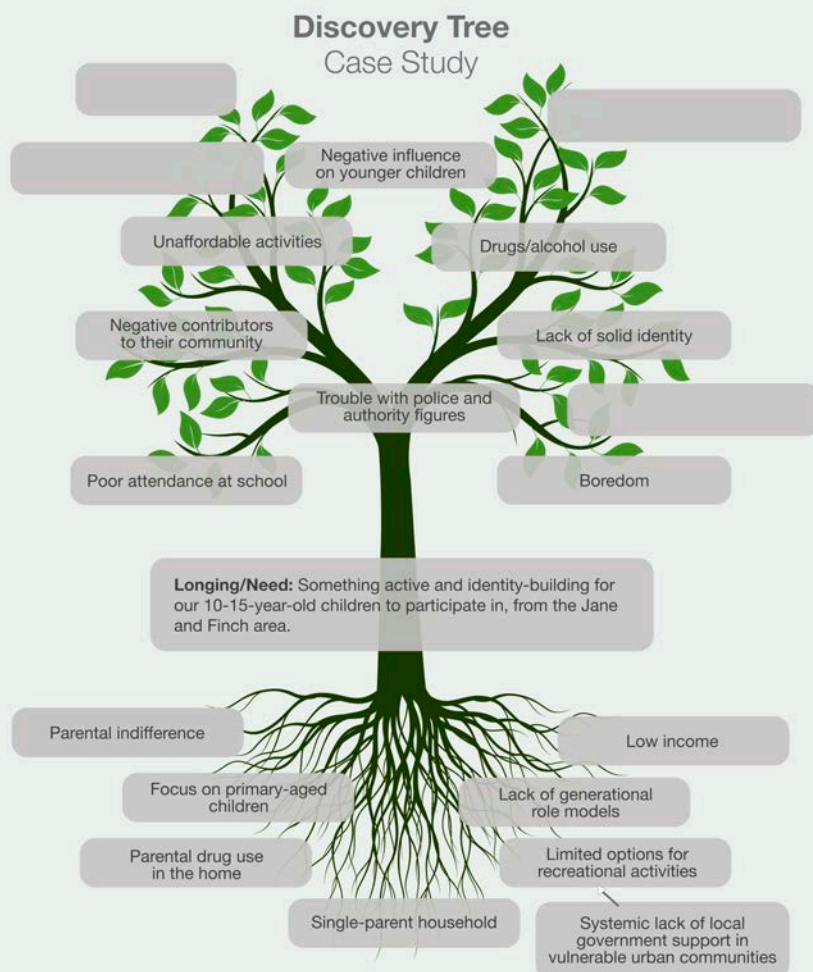
IMPORTANT | If, at any time in the process, you feel like it would be important to have the wisdom of other voices, don't hesitate to invite them into the process of discovery!

Case Study: Examples

Parental indifference (root) has led to the **children getting into trouble and police involvement (branch)**. This has resulted in the need/longing for something for the children to do which is healthy and life-giving.

Low income (root) does not allow parents to pay for already existing community programmes. The children have few options for activity engagement and therefore the **children are experiencing boredom (branch)**. This has led to the longing/need for something that children can participate in that does not cost money.

Lack of generational role models (root) is causing **few healthy examples of positive community contributions (branch)**. The longing/need is for something to build identity in the children so they can know how valuable they are in shaping a community.



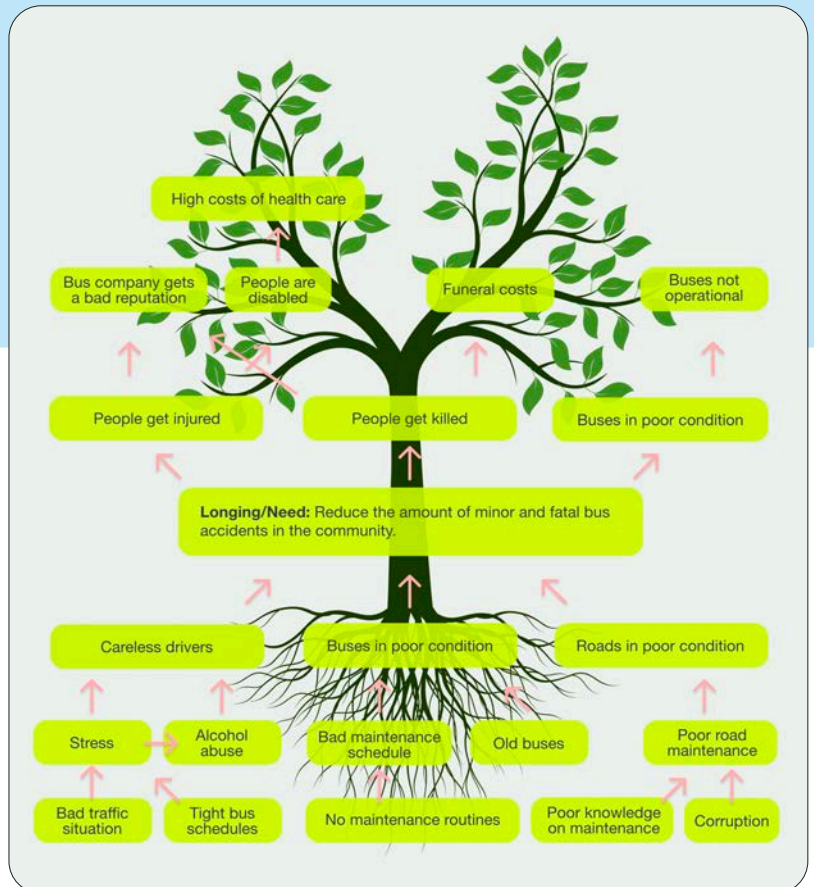
Here is an example that a team has made. It speaks of a unique longing/need of a community. Sometimes it can be helpful to map out multiple layers of root causes to paint a better picture of the situation.



‘How Might We...?’ Questions

Learning to Ask Basic HMW Questions

‘How Might We...?’ questions will help to address the various root causes and the corresponding effects that created the identified longing/need.



Make a list of basic ‘How Might We...?’ questions that will frame possible approaches to mission.

- Give team members time on their own to think about possibilities, writing them in the journal below or in their Mission in Motion Reflection Notes.
- Have a team member record all the ‘How Might We...?’ questions, so that the team is aware of them all.
- Examples below, based on the case-study discovery tree, can assist you.

IMPORTANT | As you share out loud, there may be more ‘How Might We...?’ ideas that are developed and should be added to your list.

Case Study: BASIC ‘How Might We...?’ Questions

Longing/need: something active and identity-building for our 10–15-year-old children to participate in, from the Jane and Finch area.

Basic ‘How Might We...?’ questions to address the various root causes:

How might we offer an activity that might build a sense of identity?

How might we find and introduce generational role models?

How might we help the youth to foster a relationship with the police and authority figures?

How might we provide activities in which the children would be interested in participating?

How might we inform parents of the importance of supporting children in the teen years?

How might we provide an affordable, organised sports team?

How might we build a relationship with the children?

How might we give the children something to look forward to?

How might we...?

Focused 'How Might We...?' Questions

Make one, specific, narrowed question as you move ahead, seeking to meet the longing/need identified in your community through a specific ministry.

Step 1:

As a team, watch the video <https://www.youtube.com/watch?v=B6UdKCcrHlg> or read aloud the transcript below to learn about the design process that supports the principle of 'How Might We...?'

IMPORTANT | DO NOT SKIP this essential section. If you do not understand, reach out for support.

Josh Herbert:

'How Might We' Design Thinking

In the previous activity, you began to use the words 'How might we'. These are three great words for us to use. When trying to innovate and coming up with solutions to address a need or a longing, often phrases like 'How can we do this?' or 'How should we do this' are used. Words like 'can' and 'should' are not the most helpful, nor are they the most inviting.

These three alternative words can take you and your team on a journey filled with possibility. Those three words are, you guessed it: 'How Might We?' Would you say that with me? 'How Might We?' These are great words for your team for two reasons:

1. 'Might' says that we can put as many ideas as we want out there – they might work or might not work. Either way, it's okay. How wonderful that God give us each the ability to share what is on our hearts and minds. One person on your team might stir a 'might' idea in the mind of another. No 'might' idea is wrong!
2. The second reason the three words 'How Might We' are wonderful is because of the word 'we'. 'We' says we are doing this together. No one person is to come up with a solution on their own. This is so biblical! We are reminded of how often in the Bible we hear the words 'one another'. When working through a solution for a community's need or longing, together is better!

Now, I am going to take you through a process of learning how to make a good 'How Might We' question. 'How Might We' questions won't work if they are too BIG – like 'How might we solve world hunger?' and they aren't helpful if they are too narrow: 'How might we get everyone to track how much food they waste?'

Have you ever wanted to tackle a big issue like food shortages due to inflation, or even a small task such as increasing helpers or teachers for Sunday school, but didn't know where to start? It can be overwhelming to even begin to think about how to approach it.

That's where the 'How Might We' principle of design thinking can help. It's a powerful tool for framing complex challenges and generating innovative solutions.

To use 'How Might We', start by clearly defining the problem you're trying to solve. Then, add the words 'How Might We' to the beginning of your statement: 'How might we increase the number of helpers for Sunday school?' This simple shift in language can help you break free from old ways of thinking and spark new ideas.

A good 'How Might We' statement should address the intended action, the primary user and the desired outcome.

For example, let's say you're designing a system to combat food shortage in your community. A good 'How Might We' question might be: 'How might we create a community-based food support programme for at-risk individuals so that they can establish their own sustainable food source?'

The next step your team will be tasked with is creating your own completed 'How Might We' question. Use the basic 'How Might We' questions generated on page 40 to frame your potential 'How might we _____ for _____ so that _____?' questions. Once you've generated potential questions, it's time to evaluate them and choose or combine the one(s) with the most potential.

So, next time you're facing a tough challenge, remember to ask yourself, 'How Might We?', and see where your imagination takes you. But for now, your focus will be on wrestling out this next step.

Step 2:

Use the template below to frame FOCUSED 'How Might We...?' ministry questions based on your BASIC 'How Might We...?' questions previously developed.

- Use the format that has been outlined below.
- Refer to the case study for inspiration and guidance.

IMPORTANT | Allow time for everyone to shape their own questions and work through the options together as a team. Framing good focused 'How Might We...?' questions is a process of learning and takes time. Learn together!

How might we _____ for _____ so that _____?

How might we _____ for _____ so that _____?

How might we _____ for _____ so that _____?

Etc.

Case Study: **FOCUSED 'How Might We...?'**

#1. How might we build a sense of identity **for** the children in the Jane and Finch area, **so that** they will be empowered with a sense of community?

#2. How might we develop an affordable programme that will foster a relationship with the police **for** the children in the Jane and Finch area aged 10–15 **so that** community safety will increase?

#3. How might we engage community relationship building **for** children in the Jane and Finch area aged 10–15, **so that** we can provide role models for them as they grow and mature?

Step 3:

Create ONE FOCUSED 'How Might We...?' question affirmed by the entire team.

It will assist in developing and naming your Affirmed Priority.

- Consider all the 'How Might We...?' questions that were developed.
- Narrow down the number of questions by removing any that seem less clear or valuable.
- Join ideas from the various 'How Might We...?' questions to shape a new question.
- Consider if your 'How Might We...?' question is too broad or too narrow.
- Talk together as you form your focused 'How Might We...?' question, as ideas will be further shaped through conversation.
- Refining of the question could take some time. Be encouraged as you seek the Lord's guidance.
- See the case study below for assistance.

Case Study: Final 'How Might We...?'

We realised that 'the children in the Jane and Finch area' (#1) was too broad, as that would include a lot of children! We narrowed it to children aged 10–15 (#2/#3).

How might we provide an affordable activity (#2) for the children in the Jane and Finch area aged 10–15, so that **they have something to do that will empower them with a sense of identity (#1)?**

When you have agreed upon a final question, fill in the statement below.

Our final 'How Might We...?' question is:



How might we _____
for _____
so that _____?

Brainstorming 'How Might We...?' Solutions

1. Brainstorm any and all possible options to achieve your focused 'How Might We...?' ministry question. Use the Brainstorming Tool on page 88.

Case Study: Brainstorming

Possible options to solve 'How might we provide an affordable activity for the children in the Jane and Finch area aged 10–15, so that they have something to do that will empower them with a sense of identity?' could include:

1. How might we...start a running club?
2. How might we...begin a subsidised soccer/football league?
3. How might we...offer weekly painting lessons?
4. How might we...have a community meal with the local police?
5. How might we...facilitate a coding boot camp?
6. How might we...host a carnival in the park?
7. How might we...invite the children/youth to Sunday school?
8. How might we...etc.

2. Based on knowledge of the identified community, and with the help and insights from the team and community members present, **CHOOSE ONE** of the brainstormed options that you feel is most possible/relevant/realistic and make this the starting point for what will be defined as the **AFFIRMED PRIORITY**. Use the Prioritisation Exercise Tool if necessary (see page 89).
 - An Affirmed Priority may have a beginning and end date (i.e. sports day in the park) or may be open-ended (i.e. weekly soccer league).

A short prioritisation exercise and conversation led us to accept one of the brainstorming options. Relevant:

- diverse and multicultural community of children, and soccer is a universal sport
- knowledge of the sport in the community will be a strength we draw on
- team members have a passion for the sport.

Possible/Realistic:

- few barriers for entrance (any child can play regardless of skill level)
- basic equipment is needed
- manageable time commitment
- ongoing opportunity to build relationships and empower children with an identity found in Jesus.

Based on our knowledge of the area, possible resources that we would be able to find and a unified sense of direction, our team decided that our **AFFIRMED PRIORITY** framed in a 'How Might We...?' question was:

How might we develop a subsidised soccer programme for children aged 10–15 in the Jane and Finch area **so that** they have something to do that will empower them with a sense of identity?

When finalised, write your Affirmed Priority.

Affirmed Priority: _____



Confirmed Learning

Team Progress Reflection

Read Isaiah 30:21 and allow it to speak into your experience today. Reflect on your progress made so far.

IMPORTANT | Answer the following question without using 'Yes' or 'No'.

Are there any unresolved pieces that need to be addressed?

Does anything need clarification?

Do you need to take note of unexpected discoveries that shouldn't be forgotten?

Are you needing additional support before you move ahead? If you do, please reach out to anyone you believe could offer support and wisdom.



Module Four

Link Resources



Objective: To discover and set into place the God-given resources of both personnel and practical necessities.

Read this section aloud or go to <https://www.youtube.com/watch?v=rStmfR0fbnY>

Captain Richard Bradbury:

Module Four is all about ‘Establishing the God-given resources of both people and practical necessities and then moving those pieces and processes into place’.

Resources are one unique way that God provides for his Kingdom work. Kingdom work invites us to look very close to see the resources closest to us. As God’s Spirit is directing God’s mission, in and through us, he will make us aware of his provisions.

Knowing now what your Affirmed Priority is, you will need to determine what resources are required. Some of your Affirmed Priorities will require significant resource provisions. Other Affirmed Priorities may indicate that the resources are easily attainable. Either way, we are reminded that resources come from the hand of God.

In Psalm 50:10–12 (NKJV), we read words that God spoke to his people. He said:

‘For every beast of the forest is Mine,
And the cattle on a thousand hills.
I know all the birds of the mountains,
And the wild beasts of the field are Mine.
If I were hungry, I would not tell you;
for the world is Mine, and all its fullness.’

What a perspective this brings as we think about resources. Surely our God has resources to accomplish his Kingdom work, right where you are!

Of note, sometimes we tend to think of money as a significant resource, and if we don’t have money we are limited in what we can do. This module will invite you to explore exciting provisions apart from money, discovering how God’s mission can be accomplished during these days, in your community, for his glory!

All praise to God as this journey continues! Continue to pray and listen to the God who is Jehovah Jireh, the Great Provider.

Lynette Edge and Gregory Morgan said,
*‘God is at work in the world and we don’t have to try to achieve it alone.
 Building teams can stretch far beyond who is inside the walls of our building
 on a Sunday morning.’*

Discuss: Why do you think teams are important for Kingdom work?



Engage Scripture

Stirring Interest

Being curious is a quality that God has created us with.

Discuss: How would you define the word ‘curious’? Consider God’s creation in the following photo and answer the questions.

1. What do you know about this animal from looking at this picture?
2. How could you find out more about this animal?
3. If God gave you the responsibility of naming this animal, what name would you give it? As a team, agree on one name.



Curiosity in John 4

Have two team members read examples of curiosity found in John 4:1–42.

Reader 1: John 4:9 (ESV): ‘The Samaritan woman said to him, “How is it that you, a Jew, ask for a drink from me, a woman of Samaria?” (For Jews have no dealings with Samaritans.)’

Reader 2: Here, the woman expresses her curiosity about Jesus’ request for a drink, questioning the cultural and social norms that typically prohibited interactions between Jews and Samaritans.

Reader 1: John 4:31–34: ‘Meanwhile his disciples urged him, “Rabbi, eat something.” But he said to them, “I have food to eat that you know nothing about.” Then his disciples said to each other, “Could someone have brought him food?” “My food,” said Jesus, “is to do the will of him who sent me and to finish his work.”’

Reader 2: Here, the disciples express their curiosity about Jesus’ worldly well-being through his nutritional intake. Jesus’ response challenges their narrow view of ‘food’ as a temporary fix to hunger and offers a Kingdom perspective that is eternal in nature. Jesus’ sustenance is doing the work of the Father.

Discuss: Can you think of any more examples of curiosity in the story of Jesus and the Samaritan woman?

Probing Deeper

IMPORTANT | This module will deepen your understanding about what a resource is and how God is able to provide resources as we engage in his mission. Resources are not always immediately obvious and often take time to arrive. Stay **curious** about how God will provide. Pray for humility and patience as you uncover God's given resources to meet the Affirmed Priority of your identified community.

At a well, Jesus drew the woman into a conversation about needs and resources.

Step 1: Read John 4:28–29.

Then, leaving her water jar, the woman went back to the town and said to the people, 'Come, see a man who told me everything I've ever done. Could this be the Messiah?'

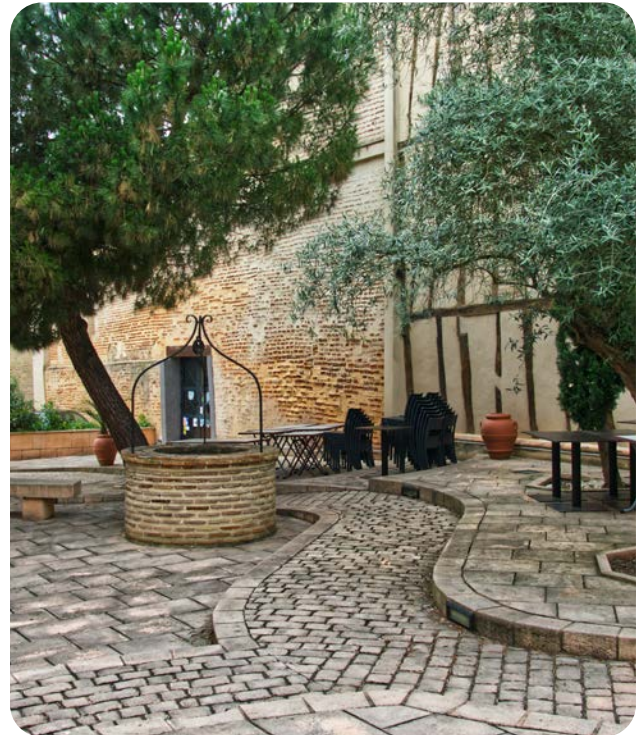
Discuss:

How surprised do you think the disciples were when the Samaritan woman became a transformative resource in her community?

Reflecting, do you think that you have ever been like one of the disciples or seen others act like the disciples by disregarding a resource (person, place or thing) as:

- not worthy
- incompetent
- of no value
- unable to contribute
- not worth being heard
- of no use in building God's Kingdom or furthering his mission?

What do you think God's response to this behaviour would be? After you have answered this question, read 1 John 1:9.



Step 2: Read John 4:32 (two translations if possible).

But he said to them, 'I have food to eat that you know nothing about.'

Discuss:

Consider what you know and don't know about your identified community.

How do you keep Jesus at the centre of planning and linking resources?



Pray

Prayer for Your Team

Read this prayer aloud or go to <https://www.youtube.com/watch?v=IY7TWquG10c>.

Reader 1: Let's bow our heads and pray to God.

Reader 2: Dear God, as we seek to connect individuals and groups to the resources they need, we ask for your wisdom and guidance.

Reader 1: Help us to gain a clear understanding of the needs and goals of those we serve. Grant us the ability to identify resources that are both effective and accessible.

Reader 2: Give us discernment to recognise the requirements and limitations of these resources so that we may make meaningful and impactful connections.

Reader 1: Help us to carry out the necessary work with diligence and wisdom, ensuring that we can access the resources you provide.

Reader 2: Fill us with courage and compassion to advocate for those in need, ensuring they are treated with dignity and respect.

Reader 1: We ask for your grace and wisdom as we celebrate the outcomes you have made possible.

Reader 2: Help us to recognise the achievements we've reached and the positive impact we've made through your guidance.

Reader 1: May our work be led by your wisdom and love, bringing glory to your name. In Jesus' name, we pray. Amen.

This team prayer exercise will:

- open your eyes to the people and gifts that God has placed in your midst
- invite the Spirit to inspire recognition and awareness of gifts to support God's mission – your Affirmed Priority.

Engage any exercise below that is practical to your setting.

1. Pray through the names and families in your Corps Directory/Soldier's Roll/Membership List, etc.

Lists with names may be a resource (i.e. members, adherents and friends of The Salvation Army). If lists are not available, you may choose to pray by simply naming people who come to mind or by offering general prayers for those people who are part of your community. You may choose to pray in the space where your corps/church community worships.



2. Pray over the broader/greater community and the resources and gifts that people might have to share or offer.

People are one of God's greatest gifts and hold incredible resources. Prayer invites the Spirit of God to help with discerning where those gifts and resources are that will assist God's mission. You may want to use your map as you pray over the greater community.

3. Use this prayer to support/conclude your prayer time.

God of Mission,

You are a God who gives generously and creatively.
May the gifts, talents and resources in each person,
gifts that have been used or not used,
but have been deposited in us for 'such a time as this',
be recognised and then offered to you.

We pray that people would be alerted to how they can use what you have given them for
purposes that have eternal value.

Stir up hearts and minds with an eagerness to use all that they have.
Where individuals, younger or older, feel like they have little to offer,
help them to recognise that which you have given.

We realise that all parts of a body are important
and sometimes the smallest parts have the greatest importance.

Help us be a people who see what God has gifted all people with, and spur them on!

Empower all by your Spirit, for we know it is not by might nor by power but by your Spirit that
your mission in this world will be accomplished.

AMEN.



Link

God's Resourcefulness

Know therefore that the LORD your God is God;
he is the faithful God...

Deuteronomy 7:9

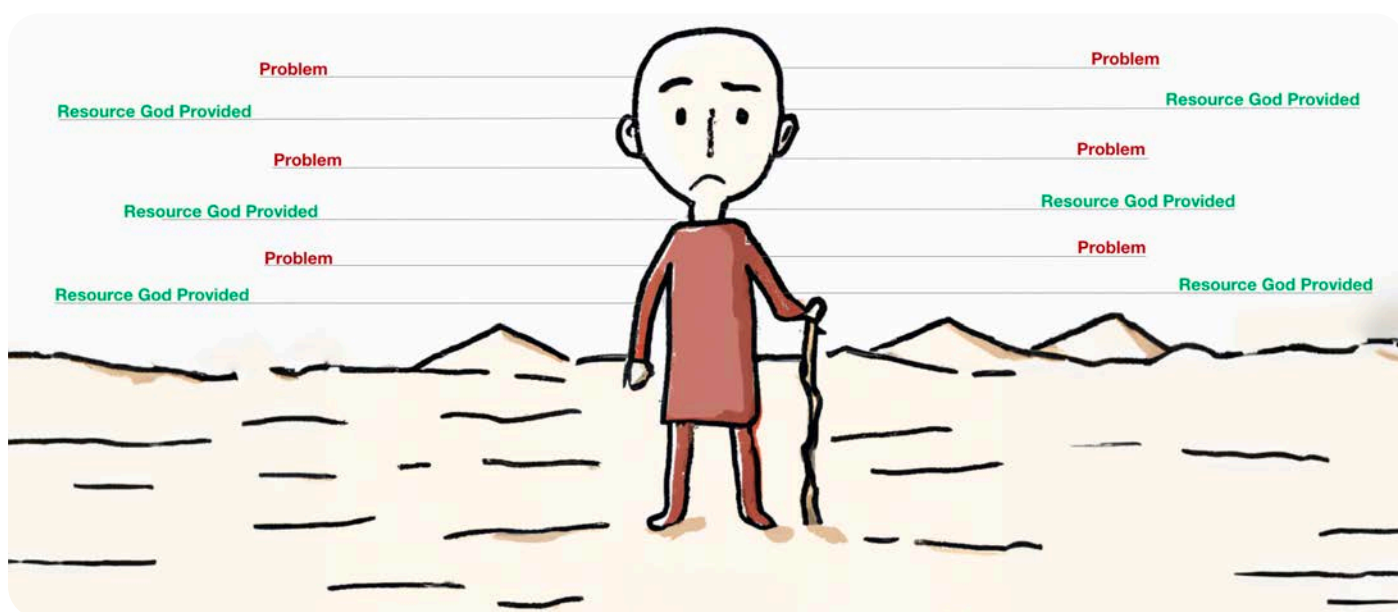
- Take 10 minutes as a team and reflect on a time when you have needed to secure a necessary resource (person, place, thing, thought, opportunity, etc...).
- Share your personal recognition of God's faithfulness as Jehovah Jireh (the Lord who provides) with one another as a way of thanking God.

Joseph and God's Provisions

God's faithfulness in providing all that is needed is demonstrated throughout the Bible. These provisions, flowing from the heart of God, bring honour and glory to God as they are given to his people! The story of Joseph is one that speaks of God's provisions through various resources.

Step 1: Read Genesis 41 from your Bible.

Step 2: Label the Joseph figure with the problems (challenges, difficulties, troubles, obstacles, etc...) encountered, and the resources that God provided, found in Genesis 41 (there may be more than six problems that Joseph encountered – add additional lines as needed).



Learn/Apply

Terms in the Context of Salvation Army Ministry

Recognising resources in a community is an important part of the journey. The following two tasks will support this process:

1. Understand Resource Terms
2. Identify Potential Resources

IMPORTANT | This is a general discussion NOT related to YOUR community and Affirmed Priority.

UNDERSTAND RESOURCE TERMS

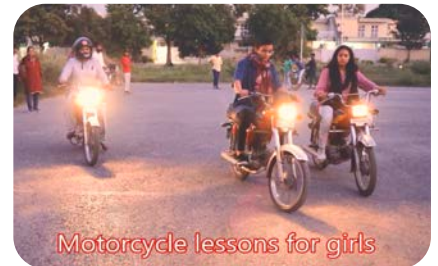
This module on 'linking resources' requires an understanding of certain terms and concepts.

Step 1: Together, create your own copy of the following chart and fill it in, or discuss each term, one at a time, as a team. Do not use the internet or AI (artificial intelligence). Answers should be wrestled through and defined by your team.

Term	Meaning/Definition	Examples
Resources/Assets		
Partnership		
Gifts within the Congregation/Corps		
Faithfulness to Mission (when working with those outside of The Salvation Army)		
Holistic Ministry		

Step 2: As a team, discuss any evidence of the terms above in the pictures below and make a list.

Hint: They may be seen or unseen. Stretch your perspective.



Resource Identification in John 4

Having defined the terms and concepts, we bring this knowledge into the biblical account of Jesus meeting the woman at the well.

In John 4, which of the following do you identify as assets, resources, partnerships, faithfulness to mission or holistic ministry? You can select more than one option.

- | | |
|--|---|
| <input type="checkbox"/> History of the well | <input type="checkbox"/> Testimony |
| <input type="checkbox"/> The woman's story | <input type="checkbox"/> The water jug |
| <input type="checkbox"/> Jesus | <input type="checkbox"/> Conversation |
| <input type="checkbox"/> Jacob's well | <input type="checkbox"/> The human experience of thirst |
| <input type="checkbox"/> Time of day | <input type="checkbox"/> Neighbours |
| <input type="checkbox"/> Jesus' questions | <input type="checkbox"/> Spirit of God |
| <input type="checkbox"/> Cultural diversity of Samaritans and Jews | <input type="checkbox"/> Knowledge of another world religion or belief system |

NOTE | Are there any others you can think of that have not been named? Discuss them with your team. See page 71 for answers.

Meaningful Quote Team Building

Growing as a team is an important part of being in mission together.

Read the following quotes. Share briefly which one is your favourite and why.

‘Money is not the only commodity that is fun to give. We can give time, we can give our expertise, we can give our love or simply give a smile. What does that cost? The point is, none of us can ever run out of something worthwhile to give.’

Steve Goodier

‘Old categories of missiology and the latest fads from abroad won't do any good anymore. Any methodology that is one step removed from incarnational involvement in the life of our people just won't work. We will have to work through the loving and patient sharing of our faith in our complex context...We have to carry on bearing witness to our faith and respond to the cry of our nation. In this, we need the prayers and the support of all God's people.’

Joseph D'Souza

Take a picture of your team
and share it with
equip@salvationarmy.org



Brainstorming Terms in the Context of Identified Community and Affirmed Priority

Your Affirmed Priority requires many resources to set it into place. Knowing all that is needed requires focus, attention and open conversations.

Brainstorm resources under the following terms:

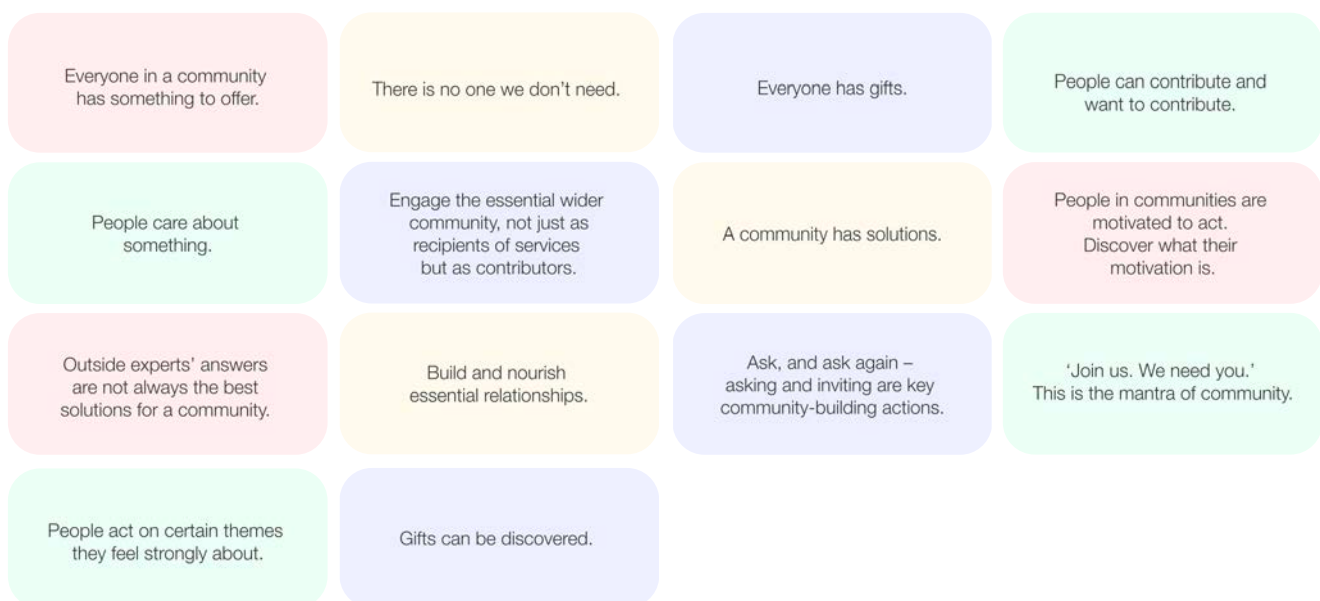
- Assets
- Partnerships
- Holistic Ministry
- Faithfulness to Mission
- Gifts within the Fellowship

You can choose to do it verbally (have one recorder take notes) or physically (i.e. chart paper, markers, sticky notes, etc.).

IDENTIFY POTENTIAL RESOURCES

Resource Mindset

How we view a community and its people is of the utmost importance. Have someone from your team read these statements out loud at a slow pace, pausing after each statement, giving your team time to consider what has been spoken.



IMPORTANT | It is essential to discover where required resources can be accessed, discovered and secured to meet the Affirmed Priority of your chosen community.

This takes time and should not be rushed. Approach this step with a prayerful attitude. Continue to thank the Spirit for everything received, acknowledging all as gifts from the hands of Jesus.

Is your team extending an invitation to other important voices? Ensure all essential voices are at the table and have opportunities to contribute.

Resources: Discovered, Secured, Accessed

At this point, the required resources for your Affirmed Priority will have been identified through the brainstorming activity.

Observe the diagram below and note where sample resources/assets/partnerships are found under each category (Greater Community & Infrastructure Assets/Resources and Individual Assets/Resources).

Do your best to sort your brainstormed resources/assets, partnerships, gifts within the fellowship, faithfulness to mission and holistic ministry into the two categories: Greater Community & Infrastructure Assets/Resources and Individual Assets/Resources. The blank lines invite you to think of your specific setting.



Case Study: Brainstorming Greater Community & Infrastructure Assets/Resources

- local businesses = donation of jerseys?
- schools = soccer fields
- local professional sports teams = inspirational mentorship
- etc.

Case Study: Brainstorming Individual Assets/Resources

- college soccer students = coaches/referees
- church young adults = team assistants with gift of encouragement or capacity to lead
- local artist = team jersey logo design
- etc.

Tools to Identify Resources for Your Affirmed Priority

1. Consider the value of each tool mentioned below.
2. Determine their potential for resourcing your Affirmed Priority.
3. Set a plan into motion to use the tool(s) that apply to your setting.
 - You may be practising some of these activities for the first time.
 - Remember to offer 'one another' grace and encouragement as this is a learning journey.
 - Be reminded that God rejoices in your faithfulness and is at work in all things.
 - Use as many tools as needed.

You may discover multiple sources for a single resource.

- A prioritisation exercise will assist in determining which is the best (relevant, accessible, affordable and faithful to mission).

IMPORTANT | Continue to use any prior knowledge, maps, insights, tools or documentations from previous activities and modules that will assist you on this journey.

Resource Identification Tool	Description	Page
Inventory of Skills	Establishes a list or database of the skills, gifts and capacities of individuals in your corps or ministry centre, or, where possible, in the greater community (for present and future use).	81
Spiritual Gifts Assessment	Helps followers of Jesus learn how they are uniquely gifted and created by God, and how they can use their gifts to serve him as they serve others.	83
Table Talks	Facilitates informal meetings that take place in someone's home or at a local gathering point (i.e. park, restaurant or agreed-upon meeting place).	85
Resource Identification Mapping	Creates a picture of the community, showing its capacity and potential. Team members walk through/ drive around/Google research an identified community to further map out and collect information about resources and dynamics (underlying supports) for the purpose of finding supports for a missional action.	86
Community Tabletop Mapping	Provides a hands-on and inclusive approach to involve community members in identifying known assets and resources that could be accessed. It fosters collaboration and empowers many local voices.	87



Confirmed Learning

Priority Team Activity

Step 1: Have the team list ten foods:

Step 2: Have one person rank them in order of their most favourite (1) to least favourite (10).

Step 3: As a team, rank them – this time in order of least expensive (1) to most expensive (10).

IMPORTANT | If two foods are equal in cost, give them both the same rank number.

Step 4: As a team, rank them in terms of most healthy (1) to least healthy (10).

Resource Prioritisation

Step 1: Use your brainstorming activity and prior findings from your resource research and note all the resources that will require prioritisation.

- For example, you may have noticed that God has provided multiple sources for a single resource need (i.e. three options for a soccer/football field).

Step 2: Assess and evaluate each option and rank each option in terms of **relevance (most appropriate)**, **accessibility**, **affordability**, **faithfulness to mission**. The best option will be ranked 1.

IMPORTANT | Base your numbering on the number of options being considered (i.e. three soccer/football field options = rank 1, 2 or 3). If any options are equal in value (relevance, accessibility, affordability and faithfulness to mission), give them both the same rank number. See case study.

Step 3: Based on your ranking, determine the best option available for each resource.

IMPORTANT | Use discretion, as the lowest number will not always indicate the best choice (i.e. read through the case study prioritisation exercise below). Use team wisdom and discretion.

Case Study

Soccer Field	Relevance	Accessibility	Affordability	Faithfulness to Mission
Buddhist Temple	3	1	1	3
Local School	2	2	1	1
Private Club	1	3	2	2

Both the Buddhist temple and the local school were our best options because of affordability and accessibility (proximity to the community). Faithfulness to mission was essential to our Affirmed Priority, so we chose the local school field as it allowed us to hang our sign with The Salvation Army shield and a Bible verse. The school was slightly further away, but we did not feel that this would affect the attendance of the children.

Team Jersey	Relevance	Accessibility	Affordability	Faithfulness to Mission
Local Government	1	3	2	2
Local Donor	2	2	3	1
No Jersey	3	1	1	3

The government was generous to supply jerseys with custom logos free of charge, but because the jerseys would arrive after the start date we decided to go with a local donor. We accepted the slight cost without a custom logo. We felt that a sense of team belonging was important from the programme start (Affirmed Priority 'concerned about identity'). We determined to also seek a grant from a local business to perhaps cover the cost.

Resource Needs, Status, Next Steps

Together as a team/extended team, come up with the best way to document your community resource needs (prioritised options), status and next steps.

IMPORTANT | This activity requires that all essential voices be present. Confirm that all necessary persons (i.e. extended team and any other essential individuals) are present prior to starting this activity.

- Read through the case study example below.
- Create your own chart and together as a team fill it in, identifying both greater community and infrastructure assets/resources and individual assets/resources.

Case Study

Affirmed Priority: Soccer/Football programme in a low-income external community

	Needs		Status	Next Steps
Individual Resources/Assets	What need is this serving/providing?	What is the commitment/donation needed?	Has this resource been secured?	Is a next step required? Who is it? What is it? When is it? Where is it?
Soccer/Football Instructors	Skill-based exercises for the kids	2 hours per week	We have 2 instructors; we require 1 more.	Speak to the 2 current instructors to coordinate the activities of the hour-long sessions.
Spiritual Gift of Helps	Consistent hydration to the players	1 hour to prepare and serve per week	Yes, we have 2 committed individuals from our corps.	Meet with Jane and Jasmine to establish a plan.
Administrator	Organisation of sign-ups, scheduling and parent permission forms	4 weeks prior to start date, 1–2 hours a week	Yes, someone from the local library is willing to volunteer.	Meet with Lilly the librarian to establish all necessary steps and system to administer this programme.
Promoter	Get word out via word of mouth, posters and digital media	8 weeks prior to start date, flexible time requirement	Sarah from our Mission in Motion team is willing to volunteer.	Sarah is awesome and on the ball. To have a promotion plan set out by 1 April.
Etc.	Etc.	Etc.	Etc.	Etc.
Etc.	Etc.	Etc.	Etc.	Etc.

Case Study

Needs			Status	Next Steps
Community Resources/ Assets	What need is this serving/ providing?	What is the commitment/ donation needed?	Has this resource been secured?	Is a next step required? Who is it? What is it? When is it? Where is it?
Soccer/ Football Balls	Creates inclusive environment where each child has a ball	20 balls	Waiting to hear back from local sporting shop.	Jim to check in on status of 1 April request. Also following a possible donation from the Lutheran Church.
Soccer/ Football Field (2 hours per week)	A safe space to implement the programme in the community	2 hours of field time per week on Saturdays from May to August	Partner and reserve their field for our requested times. Our team was prohibited from hanging our banner with The Salvation Army shield and Bible verse on account of their established regulations. We felt that having recognisable evidence of The Salvation Army presence was essential, so turned down the offer of the field.	Sign safety waiver with school.
Team Jerseys	A sense of identity and belonging	Jerseys for each child and instructor	Local government grant would cover the cost and they were willing to provide up to 50 jerseys (including design), but would not be available until 3 weeks into the programme. Local donor will provide up to 50 subsidised jerseys at one quarter of the retail cost. We have decided to go with this option as we feel a sense of belonging needs to be captured immediately.	Communication ongoing by Berniece on numbers and when to pick up from local donor. Conner asking around local businesses for funding.
Large Water Cooler	Hydration breaks	1 large cooler or 2 smaller coolers	No.	James from the team is going to ask different suppliers for a sponsorship.
Cones/ Markers for Soccer/ Football Drills	Tools for instructors to teach children advanced skills	20 cones	No. We decided to use recycled bottles to keep costs down.	Team to collect 20 recycled bottles over the next 3 weeks.
Etc.	Etc.	Etc.	Etc.	Etc.

A Note on Funding – Optional

LOCAL FUNDING

Does your Affirmed Priority need to establish a season for fundraising in anticipation of implementing God's mission?

- You may need to set aside a time to raise the funds. Remember that raising local ownership of the Affirmed Priority can be a key to success.
- Gather as a team/extended team and brainstorm or use the 'How Might We...?' tool to discover creative ways to raise funds.
- Make a list of possible fundraising activities, choose the most appropriate and use the learnings from this course to set this into motion (i.e. prioritisation, next steps, etc.).
- **Are you needing additional support before you move ahead with mission?** If you do, please reach out to anyone you believe could offer support and wisdom.

EXTERNAL FUNDING

Does your Affirmed Priority require EXTERNAL funding in anticipation of implementing God's mission? You will need to look for this.

- Depending on your area and country, there may be grants for projects and causes. A grant is a financial donation given to a person, organisation, project or programme that is usually related to a specific need or opportunity. Grants are mainly provided by governments, charitable organisations or community foundations. In many countries, governments offer funding for community projects. The best way to find these grants is through a quick Google search, such as 'community project grant ***your locality***'. You may also want to speak to local leaders, such as community officials or mayors.
- Divisions might also offer funding through a **PROJECT** proposal. Contact your local division to ask whether they might be able to assist in securing a grant to support your **Affirmed Priority**.

Module Four | Link Resources Reflection

Consider the word 'curious'.

Discuss: Where did you see examples of your team being curious throughout the process of identifying resources? How did this help?

Discuss: Read 2 Corinthians 9:6–13. Does it speak into your experience today?

Module Five

Secure Outcome



Objective: To engage implementation and evaluate for the purpose of refining the call to mission.

Read this section aloud or go to <https://www.youtube.com/watch?v=WJZyDyRKg4M>

Major Brenda Allen:

By now, your Affirmed Priority is set to go – you are at the exciting stage of moving into the implementation of all that has been revealed to you and established over this Mission in Motion journey.

It is easy to look into the future and wonder how everything will turn out or how the pieces will fall into place. We are reminded by Jesus, ‘Do not worry’ (Matthew 6:25). Another verse that helps us to maintain our focus is found in James 4:15. Here James reminds us that we should use the words ‘If it is the Lord’s will, we will live and do this or that.’

This module will not only help set your Affirmed Priority into place, but it will also help you to reflect on how things are going. Together, you will be invited to celebrate as a team, and where appropriate with the greater community, as you realise all that has been accomplished together.

Sometimes we reflect and realise that we have done something well, and we need to celebrate. At other times, we reflect and realise that we have overlooked something minor or significant, and need to consider that piece and determine what we could do to remedy the challenge or work through the concern.

Faithfulness to Mission remains key for this Mission in Motion – Living the Salvation Army DNA journey. We know that the depths of our longing and our calling as Jesus followers is to share the good news of the gospel of Jesus Christ.

May the Lord continue to bless the works of your hands, hearts and minds.

William Booth said,

‘To get a man soundly saved it is not enough to put on him a pair of new breeches, to give him regular work, or even to give him a university education. These things are all outside a man, and if the inside remains unchanged you have wasted your labour.’

Discuss: How do you feel regarding what William Booth said?



Engage Scripture

Poetry Engagement

Listen as someone from your team reads this poem 'A Woman' based on John 4:1–42.

If it is helpful, close your eyes as you listen.
Following the reading, share if anything caught your attention.



A Woman

She was infamous, she acknowledged that,
she was shunned like a disease.
How many times has she sat at that well,
and for her parched soul quenched her thirst?
Life progressed monotonously for her,
with the same pattern every day.
Until the day that Man was there,
and simply asked, 'Woman, give me your water.'
Not quietly with a hint for later,
but here and now. 'Yes, woman from you.'
My God, a man who speaks kindly to me
and even more, who turns out to know, a bad woman,
already preached to death by the pious people.
'Do you ask me to spoil you with water from my pitcher?
How should I understand that?
For you are a Jew, and I a Samaritan?'
He looked at her with a great deal of compassion,
so she was moved in the depths of her soul.
He did not look down on her nor on her past.
He gave her living water again.
With perspective for the present.
- W.J. Lentink

En Vrouw

Ze stond bekend, dat wilde ze wel weten,
ze werd gemeden als de pest.
Hoe vaak reeds had ze bij die put gezeten,
en voor haar dorre ziel haar dorst gelest?
Het leven vorderde haar monotoon.
Met ied're dag het zelfde patroon.
Totdat die dag de Mens daar was
en doodgewoon vroeg: 'Vrouw, geef mij uw water.'
Niet stilletjes, zo met een wenk voor later, maar hier en nu.
'Ja zeker, vrouw, van U.'
Mijn God, een mens die vriend'lijk met mij spreekt,
en meer nog, die mij blijkt te kennen, een slechte vrouw,
door 't vrome volk reeds doodgepreekt.
'Yraagt gij van mij, U te verwennen?
Met water but min kruik?
Hoe moet ik dat verstaan?
Gij immers zijt een Jood en ik een Samaritaan?'
Hij keek haar aan, met ogen vol van mededogen,
Zo werd ze in het diepste van haar ziel bewogen.
Hij zag niet op haar neer. en niet op haar verleden.
Hij gaf haar levend water weer.
met perspectief voor 't heden.
- W.J. Lentink (original language)

Scripture Reflection

Connecting Scripture with our personal story and God's work through our lives is valuable.

Read John 4:39–42 and answer the following questions. Share your responses with one another.

What impact of witness is noted as you read these verses? (vv 39, 41)

What impact are you hoping for as a result of your witness in the community?

What is your heart's desire for the presence of Jesus? (v 40)

This Mission in Motion journey is one that has invited listening to the community for what and who it truly is – without our own preconceived knowledge or thought. How does your journey reveal you have listened well?



Pray

Prayer of Examen

God's people engage in different spiritual practices to help them grow in their relationship with God, his people and the world he has created.

THE EXAMEN IS ONE OF THESE PRACTICES.

- The Examen invites the individual praying to discern the voice of God and the activity of God within the period of one day.
- This prayer time should not be rushed. It may be best facilitated by allowing team members to find a quiet space of their own as they work through the steps.

HOW TO PRAY THE EXAMEN.

1. **Place yourself in God's presence.** Give thanks for God's great love for you. Rest in God's love.
2. **Pray for the grace to understand how God is acting in your life.** When did you give and receive the most love today? Listen to what God says to you.
3. **Review your day – recall specific moments and your feelings at the time.** What are you most grateful for? What are you least grateful for?
4. **Reflect on what you did, said or thought throughout the day.** When did you feel closest to God? When did you feel most distant from God? Celebrate those moments of drawing closer to God and ask for forgiveness when you walked apart from God's presence.
5. **Look towards tomorrow – think of how you might walk more closely with God's plan and design for your life.** Be specific and conclude the prayer time with thanksgiving to God for his faithful presence.

IMPORTANT | The Canada and Bermuda Territory has developed a Practising Spiritual Disciplines resource: www.salvationist.ca/spiritual-life/others-focused/tenacity/spiritual-disciplines/



Link

Self-Reflection

At this point, you have taken a significant journey of listening to the Lord and others. The journey has been one of learning and discovery, team work and personal growth.

We can experience many emotions or feelings when beginning something new.

As you embark on setting your Affirmed Priority in motion, check all the experiences below that apply to how you are feeling today.

- | | | | |
|---|-------------------------------------|-------------------------------------|--|
| <input type="checkbox"/> Uncertain | <input type="checkbox"/> Hesitant | <input type="checkbox"/> Eager | <input type="checkbox"/> Holy Anticipation |
| <input type="checkbox"/> Excited | <input type="checkbox"/> Inadequate | <input type="checkbox"/> Anxious | <input type="checkbox"/> Joyful |
| <input type="checkbox"/> Purpose-filled | <input type="checkbox"/> Fearful | <input type="checkbox"/> Hopeful | <input type="checkbox"/> Motivated |
| <input type="checkbox"/> Enthusiastic | <input type="checkbox"/> Equipped | <input type="checkbox"/> Supported | <input type="checkbox"/> Nervous |
| <input type="checkbox"/> Curious | <input type="checkbox"/> Doubtful | <input type="checkbox"/> Optimistic | <input type="checkbox"/> Other |
| <input type="checkbox"/> Chosen | <input type="checkbox"/> Enlivened | <input type="checkbox"/> Satisfied | _____ |

Managing Expectations

The journey of implementing your Affirmed Priority may cause you to develop certain expectations.

Step 1: Think of a time you expected something positive to happen and it didn't, or expected a good outcome and it didn't occur. The following sentences may help you.

- I remember when I expected _____ to happen, but it didn't.
- I remember when I expected _____ to be the outcome of something that I planned, but it did not end as I had thought.

Check the words below that describe how you felt when the expectation was not met and share them with your team (you don't need to mention the experience, only the word).

- | | | | |
|---------------------------------------|------------------------------------|------------------------------------|--------------------------------------|
| <input type="checkbox"/> Disappointed | <input type="checkbox"/> Surprised | <input type="checkbox"/> Critical | <input type="checkbox"/> Frustrated |
| <input type="checkbox"/> Anxious | <input type="checkbox"/> Resentful | <input type="checkbox"/> Afraid | <input type="checkbox"/> Discouraged |
| <input type="checkbox"/> Tired | <input type="checkbox"/> Abandoned | <input type="checkbox"/> Disturbed | <input type="checkbox"/> Other |
| <input type="checkbox"/> Broken | <input type="checkbox"/> Empty | <input type="checkbox"/> Confused | _____ |

IMPORTANT | We've all had that feeling – the one where we've been looking forward to something, planning for something, expecting something to happen a certain way...and what happens doesn't live up to our hopes or imagination. It happens in very big and very small ways throughout our lives. Having expectations is a part of life, but what we need to be careful of is living a life continually out of expectations. Instead, we should live with a God-given spirit of expectancy.

Step 2: Read the following explanations of expectation and expectancy, and discuss the difference.

EXPECTATION means holding our thoughts, ideas, timeline and our own plans of what will or should happen above God's.

EXPECTATION carries a sense of desiring to control the outcome.

EXPECTATION can blind us to see how our living God is truly moving as our demands become the focus, controlling the direction of our thoughts and actions.

Consider: Who missed the birth of Jesus Christ because they weren't expecting a Messiah in a stable?

EXPECTANCY is having expectations, but without definitions and without a timeline or the demand of them being filled.

EXPECTANCY is where we take our hopes, dreams and even plans, and hold them with open hands and with a sober-minded eagerness that our loving God will do with them what is best.

Who celebrated Jesus as the Messiah regardless of the truth that his birthplace was an insignificant stable?

Step 4: Read James 4:13–15 and respond to the following question.

Why is it good to frame the outcome of your Affirmed Priority with expectancy and not expectation?

We can have an **expectant** joy in our hearts and minds thinking about God's Kingdom coming, as we plan and pray, hope and dream. Through all that we are working towards, we can enjoy the experience of **expectancy** without the weight of **expectation**.

Continue to celebrate! God is at work.



Learn/Apply

Action Plan

IMPORTANT | The upcoming activity requires the attendance of the extended team as participants.

- Consider the voices that have been an important part of the journey so far and invite them to participate.
- Decide how they will be invited and who will extend the invitation.
- Identify those who will host and facilitate the gathering and discussion.

There is value in outlining the various steps and processes to move ahead with your Affirmed Priority.

- Below you will find three options to choose from.
- Select the ONE option that is best suited for your setting.

OPTION 1 | Action Planner

The Action Planner highlights practical steps, such as what action needs to be done, who needs to do it and what challenges might need to be overcome.

Use the Action Planner Tool provided on page 92 or design your own method for outlining your action plan.

OPTION 2 | Custom-Designed Action Plan

Your journey so far is like a story that has unfolded. The Custom-Designed Action Plan uses the imagination and any vivid mental images from memories and experiences to determine next action steps.

Use this creative tool to prompt conversations and guide decision-making for your next steps.

OPTION 3 | Gantt Chart (Advanced Tool – Computer Literacy Required)

A Gantt chart is a resource that can be located online. Some find this advanced tool helpful when setting a plan in motion.



Setting Important Dates

As you work through your action points, a start date (and possibly end date) for your Affirmed Priority will need to be set.

Step 1: Determine your official launch date for the developed Mission in Motion Affirmed Priority.

Step 2: Complete all necessary action steps and put your mission into motion!!!!

IMPORTANT | Return to the next activity after your launch!



Confirmed Learning

Key Principles of Evaluation

The word ‘evaluation’ can make us feel uncomfortable, but it is not meant to.

Read the key principles of evaluation found below and discuss whether this has been your experience with evaluation.

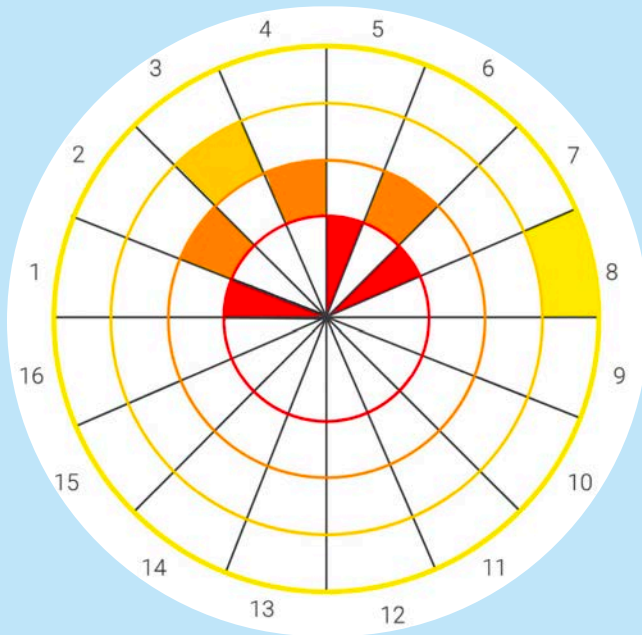
EVALUATION

- offers learning opportunities
- sees new opportunities
- recognises changes that need to be made
- looks for effectiveness
- invites an honest appraisal of progress
- reviews faithfulness to mission
- measures progress
- determines what you might do differently next time
- confirms intended impact
- celebrates accomplishments
- supports sustainability and longevity
- ensures accountability
- guides next steps
- creates a story so that all that has been accomplished can be shared with others

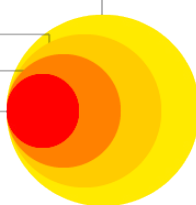
Circle Evaluation Exercise

- Familiarise yourself with the Circle Evaluation Tool on page 93.
- Consider the completed Circle Evaluation Tool in the case study. Discuss the following questions with your team/extended team.
 1. What do you notice about the team’s assessment of their evaluation points (1–8) using the Circle Evaluation Tool?
 2. How does it make you feel if this was YOUR team’s Affirmed Priority evaluation? Would you be satisfied? Disappointed? Thankful? Other...?
 3. Based on your knowledge of the case study, what additional Evaluation Points would you suggest the Case Study Team could also measure?
 4. Which of the Evaluation Points determined and set by the Case Study Team can be measured at the start of the implementation process (launch date)? And which should be evaluated over time?

Let us hold unswervingly to the hope we profess, for he who promised is faithful.
And let us consider how we may spur one another on towards love and good deeds...
Hebrews 10:23–24



Missed/Missing the Mark
Needs Attention/Conversation
Met/Meeting Expectations
Exceeded/Exceeding Expectations



Case Study: Circle Evaluation Tool

1. Teamwork
2. Faithfulness to mission
3. Communication with various individuals of the community
4. Met our Affirmed Priority
5. Understanding of John 4 and crossing boundaries/growing as disciples
6. Sharing responsibility (including the gifts of others)
7. Group facilitation
8. Fostering relationships with the greater community

Narrative for 'Needs Attention/Conversation' and 'Missed/Missing the Mark'

We had hoped to have more community members participate in our discussions and in the implementation of our soccer programme. While we had a few, we feel that having a few more would help our community relationships to grow at a more significant pace and with greater depth. We are going to gather as a team to decide how we can continue to foster community relationships. We are still more inward-focused than we would like, and we would like to get to know our community more so that we can show them Jesus.

Follow the steps on the Circle Evaluation Tool. Begin by adding these eight evaluation points on your circle and determine any other essential points (Step 1).

1. Teamwork
2. Faithfulness to mission
3. Communication with various individuals of the community
4. Met our Affirmed Priority
5. Understanding of John 4 and crossing boundaries/growing as disciples
6. Sharing responsibility (including the gifts of others)
7. Group facilitation
8. Fostering relationships with the greater community

Final Team Reflection

Your Affirmed Priority has been implemented and we want to celebrate with you!

Watch at www.youtube.com/watch?v=-qBG76SYt-8.

Find time, as a team, to reflect on the journey you have taken by individually answering the following questions and then discussing them as a group.

1. List three things you have learnt about teamwork.

2. Share what excites you about your Affirmed Priority.

3. Name any of the resources God provided that were received in a surprising way.

4. Has your relationship with the community changed in any way, like that of Jesus and the Samaritans? Explain.

5. Have you gained any new cultural or community insights? If yes, explain what they are.

6. Jesus said his food was to do the will of his Father. How has following God's will 'fed' you?

7. What have you discovered about yourself and/or your relationship with God over the process of taking this course?

8. As you reflect on the journey you have taken, share one thing that you would do differently if you were to go through this process again.

9. Is there anyone who would want to hear about and celebrate your Mission in Motion journey and all that God has accomplished in and through your team? Reach out and share your story.



Celebrate

Celebration Gathering

It is important to celebrate together!

Introduction

Jesus shared many meals with his disciples during his life on earth. Meals and gatherings, even over a cup of coffee or tea, are a gift that we, too, enjoy as part of community, recognising Christ's presence in our midst.

As we gather around a table, we can also rest in opportunities to share prayer, praise, Scripture, a devotional, mutual fellowship and testimony.

This activity gives you the opportunity to enjoy celebration as community.

Preparation

Determine who should be invited to the gathering. Individual team? Extended team? Greater church community or...?

Choose which refreshments and/or meal will be shared together and set a plan in place as to what is required and who will bring what items.

Choose a gathering space. It would be wonderful if the participants could face one another.

The Gathering – Praise Celebration

Use this template to create an order for your gathering. Involve as many participants as possible to lead each portion. Serve refreshments/a meal when you feel it is appropriate.

1. Play/sing your favourite worship song(s). Give praise to God for who he is.
2. Pray. Rejoice in God's presence and the gift of salvation in Christ. Seek the blessing of the Holy Spirit.
3. Share previously prepared or spontaneous testimonies in response to what God has provided, taught and inspired through the Mission in Motion journey.
4. Select a few Bible passages to read. You may choose to read ones that became important on your Mission in Motion journey, or any others that have value to the team or any members.
5. Share a short devotional thought.
6. Play/sing/read a song.
7. Invite responses to God's grace and goodness. This could include sharing reflections on the testimony offered, the Scriptures read and the devotional.
8. Share a prepared prayer of thanksgiving and intercession regarding your identified community and mission.
9. Acknowledge any and all extended team members' contributions with words of affirmation and by presenting them with a certificate of appreciation.
10. Play/sing/read a song of benediction or blessing.

Mission in Motion Stories

Share a highlight or a story about your Mission in Motion Affirmed Priority journey, so that praise can be given to God and others can be encouraged to use this resource.

- Communicate your story to your supervisor, divisional leaders or territorial leaders.
- Share your story with equip@salvationarmy.org.

Answer Key



Module Two

Perspective Taking Images (page 21)

Image 1: Fermin Pena attempts to repair a broken pipe in Caracas, Venezuela.

<https://archive.nytimes.com/learning.blogs.nytimes.com/2013/04/29/whats-going-on-in-this-picture-april-29-2013/>

Image 2: Sheep were herded by their owners through downtown Madrid in Spain as a protest.

www.nytimes.com/2016/11/21/learning/whats-going-on-in-this-picture-nov-21-2016.html?rref=collection/column/learning-whats-going-on-in-this-picture

Module Four

Resource Identification in John 4 (page 53)

Every option is an asset, resource or partnership not to be overlooked.



Prayer Walk Tool

Things to Consider Prior to Leaving

- Wisely determine if the team will go individually or in pairs for the walk.
- Divide the area to determine who will walk where.
- Recall that Jesus went to the well at noon (John 4). You will encounter different people, sounds and experiences at different times of the day. Prayerfully consider the ideal time(s) for your prayer walk.
- Set a time for returning.
- An internal (inside) prayer walk could have everyone walking the same areas, but starting at different points until all areas have been covered by each team member.
- Where someone does not have the physical capacity to walk, make sure they participate in the prayer by interacting with the map and praying over the team members.

Things to Consider on Your Walk

- Conversations with your team members may be distracting. It may be wise to not share in conversation.
- Pray a simple prayer as you walk, such as 'Open our eyes, Lord' or 'Open the eyes of my heart, Jesus'.
- Listen and observe. Pause as you feel led.
- Wisely engage in informal conversations with those you may meet.
- Familiarity with surroundings may be a challenge for an internal walk. Use a slow pace as you seek fresh insights.
- Capture, individually, what you have seen, heard and observed. Draw or write down descriptions from the walk, using any or all of the questions below, during and after the walk.

Questions to document your observations.

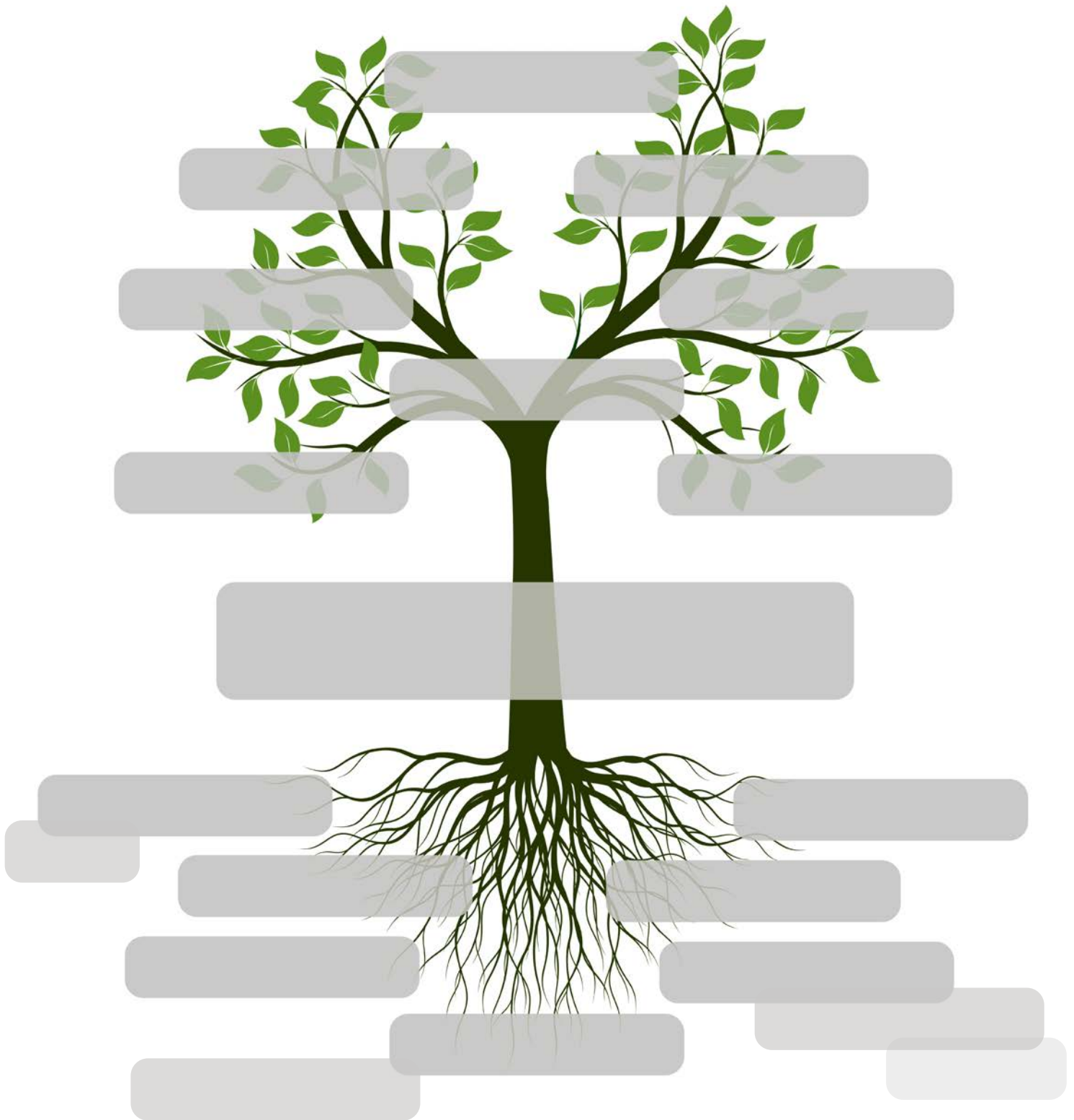
1. What and who did I see? Who uses this space?
2. Did I see any groups? Where were they, what were they doing?
3. What did I observe?
4. What did I hear?
5. Did something catch my attention that I had never noticed before?
6. What kind of social interactions did I notice?
7. Were there any spaces that were of interest?
8. What inspirations did I receive?
9. Did any Bible verses come to mind?

Questions to guide your discussion.

1. Is there anything new we have seen or heard?
2. Has anything captured our attention more deeply?
3. Did a Kingdom lens ignite or inspire a fresh word or image?
4. Do we sense the Spirit calling us to any 'Jesus went where' spaces and places?
5. Did your heart or mind react to a longing/need of a community?
6. Has any further Scripture come to mind? Is there anything anyone feels they need to say?
7. Has God identified who/what he is calling us to?



Discovery Tree Tool



The **trunk** of the tree represents the problem/issue/longing/need of your community.

The **roots** of the tree represent the underlying causes that have contributed to the existence of the problem/issue/longing/need.

The **branches** of the tree speak of the negative effects on account of the root causes (consequences).

Community Relationship Building Tool



Get to know your community as they get to know you.

Enter into existing spaces that provide natural opportunities for connection within the community.

Participate by actively getting involved in the activities, events and initiatives. Contribute and share. Be active in shaping the story.

Interact by seeking to understand and respond to the diverse voices present. Be willing to empathise, support and foster meaningful connections.

Be present WITH the community, not just in proximity (nearness) but with a genuine commitment to understand the patterns, challenges and aspirations. Demonstrate continuous and consistent involvement to create a sense of reliability and trust among community members.

Discuss: Look at the following pictures. What would it look like to 'enter', 'participate', 'interact' and 'be present'?



Step 1: Gain Understanding

- Sometimes, engaging naturally is the easiest way to build a relationship with a community.
- Having a relationship with others creates a natural space for community to flourish.
- When people are in relationship, they will get involved more readily.
- God has designed us to live in community and enjoy relationships. This often occurs one-to-one.
- Connections and bonds with others provide significance and depth to our work, personal lives and ministry. Even a small amount of camaraderie/companionship can have a significant and lasting impact.

Step 2: Answer Necessary Questions

As you anticipate moving into a natural community-relationship-building process, have a facilitator (from your team) record the answers to these questions regarding your identified community:

- Are there things about the place/context that you must be mindful of?
- Are there any concerns from your team that need to be addressed?
- Are there any topics/subjects that should be avoided?
- What skills or knowledge are essential to engage the community?
- Are there any questions you believe would be helpful to take with you?
- What is the appropriate attire to wear?
- Is there anything else that your team feels they need to address or talk about?

Step 3: Outline a Plan

- Outline a plan that will direct your team's next steps for natural community relationship building.
- This should be 'who', 'when', 'where' and 'how'...

Community relationship building is an ongoing process. Continue to strengthen the relationships that God has put before you.

Targeted Interviews and Informal Conversations Tool



Understand people's experiences/opinions/hopes/dreams

Interviews/Conversations:

1. **Formal and structured interviews** (the same questions are used consistently following a predetermined order).
2. **Semi-structured interviews** (the listed questions and topics to cover are used with flexibility).
3. **Informal unstructured interviews/conversation** (content unfolds in a natural way, as questions are asked and conversation progresses around a specific topic).

Step 1: Understand Participants and Requirements

Interviewees/Those Chosen for a Conversation

- can provide valuable insights
- hold information necessary for determining and responding to the longing/need of the community
- naturally reflect the group you are seeking to engage
- can be important figures in the community (village chiefs, community leaders, teachers, various experts, town council members or other identified leaders).



Interviewer

- possesses/is willing to learn and develop the characteristics noted below.

A team member or members may be willing to accept the role as an interviewer, even though it is a first-time experience. Support the person(s) as they learn and grow. Allow room for growth as the team member develops the skill. Cheer them on! Remember that we all need to practise something in order for it become more natural!

1. **Empathy:** Understand and relate to the experiences, emotions and perspectives of the community members. This helps to build trust and rapport.
2. **Active Listening:** Listen to the community members, paying attention to their words, tone and body language.
3. **Cultural Sensitivity:** Navigate diverse communities respectfully, aware of cultural norms, values and traditions, avoiding any actions or questions that may be offensive or intrusive.

4. **Open-Mindedness:** Receive new ideas, perspectives and insights. Avoid preconceived notions or biases, and approach the community with a genuine desire to learn and understand (use Kingdom lenses).
5. **Flexibility and Adaptability:** Adjust your approach and questions as necessary.
6. **Good Communication Skills:** Ask questions clearly, probe for deeper information when needed, and establish a comfortable and respectful dialogue.
7. **Patience:** Allow community members to share at their own pace, ensuring everyone feels heard and valued. Building trust and rapport takes time, especially when discussing sensitive topics or needs.
8. **Ethical Behaviour:** Prioritise the well-being and dignity of the community members, and obtain permission for recording or sharing information appropriately. Ensure confidentiality, informed consent and respect for privacy when necessary.

Step 2: Establish Interview Essentials

Identify what is required by the team in preparation:

1. What type of interview is necessary?

☐ formal structured
☐ semi-structured
☐ informal unstructured
 2. Who will be interviewed and how will they be invited to the interview/conversation?
 3. Where/when will the interview/conversation take place?
 4. How will you ensure the interviewee is comfortable?
 5. How will the answers be recorded and who will do the recording?
 6. What is the necessary attire?
 7. Who is going to do/have the interviews/conversations?
- **Situational Awareness:** Going as a pair (interviewer and somebody who accompanies the interviewer) is best to reduce vulnerability and increase transparency and accountability.
 - **Position of the Interviewer:** Sometimes, a person's position may dictate the answers someone might give. To get the most accurate answers, make sure that interviewees do not see the interviewer as having authority over them.
 - **Consideration of Gender Dynamics:** In some instances it may be more appropriate for an interviewer to conduct interviews with individuals of the same gender to respect local customs and traditions. This helps to create a comfortable environment where participants feel at ease sharing their experiences openly.
 - **Prioritising of Child Safety:** Ensure the presence of a trusted adult or chaperone (parent, guardian or teacher) if children or young people are involved. They can oversee the interaction and provide a protective and supportive environment for the child. This practice helps maintain a safe and appropriate setting, while ensuring the child's welfare and protection throughout the interview process.

Step 3: Develop Interview/Conversation Questions



- Prayerfully determine the questions that will contribute to obtaining necessary information and offer greater insight into the situation or setting.
- Have an abundance of questions rather than too few.
- Use open questions that start with words such as why, how, who, when, what and where, and use follow-up (digging) questions to clarify a point or gain more information.
- Avoid leading (pushing) questions and closed questions.

Step 4: Interview Checklist Before You Start

IMPORTANT | Conversational-style interviews may take a more informal approach. Keep this in mind as you interact with participants.

- ☐ Introduce yourself/yourselfs.
- ☐ Ask permission to ask some questions.
- ☐ Explain what the purpose of the interview is, who it is being done for and what will be done with the results.
- ☐ Say how long (approximately) it will take to complete the interview.
- ☐ If necessary:
 - ☐ Tell the person/people that any information they give you will be kept in confidence and that their identity will not be revealed to anyone.
 - ☐ Tell them that they can refrain from answering any question and that they can end the interview at any stage.
 - ☐ Explain that some of the questions may involve issues that are sensitive or private, and that the responses to these questions can be very useful in understanding the priorities within a community. Remind them that they do not have to answer these questions if they don't want to.

Step 5: Interview Checklist During the Interview

- ☐ Avoid using leading yes/no questions that suggest that one answer is correct or better, and encourage people to be open and honest in their responses.
- ☐ Reassure participants that all answers are acceptable.
- ☐ At the end of the interview, thank the person you have interviewed and give them the chance to add anything and ask questions.

Focus Group Discussion Tool



Dialogue to gain insight into experiences and perspectives.

Step 1: Establish the Focus Group

By exploring issues together, from the start, communities can begin to identify and own responses and offer greater insight into the situation or setting.

- Invite 6–12 people. This gives everyone a chance to speak and limits side conversation.
- Be aware of the kinds of people you have in the group and how they might affect how people interact (i.e. some members of the community may or may not speak honestly about challenges/hopes if the community leader is also present).
- Create separate groups if necessary: for example, establish men's and women's groups, and separate groups for young people.

Step 2: Develop the Focus Group Questions

- Prayerfully determine the questions that will contribute to obtaining necessary information and offer greater insight into the situation or setting.
- Ensure a well-balanced mix of broad and specific questions in order to conduct a comprehensive and insightful discussion. Have an abundance of questions rather than too few.
 - Use open questions that start with words such as why, how, who, when, what and where, and use follow-up (digging) questions to clarify a point or gain more information.
 - Avoid leading (pushing) questions and closed questions.

Use the **Meeting Design Tool** (for tips on meeting preparation and the roles of facilitator and host).



Community Exploration Tool

Gain feedback about a community's hopes and aspirations.

Time: approximately 60–90 minutes

People: small groups of 4–10 people

Invites people to reflect on the realities of their community contributing to its future.

Allows informal conversations to develop and assists in collecting valuable insights.



Dream Tree

- Draw a tree with branches and roots without any leaves (on paper, on the ground, etc.).
- **SILENT BRAINSTORM SESSION** – Each participant is given three leaves (paper cut-outs, sticky notes, natural leaves, etc.) on which to write their three hopes for the future of their community.
- As a group, share these hopes with one another, adding them to the Dream Tree.
- Identify themes and commonalities between the leaves.
- Consider the parts of a physical tree (roots, trunk, branches, leaves). Discuss what the roots and trunk of the Dream Tree might represent in relationship to making the dreams on the leaves a reality. What roots will help the tree to flourish? What roots hinder the tree's growth?
- Even further, ask what the branches might represent as they support the leaves (dreams).

Body Mapping

- Draw the outline of a body (on paper, on the ground, etc.).
- Walk through the following steps and questions, giving each person an opportunity to speak:
 - **Highlight the heart.** What do you love about your community? Tell one another.
 - **Highlight the eyes.** What changes have you seen in your community over time? Are there changes you would like to see? Tell one another.
 - **Highlight the hands.** What supports are available to your community? Are there any supports out of reach that are essential to your well-being? Tell one another.
 - **Highlight the head.** What are your hopes/aspirations for the future of your community? Tell one another.
 - **Highlight the ears.** Are there other voices that you know are not being heard? Tell one another.
 - **Highlight the lungs.** What are two longings/needs of your community, identified today, that you feel could have life breathed into them? Tell one another.
 - **Highlight the feet.** What is the first step that could be taken to help meet one of the needs that has stood out throughout this activity? Discuss with one another.



Use the **Meeting Design Tool** (for tips on meeting preparation and the roles of facilitator and host).

Inventory of Skills Tool

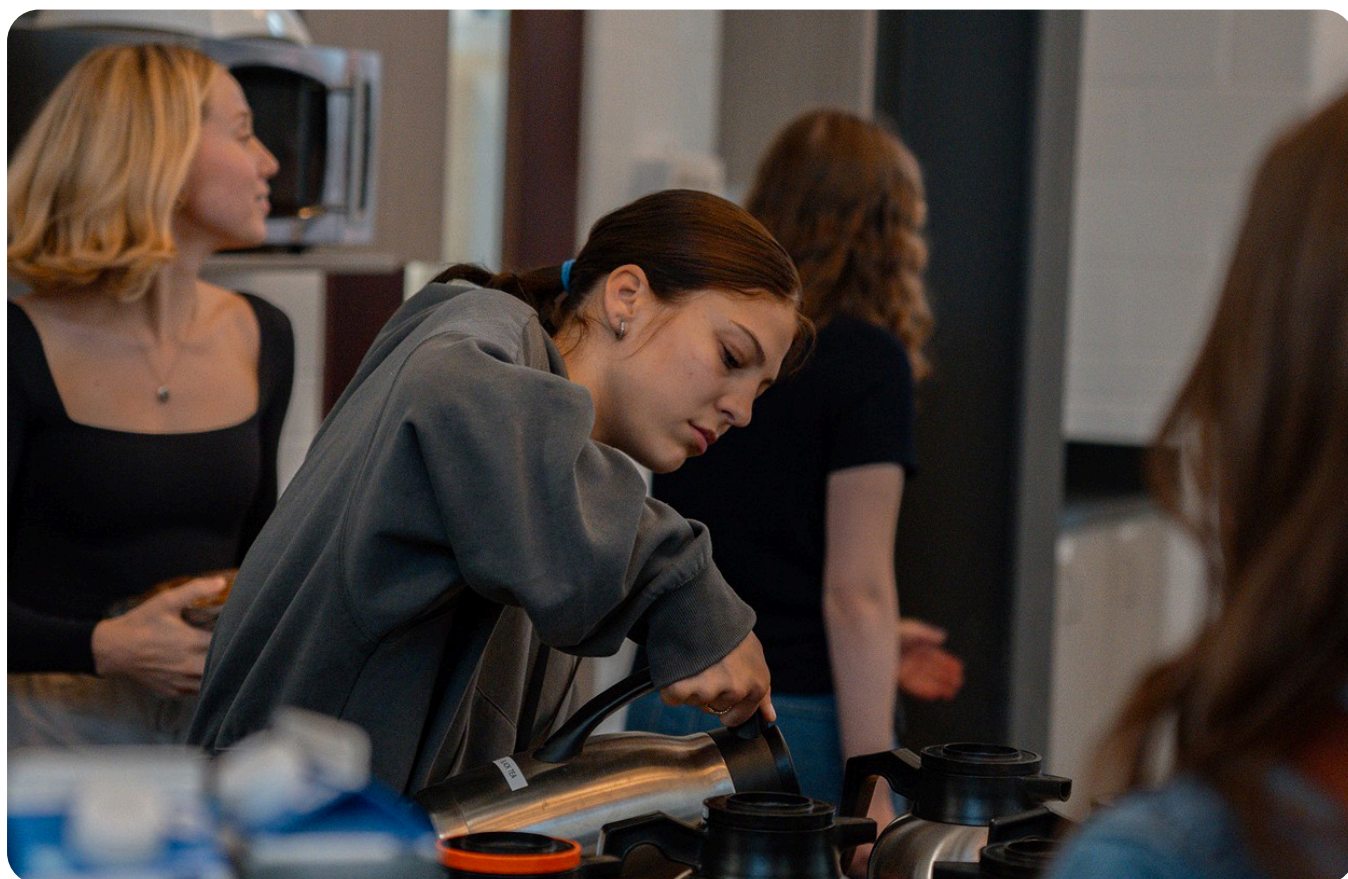


Develop a list or database of the skills, gifts and capacities of individuals.

This can be used in a local corps or ministry setting, or, when needed, in the greater community (for present and future use).

Step 1: Gather an inventory of skills, gifts and capacities by inviting people to name their natural talents and learned skills.

- **Option 1:** Use the Skills Inventory Survey on page 82.
- **Option 2:** Create an online version.



Step 2: Following the collection of essential information from the Inventory of Skills activity, answer the following questions:

- Who has the required skill(s)?
- Have any additional skill sets been identified that would become an asset?
- Can the identified individuals be approached as contributors?
- Who will approach the affirmed individual(s), inviting them to use their skills?

Skills Inventory Survey



Natural Talents/Learned Skills

Please check the boxes, next to those things listed, that pertain to you.
Use one form per person.

Corps _____ Full Name _____ Email _____

Address _____ Phone _____

Preferred way to receive communications:

- ☐ Text
- ☐ Call
- ☐ Email

Please check items you are willing to offer for use:

- ☐ Administration
- ☐ Planning
- ☐ Writing
- ☐ Carpentry
- ☐ Clean Up - Property
- ☐ General Cleaning
- ☐ Computer Repair
- ☐ Construction
- ☐ Set-up/Take-down
- ☐ Electrical
- ☐ Gardening - Flowers
- ☐ Gardening - Shrubs/Trees
- ☐ General Repairs
- ☐ Organisation
- ☐ Maintenance
- ☐ Mechanical
- ☐ Lawn Care
- ☐ Painting
- ☐ Lifting
- ☐ Plumbing
- ☐ Prioritising Tasks
- ☐ Woodworking
- ☐ Accounting Skills
- ☐ Analytical Skills
- ☐ Budgeting
- ☐ Business-minded
- ☐ Home Hospitality
- ☐ Strategic Thinking
- ☐ Finance Management
- ☐ Mentoring (area: _____)
- ☐ Caring
- ☐ Adult Ministry

- ☐ Young Adult Ministry
- ☐ Games
- ☐ Lead/Host - Small Group
- ☐ Bible Study Lead
- ☐ Supporting
- ☐ Teach - Adult
- ☐ Teach - Youth/Teens
- ☐ Teach - Young Adults
- ☐ Teach - Children
- ☐ Senior's Group
- ☐ Women's Ministry
- ☐ Children/Youth Ages
 - ☐ 0-2
 - ☐ 2-5
 - ☐ 6-10
 - ☐ 11-13
 - ☐ 14-18
- ☐ Compassion
- ☐ Awareness:
 - ☐ Community
 - ☐ National
 - ☐ Global
- ☐ Prison Ministry
- ☐ Encouraging Others
- ☐ Planning Events
- ☐ Refreshment Host
- ☐ Computer Skills
- ☐ Dance
- ☐ Welcomer/Greeter
- ☐ Drama/Skits
- ☐ Hospitality
- ☐ Cooking
- ☐ Baking
- ☐ Serving Meals
- ☐ Knitting/Crocheting
- ☐ Reading Out Loud
- ☐ Media/Technology
- ☐ Infant Care
- ☐ Planning
- ☐ Playing Music

(Instrument: _____)

- ☐ Prayer Ministry
- ☐ Transportation
- ☐ Sewing
- ☐ Singing
- ☐ Soundboard
- ☐ Storytelling
- ☐ Multi-tasking Skills
- ☐ Video Production
- ☐ Visitation Ministry
- ☐ Hospital
- ☐ Elderly
- ☐ Writing Notes/Letters
- ☐ Bulletin Boards
- ☐ Creativity
- ☐ Graphic Design
- ☐ Good Communicator
- ☐ Photography
- ☐ Publicity
- ☐ Social Media
- ☐ Website
- ☐ Book Club
- ☐ Cooking/Baking
- ☐ Men's Group
- ☐ Small Group Leading
- ☐ Special Events Design
- ☐ Drawing
- ☐ Decorating

Please add any further skills that are not listed.

- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____

Spiritual Gifts Assessment Tool

Help a follower of Jesus know their given gifts to be used in serving God and others.

'Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms.' 1 PETER 4:10

1. Online multi-language Spiritual Gifts Inventory (<https://gifts.churchgrowth.org/>) (the individual option is free for all users) – Recommended by The Peer Team – The Salvation Army's National Headquarters, Virginia, USA.
2. Downloadable Spiritual Gifts Inventory (https://rock.thecompass.net/Content/documents/SPIRITUAL_GIFTS_INVENTORY.pdf)

Once identified, invite those with the needed gifts to use them to serve the Lord, where required.

This is a list of the most commonly identified spiritual gifts named in the Bible:

ADMINISTRATION

The special ability to understand immediate and/or long-range goals and to organise people, information and materials to accomplish those goals. *'It would not be right for us to neglect the ministry of the word of God in order to wait on tables. Brothers, choose seven men from among you...'* ACTS 6:2-7

APOSTLESHIP

The God-given ability to see 'the big picture' of God's plan and to begin or organise a ministry, either locally or abroad, to bring that plan into reality. *'For God, who was at work in the ministry of Peter as an apostle to the Jews, was also at work in my ministry as an apostle to the Gentiles.'* GALATIANS 2:7-8

CRAFTSMANSHIP

The gift of being able to design, construct or repair tangible materials for the benefit of God's people. *"...and I have filled him with the Spirit of God, with skill, ability and knowledge of all kinds of crafts...to make designs..."* EXODUS 31:3-5

LEADERSHIP

An usual ability to attract, motivate and work with others to achieve God's purpose for his Church. *The story of Joseph in GENESIS 37-49*

CREATIVE COMMUNICATION

The special ability to communicate God's truth through a variety of art forms (writing, music, photography, etc.) *'Praise him with the sounding of the trumpet, praise him with the harp and lyre...'* PSALM 150:3-5

DISCERNMENT

The ability which allows one to distinguish between spiritual truth and error, between the divine, the human and spiritual darkness in words or behaviour. *'Then Peter said, "Ananias, how is it that Satan has so filled your heart that you have lied..."'* ACTS 5:1-11

ENCOURAGEMENT/EXHORTATION

The gift of being able to effectively offer appropriate words of comfort, consolation or encouragement to those who are discouraged, confused or wavering in their faith – motivating them to grow towards personal wholeness or spiritual maturity. *'...he was glad and encouraged them all to remain true to the Lord with all their hearts.'* ACTS 11:22-24

HOSPITALITY

A special joy in providing food and/or shelter in the name of Christ. *'When she and the members of her household were baptised, she invited us into her home.'* ACTS 16:14-15

EVANGELISM

A special ability and enthusiasm for communicating the good news of salvation in Christ to those who are not yet believers. *'Philip went down to a city in Samaria and proclaimed the Christ there.'* ACTS 8:4-8

FAITH

An exceptional level of trust in God's ability to work out his purpose in difficult situations. *'By faith, Noah, when warned about things not yet seen, in holy fear built an ark to save his family.'* HEBREWS 11:7

GIVING

A God-given love for sharing whatever resources one has, whether much or little, for the benefit of the Body of Christ. *"I tell you the truth," he said, "this poor widow has put in more than all the others."* LUKE 21:1-4

HELPS

A gift for attributing spiritual value in the accomplishment of tasks by working alongside others and freeing them for use of their own gifts. *'In Joppa there was a disciple named Tabitha...who was always doing good and helping the poor.'* ACTS 9:36

INTERCESSION

A holy joy spending extended periods of time in prayer for others with the confirmation of specific results. *'Elijah was a man just like us. He prayed earnestly that it would not rain, and it did not rain on the land for three and a half years.'* JAMES 5:17-18

KNOWLEDGE

The God-given ability to accumulate, remember, analyse and use information effectively. *'...so that they may have the full riches of complete understanding...'* COLOSSIANS 2:1-4

MERCY

The gift from God to feel empathy and compassion for people in pain, from whatever the cause, accompanied by a strong desire to minister appropriately to those people and alleviate their suffering. *'At that hour of the night the jailer took them and washed their wounds...'* ACTS 16:33

PROPHECY

The special ability to receive and communicate a timely message from God to an individual or group, usually in the form of confrontation of sinful behaviour. *"Last night an angel of the God whose I am and whom I serve, stood beside me and said..."* ACTS 27:21-26

SHEPHERD

A God-given ability to care for the spiritual needs of a group of believers, and to lead and nurture them to grow in their faith. *'Be shepherds of God's flock that is under your care, serving as overseers...'* 1 PETER 5:1-4

TEACHING/PREACHING

The ability to understand spiritual truths and to explain them clearly to others. *"You know that I have not hesitated to preach anything that would be helpful to you, but have taught you publicly and from house to house."* ACTS 20:20

WISDOM

A special gift which allows a person to discern and understand principles from God's Word and to apply them effectively. *'Bear in mind that our Lord's patience means salvation, just as our dear brother Paul also wrote you with the wisdom that God gave him.'* 2 PETER 3:15

Table Talk Tool



Discover the thoughts and perspectives of others in an informal setting.

A table talk is an informal meeting that takes place in someone's home or at a local gathering point. This could be at a park, a restaurant or an agreed-upon meeting place.

Table talks aim to:

- build and deepen a sense of community
- allow participants to discuss personal perspectives
- explore the range of known insights and resources
- provide an informal atmosphere for exploring with community members.

Step 1: As a team, identify who could be invited to a table-talk gathering.

Step 2: As a team, assign who will oversee the informal gathering.

Step 3: As a team, outline any questions you feel will support conversation and dialogue.

- Prayerfully determine the questions that will contribute to obtaining necessary information and offer greater insight into the situation or setting.
- Ensure a well-balanced mix of broad and specific questions in order to conduct a comprehensive and insightful discussion. Have an abundance of questions rather than too few.
 - Use open questions that start with words such as why, how, who, when, what and where, and use follow-up (digging) questions to clarify a point or gain more information.
 - Avoid leading (pushing) questions and closed questions.

Step 4: Arrange a time and a table (meeting spot) at which to gather.

Step 5: Provide an opportunity to bring gathered information back to other necessary individuals or teams.

Use the **Meeting Design Tool** (for tips on meeting preparation and the roles of facilitator and host).



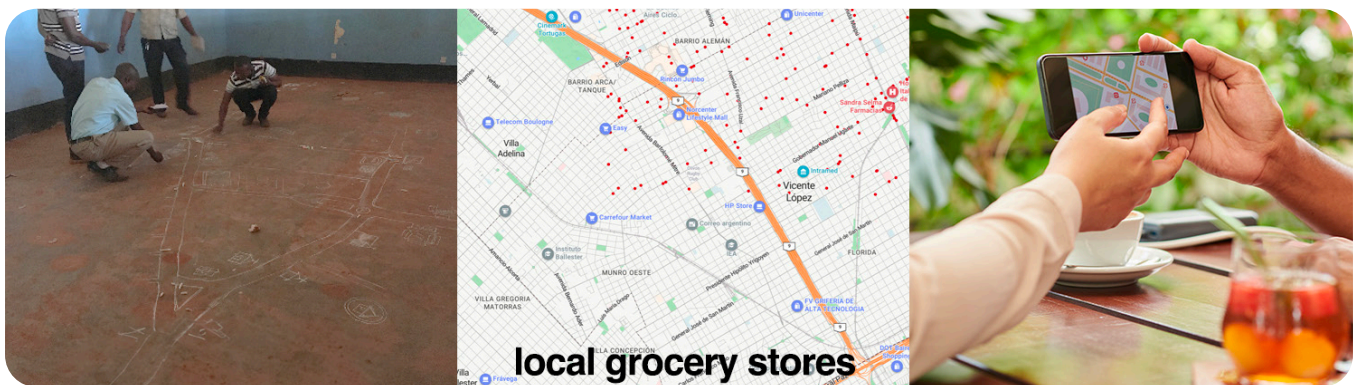
Resource Identification Mapping Tool

Create a picture of the community, showing its capacity and potential.

IMPORTANT | Every community has obvious assets: health facilities, community centres, valued businesses, village markets, parks or forests. These are all obvious, but most important are the people and their capacities – organised community groups or individuals who have skills and talents.

Going out into the neighbourhood, or engaging the greater community to gather insights using notes and/or photos, is very useful when it comes to creating a community map.

Team members walk through/drive around/use online maps to research an identified community to further map out and collect information about resources and dynamics for the purpose of discovering supports. Resource Identification Mapping helps to highlight the positive aspects and resources available within a community.



Step 1: Gather as a team.

- Choose a time to meet.
- Invite any additional key persons who can offer support.
- Appoint a facilitator to assist with Step 3.

Step 2: Set a plan.

- Identify the area(s) to be investigated and apportion area(s) to individuals/groups.
- Ensure desired outcomes are clearly known.
- Provide instructions regarding documenting findings (notes, photos, etc.).
- Share a prayer before beginning activity and determine time for gathering to compile findings.

Step 3: Gather findings.

- Gather as a team.
- Share findings (with the help of a facilitator) and map findings (draw a map/use an online tool).
- Use findings to facilitate further conversation about community resources and capacity for desired outcomes.

Use the **Meeting Design Tool** (for tips on meeting preparation and the roles of facilitator and host).

Community Tabletop Mapping Tool



Identify assets and resources that could be accessed through collaboration and the empowering of many local voices.

This is a hands-on and inclusive approach to involve community members.

- Individuals gather around a printed or drawn map of an identified community.
- Knowledge of the accessible resources, assets and infrastructure (health facilities, community centres, valued businesses, parks or forests, village markets, people and their capacities, organised community groups, individual skills and talents, etc.) are shared and marked on the map for the purpose of supporting missional action.
- The positive aspects and barriers or challenges within a community are noted.

IMPORTANT | This is only effective when team members have a deep and thorough understanding of their community.



Step 1: Choose a time to meet with identified key persons from the community to engage in discussion.

Step 2: Identify a facilitator who can invite participation from each individual present and determine how insights will be displayed on the map. Ensure prayer is a integral part of this process.

Step 3: If possible, assemble in a circle all those gathered, to demonstrate oneness and unity.

Step 4: Allow each person the opportunity to share their understanding of the community and important perspectives. Allow all ideas to be shared as they could inspire further thought and realisations.

Step 5: Determine next steps for applying the new insights gained.

Use the **Meeting Design Tool** (for tips on meeting preparation and the roles of facilitator and host).

Brainstorming Tool



Generate new ideas by removing barriers and reservations.

Brainstorming is a very simple tool which can be used by anyone, almost anywhere, with very little preparation.

- Allows ALL to think freely and suggest as many spontaneous ideas as possible. ALL the ideas are noted down without criticism and evaluated at a later stage.
- Requires that all essential voices be present.

Step 1: Identify the focused topic (event or issue) needing attention.

Step 2: Choose a facilitator who can invite participation from each individual present.

Step 3: Choose a writer and determine how insights will be captured (i.e. blackboard, whiteboard, flipchart, a large sheet of paper).

Step 4: Encourage everyone to talk about anything at all that relates to the topic. These may be thoughts, ideas, past events, customs, images, feelings or other related events.

- There are no wrong ideas at this step.
- The writer records them as quickly as possible.
- The facilitator encourages people to keep giving suggestions.
- You can set a time limit for doing this, or continue until everyone feels satisfied that they have said all they wish to say.

At the end of a brainstorming exercise, the facilitator will need to help the group decide what to do with all their ideas. The next course of action will have to be determined. The group may need to agree on aims and objectives. The **Prioritisation Exercise Tool** may be helpful.

Use the **Meeting Design Tool** (for tips on meeting preparation and the roles of facilitator and host).



Prioritisation Exercise Tool



Determine the best choice or most desired outcome from a number of options.

Materials Needed:

- a large flat surface (poster paper/floor space) or a digital tool (e.g. an online collaboration platform) to display the options.
- something to mark individual votes with (stones/sticky notes/any other resources).
- space for participants to move around comfortably.

The Exercise:

Determine when you will host these persons and how the invitation will be extended. Use the **Meeting Design Tool** (for tips on meeting preparation and the roles of facilitator and host).

1. Gather your team and explain that they will be ordering the options to determine one singular option or a shortlist of options.
 2. Have the team list all the identified potential options by a word, phrase or picture.
 3. **Ask:** Is there anything that hasn't been identified yet that is on your heart and mind (perhaps Spirit-inspired), which needs to be spoken of and possibly added to the list?
 4. Ensure all options are clearly defined and understood.
 5. Write or draw each option separately (i.e. on a sticky note, piece of paper or material present in your setting). Space each item out around a room (on tables, floor space, etc.).
 6. Give each member 3–5 votes (stones, sticky notes or pieces of paper, etc.).
 7. Instruct participants to prayerfully walk around to review the options.
 8. Members choose the options they consider most important by moving around the room and placing their votes on those options they identify as a priority. (Remind team members that their personal decision is required and not to follow what others are doing.)
 - Members can place as many of their votes as they want on their choice of option. For example, if it's very important, they can put five votes, and if not important they can give one vote or none.
 9. Count the votes for each option when everyone has finished. The more votes a suggestion has, the more important the group thinks it is.
 10. Facilitate a brief discussion if required. Participants can share the reasoning behind their choices.
- Note:** If you do not have a clear, definitive priority, repeat this process with the top 3–5 options that have been identified.



Meeting Design Tool



Design the Meeting

Together, as a team, work through the following questions:

- Who will be invited (essential voices)? How will they be invited?
- Where is the meeting being held?
- What time will the community event begin and end?
- Will refreshments be served to the participants?
- Who will prepare the refreshments?
- How will the information shared be captured/recorded?
- If taking photos would help, who will ensure consent from participants and who will take the pictures?
- If children are involved, are there appropriate chaperones?
- Who will be the facilitator/host (see facilitator/host role)?

Facilitator Role

Identify a qualified individual (from your team or someone external) to be the facilitator.

As with all facilitation work, it is important to include and encourage quiet, shy and younger people. However, don't force them to speak. Equally, people who tend to dominate and keep repeating the same point need to be encouraged to listen and allow others to speak.

A team member or members may be willing to accept the role as a facilitator even though it is a first-time experience. Support the person(s) as they learn and grow. Allow room for growth as the team member develops the skill. Cheer them on! Remember that we all need to practise something in order for it to become more natural!

- Set out the guidelines so that the meeting and conversation will stay focused.
- Ask questions designed by the team.
- Ensure there is a note-taker or an identified process for collecting information shared (i.e. sticky notes, photos, video or audio recording).
- Manage time (completed within 90 minutes – be aware that more time will be needed for the discussion if you are using a translator).
- Listen carefully and explore people's answers; ask participants for clarification if you are not sure.
- Avoid judging the answers that people give, either directly or indirectly, through your tone of voice or body language.
- Create opportunities for participants to ask questions to provide clarification.
- Be flexible and ready to ask unprepared questions if someone says something interesting. Keep in mind what others have said already and listen for common responses or conflicting opinions.
- Upon completion, sum up the main points and check for accuracy.

- Encourage everyone to contribute in a productive, supportive way.
- Allow for sufficient time during discussions to accommodate both internal processors, who need time to reflect before responding, and external processors, who think aloud and require space for their thoughts to unfold.
- Use an object, such as a ball, which is passed around the group and signals that only the person holding the object has permission to speak.
- Consider giving everyone three to five pebbles. Every time they raise a point, they have to 'pay in' a pebble. This allows everyone equal opportunity for speaking.
- Some people like to please the facilitator by giving the answer they think you want to hear. In some cultures, it is rude to disagree or say something that might be perceived as criticism. Try to explain to participants why it is important for you to hear what they really think.
- Determine if further gatherings would be of help to obtain required information or to develop the conversation. Below are two great resources to assist with facilitation and leading a small group conversation.
- Additional facilitation resources can be found at
 - 10 Tips for Effective Facilitation (www.globallearningpartners.com/wp-content/uploads/migrated/resources/10_Tips_for_Effective_Facilitation.pdf)
 - 11 Tips for Effective Small Group Facilitation (www.globallearningpartners.com/wp-content/uploads/migrated/resources/10_Tips_for_Effective_Small_Group_Facilitation.pdf)

Host Role

Identify a qualified individual (from your team or someone external) to be the host.

- Ensure people are welcomed appropriately.
- Thank people for coming, and make sure you show that you value their time.
- Share the timeline and schedule of the gathering.
- Consider serving refreshments and plan accordingly.
- Close the time together with a demonstration of thankfulness.
- Empower others to assist with required tasks.
- Other _____?





Action Planner Tool

Use this Action Planner Tool to focus your ideas and identify what steps need to be taken.

Activity/Project/Task					
ACTION STEP	RESPONSIBLE PERSON	DEADLINE	NECESSARY RESOURCES	POTENTIAL CHALLENGE	RESULT
What needs to be done?					Was this step successfully completed? Were any new steps identified in the process?

Add more pages as needed.

Circle Evaluation Tool



Determine the quality, effectiveness or impact for improvement and making informed decisions.

Remember that a tool like this is not meant to criticise what has been done; rather it is meant for celebrating what has been done well and examining what needs attention so that Kingdom work and ministry, and we as God's redeemed children, can continue to grow.

Step 1: As a team, determine essential evaluation points. Add them to the numbered list (these will correspond with the numbers on the circle).

Step 2: Determine what can be evaluated and responded to now and what will need to be evaluated at a later date.

Step 3: Discuss the points which can be evaluated now – mark them according to:

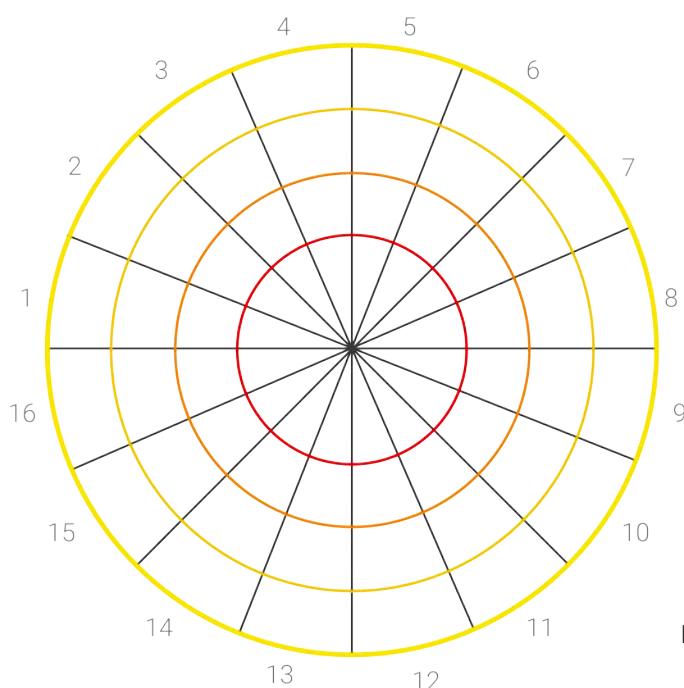
- Exceeded/Exceeding Expectations
- Needs Attention/Conversation
- Met/Meeting Desired Outcome
- Missed/Missing the Mark

Step 4: Decide how/if you will address points that 'Need Attention/Conversation' or have 'Missed the Mark'.

- How can these be worked through and adjusted? Is it possible at this point in the journey? Determine next steps.
- What is important to be aware of for further ministry experiences?
- What, as a team, can you celebrate?

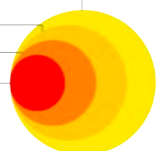
Step 5: Set a date to complete the remaining evaluation points and repeat steps 3 and 4.

Step 6: Celebrate any accomplishments. Give praise to God.

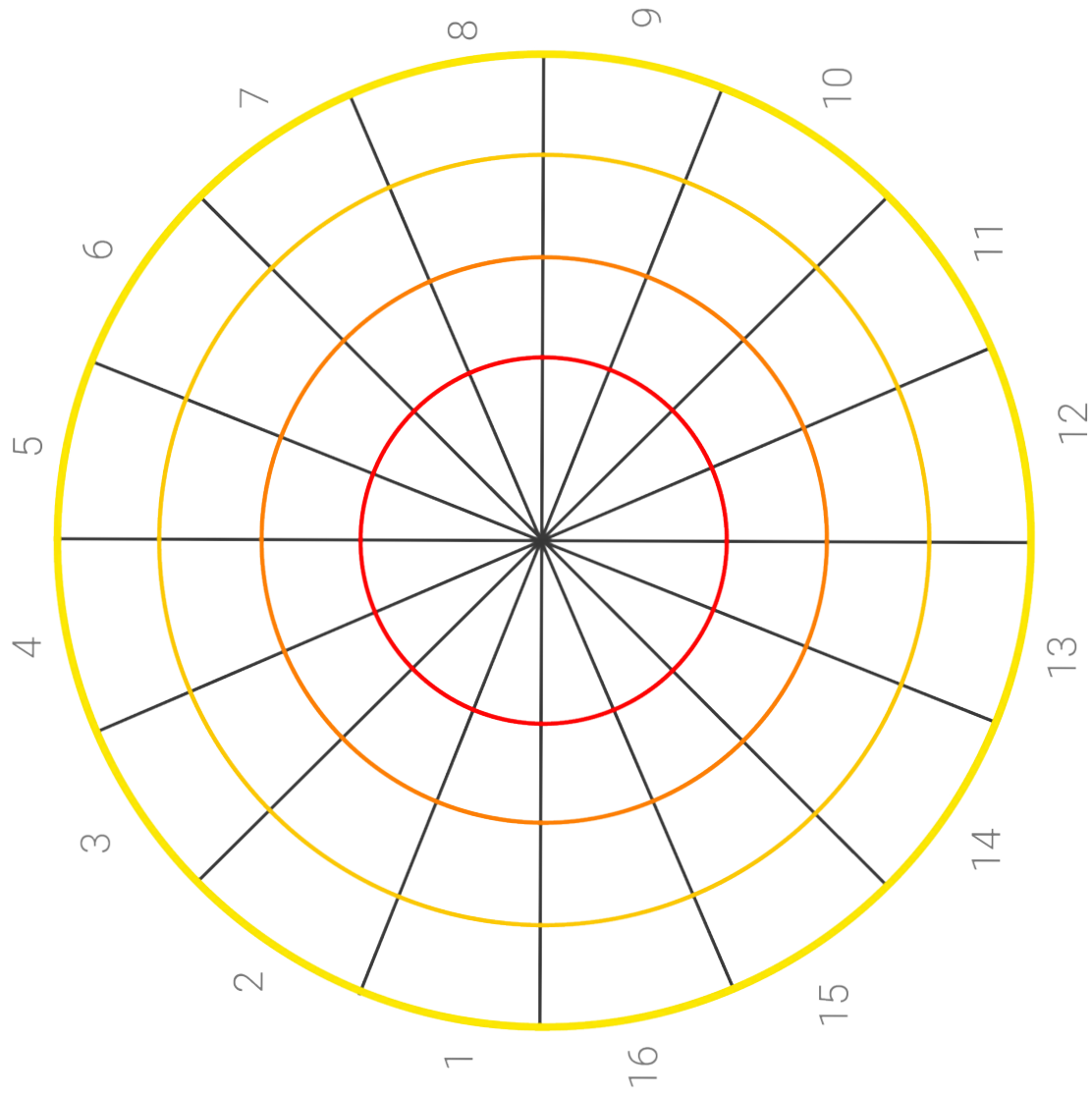


1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____
12. _____
13. _____
14. _____
15. _____
16. _____

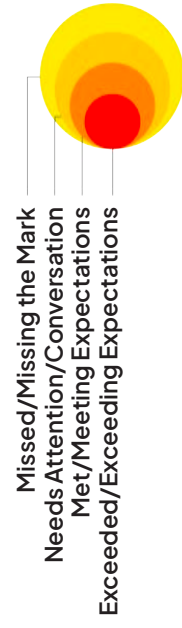
Missed/Missing the Mark _____
 Needs Attention/Conversation _____
 Met/Meeting Expectations _____
 Exceeded/Exceeding Expectations _____



Circle Evaluation Tool for:



1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____
12. _____
13. _____
14. _____
15. _____
16. _____



Notes

[illegible]

‘Still other seed fell on good soil, where it produced a crop – a hundred, sixty or thirty times what was sown. Whoever has ears, let them hear.’

Matthew 13:8–9



Charles Rex Arbogast, Norridge Citadel, USA Central

**Winner of the 2024 EQUIP Photo Competition*

Mission in Motion Framework Team

Brenda Allen (Major) – IHQ | Canada and Bermuda

David Allen (Major) – IHQ | Canada and Bermuda

Richard Bradbury (Captain) – IHQ | United Kingdom and Ireland

Ruby Casimero (Major) – The Philippines

Vimbai Chakubamba (Lieutenant) – Zambia

David Cole (Captain) – Germany, Lithuania and Poland

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Josh Herbert (Digital Consultant) – Canada and Bermuda

Aejin Karen Jeong (Captain) – Canada and Bermuda

Dae-Gun Kim (Captain) – Canada and Bermuda

Soo Jung Kim (Major) – USA Eastern

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Christopher Macwan (Captain) – IHQ | India Western

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Valeria Medina (Captain) – South America East

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