

The BUILD planning process

Overview

This unit takes you through a BUILD programme planning process. It is based around BUILD's four main areas of activity and impact.

Outline

- Introducing the BUILD programme planning process
- Picture BUILD's four main areas of activity and impact
- Understand BUILD's four main areas of activity and impact
- Imagine BUILD's four main areas in practice
- Plan BUILD's four main areas in practice

Outcomes

At the end of this unit you should be able to

1. Explain why it is important to build a new programme around the four main areas of BUILD activity and impact
2. Recall the steps in the BUILD programme planning process
3. Demonstrate how to move from picturing the programme to planning the programme in specific areas, such as planning non-formal groups

1.1 INTRODUCING THE BUILD PROGRAMME PLANNING PROCESS

Those who are initiating new BUILD training and transformation programmes need to be able to develop them with creativity and care.

The four main areas of BUILD activity and impact give a helpful structure for planning. You have already been introduced to these in Module One, they are:

1. **Force:** programme coordination
2. **Foundation:** formal training-of-trainers
3. **Focus:** non-formal training of participants and local facilitators
4. **Fruit:** informal training of other local church leaders and members

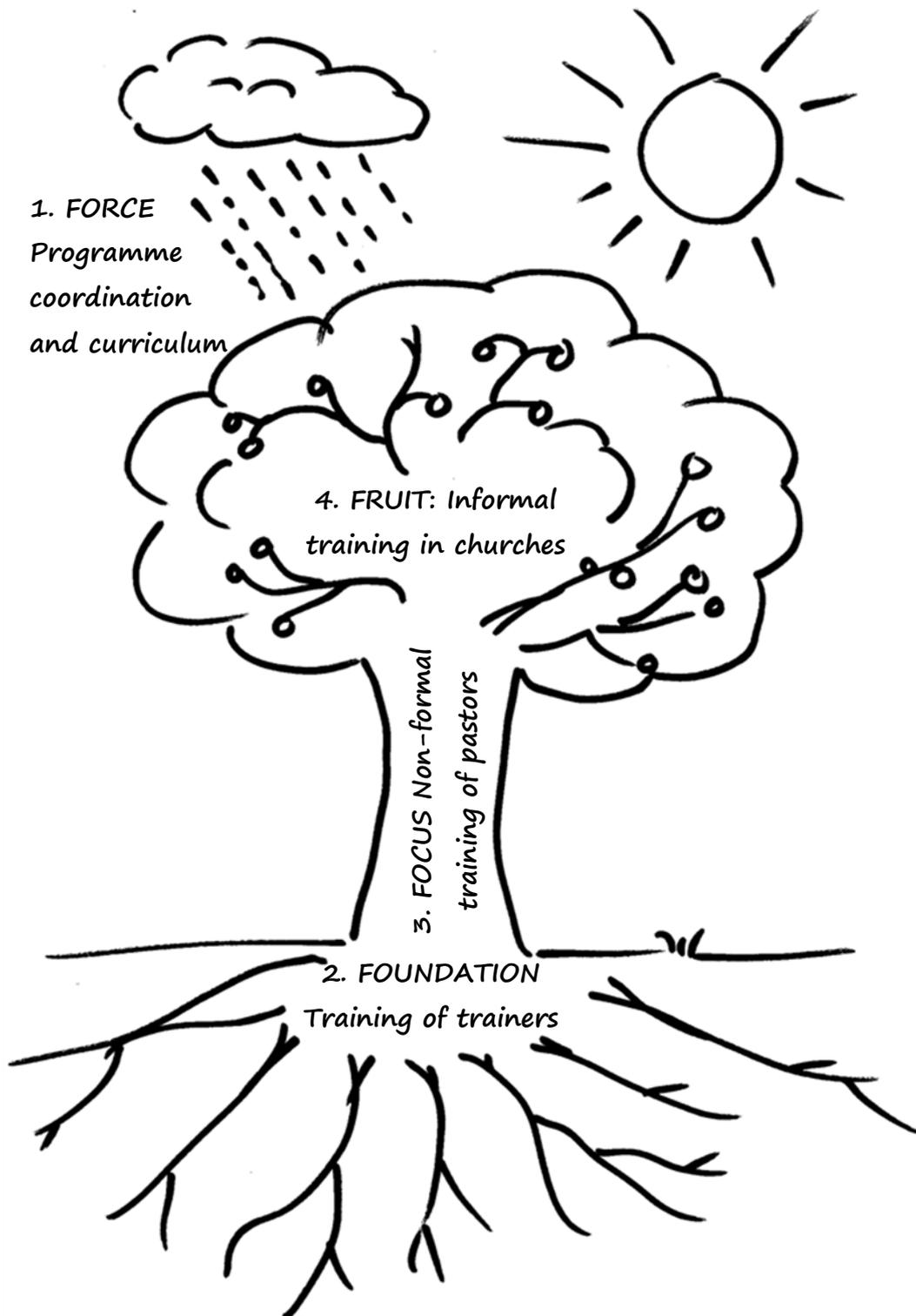
And with those four areas in mind it is helpful to go through these four steps:

1. **Picture** BUILD's four main areas of activity and impact
2. **Understand** BUILD's four main areas of activity and impact
3. **Imagine** BUILD's four main areas in practice
4. **Plan** BUILD's four main areas in practice

Discuss these steps with a co-worker as you go along, begin with the next page.

1.2 PICTURE BUILD'S FOUR MAIN AREAS OF ACTIVITY AND IMPACT

First, picture your planned BUILD programme as a well-watered tree that will bear fruit and provide shade. The picture has four main elements, as below. Keep these in mind throughout the programme development process:



1.3 UNDERSTAND BUILD'S FOUR MAIN AREAS OF ACTIVITY AND IMPACT

1.3.1 Understand the description of the BUILD programme

In Module One you were introduced to this description of a BUILD programme. Demonstrate to a co-worker that you have understood it and refer to it throughout:

1. Programme coordination and curriculum development

This is the FORCE behind BUILD – ensuring organisation and growth

Programme coordination and **curriculum development** are essential for the health of the BUILD programme, so that it is well managed and resourced.

BUILD coordinators, trainers and local facilitators work in this capacity in different ways, but the **coordinators** lead this work of oversight.

2. Formal training-of-trainers

This is the FOUNDATION of BUILD – training leaders to train others

Formal training-of-trainers is designed to produce well equipped **trainers** for the programme. This is sometimes done in partnership with colleges, training projects or networks of churches.

These trainers then train participants and local facilitators in local BUILD initiatives. In the process they are directly equipped for more effective ministry.

3. Non-formal training of participants and local facilitators

This is the FOCUS of BUILD – equipping grassroots pastors to serve

Non-formal BUILD training is done in the setting of a **local BUILD group**. The **participants** are grassroots pastors and church leaders – the target group of the BUILD programme – who are encouraged in and equipped for ministry.

These groups are at the heart of the programme. They follow the BUILD curriculum and recognition takes place at the appropriate local level.

These groups are led by those who have been formally trained as trainers, or by **local facilitators**. Local facilitators are promising participants who have received further training from the trainers – they emerge to help strengthen and multiply these local groups.

4. Informal training of other local church leaders and members

This is the FRUIT of BUILD – transforming leaders, churches and communities

An important outcome is the **informal training** that is encouraged through relationships at the local level. Those who have participated in the non-formal training encourage others. They might use BUILD materials or simply the BUILD principles. They might have group meetings or mentor individuals.

Lives, churches and communities are transformed by the training, with a wide variety of impacts as the gospel is proclaimed in word and deed.

1.3.2 Understand the links in the BUILD programme

It is also important to understand the links in the programme. Each of the four elements is connected with the one below. They are like links in a chain. This means that leaders serve others 'below' them in the chain. It also means that leaders emerge from the grassroots and become local facilitators, trainers and coordinators.

1. Programme coordination and curriculum

The FORCE behind BUILD

Programme coordination is top level' but it also undergirds the programme: coordinators are servants not masters.

These coordinators serve in the training-of-trainers and then encourage those trainers in their work.



2. Formal training-of-trainers

The FOUNDATION of BUILD

These **trainers** are served by the coordinators, above.

They, in turn, encourage and equip those at the local level, sometimes with the direct help and oversight of the coordinators.



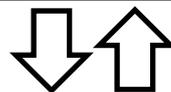
3. Non-formal training of participants and local facilitators

This is the FOCUS of BUILD

The **local BUILD groups** are served and encouraged by the trainers, above.

The **participants** and **local facilitators** in these groups build one another up.

They, in turn, serve other local church leaders and members, empowering them to strengthen congregations and transform lives and communities.



4. Informal training of other local church leaders and members

This is the FRUIT of BUILD

The **informal training** and local church and community transformation happens as the participants and local facilitators serve others.

As this happens healthy congregations are empowered to impact whole communities for Christ.

1.4 IMAGINE BUILD'S FOUR MAIN AREAS IN PRACTICE

Use the guidelines below to imagine what the four areas of activity might look like in practice in your situation. This is all part of the process of building a vision for a leadership development initiative. The questions below are examples:

1. Programme coordination and curriculum: FORCE

- What sorts of people would make good coordinators for the programme?
- What organisational structures would serve the work?
- What key resources might be needed?
- What translation, testing and feedback on the curriculum might be needed?

2. Formal training-of-trainers: FOUNDATION

- What might the training-of-trainers component look like?
- Where might it be conducted and in what form (type of workshop, frequency, location, geographical area covered etc)?
- Are there other people or churches or organisations you can imagine partnering with over this?

3. Non-formal training of participants and local facilitators: FOCUS

- How many groups might you aim to develop and over what sort of geographical areas?
- What might these groups look like (size, leadership, types of participant etc)? Can you imagine local facilitators emerging from within these groups?
- What sort of accreditation or recognition might be needed?

4. Informal training of other local church leaders and members: FRUIT

- What places, people, churches, communities and organisations might benefit from this initiative?
- Can you imagine training happening through informal relationships, ministries and networks? How do you see that happening?
- What transformation can you see happening in these places, people, churches, communities and organisations?

1.5 PLAN BUILD'S FOUR MAIN AREAS IN PRACTICE

You need to set objectives for the programme. General objectives can lead to more specific ones in due course. The guidelines below are, again, examples:

1. Programme coordination and curriculum development: FORCE

- List those who will make good coordinators. Plan steps for approaching and evaluating them. List any potential partners to approach.
- Describe the organisational structures that will serve the work and how you can begin to set them up.
- Note any translation efforts that might be needed. Include plans for testing and reviewing the curriculum.

2. Formal training-of-trainers: FOUNDATION

- Record your plan for the training-of-trainers component.
- Include the location/s for this component and the frequency and type of events involved.
- Note how sensitisation will be done. Describe the geographical area/s to be covered etc.
- Plan the dates and timeframe for the work.

3. Non-formal training of participants and local facilitators: FOCUS

- Note the number and locations of potential groups. Describe the size and leadership of the groups and the types of participants involved.
- Plan steps for gaining the relevant accreditation or recognition for the training.
- Discuss an initial framework for identifying and equipping local facilitators who emerge from within these groups.

4. Informal training of other local church leaders and members: FRUIT

- Describe places, people, churches, communities and organisations that might benefit from this BUILD initiative.
- Note the relationships, ministries and networks through which informal training might happen and how it can be facilitated.
- Describe the transformation that can be encouraged in these places, churches and communities, and how it can be planned for at an early stage.