**Outreach DreamTeam Vision Doc DRAFT**

**Overall Outreach Vision:**

To help people make a difference (loving others the way Christ loved us) by focusing on serving individuals and organizations outside the walls of CedarCreek Church. This includes both a Groups approach as well as structured and sustainable initiatives through the DreamTeam.

**Outreach DreamTeam Development Process:**

An Outreach DreamTeam typically develops out of a Group in this way:

1. A CedarCreek attender determines that their purpose is to make a difference outside the walls of CedarCreek in a particular way. This could be in partnership with a local organization or via a fresh initiative they develop.

2. The attender follows the process to become a Group Leader and launches a Group as part of the Outreach HUB.

3. When the Outreach Group demonstrates healthy leadership, sustainability and momentum, the Campus Outreach HUB Leader identifies the Group’s initiative as a Second Saturday option. It is offered as a monthly on-ramp for guests to join Outreach Groups and have an opportunity to make a difference.

4. When the Outreach Group reaches a size and scope that surpasses that of a Group, Next Steps Central Support along with the campus team will consider developing it into an Outreach DreamTeam. It may be a DreamTeam at the campus or grow to be a church-wide initiative (based on sustainability and how God moves within it).

An Outreach Group is differentiated from Outreach DreamTeam in these ways:

|  |  |  |
| --- | --- | --- |
|  | **Outreach Groups** | **Outreach DreamTeam** |
| Primary Purpose | Helping Group Members find freedom (These Groups will also naturally make a difference) | Helping DreamTeam Members make a difference |
| Organizational structure | Groups structure | DreamTeam structure |
| Staff support | Support as part of the Groups structure | Support via DreamTeam structure |
| Financial support | Potential financial support for Second Saturdays and/or Serve Day | Potential ongoing financial support |
| Promotion | As part of the Groups semester rhythms | Campus or Churchwide promotion |
| Celebration | As part of the Groups semester rhythms | Campus or Churchwide celebration |
| Onboarding | Outreach Group Leaders via GrowthTrack No onboarding requirements for Group Members | DreamTeam onboarding via GrowthTrack |
| Guiding Principles for Outreach | Encouraged, but not required | Required |
| Legacy Team support | No Legacy Team support | May become an opportunity for the Outreach Lane of the Legacy Team |

Outreach DreamTeam initiatives can be developed through CedarCreek Groups and/or directed by initiatives determined by the leadership of the church (Dream Centers, for example), or they can be the result of strategic partnerships in local communities (Toledo Public Schools, for example). In either case, since these initiatives have church leadership guiding the DreamTeam Members, they ensure connection to the spiritual journey and CedarCreek’s mission.

In the case of developing a local partnership, the guiding principles for developing partners and initiatives include:

* Supportive of our mission

Do our missions support one another? Outside organizations do not have to be faith-based, but are they friendly to our faith-based mission? Is their mission juxtaposed to ours?

* Making a positive and lasting impact in the community already

What impact is the organization already making? Can the organization provide proof of the positive and lasting impact they have already made?

* Capable of an essential long-term relationship to make a positive and lasting impact

Is this a long-term partnership opportunity? In other words, is a partnership something we anticipate continuing for multiple years? Is what they are doing sustainable?

* Committed to a holistic approach to making a difference

Do they have a holistic approach to making a difference, recognizing the need to help people physically, mentally, and emotionally?

* Healthy leadership

Does the leadership operate with integrity and excellence? Is there good chemistry with the organization’s leader?

* Good business practices

Do they have good internal organizational financial accountability, along with good business and management practices and procedures? Our resources should catalyze growth and new levels of difference-making.

* Chemistry  
  Are they capable of providing a good serving experience to groups of 8-10 people? Do they have a good working chemistry with us (would we be excited to invite to a staff or exec meeting with or maybe to join us for out of town conference?) Are they networked with other community partners in faith based, education, non-profit, healthcare, business and government sectors? If so, what does that look like for us?

**Most importantly, loving others the way Christ loved us will lead us to many organizations that are interested in helping those who are “less fortunate.” It is best practice to identify strategic partners who are committed, not to simply providing a hand out or a quick fix, but to making a difference in breaking generational poverty.** The following is a list of important additional components to consider and look for when partnering with an organization that has a mission to break generational poverty. The organization does not have to have all of these components, but may have focus in 1 or 2 of these areas.

When working with children, important components include but aren’t limited to:

1. Quality primary and secondary education in place for population being served
2. Offering food security (hungry children struggle to learn)
3. Offering stable living environment (families moving to different school districts every two to three months causes sever disruptions to children ability to thrive)
4. Offering primary healthcare (children with untreated or undertreated conditions struggle with focus and concentration needed to thrive at school)
5. Offering early childhood development and reading skills (children who do not have adequate reading skills by third grade are statistically destined to drop out of school and wind up in prison system)
6. Helping teenagers identify their individual talents and passions (helps them choose and prepare for productive and fulfilling career paths)
7. Offering financial education (how to succeed in personal finance)
8. Finding affordable ways for children to get post high school education/advanced skills training

When working with adults, important components include:

1. Improving job skills (getting GED’s, Getting higher education, interviewing skills, getting technical skills)
2. Helping with parenting skills
3. Helping with marital relationship skills
4. Improving financial literacy skills/home finances
5. Healthcare assistance
6. Affordable childcare options/assistance
7. Helping with habits and hang-ups issues (Celebrate Recovery type issues)

**FAQs:**

*How would a DreamTeam member know how to join the Outreach DreamTeam?*

This could be through a personal invite, a story told on the weekend, through GrowthTrack, etc.. They would complete GrowthTrack, and fill out the next steps card expressing interest in joining the Outreach DreamTeam at the campus. They could also hear about the DreamTeam at a Saturday serve and be pointed to GrowthTrack that way.

*What if CedarCreek staff would like a particular initiative to be launched?*

Rather than picking an initiative and directly pointing people toward it as a campus or church-wide initiative, staff can either identify CedarCreek attenders who are invested in it and invite them to become Outreach Group Leaders, or they can foster interest between the initiative and Campus Outreach HUB Leaders. This could lead to something done on Serve Day, the Saturday serve Staff should resist the desire to launch initiatives before healthy leadership, sustainability and momentum are developed via Outreach Groups.

*Will there be churchwide Outreach projects?*

Yes, there will be churchwide outreach projects, but these differ from an Outreach initiative in that it is not on-going. Outreach projects (to bless people at Thanksgiving or Mother’s Day, for example) could be developed. These can work especially well when done in conjunction with a Second Saturday.

*What is practical example that demonstrates how an Outreach Group could develop into an Outreach DreamTeam?*

**CASE 1 – Outreach Group to Outreach DreamTeam**

Sue is a regular attender of CedarCreek Church. She loves the weekend services, and even though she’s heard plenty of encouragements to get involved, she’s never been able to find the right fit. One weekend, the Next Steps Director at her campus approaches her. He has noticed that she attends weekly, but that he’s not sure she’s connected. Upon asking, he learns that she definitely isn’t connected, but she seems really sharp. He encourages her to check out GrowthTrack, a great way for her to understand the spiritual journey and the next step God has for her. He commits to following up with her along the way.

Throughout her experience in GrowthTrack, Sue realizes that her passion is to make a difference outside the walls of CedarCreek Church. She gets connected with the Outreach HUB Leader at her campus. After considering the Outreach Groups available, Sue can’t find anything that gets her excited. She’s particularly passionate about inner city missions, and there are no Groups currently serving that population. The Outreach HUB Leader connects Sue with The Tabernacle (an outreach opportunity all he has already connected with and determined that it meets CedarCreek’s Guiding Principles for Outreach). Sue connects with Calvin, and a connection is made!

Once Sue has completed Group Leader training, with guidance and support from her HUB Leader, she’s ready to launch a Group that meets weekly at The Tabernacle. It begins with 12 Group Members!

Fast forward one year…

Sue is no longer leading one Outreach Group, she’s leading three that meet on different days of the week at The Tabernacle and has 1 other leader working with her with 1 more in training. The Tabernacle continues to exemplify all of CedarCreek’s Guiding Principles for Outreach. Sue’s local campus has already rolled out a handful of Second Saturday experiences at The Tabernacle. CedarCreek and The Tabernacle are both celebrating the results they’re seeing. A strategic partnership is being born.

At this point, Central Support Next Steps along with the campus begin working with Sue and Calvin to talk through a strategic partnership. How could financial resources make a new difference? How could regular DreamTeam Members make a difference? With exec support, they all realize that the time is right for this to become an Outreach DreamTeam. The vision is cast for the Outreach Groups currently serving at The Tabernacle, and the move is made. This project begins receiving DreamTeam support (financially, promotionally, and in terms of organizational staffing and structure), and more impact is made.

**CASE 2 – Outreach Group to…Outreach Group**

Jim has been serving as a Greeter for 10 years, but it just seems to him like there’s something else out there for him. After ignoring the GrowthTrack promos and nagging from his wife (who’s a CedarCreek Staff Member) for months, he finally gives in and attends GrowthTrack where he discovers that when the dream God has placed on his heart really does matter! You see, Jim loves ironing. It brings him unimaginable joy. He’s decided to lead a Group for ironers, not to just iron their own clothes together, but to serve at local assisted-living facilities, ironing for the residents. As the next semester rolls around, Jim shares his Group in the Groups Directory, and lo and behold, three others sign up. They meet at different assisted living facilities around the community, practice their technique, along with ESPN.

Fast forward four years…  
Jim’s group has doubled to six members. They truly enjoy the time they spend together finding freedom in various areas of their lives. And making a difference along the way! They’ve even been able to lead a handful of residents to Christ! They look forward to continuing the Group next semester, maybe even adding a couple more members.

*What are the next steps for Local Outreach at CedarCreek?*

1. Continue planning for Serve Day 2019

2. Assist Campus teams in equipping Outreach HUBs at every campus  
-Recommend to Campus individuals who are outreach-minded who may be interested in being HUB Leaders and/or Group Leaders. (Some campuses have taken steps in this direction.)   
-Help launch at least two Outreach Group at every Campus.  
-Develop ongoing Outreach-specific training for Outreach HUB Leaders (for example, using resources from GROW on Outreach, principles from “When Helping Hurts,” how to host a Second Saturday, etc.).

3. At least two campuses begin a Second Saturday to start in August, after Serve Day:  
-Develop a vision doc for Second Saturdays  
-Look at which campus already has a strong Outreach HUB Leader and Outreach Groups and/or community Outreach connections.   
-Develop plans for promotion, execution and celebration of these  
-Determine funding for projects

4. Next Steps Central Support will regularly capture and share updates on Outreach impact at Exec and beyond.   
-Number of Outreach Groups meeting  
-Stories from the individual Groups (impact on Group Members and on the people they’re serving)  
-Resources being funneled to any of the projects  
-Recommendations for church wide heads ups on these (which stories would be great on video, great for sharing on social, etc.)

5. Equip Ben (and Exec) with opportunities for Outreach vision gap

-Becomes essential for the Outreach Lane for the Legacy Team

6. Determine how Outreach funds will be distributed for the upcoming ministry year, as well as what funds may point to relationships already in progress.

7. Determine strategy for current Outreach (primarily meals and Car Care Clinic). This will be collaborative with Central Next Steps and campus pastors (along with XD of Ministries, XD of campuses) and begin with existing opportunities to determine fit, funding and future potential (see what we did there…)

8. Determine timeline for evaluation and pacing of strategy. Similar to other strategies we’ve rolled out over the last 2 years, this will be a series of steps. It starts with Serve Day 2019 and the Second Saturdays. From there, we’ll move into identifying existing relationships, start dreaming about new ones and igniting that dream in our guests, then we’ll continue moving from there.