

Description

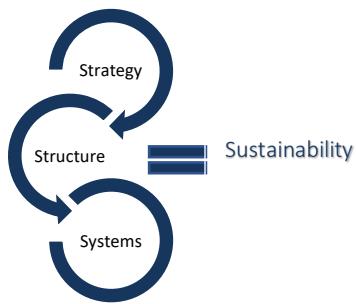
Due to Reach Out's exponential growth in Africa we have engaged in a process to change how our ministry operates in Africa. This change will accomplish several objectives: 1) manage our exponential growth, 2) create an environment that will encourage, equip and empower our leaders more effectively, 3) and, most importantly, create indigenous ownership and leadership of the ministry in each country with "guardrails" to ensure long term sustainability.

Background

Statistics verify that since 2005 Reach Out's African ministry has experienced multiplied growth*. We began in Kenya by conducting a Jesus-Focused Youth Ministry Forum with 15 people. From there we have grown to have a strong presence in 13 countries, each year leading 40+ Jesus-Focused Youth Ministry Forums, certifying 50 new Eagle Leaders**, and communicating the Gospel to 80,000 students. In 2014 when our number of trainers (Eagle Leaders) had grown to over 300, we accommodated the growth by adding Eagle Leaders Summits to relationally connect our trainers more closely, and to enhance their leadership capabilities. Since then we have grown from one Summit to 25 Summits each year in our 13 countries.

Process

The Summits have accomplished their goal, yet to achieve indigenous ministry sustainability in each country now and in more countries later, we need to create other vital components. Our robust process will flow like this:



Strategy. Reach Out will continue to use the [Jesus-Focused Youth Ministry](#) strategy to equip youth leaders. And we will continue to use our distinctive [three-stage process](#) of Introduce (Forums) >> Implement (Churches) >> Multiply (Eagle Leaders) to carry out this strategy. Used together and repeated over time, this strategy and process increase ministry depth and breath, as well as equip and multiply more and more leaders and churches to reach and disciple teenagers.

Structure. Reach Out will help move each country from organic to organized. A country leader and a country team will operate under

the leadership of Charles Juma, Reach Out's Africa leader. The country leader will guide the country team to develop and carry out their personalized plan for the strategy and process above, following Reach Out's guidelines. Throughout the year the country leader and his team will communicate monthly, and then gather at a Leader's Retreat to evaluate progress annually.

Systems. To ensure that the strategy and structure function properly the team will operate within certain guidelines. The following "guardrails" will ensure a high level of accountability and authority.

The country leader and team will act as an Executive Council overseeing all of Reach Out's ministry in that country—like an African “tribal meeting”. They govern through self-checking accountability with each other, as well as having the authority to act.

The USA and Africa Reach Out leaders will mentor the country leaders and teams in both governing and ministry by...

- Embracing the shared vision, mission, values and strategy.
- Providing a budget and giving detailed reports on the expenditure of those funds.
- Verifying the finances with an audit.
- Supplying regular and detailed ministry reports with verifiable statistics.
- Training in how to work together as a team.

Within these accountability guidelines the team will have earned authority.

Sustainable. When the Strategy, Structure and Systems function well and then become transgenerational, sustainability results. The older leaders train the younger leaders both to minister and to govern. In due time the “governing council” will hand off a leadership template rooted in the culture, and thus offer the foundation to pass the ministry from one generation to the next one. When younger leaders are raised up to lead a sustained ministry to the next generation, then the ministry becomes self-perpetuating and consistently multiplying.

Benefits

Strategy and Process + Structural Accountability + Systems Authority = SUSTAINABLE Funding and Growth

Following the above procedure going forward will have many benefits to Reach Out, to the Africa leadership, and to each African team and their country:

- All on the country team “Executive Council” will share the responsibility for the ministry and budget.
- The amount of money coming from the USA reduces and the amount of money raised in Africa increases.
- Pastors, ministry leaders and churches “see and give” to reach teenagers.
- Multi-generational leadership engages in carrying the ministry and funding load.
- Many, instead of a few, giving the “widow’s mite”—or more—raise the needed funds.
- The indigenously-led ministry becomes indigenously funded.
- The ministry becomes so well run, and so well-funded that others become attracted to ministry and funding partnership opportunities.

Thus, the ministry becomes indigenously sustained and long-term sustainable!

*2005-2017 Total Results

- 13 countries involved in Reach Out’s training
- 266 Jesus-Focused Youth Ministry Forums conducted
- 7,715 Youth Leaders equipped in JFYM
- 442 Eagle Leaders certified to train others
- 591,000 students heard the gospel; 30-50% responding

**Eagle Leaders implement Jesus-Focused Youth Ministry, and then mentor others to do the same. Through this process Jesus-Focused Youth Ministry multiplies.