



Revised May 2020.

Global Program Strategy

Guided by the mission, vision, and policies of OneChild, the Global Program Strategy describes the purpose, behavioral values, responsibilities, and priorities of Global Program.



"We serve the
CHAMPION so
that the child
may **THRIVE**."

Global Program exists to maximize positive outcomes for children in poverty by encouraging, equipping, and resourcing Field Partners¹, particularly Child Champions². We serve the Champion so that the child may thrive³.

How do we behave?

On a Christ-centered foundation of integrity, humility, passion, and a love for children, we are:

Relational: For our shared mission, we build trusting and caring relationships by treating people with dignity and valuing their strengths.

Humble confidence: We are always listening and learning. We cannot accomplish our mission on our own, so we humbly engage with partners.

Solution-minded: We are creative and leverage resources to solve problems and maximize opportunities.

Helpful: We offer practical value to help our Field Partners become more effective in their ministry with children and youth. We build, or access, expert capacities and knowledge of child development, partnership, and transformational development so that we can make that expertise useful to our partners.

¹Field Partner refers to the local entity, typically a church or a school, which provides programs for children.

²Child Champions are people who give of themselves so that a child may thrive. It could be a local tutor volunteering her time, a Christian artist using her platform to speak up, a pastor in the U.S. or abroad with a heart for the generational church, or a sponsor supporting a child through prayers and finances.

³Thrive refers to holistic well-being, including age-appropriate and contextualized discipleship.

What do we do?

- Select and develop Field Partners.
- Enhance supporter experience.
- Ensure quality programs and continuous improvements to maximize positive child outcomes.
- Manage field operations and grants.

Strategic Anchors: How will we succeed?

Child-first: All of our decisions are viewed through the lens of child impact.

Simple: Make all processes, decision frameworks, reporting tools, and communications as clear, brief, friendly, helpful, and easy-to-use as possible.

Decentralized and localized: Trust the forward-most decision-maker. Do nothing centrally that can be done in context. If it is not local, it is not real.

Partner-responsive: We serve both the implementing and supporting partners by being attentive to their realities, adaptive to their capacities, and flexible in how we reach the goals of our shared mission.

Learning: We will continuously improve through systematic listening and evaluation.



"All of our
DECISIONS are
viewed through
the lens of
CHILD IMPACT."

"(Changing
the world for
ONE changes
everything."



5 Signs of the Generational Church/School

Family Engagement

Partner encourages the active involvement of families in the lives of their children.

Child Participation

Partner invites children and youth to be part of shaping the "program."

Committed Leadership

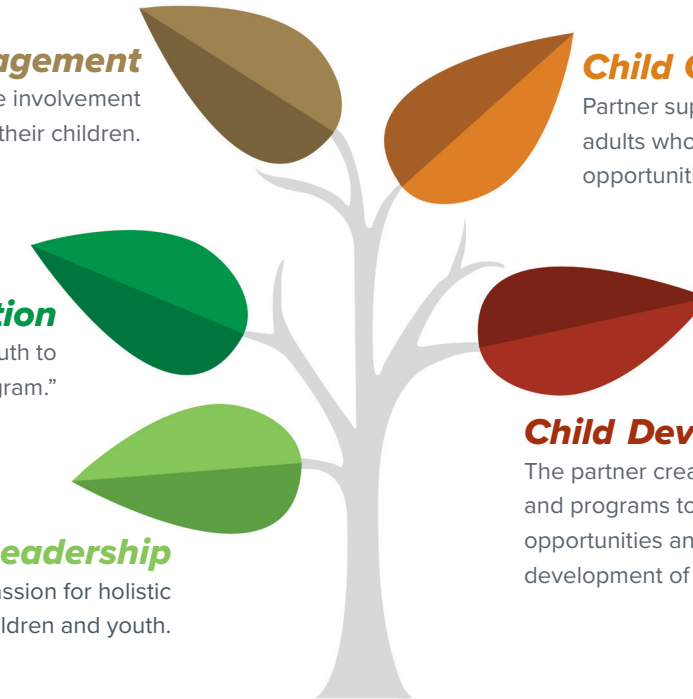
Leaders exhibit vision and passion for holistic development of children and youth.

Child Champions

Partner supports and mobilizes loving adults who build hope, protect and create opportunities for children and youth.

Child Development Program

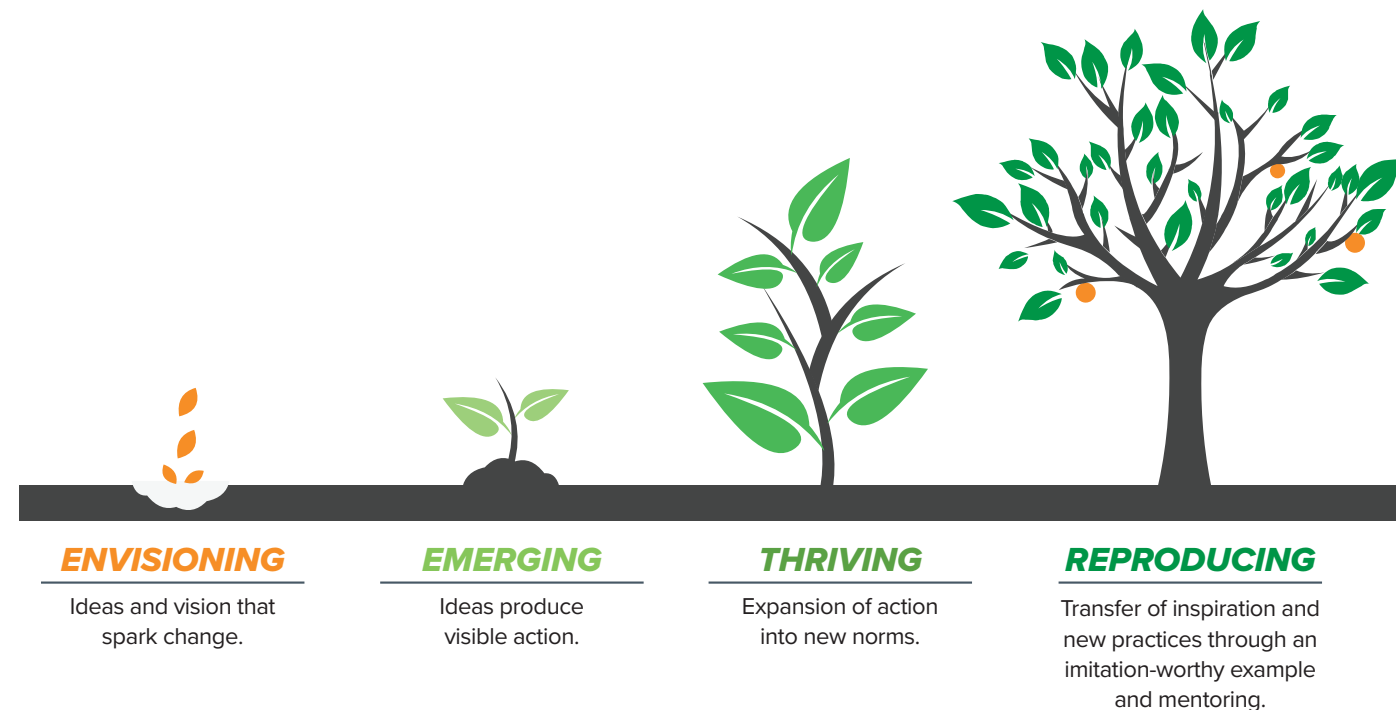
The partner creates experiences, activities and programs to provide protection, growth opportunities and learning for the healthy development of children.



Partnership Development

In Global Program's context, the word "partner" holds very specific meaning. It describes a relationship characterized by shared goals cannot be reached alone, healthy interdependencies, mutual responsibility, and the production of measurable outcomes.

It is important to recognize the season of growth that a particular partner is experiencing. A process of cultivating new relationships occurs with Field Partners and can be compared with stages of growth of a tree.



"The Evidence of
a **MATURE TREE**
is fruitfulness and
reproduction."





Stage One: Envisioning

Ideas and vision that spark change

Partnership begins with vision. Just as the parable of the sower describes some seed falling on rocky soil or among weeds, while other seed falls on fertile ground, the vision for ministry with children at risk will be received and take root among some church leaders and not others.

The work we do during this stage is that of vision-casting. We seek to create desire for change, to inspire new ideas for child ministry among church leaders. This stage provides no money, no promise of money, and no expectation of future partnership. The motivation must be a genuine heart for children.



Stage Two: Emerging

Locally initiated growth of an idea into new action

The first evidence that an idea (seed) is emerging to produce change can be recognized by new actions or commitments in the local church. This local initiative is critical to change being rooted and ultimately sustainable. Too much water or fertilizer at this stage can kill the plant, just as cash can kill the local vision and equity in sustainable ministry. Emerging-stage churches are eligible for partnership with OneChild.

The work we do during this stage is that of equipping. We offer workshops, share specific practices, provide curriculum, and encourage the development of Child Champions. We must be extremely careful with money. When emerging-stage churches are selected for partnership, it should be limited to general market sponsors, registration should be below 25% of estimated capacity, and no other grants (Special Projects / Cap-Op) should be allowed.



Stage Three: Thriving

Vibrant expansion of action into new contextual norms

Strong growth from a young plant is exciting and dynamic, although the plant remains vulnerable to harsh conditions in the environment. A church in this stage of growth may engage sponsors and build capacities without overwhelming the local vision and ownership for child ministry. This church is not “implementing a program for OneChild” – it is using OneChild to help grow its own ministry.

The work we do during this stage is that of capacity expansion through sponsorship. Although we need to continue encouraging vision and equipping new skills, the emphasis in this stage of growth is on operational capacities necessary to partner well with OneChild and US Partner Churches.



Stage Four: Reproducing

Transfer of inspiration and new practices through an imitation-worthy example and mentoring

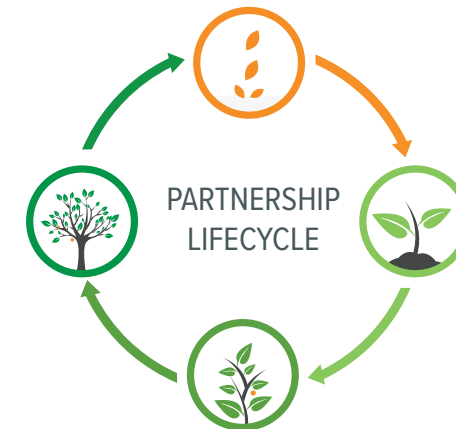
The evidence of a mature tree is fruitfulness and reproduction. The mature tree is strong, deeply rooted and needs little care from the gardener. Our work here is that of transition to independence and inviting this mature partner to continue in the mission by mentoring younger churches.

REPRODUCING

Strong and consistent evidence of Global Community. Reproducing impact by sharing with others. Transitioning to independence.

THRIVING

Increasing capacity and signs of the Global Community. Strong child impact and operational performance.



ENVISIONING

Change begins with vision. Ideas and possibilities spark desire among church leaders.

EMERGING

Some seed falls on good soil and begins to grow into observable, locally initiated and sustained actions.



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