

INTRODUCTION:

The Strengths Ministry is a **not for profit, unregistered ministry of Integrity+ Consulting**. Its services are offered in partnership with churches and Christian mission organizations.

MINISTRY OBJECTIVE:

- To help God's people discover their God given strengths and fulfill their highest callings
- To help church leaders develop highly engaged strengths based congregations

SERVICES:

In this ministry Integrity+ Consulting will **DONATE** three services:

- **Growing an Engaged Church:** This is a 60 to 90 minute church leadership seminar based on the Gallup book, *Growing an Engaged Church*.
- **The Strengths Workshop (SW):** This is a teaching forum as well as tools that offered to churches and mission organizations in workshop and/or small group settings.
- **Coaching:** Individual or group coaching may be offered as a follow-up to The Strengths Workshops. Where applicable, coaching fees will be fully donated to the related church or ministry.

MINISTRY LEADERSHIP TEAM: (see Leadership Team Roles and Responsibilities)

This team acts in a manner similar to a church governing board but without any legal obligations. This roles based team seeks to promote and direct the growth of this ministry and **provide oversight and accountability** of the operational team to protect its integrity. Baha and Margaret Habashy form the operational team and are accountable to the Ministry Leadership Team.

MINISTRY TOOLS: (see Ministry Tools Development Project)

All products and tools will be offered as free download or at minimum handling fees.

- The Growing a Strengths Based Congregation (Paper and Discussion Slides)
- The Strengths Workshop Book (35,000 words - PDF)
- The Strengths Workshop Video (13 segments Training Set – YouTube)
- The Strengths Workshop Small Group Facilitator Guide-PDF
- The Strengths Workshop Small Group Member Notes and Templates PDF

Note: The Gallup StrengthsFinder2.0 tool is purchased directly from the Gallup website.

FINANCIALS:

- Ministry expenses will be covered by the charitable tax credit offered to Baha and Margaret Habashy by the Canadian tax system.
- With a sense of stewardship, churches may use this workshop as a fundraising instrument for their own ministries.
- Specific development projects may be funded by church or individual sponsorship or donations.

MINISTRY DELIVERY OPTIONS: (See Ministry Delivery Guidelines)

Ministry delivery options will focus on three areas with three distinct guidelines:

- Local Canadian churches
- Mission trips (projects) requiring foreign travel
- Partnership with mission organizations

MINISTRY DELIVERY GUIDELINES:

Delivering the Living Your Strengths Ministry is a process not an event. Optimum delivery follows three key steps:

1. Engage the church key leadership using the **Growing an Engaged Church Seminar**
2. Provide the **Strengths Workshop** as a training tool for ministry leaders and congregations.
3. Support the church leaders as they use the small group tools by offering one on one coaching where needed.

LOCAL CHURCH GUIDELINES

- We will offer our services as in kind donations in compliance with the Canadian Revenue agency (CRA) requirements.
- Local churches cover all travel and ministry expenses.
- Based on their positive experience churches commit to become partners by promoting this ministry.

MISSIONS PROJECTS GUIDELINES

Mission trips provide ministry services where foreign travel is required are referred to as **mission projects** and follow a project oriented process. In so doing they must meet the following guidelines:

- Each mission trip must have clear objectives and accountability. The mission trip process will include initiation, planning, execution, and follow up. Each mission project must first receive the approval and accountability of at least one member of the leadership team. ([Mission trip charter and detail activity plan is in development.](#))
- **Sending Church:** This is a church that has experienced the SW and is prepared to:
 - Accept the request of an inviting church or ministry
 - Offer prayer support and accountability
 - Handle the necessary financial arrangements in compliance with CRA
- **Inviting Church:** an inviting church invites Integrity+ to deliver the SW as long as it is prepared to:
 - Provide prayer support and accountability
 - Assume responsibility for all local planning tasks
 - Cover at least all local costs including reasonable accommodation, meals, transportation as well as travel costs in excess of the maximum allowed by Integrity+.
 - Provide follow up activities in the form of small group facilitation and/or one on one coaching.

MISSIONS PARTNERSHIPS

Partnering with other Christian mission organizations we seek to provide tools and resources that they can use to train their own staff and use as ministry tools in their own mission fields. Towards this goal we may offer Living Your Strengths Workshop Mission Projects if needed. In this case the mission organization assumes the role of a sending and inviting church.

LEADERSHIP TEAM – ROLES AND RESPONSIBILITIES:

The objective of this team is to provide a very low overhead governance structure without any legal or personal obligations. Acting in a manner similar to governing board, team members have an advisory and oversight role rather than operational authority.

- Collectively team members will seek to promote and direct the growth of this ministry.
- Team members accept role based responsibility for specific areas of ministry focus. These include:
 - Operational and Spiritual Integrity
 - Canadian Churches Projects
 - Latin Churches Projects
 - Foreign Mission Projects
- Seeking to be low overhead, the team will meet only once at the beginning of every year to set the vision and directional plans for the following two years.
- To **provide oversight, accountability and to protect the integrity of this ministry and its people**, team members may ask or seek input from the operational team on any personal or ministry matter as the Lord may direct them at any time.
- Baha and Margaret Habashy form the present operational team and commit to openness and transparency. They will provide quarterly operational update reports (*See appendix for template*). They also may call on any of the leadership team members for advice, support, and accountability regarding **personal or ministry matters** as and when they may feel needed.
- Unplanned ministry opportunities and projects must be approved by at least two members of the leadership team.

MINISTRY TOOLS DEVELOPMENT PROJECT:

The objective of the present Tools Development project is to create transferable Living Your Strengths tools that can be translated and easily distributed for use in training retreats and small group settings. This project will be funded by the free will offering of talents and gifts.

The project **work breakdown structure** includes:

- **Update Exercise Book:**
 - Update the LYSW exercise book in English
 - Create Small Group Facilitator Guide
 - Create Small Group Member Notes and Templates
- **Create video set:**
 - Create English Video Set (Talking to the camera)
 - Edit video and insert diagrams and images
- **Translation:**
 - Translate Exercise Book, Facilitator Guide, and Member Notes
 - Transcribe English Video script
 - Translate English Video script
 - Replace English diagrams and images in Video Set
 - Add postscripts or captions (Voice over is a future possibility)
- **Update / Build web site**
 - Update / create promotional material including YouTube videos
 - Create Web based distribution and control tools

Ministry Quarterly Update Report Template

PROGRESS REVIEW TEMPLATE

HOW ARE YOU? HOW ARE YOU BEING?

Indicate your opinion on a scale where **5** = Excellent, **4** = Very Good, **3** = Good, **2** = Fair, **1** = Bad

Health Check	Physically	Emotionally	Financially	Spiritually / Character
Personal & Family				

HOW ARE YOU DOING?

A. Accomplishments, achievements, and positive communication this period
1.
2.
3.
4.
5.
B. Challenges and issues faced during the past quarter as well as concerns for the coming quarter
1.
2.
3.
4.
5.
C. GOALS: Key goals for the coming quarter
1.
2.
3.