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Change



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Putting God in the Logic Model: A National Faith Based Evaluation Framework

Canadian Evaluation Society

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May 4, 2010

Regenerate 21·01

a process for change



Evaluations within Faith Based Settings

- Review literature on faith based evaluations
- Use the Regenerate 21-01 framework as a case example
- Critical reflections on what we learned

Evaluations within Faith Based Settings

- Only recently beginning to emerge
- Largely an American phenomenon – little in Canada
- Challenge: meet scrutiny of social science yet respect centrality of faith

Review of Literature

- Research beliefs
 - ontology
 - epistemology
 - methodology
- Research practice

Research Beliefs

- **Ontology:** Faith implies acceptance of higher power, but evaluations just beginning to define “faith”, “faith-based” or “faith factor”
- **Epistemology:** Post-positivism is dominant (“objective hope”), alternative postmodern worldviews are scarce.
- **Methodology:** Simple single method designs. Individual level outcomes only (little ecological context).

Research Practice

■ Limitations:

- Faith as organizational context not within program theory
- No evaluations using Participatory Action Research (PAR) approach
- No evaluations found in Canada (less polarized than U.S.)

The logo features the word "Regenerate" in a blue, cursive script font, followed by "21:01" in a white, sans-serif font. Below "21:01" is the tagline "a process for change" in a smaller, white, sans-serif font. The background is a light green gradient with faint, overlapping leaf patterns.

Regenerate 21:01
a process for change

Evaluation Framework

Evaluation Functions

- **Accountability** – Ensuring national leadership is held accountable for program implementation by local members.
- **Monitoring** – Tracking what is being done and what kind of outputs are being achieved. Understanding of how program outputs relate to resources allocated.
- **Reflecting** – Encouraging people to critically reflect on what is working and what is not. Offering multiple opportunities for reflection and providing regular feedback on evaluation findings.
- **Shaping** – Responding to input about future directions of the initiative in an ongoing way. Recognizing that this is a new approach with little precedent, and that we are “learning as we go”.
- **Engaging** – Providing opportunity for meaningful input into the reflecting and shaping functions above.

Evaluation Purpose

To monitor and assess the activities and outcomes of Regenerate 21-01 in order to determine:

- 1) the extent to which the project was successful in supporting local churches to transform the communities around them
- 2) what should be done in order to bring about greater impact.

Main Research Questions

- To what extent are the activities of Regenerate 21-01, and how they are being implemented, appropriate to its goals? (process)
- To what extent has the initiative succeeded in supporting local churches to transform the communities around them? (outcomes)
- What new strategies and unexpected outcomes have emerged through the implementation of the initiative? (learnings)
- What are the suggestions for how the initiative should develop over time in order to maximize impact? (recommendations)

Regenerate 21-01 Baseline Logic Model

Healthy, growing MB churches reaching their local community

Vision

BEING

DOING

Activities

Spiritual Formation

Healthy Churches

Leadership Development

Reaching Out

Fostering Community

- Prayer
- Fasting
- Scripture reading
- Confession
- Other disciplines

- ReFocusing
- Natural church development (NCD)

- Living leadership prog.
- Entering leadership initiative
- Supporting initiatives
- Stewardship training

- Parent church networks
- Apprenticeships/residencies
- Provincial extension directors cohorts

- Website developments
- Conf. publications contr.
- Public relations materials
- Regional visits by national staff

Short-term Outcomes

Individuals and churches increasingly adopting 1st century dynamics:

- Filled with the Holy Spirit
- Radical discipleship
- Sacrificial
- Multiplying
- Missionary
- Resistant

- Healthier Churches**
- More empowering leadership
 - More gift based ministry
 - Increased spirituality
 - More effective structures
 - More inspiring worship
 - More small groups
 - More need-oriented evangelism
 - More loving relationships

- More/Stronger Leaders**
- Leadership development in more job descriptions
 - More internships/apprent.
 - Longer pastor assign.
 - More leaders emerge from within churches
 - More leadership teams as nucleus within plants
 - Less adverse effects on parent churches

- Increased Multiplication Mindset**
- More parent church networks
 - More apprenticeship/residency positions
 - Fewer church splits
 - Church planters better equipped
 - Increased exchange of ideas among leaders

- Better Sharing of Stories**
- Increased # of national staff on communications
 - Increased web presence
 - More stories in conference publications
 - More public relations materials
 - More staff regional visits
 - Increased collaboration re: communications

Mid and Long-term Outcomes

"I am the vine you are the branches. If someone remains in me and I in him/her, he/she will bear much fruit. Apart from me you can do nothing." (John 15:5)

New models of church/ministry emerge

More new models of church/ministry tested in practice

Increased awareness of innovation learnings

Individuals more likely to have spiritual and other needs met

Stronger and healthier local communities

God's kingdom coming and His will being done more fully in local communities across Canada.

Spiritual Realm

Movement of God

Because of the oppression of the weak and the groaning of the needy I will now arise says the LORD." (Psalm 12:5)

Context



Principles



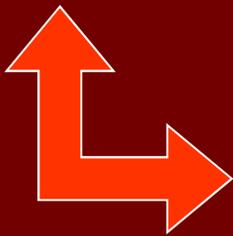
Inputs



Outputs



Measures



Context

A Societal Shift

- Christendom in Canada has ended with increased religious and cultural pluralism
- Clashes between Christian and societal values
- Relevance of churches is being questioned
- This shift represents an opportunity for church renewal

The Church Response

- Missional and Emerging Church movements across North America
- Canadian MB churches have begun to innovate in structure and in how churches are equipped
- Regenerate 21-01 is a concerted effort to roll-up these pockets of innovation into a comprehensive and nation-wide initiative

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Principles & Values

Regenerate 21-01 Principles

- Local church-focused
- Collaborative
- Devolution
- Targeted
- Incarnational
- Responsive and flexible
- Accountable

Mennonite Brethren Values

- We are a believers' church
- We are a biblical movement
- We value covenant community
- We are a missionary church
- We value peace and reconciliation

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Inputs

- **Financial** - Existing \$2 million ministry reserve fund. Plus additional resources raised through government grants, individual donations (\$2.5 million) and participant fees (\$1.5 million from sales).
- **Staffing** – R21-01 Executive Director plus other head office and local staff to support the various program components.
- **Other** - In-kind contributions of the conference departments (Stewardship Ministries, Communications, Periodicals, Board of Faith and Life), and conference agencies (MBBS, MBMSI,).



Outputs

Church Health

- # of inquiries about Refocusing
- # of members completing ReFocusing
- # of leaders completing ReFocusing
- # of churches completing ReFocusing
- # of churches inquiring about NCD
- # of churches completing NCD
- # of churches inquiring about Eagles' Flight
- # of churches receiving Eagles' Flight training
- # of churches supported through HC
- # of pastoral transition churches supported

Reaching Out

- # churches joining a PC Network
- # of church plants financially supported
- # of support teams activated for church plants
- # of church plant apprenticeships begun
- # of church plant residences begun
- # of ministries begun for "difficult to reach" people

Leadership Development

- # of potential lead mentors contacted
- # of people agreeing to become a lead mentor
- # of leaders joining new mentoring cohorts
- # of residential retreats held
- # of coaching conversations held
- # of Executive Arrow scholarships offered
- # of inquiries about internships
- # of internships begun
- # of inquiries about apprenticeships
- # of apprenticeships begun
- # of inquiries about residencies
- # of residencies begun
- # of interns/appre/resid enrolling in Seminary
- # of interns/appre/resid entering pastor positions
- # of inquires for supporting initiatives
- # of supporting initiatives activities begun
- # of churches inquiring about PC Networks

Fostering Community

- # of pages added to website
- # of hits on website
- # of articles appearing in conf. publications
- # of public relations materials produced
- # materials distributed
- # of regional visits conducted

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Measures

Measures	Description	Main Research Question	Evaluation Function
Program tracking	Monthly tracking of program outputs. Completed by staff and regularly communicated to the Executive Board.	#1 – process	<ul style="list-style-type: none"> •Accountability •Monitoring
Key informant interviews	Individual interviews with those who have a “balcony view” and provide in-depth of information.	#1 – process #2 – outcomes #3 – learnings #4 – recommendations	<ul style="list-style-type: none"> •Monitoring •Reflecting •Shaping •Engaging
Focus groups	Group discussions with participants within existing conference meetings. Good for in-depth information exchange.	#1 – process #2 – outcomes #3 – learnings #4 – recommendations	<ul style="list-style-type: none"> •Monitoring •Reflecting •Shaping •Engaging
The Gathering delegate survey	Brief survey given to all convention delegates inviting opinion on what is “exciting” and “concerning”.	#1 – process #4 – recommendations	<ul style="list-style-type: none"> •Accountability •Reflecting •Shaping •Engaging
Local church web survey	On-line survey sent to all churches nationally. To be completed by senior staff/lay leaders.	#1 – process #2 – outcomes #3 – learnings #4 – recommendations	<ul style="list-style-type: none"> •Accountability •Monitoring •Reflecting •Shaping •Engaging
Short videos	Videos created by local churches that feature some element of Regenerate experiences, learnings and impact.	#1 – process #2 – outcomes #3 – learnings	<ul style="list-style-type: none"> •Reflecting •Engaging
Narrative case studies	Detailed story of how 3-4 churches are impacting their local community.	#1 – process #2 – outcomes #3 – learnings #4 – recommendations	<ul style="list-style-type: none"> •Reflecting •Shaping •Engaging

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Critical Reflections

- Evaluating while maintaining centrality of faith
- Adapting faith based evaluations to a post modern context
- Evaluating innovation with discernment using PAR

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