

APPENDIX 2 - Wholistic Development Network (WDN)

Two are better than one, because they have a good return for their labour: If either of them falls, one can help the other up. But pity anyone who falls and has no one to help them up. Also, if two lie down together, they will keep warm. But how can keep warm alone? Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken.

Ecclesiastes 4: 9-12

Wholistic Development Network is a Consortium initiated by likeminded organizations with the common goal of wholistic transformation of the poor and vulnerable in sustainable fashion to declare His marvelous deeds and glory to the whole world.

A consortium (Plural: consortia) is an association of two or more individuals, companies, organizations, or governments (or any combination of these entities) with objectives of participating in a common activity or pooling their resources for achieving a common goal.

Consortium is a Latin word meaning "partnership", "association" or "society", and derives from consors ("shared in property"), itself from con- ("together") and sors ("fate"). Selecting potential candidates for the consortium based on set criteria including application process, the steps to accredit and enroll the candidates in the program are dealt in separate document.

CONCEPTUAL FRAMEWORK

The Five key elements that best characterize this conceptualization of WDN, first, the consortium signifies cultivating a way of **capacitating** partners in wholistic development and second **co-learning** to wholistically serve the poor and vulnerable with kingdom standards and excellence, thirdly **co-creating** to innovatively design new projects and strategies. In addition to that, **co-labouring** for synergy to maximize the wholistic impacts and **contributing** to others as winning Team with sense of kingdom influence and expansion as 4th and 5th principles that are embedded in biblical values. The whole network is rooted in a living processes and paradigm, which is inclusive, collaborative, reflective and transformative engagement. If we further look at these elements, WDN is a committed transformational agent, passionately involved in wholistic development that reflects Christ model ministry to be replicated and multiplied further. The network is embedded in interconnectedness, relationships, and kingdom mindfulness to ensure sustainable wholistic impacts.

The last 25 years journey of Life In Abundance with solid experience and good track record in Wholistic Transformational Development has strategically positioned the organization to establish WDN as consortium through the Global Institute as a lead agency.

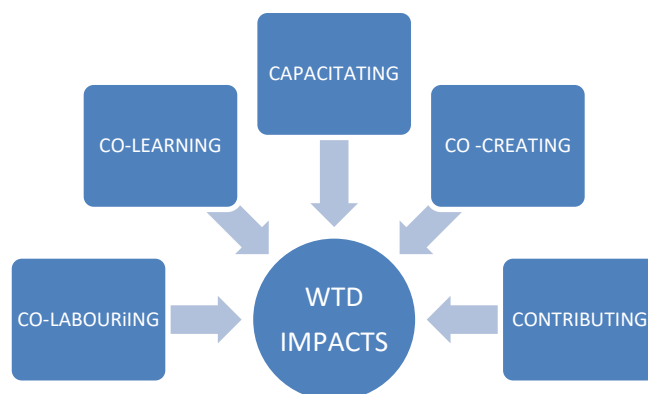
GOAL: Empower member organizations to effectively engage and implement Wholistic Transformational Development program to transform the lives of the poor and vulnerable for His glory.

STRATEGIC OBJECTIVES

1. Conduct Rapid Need Assessment of the identified organizations and provide guidance and recommendations.
2. Ensure the organizational health through providing training, coaching, and mentorship on good governance, leadership, and management.
3. Ensure programmatic health through providing training, coaching on WTD program concept, implementation strategies, PCM, Monitoring and Evaluation, planning and reporting, and WTD Indicator.
4. Prepare joint action plan on organizational and programmatic health for further regular reporting and follow up.
5. Jointly design wholistic development project, implement and share the report on regular basis.
6. Create enabling learning environment to coach and mentor participants on outstanding programmatic and organizational issues.
7. Establish network groups for co-learning, co-creating, experience sharing and contribution for innovations and kingdom excellence.

KEY STRATEGIES

Every member of the consortium is expected to appreciate these five Tennent's of the consortium as key strategies stated as capacitors, co-learner, co-creator, co-labourer, and contributor to the Wholistic mission of the kingdom with maximized influence, innovations, best practices and impacts for His glory.



CAPACITATING PARTNERS

Wholistic Transformational Development highly demands the concerted efforts and full engagements of all concerned parties especially churches, para churches, likeminded partners, and community members. The capacity of these development partners is one of the key determinants to ensure sustainable wholistic development especially in poor continents like Africa and Caribbean's. Thus, building their capacity as one Tennent of the consortium focuses on institutional, financial, technical, spiritual, and social elements of the organization. The final outcomes of capacitating partners are to see competitive organizations on the right course of good governance and strategic leadership to implement wholistic development projects in fruitful and sustainable manner. The following topics will be addressed as major area of capacity building for identified partners based on the selection criteria:

- Leadership Corporate Governance (Organizational Health)
- Organizational Services and Program (Programmatic Health)
- Financial Management and Resource Mobilization (LRM and Finance Management)
- Doctrine and Christian foundation (Principles of Christian Development)
- Learning and Development/Knowledge Management (Coaching and Mentorship)
- Human Capital Management and Development (Coaching and Mentorship)

CO- LEARNING

Organizations need to learn more than ever as they confront these mounting forces. Each company must become a learning organization. The concept is not a new one. It flourished in the 1990s, stimulated by Peter M. Senge's the Fifth Discipline and countless other publications, workshops, and websites. The result was a compelling vision of an organization made up of employees skilled at creating, acquiring, and transferring knowledge. Similarly, our individual member could help the consortium cultivate tolerance, foster open discussion, and think holistically and systemically. Such learning consortium and respective members would be able to adapt to the unpredictable more quickly than others could. Hence, the consortium works strategically to facilitate different forums to ensure learning culture with emphasis to three major areas: First and foremost, creating supportive learning environment characterized psychological safety, appreciation of differences, openness to new ideas and time for reflection. The second Working area is to ensure concrete learning process and practice on WTD in systematic and defined manner. The third emphasis area is encouraging the organizational leaders that enforce learning on WTD. At the end of this process, we expect transformed organization as Co-creator, Co-labourer and contributor in wholistic transformational Development.

Therefore, the following specific tasks are considered to ensure co-learning:

- Creating communication forum using social media
- Coaching and mentorship guide
- Facilitating joint Zoom consultative meeting
- Facilitating joint program Zoom review meeting
- Regular sharing of testimonies and success stories
- Acknowledging innovations and creativities

CO-CREATING

Co-creation is a strategy that brings together multiple parties to jointly produce a mutually valued outcome. In this specific case scenario is pursuing wholistic impacts through Wholistic Development Network as consortium.

In reference to this common kingdom agenda, co-creation can generate a wealth of ideas for improving our wholistic service to the poor and vulnerable. An important role of co-creative leaders is to extract the value embedded in the rich portfolio of ideas that results from the process by inviting members to be co-designers of the wholistic program change, co-creation also allows the consortium to significantly play the role of thought leadership and identify those priority needs in development endeavours. Besides the interaction involved in co-creation nurtures stronger relationships and trusts among member organizations. Further to that co-creation is a powerful method to affirm belongingness and ownership to work as creative Team in WTD.

- Organizing meeting to stimulate thinking on identified community challenges and possible innovative and creative solutions.
- Inviting speakers to encourage leaders on thought leadership, strategic thinking, and innovations etc
- Establish working groups on innovations and creativity to share information, new model, best practice etc.

CO- LABORURING

Purpose driven partnership as co labourer fosters joint implementation of wholistic program by way of corporate synergy. **Corporate synergy** refers to a financial or other resource benefit that an organization expects to realize when it associates or affiliates with another organization. Corporate synergy occurs when corporations interact congruently. Positive synergies arise when member corporation under consortium will bring about better results than the two independent organization, as in the saying "the whole is better than the sum of the parts". If the organization do not do due diligence, negative synergies may arise, in which the organization would have been better off existing on their own. Thus, the consortium would facilitate enabling environment for member organization to work under

the lead agency to exploit and access better funding opportunities and jointly implement wholistic projects through signing of MOU.

CONTRIBUTING AS A TEAM

A "high-performance work team" refers to a group of goal-focused individuals with specialized expertise and complementary skills that collaborate, contribute, innovate, and produce consistently superior results. The group relentlessly pursues performance excellence through shared goals, shared leadership, collaboration, open communication, clear role expectations and group operating rules, early conflict resolution, and a strong sense of accountability and trust among its members. Therefore, to function effectively as WDN with high performance

- A deep sense of purpose and commitment to the team's members and to the mission.
- Relatively more ambitious performance goals than average teams.
- Mutual accountability and a clear understanding of members' responsibilities to the team and individual obligations through MOU.
- A diverse range of expertise that complements other team members' abilities and meets the expectation of wholistic mission.
- Interdependence and trust between members.

As a team, members are expected to share the followings

- Develop Team charter with key performance indicators (KPI)
- Brief regular organizational updates on monthly basis
- Success stories on quarterly basis
- Share guidelines and innovative strategies
- Action research (optional)

OUTCOMES

- Improved organizational health
- Improved programmatic health
- Empowered member organizations on WTD
- Increased task force in wholistic mission
- Efficient utilization of resources
- Increased LRM engagement
- Improved effectiveness of WTD project implementation
- Enhanced learning culture among members
- Innovative WTD projects
- Improved Team work on WTD
- Maximized wholistic impacts