

Inter-Varsity Christian Fellowship, Philippines

**Results-Based Management Plan
School Year 2008-2011**

IVCF FLAGSHIP PROGRAMS

1. EVANGELISM
2. DISCIPLESHIP
3. MISSION
4. LEADERSHIP
5. NURTURING THE MOVEMENT

1. EVANGELISM

INPUTS	ACTIVITIES	OUTPUT	OUTCOMES	IMPACT
<ul style="list-style-type: none"> • Staff/Trainors • Resource Persons • Training manual and materials • Training funds • Evangelistic tools such as tracts 	<ul style="list-style-type: none"> • Freshmen Treat • Creative evangelism • One-on-one evangelism • Evangelistic camps and retreats • University Mission 	<ul style="list-style-type: none"> • Campus students are exposed to the gospel • Campus students become Christians • Campus students become members of the fellowship 	<ul style="list-style-type: none"> • Increased chapter membership • Increased number of IVCF members sharing the gospel 	<ul style="list-style-type: none"> • A vibrant Christian student witness in key educational institutions in the country.
	<ul style="list-style-type: none"> • Evangelism Training/Workshop 	<ul style="list-style-type: none"> • IVCF students are equipped on reaching out to fellow students 		
	<ul style="list-style-type: none"> • How to Lead EBS 	<ul style="list-style-type: none"> • IVCF members are equipped on how to conduct EBS 		

EVANGELISM INDICATORS			
	OUTPUT INDICATORS	OUTCOME INDICATORS	IMPACT INDICATORS
	<ul style="list-style-type: none"> • 5 students per IVCF member hear the gospel (5:1) • 2 students per one IVCF member become a Christian and a member of the fellowship (2:1) • At least 3 regions sponsor University 	<ul style="list-style-type: none"> • 100% increase in chapter membership • 100% increase in members sharing the gospel 	<p>IVCF is recognized by churches, schools, and other groups as an evangelizing movement.</p>

		Mission		
		<ul style="list-style-type: none"> 50% of the chapter members attend evangelism training/workshop 		
		<ul style="list-style-type: none"> 50% of the members attend training on How to Lead EBS # of EBS increases by 50% 		

2. DISCIPLESHIP

INPUTS	ACTIVITIES	OUTPUTS	OUTCOMES	IMPACT
<ul style="list-style-type: none"> Discipleship manual Discipleship curriculum Retreat venue Discipleship Camp Funds Mentors and Spiritual directors Peace Advocates Environmental Activists 	<ul style="list-style-type: none"> Large Group Meetings Cell Groups meetings Prayer Meetings and Prayer Partnership Discipleship Camp Spiritual Retreat 	<ul style="list-style-type: none"> Regular Large Group meetings which are well-planned and attended Students are active CG members Each member prays regularly with a partner students attend discipleship camp for nurture and growth Retreatants undergo spiritual formation exercise or experience 	<ul style="list-style-type: none"> increased # of quality disciples in the campuses Increased # of IVCF members becoming active church members IVCF members are growing in Christ-likeness in all areas of life. Less incidence of campus and societal misbehaviors and misconduct Students are ushered into Bible-believing churches 	Campuses and communities are influenced by the ideals of the Kingdom.
	<ul style="list-style-type: none"> Day of Prayer 	<ul style="list-style-type: none"> Students participate in God's work 		

	<ul style="list-style-type: none"> Intentional discipleship and mentoring 	<ul style="list-style-type: none"> Full-fledged members are involved as disciplers and mentors 		
	<ul style="list-style-type: none"> Campaign for Peace and Environment Protection 	<ul style="list-style-type: none"> Members serve as community volunteers, peace, & environmental care advocates 		

DISCIPLESHIP INDICATORS			
	OUTPUT INDICATORS	OUTCOME INDICATORS	IMPACT INDICATORS
	<ul style="list-style-type: none"> 100% of the members are discipled/mentored 300-350 attended Discipleship Camp (nationwide) 	<ul style="list-style-type: none"> 100% increase in quality disciples Every IVCF full-fledged member is an active church member Every IVCF full-fledged member practices spiritual discipline, prayer, quiet time and retreats Every IVCF Full-fledged member shares Christ to family and others in work and words Every IVCF full-fledged member is a disciple Every IVCF full-fledged member is a good steward of God-given gifts and resources 	<ul style="list-style-type: none"> IVCF members are known as catalysts of change and promoters of Kingdom ideals.

3. MISSION

INPUTS	ACTIVITIES	OUTPUTS	OUTCOMES	IMPACT
<ul style="list-style-type: none"> • Training for IV Staff • Missions Training Program (MTP) curriculum and module • Missions Handbook • Missions staff 	<ul style="list-style-type: none"> • MTP Trainings (Campus mobilization, World Christian Prayer Meeting (WCPM), Missions Camp • Missions Organizations training (e.g. OMF) 	<ul style="list-style-type: none"> • Missions awareness and mobilization in every chapter through the formation of the ff group: <ul style="list-style-type: none"> - prayer - mobilizing - welcomers - senders - goers 	<ul style="list-style-type: none"> • Increased number of students and graduates involved in world Christian* discipleship (MTP) • # students ushered to specific roles in world missions 	<ul style="list-style-type: none"> • An expanding work among unreached people groups (UPGs)
	<ul style="list-style-type: none"> • Missions Exposure (local and overseas Trek, Operation Samaria) 	<ul style="list-style-type: none"> • Students receive first-hand experience of cross-cultural missions work 		
	<ul style="list-style-type: none"> • International Student cultural exchange day/treat • A prayer, tutorial, bible study group in at least two Muslim universities in NM and SM • A prayer, tutorial, bible study group among IS in NCR, Iloilo, NM • Documentation of existing ministry among M students (c/o SM and NM staff and students) 		<ul style="list-style-type: none"> • Significant ministry to Muslim and international students in the campus 	

MISSION INDICATORS				
		OUTPUT INDICATORS	OUTCOME INDICATORS	IMPACT INDICATORS
		<ul style="list-style-type: none"> # students participated in MTP # students participated in OJT (Trek and OS) 5 tutorial, prayer, bible study groups formed among Muslim students 4 tutorial/ prayer/ bible study/ groups formed among International students 	<ul style="list-style-type: none"> 25% of chapter members involved in MTPs Every member actively engage in his/her specific missions role 5 emerging ministries to Muslims students in SM, NM, NL, NCR 4 pioneering ministries to International students in UPLB, UPDil, Iloilo, Cagayan de Oro, 	<ul style="list-style-type: none"> IVCF students and graduates are involved in ministries to UPGs

4. LEADERSHIP

INPUTS	ACTIVITIES	OUTPUTS	OUTCOMES	IMPACT
<ul style="list-style-type: none"> IVCF Alumni who are experts in various fields Training Modules, Leadership Manuals, Student Handbooks, CG Manual Mentors 	<ul style="list-style-type: none"> Regional and chapter Leadership Camps 	<ul style="list-style-type: none"> Students attend Leadership Camps 	<ul style="list-style-type: none"> Increased number of IVCF student- and graduate leaders in campuses, churches, workplace and community 	<ul style="list-style-type: none"> Progressive campuses, churches, and communities led by excellent and faithful servant-leaders
	<ul style="list-style-type: none"> Kawayan Camp 	<ul style="list-style-type: none"> Students attend KC 		

<ul style="list-style-type: none"> Camps and Training Funds 	<ul style="list-style-type: none"> Intensive Training Programs (ITPs) and campus-level trainings Intentional Mentoring Program with IVCF Alumni Training Program for Student Council Formation/Strengthening of Leaders' Council in each region 	<ul style="list-style-type: none"> Students attend regional ITPs on apologetics, counseling, hermeneutics, politics, social engagement, theology, BSW, SG, EBS, and related areas. IVCF members in the student councils Student Councils attend IVCF training IVCF student-leaders involve in Student Council 		
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LEADERSHIP INDICATORS			
	OUTPUT INDICATORS	OUTCOME INDICATORS	IMPACT INDICATORS
	<ul style="list-style-type: none"> 150 college students nationwide attend LC 60 college students attend Kawayan Camp 	<ul style="list-style-type: none"> 100% increase in the # of student-leader At least 50 new IVCF grads* are strategically placed in various sectors of the society** Written testimonies of 2 students and 2 graduates (per region) of the influence of IVCF on their leadership development 	<ul style="list-style-type: none"> IVCF leaders are widely acknowledged as servant-leaders <p><i>* 1-3 year-old graduates</i> <i>** not in terms of position; in collaboration with IVPM- encouraging them to deliberately hire IVCF graduates</i></p>

5. NURTURING THE MOVEMENT

Inputs	Activities	Outputs	Outcomes	Impact
<ul style="list-style-type: none"> Office equipment and supplies Hardwares and softwares Office and Administrative officer RDD Library consultant and volunteer 	<ul style="list-style-type: none"> Campus Impact, website, filing, Management Information System (MIS), computer network, prayer letters, new IVCF brochure, on-line office Procurement and upgrading of computers and office equipment Formation of the RDD Personal Support Raising Financial giving of each campus chapter 	<ul style="list-style-type: none"> Efficient and up-to-date communications, documentation, MIS (financial recording and reports, retrieval, protection and back up of documents) Active and responsive RAC's Integrated resource development by the RDD, staff, BOT Quarterly financial report (includes analysis, trends & recommendation) Efficient collection system Responsible use, maintenance of all assets 	<ul style="list-style-type: none"> Strong national and regional support systems (funds, administration) Adequate and sustained financial resources Responsible asset* management <p><i>*refers to other resources such as IV homes, campsites, etc.)</i></p>	<ul style="list-style-type: none"> A sustained movement relevant to the times and a blessing to the nations
<ul style="list-style-type: none"> Senior staff trainers Invited resource persons Staff Handbook Policy Manual Personnel Handbook Office procedures handbook Grad Team Handbooks Funding for 	<ul style="list-style-type: none"> Staff Conference New staff Orientation New Staff Training Prayer Retreats Bi-monthly staff meetings Staff Trainings Days Once a year regional staff/GT 	<ul style="list-style-type: none"> All staff attended the staff conference All new staff attended the NSO and 3 NSTs All NCR staff attended 2 Prayer Retreats All NCR staff attended bi-monthly staff meetings and have led either BS or given an 	<ul style="list-style-type: none"> Competent, committed, cohesive staff team, volunteers, and BOT Staff and volunteers are equipped with necessary knowledge and skills and have developed right attitudes to work/ministry The staff and volunteers are nurtured and encouraged, and given pastoral care 	
<ul style="list-style-type: none"> Senior staff trainers 	<ul style="list-style-type: none"> Staff Conference 	<ul style="list-style-type: none"> All staff attended 	<ul style="list-style-type: none"> Competent 	

