

# WMU of Texas

# Christian Job Corps of Texas

Equipping for Life  
and Employment



## Impacting Texas

40 communities in Texas host Christian Women's and Christian Men's Job Corps sites. Each site offers training unique to the needs of the residents of their community. These training opportunities equip people for careers, to grow in faith, and in their relationships .

Based on Biblical principles, prayer, volunteerism, and Christian community development practices our sites are congregational outreach ministries or 501c 3 organizations.

### For more information contact:

Chris Rowley

(737) 280.8660

[chris.rowley@txb.org](mailto:chris.rowley@txb.org)

Trainings offered vary by location and may include the following:

- Technology Training
- Financial Management Courses
- English as a Second Language
- High School Equivalency
- Trades apprentice training
- Transitional Housing
- Behind and Beyond the Bars Life Management Classes
- Entrepreneur Classes
- Bible Discovery
- Life Coaching/ Mentoring
- Job Readiness classes
- ...and More!

# EIGHT KEY ELEMENTS OF CHRISTIAN JOB CORPS



1

## ADVISORY COUNCIL

The governing team of the CJC which helps establish the CJC site and approves decisions. If the site is registered as a non-profit and holds a 501c3, the advisory council becomes the board of directors.

2

## BIBLE STUDY

Every participant of CJC participates in Bible Study. Participants do not have to make a profession of faith or attend church. We believe that the word of God is what truly transforms the participant into all that she can be.

3

## CERTIFICATION TRAINING

The site coordinator must attend National Certification training before establishing a CJC site. Trainings are offered throughout the United States.

4

## COVENANTS

Covenants involve two parties agreeing with each other and with God. Site coordinators sign a covenant after training. Mentors sign a covenant and are commissioned. Participants sign covenants with the ministry. The covenants are simple statements between two or more parties that set expectations and boundaries.

5

## EVALUATIONS

Quarterly evaluations ensure the site is staying on target with mission and vision. Participants evaluate their progress as they work toward personal goals and expected outcomes.

6

## MENTORS

Participants who desire a one-on-one mentor are paired during the class session. Group mentoring also happens during class time. Mentors are trained, commissioned, and may participate in Bible study with their mentee. Mentors walk alongside as encouragers, not as enablers

7

## NEED ASSESSMENT

CJC doesn't belong in areas where it is not needed. The assessment process identifies needs in the community where a site may be considered. Also, includes identifying the needs of current and potential participants. Community assets can also be included in needs assessments.

8

## NETWORKING

The site coordinator and the advisory council network with existing social and educational programs to bring the resources to the site or the participant to the resource in the community.

# THEOLOGY OF POVERTY

*This is the definition of poverty that we take in CWJC/CMJC. So who is in poverty? We are all in poverty in some way. We are all broken. We want to keep this in mind throughout our training.*

## POVERTY DEFINED

**With God**

Primary relationship, created to serve and give praise to God

**With Self**

Created in the image of God, therefore reflects God's being, also gave worth and dignity to man

**With Others**

To know one another, to love one another, and to encourage one another

**With Creation/Resources**

To be good stewards, be people who understand resources, subdue and manage the world God created

## BROKEN RELATIONSHIPS

**Broken with God**

Lost, sinful lifestyle

**Broken with Self**

Broken with self-shame, poor self-esteem

**Broken with Others**

Abuse, no support system, using others

**Broken with Resources**

Lack of money, skills

## POVERTY ALLEVIATED

**Relationship with God**

Bible study, Christian environment

**Relationship with Self**

Personal discovery, encouragement

**Relationship with Others**

Build a support system, mentoring

**Relationship with Resources**

Increased life and job skills

## How do we assist with poverty?

- **Relief** — Urgent and temporary provision of emergency aid to reduce immediate suffering. This is done only to stop the bleeding.
- **Rehabilitation** — Working with victims to restore people to their pre-crisis condition.
- **Development** — Working with people in an empowering process to help them become what God created them to be.



# STRENGTH-BASED PERSPECTIVE

We use a strength-based approach when working with CWJC/CMJC participants. Being strength-based means recognizing strengths in a person and using those strengths to help address his or her challenges.

When working with individuals, we can either use a strength-based perspective or a deficit-based perspective. Strength-based focuses on the resources a person has, while deficit-based focuses on problems and weaknesses.

*The following are characteristics that show the differences between the two:*

STRENGTH-BASED PERSPECTIVE	DEFICIT-BASED PERSPECTIVE
Listens	Tells
Acknowledges coping mechanisms	Criticizes
Focuses on process of problem-solving	Focuses on achieving outcomes
Develops independence	Develops dependence
Everyone learns from each other	Participants learn from site coordinator, staff, and volunteers

## TIPS FOR USING STRENGTH-BASED MINISTRY

- Give yourself time to absorb and understand the problem/behavior/challenge that you need to address before speaking.
- If the participant comes to you for advice, ask him or her what they think they should do to have the best possible outcome.
- Understand that a participant may be accustomed to being treated with the deficit-based approach and may not respond positively to a strength-based approach.
- Observe what the person is doing well in dealing with the problem or challenge and verbalize this to him or her.
- Ask open-ended questions to help the person process what is going on and to get a clear picture of the details.
- Be honest in your interactions with the other person. If there is a behavior change needed, address it rather than glossing over it.
- Be mindful of judging the outcome when it is not exactly as you had anticipated. Even if a participant makes mistakes along the way, learning is taking place.

