Season 3: Church and Community Transformation

Summary keywords

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Speakers

Pete Dawson, Bethany Sikes, Grace Kariuki, Anne Mumbi

Episode 6: What's next for Church and Community Transformation at Tearfund?

Pete Dawson 00:12

Hello and welcome back to our final episode of season three of the Faith and Development podcast, brought to you by Tearfund, a Christian relief and development agency working in over 50 countries around the world. This is a podcast of storytelling and conversation as we explore different areas of development through the lens of faith, drawing on the wealth of incredible people who will share their learning and experience.

This season we're focusing on the church and why Tearfund believes that working with the church is critical for ending global poverty. My name is Pete Dawson and I'm joined once again for the final time by my co-host Bethany Sikes. Hey, Bethany.

Bethany Sikes 00:52

Hey, Pete. I can't believe it's the final episode already.

Pete Dawson 00:55

I know – sad times, but it's going to be a good one, we're going out on a high. So, just to recap, last episode, we learned all about how to calculate the value of Church and Community Transformation or CCT for short, and that the work of churches creates high social returns and is great value. But, Bethany, could you just give us a quick summary of the last episode?

Bethany Sikes 01:17

Yeah. So the last episode, we covered some big technical concepts, and it was great to have Lizzie Trotter from State of Life to walk us through the process of measuring social value in the Local Church, Lasting Transformation study. And we were really excited to share that we found that our model of working with churches supercharges investments, turning every £1 invested in CCT alongside community contributions into £211 worth of social value. So that's for every £1 that Tearfund and partners invest in the church's CCT journey unlocks £7 worth of community resources to support CCT. And that combined creates a social value of £211 in increased life satisfaction through improved wellbeing. So really exciting findings.

Pete Dawson 02:07

That's pretty incredible. And so what are we going to be looking at in our final episode of the series?

Bethany Sikes 02:13

We're going to be hearing about what's next for Church and Community Transformation as Tearfund enters a period of ambitious scale-up. And there also may be some exciting new evidence coming soon, too, so we'll be talking about that. And just to say, you will hear a new term in this episode, which is CCM and that stands for Church and Community Mobilisation. And it's a type or way of doing Church and Community transformation. So don't worry if you hear that, don't be thrown. It's – you can understand it interchangeably with CCT.

Pete Dawson 02:45

Brilliant. And as well, in this episode you might notice the audio sounds slightly different. For this last episode, we're recording entirely remotely, talking across countries and continents. So without further ado, let's dive in to this episode where we're going to be joined by two guests this time, Anne Mumbi and Grace Kariuki, both of whom are supporting the scale-up of CCT.

So a big welcome to you, Grace and Annie. It's so good to have you on this episode of the podcast. Could you begin by just introducing yourselves – a little bit about who you are and what you do? So, Grace, would you start for us?

Grace Kariuki 03:33

Yeah, my name is Grace Kariuki, I am the Global CCM Officer. Our main focus is around coordinating learning across our regions, around CCT but specifically for our Church and Community Mobilisation processes. I'm also the community manager for our community of practice, and have been coordinating that space. And also another part of my big role is improving understanding both internally and externally around what we mean by CCT and specifically CCM. So yes.

Anne Mumbi 04:05

Thank you so much. My name is Anne Mumbi, I'm based in Zambia. I have been working with Tearfund for over 12 years now. I am the Southern and East Africa Regional Influencing Lead. My role revolves around working with the church, theological institutions in countries where Tearfund has strong church networks and denominations. Most of the work is around influencing church leaders that are influential and powerful to work with Church and Community Transformation as one of the approaches that we use. So that's a bit about my role. Thank you.

Pete Dawson 04:59

Fantastic, fantastic. Thanks so much. So over the course of this series, we've been learning all about the power of the church to address poverty. So a couple of questions, really, for you both. What is it that excites you about CCT? And I guess, more importantly, why do you think it's important to work through the church in the first place?

Anne Mumbi 05:19

I think for me, really what excites me so much about Church and Community Transformation, is the tools that it uses. And one of those tools is called Church and Community Mobilisation process, which is a step by step process that takes the church through in terms of identifying itself and its mandate and discovering itself, and then being able to use that to empower and affect its own local community. And I have seen this from community to community, just how the church has gained so much confidence in its mandate because of this process. And because of that, it has seen how individuals within the local church itself have been able to transform their own lives, have their mindset transformed, and that has begun to filter through in their own local community. Each time I reflect and look upon this, it does excite me. And whenever I meet development organisations, being a development practitioner myself, I have said to them, if you really and genuinely want to transform a community, I think we have discovered a process and an approach that has shown us that it is possible to actually have a community that walks a different journey in terms of looking at what they what they own and the resources they have. Yeah, I think for me, that excites me. And I get excited because then I am able to talk about what the church is capable of doing, because many people think the church is only there just to preach, you know, and, spiritual stuff, but actually when you bring in this element, then they realise there's so much that the church has to offer in a community and in its nation. That excites me about CCT. It has that power.

Pete Dawson 07:25

That's amazing, Anne, that's so good. And I guess the exciting thing for us now, when you talk to other agencies and charities about our work and the effectiveness of the church, we now have this robust data to go alongside that, which is just incredible. Grace, what about yourself? What excites you about CCT and, yeah, the place of the church in what we're doing.

Grace Kariuki 07:43

Yeah, I think for me, it's recognising that God has given the church the mandate to bring change, to bring holistic transformation to itself and to those around them. And God has been so gracious to give the church resources, time, people, skills, right placement, right connections, right structures. So all of that is already in place. But for me, as Anne mentioned, one of our tools is Church and Community Mobilisation. It's that systematic pathway for churches to do what they want to do but with a very well thought out process. So this is where you start, these are the questions to ask. And it's very open handed because it just gives the church the space to say, let me reflect on this. What does it mean to be Christlike? What does it mean to serve my community? What does it mean to bring change? And these questions are both reflective and introspective. And so churches get to do what they're already doing, but with a bit more sharpened ideas, with a bit more sharpened plan and resource. So like Anne says, I think for me this is [a] gold mine, because churches want to reach out, but sometimes they don't know where to begin. And CCM gives you that very specific journey of 'This is where you can start. This is where you can follow on. This is where you can build on.' So suddenly having the desire, the resources, the time, and then having a plan. So that for me is what's exciting.

Bethany Sikes 09:12

It's so exciting to hear your reflections there – two quite different perspectives of, you know, the way that you work with the church, Grace and Anne, but hearing, you know, similar themes around why it's so important. And so throughout this series, we've been unpacking the evidence from the Local Church, Lasting Transformation study, all about the impacts of our Church and Community Transformation model. And I'd love to hear from you both about whether the evidence has changed your perspective or practice related to Church and Community Transformation.

Grace Kariuki 09:46

Yeah, I think for me, it hasn't changed it, probably stamped an approval on what we already know, an instinct that we have had. I sit within the learning space, so I get to see some of that evidence, some of that evaluation, some of that monitoring, so I get to have an eye on that. But for me, what was beautiful was seeing it being brought out in different spaces, and seeing the similarities, but also the unique differences and how they were able to achieve the same thing, but different impact because of their context. So for me, it was just like, 'You're doing well. Keep going. This thing is working.' And now we have the numbers, we have the timelines. And I think it's been really, really encouraging for people on the ground to be like, 'I can actually just pull this out in a very simple way, here's a summary.' If you haven't seen a summary, there's one there. And being able to share with people who are seeing the change but not knowing what exactly this change. So it's been a real good tool for us to say, 'Here is a simplified version of what we know is years of work, and years of effort, and years of God's blessing this space.' And so it's given more credibility to this space. And I'm excited for what year two will do. But I think for most of us within the CCM world, we've already known this, but finally somebody put pen and paper together.

Bethany Sikes 11:12

Yeah, definitely. And I think, like what you said there about the people who are working on CCT on the ground, you know, they're seeing transformation at their church and their community. But to have the data to show, you know, this is what this looks like, you know, on an individual's life, but also at scale, you know, in over 200 communities across four countries. That must be really inspiring for the staff who were like chipping away, working on it every day. That's really encouraging.

Anne, I'd love to hear from you whether the evidence from the Local Church, Lasting Transformation study has at all changed your perspective or practice related to CCT.

Anne Mumbi 11:54

Thank you so much, Bethany. I think for me, the study has just confirmed what we see every day as we work with the churches on this CCT journey. A lot of things actually have been confirmed from the different

contexts where this was done. Even where we are working, we are actually able to confirm the changes that have happened in the lives of individuals, in the lives of the church, and the community where the church has actually been involved. So for me, it hasn't changed my perspective at all, but it has given me confidence that I can be able to engage with different denominational leaders and be able to bring out this evidence for them to see. And I just want to give a little example of just what's happened, or a testimony of what happened when the study came out. That we shared this with one of the church leaders where I am, who was very, very sceptical of CCM, and when he actually read through this study, he actually came back to us and said, you know, 'I want to work with Tearfund. I have read through and this is what we really want to do.' And so he already is one of those denominations that we are going to work with as a result of the impact from this study changing his perspective. He had a very different perspective on CCT. But really, having gone through the evidence and the work that we do that has actually convinced him. So for me, it has just given me really confidence, to be able to present to denominational heads and others that because we can now speak with evidence, really, that is documented.

Bethany Sikes 14:00

That's so encouraging.

Pete Dawson 14:03

So over the course of this podcast series, we've been looking quite in detail at the study, about the impact of CCT, but also Tearfund has set a pretty ambitious vision to reach even more churches. So Grace, could you tell us what's next for CCT?

Grace Kariuki 14:19

Yes. So we want to see, as the whole of Tearfund, 250 [thousand] churches, activated as transformation centres in their communities over the coming years. We're looking at 2030 is our target. And we know that CCM will be a huge part of that parcel of the 250 [thousand] churches. But we also know that there's incredible ways of working within the church that could also make up that number. So. Looking forward to seeing us fulfil that target together.

Anne Mumbi 14:51

One example I can actually really give is when we were in Kigali with the church leaders from the continent of Africa, we actually shared this vision. The meeting in Kigali was for the African church leaders, for those where we have been working as Tearfund and also for those leaders that have never had an opportunity to go through the CCM process. And so it was really bringing them together so we could actually share as

Tearfund really what our vision was of the 250,000, and also being able to share the impact study, you know, to this bigger group and it was so... and it happened that while in this meeting, the leaders after the impact study, said, 'We realise this is our mandate, buy into it. And we want to, you know, to work with this mandate.' And that is the vision of Tearfund that we reach out to 250,000 churches and impact them with CCM because we have seen that CCM really does work. And so, in summary, the meeting in Kigali was to was to influence the church leadership in Africa and bring them to the space that we were available as Tearfund to support them in this journey. And they caught it, and they caught the vision, and they came out of that vision saying, we as the church in Africa, we will actually take on CCT.

Bethany Sikes 16:40

Great. Thanks so much, Anne. Over to you, Grace.

Grace Kariuki 16:45

Thank you. I think, for us, the pray, trust, build, 250K – it's a very, very exciting number. And if I didn't start by faith might even be outdone. And why I say that is, there's been a lot of excitement. God has been really gracious. There's been a lot of excitement about the impact of CCM and CCT in general. And there's been a lot of interest from churches, from denominations, from theological institutions. And so when we think about the expansion or the scale-up of this, we're thinking about working with denominations and there are many denominations. So in terms of opportunities and appetite, it is there.

Bethany Sikes 17:27

That's really exciting to hear the, you know, the church in action at all levels. It's a really beautiful picture of what the church should look like working together for the kingdom. So I just want to check this 250,000, goal that we've set ourselves is global, it's for the global church.

Grace Kariuki 17:48

Yes. That's correct. So currently we work obviously in Africa and Latin America, so, and the Caribbean, and we work in Eastern and Middle East. And also we work in Asia. And so we have a large scope, pretty much global, that we have spaces. And Asia, I would say is growing. Of course, we don't often name names, and countries, but I can tell you from what I know is that there's lots of countries that we're in in Asia, lots of very fragile countries, but a lot of impact, a lot of impacts that I wish, you know, if it wasn't for a safety thing, I would love to be able to share very highly and widely. But they are growing as wildfire. As much as we hear about Africa growing, Asia is on a momentum of its own. And the beautiful thing — I've just been to a country in Asia last year — and the beautiful thing for me is that it's become so ingrained in the way the

church works that you don't even notice it as an addition. It is the same way you would think about having a women's ministry. They just have it as a normal. It's part of church. It's part of the way they do it. And so, in fact, when I went to make the visit, very rarely did I hear the name Tearfund. Very, very rarely. In fact, there's so many levels between them and growing themselves and equipping themselves and resourcing themselves, that it takes you a while to figure out, oh, they were first trained by Tearfund and they went and took it to that denomination, and now they are the CCT folks in their denomination. And so we just come to support and put them in that peer-to-peer learning spaces. And so the numbers in Asia are pretty epic. And I'm really, really excited and proud of the team. They do an incredible, incredible job in some very, very difficult spaces.

Bethany Sikes 19:39

That's really cool. One of the things that you're working on, to be that space around learning is the community of practice. Could you tell us a bit more about that?

Grace Kariuki 19:49

Yes. So community of practice is a very, very exciting space for us. For a very long time, we have wanted to have a space where internal members and external members can talk about CCM and talk about CCT in general. And we've not ever found a technology that allows us to do that in a safe, in a coordinated space. But finally we've landed one. We've been around for about a year and a half now. For anybody who wants to join, is interested in that, it's community.tearfund.org/CCM and you will find the page. And here we have such a variety of people and it's become what we're saying – a virtual home because we recognise that CCT is very much like wildfire. It's very catalytic in the way that it works. And you can often reach people without knowing you're reaching them. So what Anne is talking about influencing you can be very light touch and very involved. But where do we take these people? Where do we bring them together? We can't afford to bring the whole world to a conference. And so we wanted to find a virtual home that has multiple languages. So we have every language that Google can translate to. And so I would highly encourage Tearfund to continue to embrace this, but also peer organisations and our partners to embrace this space because it will change the way we work. We're in a digital world, and we're pretty much a global village, and we now have a global CCM village. So welcome to the village and join us soon.

Bethany Sikes 21:22

Love that.

Pete Dawson 21:23

Given the scale of impact of CCT through the amount of churches we're working in at the moment, do we have any sort of potential estimate of the impact to 250,000 churches?

Anne Mumbi 21:37

I can confidently speak about the estimations we have made, at the regional level, in Southern and East Africa region. So we are at the point where we comfortably can say, about 10 million people will actually be impacted from the number of churches in the 250,000 churches, among the 250,000 churches that we have targeted. In terms of, you know, yes. So we are really looking at that figure.

Pete Dawson 22:07

So Bethany, can we be expecting any more exciting events about the impacts of CCT moving forward?

Bethany Sikes 21:14

Yes, we can! Actually, as we speak, data collection is underway for year two of the Local Church, Lasting Transformation study. We're going to at least three new study countries, including one outside of Africa for the first time, to repeat our study. So in year one, we went to Rwanda, Sierra Leone, Tanzania and Zimbabwe. And for year two, we've already collected data in Nigeria and Malawi. And, as we're recording, we're about to start data collection in Bangladesh, which is really exciting. And we may be having one other country join the study, we will see. What that means is we are repeating the study, so we'll be looking at holistic transformation, wellbeing again. But we're also going to be adding a slightly new element, which is looking in more detail at the impact of CCT on the church itself. So we've been interviewing church leaders and asking what are the changes they've seen in their congregation and in their church. So that means that we'll be able to speak to the impact on individuals, on churches, and also on the communities. So hopefully we will be bringing you some exciting evidence of the impact of CCT in a future episode. We've got a long way to go, got lots of data still to collect and to analyse, go back to communities and validate those findings and... but hopefully keep your eyes peeled, because there may be some more exciting findings to share with you in the future.

Pete Dawson 23:44

Fantastic. And maybe just to close, obviously, this is CCT. It's the focus on the church. We wholeheartedly at Tearfund believe that the church are right at the centre of God's Plan A for the healing and restoration for the world. And it's exciting to look at the impact on the church because we've seen the data about how

good the impacts on communities and the development side of things, but bringing it back to that church level, Grace and Anne, obviously at Tearfund, for us poverty is more than about material poverty. For us, it's fundamentally about brokenness. And for us, we believe that the only one who can restore that deep brokenness in humanity is Jesus. And he's at the centre of everything we do. So just around the impact on the church, could you just share maybe maybe to close, how have you seen this impact churches and communities from that more spiritual transformation side of things?

Grace Kariuki 24:41

The most exciting thing is to see the church come alive. It's like they finally see their relationship with Jesus so close. Jesus is not so far. And they can see him close to them, and experience him. The second thing for me is that because all of these are based on Bible studies, people are reading the Bible more, and whenever you read the Word of God, it changes you. There is absolutely no way that you won't change. So people's relationship and understanding of God, of understanding of theology, of understanding of, you know, who God says he is, and that faith and that belief that he is indeed a miracle worker, he is indeed concerned about your everyday, is not just waiting for when you pray more. He is concerned that you wake up, that you ate, that you're fed, that you have friends, he is concerned about how are you getting on with your neighbour? Do you have a best friend? I think people are excited and proud about their faith and feeling that they have a personal relationship with Jesus Christ, that he is concerned about not only their spiritual life, but their personal life, their marriages. You know, I remember one of my favourite stories is a Nigerian. In Nigeria, they were doing a CCM and there was this drug addict. Basically, he just was, like, watching, you know, from the door. 'So these people always come every day, what are they...' So he kind of listened, high as a kite. And gradually he was like, 'Oh, maybe I'll take my [drugs] two hours before so I can listen a bit better from the door.' And actually, believe it or not, he came in, started doing the sessions. I actually had the privilege of meeting him on video, saying that 'My wife had obviously, like, left me because I was into drugs or the pressures of life were too much. I wasn't able to see my baby.' And he had his baby on his lap, with one of our coordinators on video to me. And I just thought, 'Only God can do this.' And you would think, you know, somebody watching Christians be Christians, like that is something that you cannot explain. And then seeing somebody being attracted by that goodness, that fragrance of goodness and deciding it's not worth being high anymore, I want life, I want the life that I'm seeing them experience. I want the joy of family that I'm seeing them experience. I just, I can talk about this forever, but I'm like, the church are reaping the benefits of discipleship, of entering the word, of people being part of their faith, of people being evangelistic in the way they live and say, and being practical doers and not ignoring the challenges and the difficulties that we have in our government, in our community. And them being, saying, 'I am the answer because Christ is in me, and greater is he that is in me than he that is in the world.' So I could preach about this forever. But I'm like, the church thrives. Thrives.

Pete Dawson 27:38

So good. That's so good. Thank you so much. And Anne, what about yourself?

Anne Mumbi 27:42

Yes. Thank you so much. Actually, for me, I have looked at CCM really also having the potential for discipleship because the Bible studies that are really at the centre of this are the great igniters that have enabled individuals, you know, to really strengthen their relationship with God. I have so many, many examples that I can give you. We went into one of the communities, and the people began to tell us that the numbers of people grew from 13, at the time when we were visiting them, they were over a hundred people. So we were interested and we wanted to find out really, what caused the growth. And so we found out that actually, as they did the Bible studies, they said, 'You know, those Bible studies are very, very deep. You actually take them personally. And not only that, it's not the preacher standing in front of you. You yourself actually speak and interrogate the scriptures together with your colleagues, it's very participatory. You know,' they said, 'When we sit in church, it's only the preacher that preaches in front of us, and we don't have time to ask questions. But when we sit in a CCM and we are doing a Bible study, we are actually able to ask as many questions and we go away introspecting, and we go away with actions that we actually want to do better.'

And the other thing also that I have experienced on the ground is the level of giving, interestingly, and most of the local church pastors have been able to tell us that, before CCM, actually the giving was very, very difficult. I come from the Pentecostal church and they would, you know, preach these messages to try and encourage people to give. But when the local church has gone through the CCM process, they actually have not struggled to tell anyone to give because people's personal relationship with Jesus have really grown so much that they have fallen in love with the Lord over and over and over again, and giving does not become an issue for them. When there's anything they need to do and they need to give, they will gladly give because they understand the calling better and their relationship has grown to become, you know, intimate with the Lord through these Bible studies.

Bethany Sikes 30:31

You actually have some really exciting confirmation of that or quantification of that, in the Local Church, Lasting Transformation study. So we found that three quarters of churches in the study who were engaging with Church and Community Transformation reported that church attendance and financial giving to the church had increased in the year before, which is really exciting and hopefully something we'll unpack a bit more in a year or two, as we're going to be looking at the impact of the church – impact of CCT on the church itself – a little bit more. So hopefully we can unpack that even further and shine a light on what's happening at, church level.

Pete Dawson 31:11

Fantastic. Well, Grace and Anne, thank you so much for sharing, for inputting. And I'm leaving this conversation way more full of faith, and so inspired by what the Lord is doing. Thanks so much.

Bethany Sikes 31:23

Thank you.

Anne Mumbi 31:24

Thank you.

Grace Kariuki 31:25

Thank you.

Pete Dawson 31:38

Well, Bethany, that was an amazing episode. I'm feeling so inspired. D'you just want to share a highlight or one of your takeaways from that?

Bethany Sikes 31:46

Gosh, yeah, I'm just feeling so filled with hope having listened to Grace and Anne talk about what's next for CCT – there's a real exciting future ahead. And I think I was just really struck by all the different ways in which we're working with the church, you know, Grace talking about the facilitators and the sharing of learning with them, with the community of practice, with our peer agencies, but also hearing about, you know, working with theological colleges and training up the future leaders of the church, and also working with denominations and seeing, you know, the vision of CCT take hold. So yeah, just really exciting to hear about that 250,000 goal – to have 250,000 churches active as transformation centres in their community. But also to really understand, like, what that's going to look like and how we're going to get there. So yeah, feeling very inspired and hopeful having listened to that episode.

Pete Dawson 32:42

Yeah, that's so true Bethany and for me it did inspire so much hope. But I think the prevailing narrative of our time is one of despair and hopelessness, because of the immense need in our world. And we can't ignore that or shy away from that. But actually, there is so much good happening. There is so much hope, there's so much change happening. There's... and we're seeing it happen, through the local church, and I think we're only just scratching the surface of what we're seeing from the relief of poverty, lives and communities being transformed, and to see the potential of what's going to happen when this multiplies

tenfold, we're seeing 250,000 churches envisioned and mobilised. I just think that has the potential to make global headlines by its impact. Very exciting times ahead. But at the beginning of this podcast series, Bethany, we were asking the big question throughout it, which is, why ultimately does Tearfund work through the local church? Now do you believe we can answer that now?

Bethany Sikes 33:44

Yeah, and I think hearing from so many different guests with different perspectives on how we work with the church has been really, really helpful in unpacking that question. I think the quote that will always stick with me is when Peninah talked about the church being a sleeping giant, that we're waking up through CCT and what happens when we see that sleeping giant come to life. And I think as well, hearing quite a few of our guests talked about the mandate of the church to be, I guess, the hands and feet of Jesus in the community, to really, you know, spreading the love of the gospel in practice. And then I think when we also look at the impact that we – the evidence of impact – through the Local Church, Lasting Transformation study, to really be able to understand the impact of that when the when the church wakes up and starts putting its mandate into practice, we see transformation happening in individual lives, in the community lives, in the church as well. So yeah, I definitely think that we can see, you know, with these three things combined and the scale of the impact that we can have, it's a no-brainer. Why would you not work with the church?

Pete Dawson 34:59

Absolutely. And one of the things that is said so often at Tearfund is that the church is the largest civil society network on the planet, and so we are best placed practically to meet the needs of individuals and communities across the world. And the evidence is shown in a very practical way, what happens when the church takes up its mandate and responds so practically to the needs in communities. But then we have another layer to that, in the fact that actually what was said so many times in this podcast, the issues and needs in our world, the poverty, is not just a material need that we need, but ultimately it's much deeper than that. Fundamentally, it's about brokenness. And as those who follow Jesus and believe in him, we believe he is the only solution for that underlying brokenness. And so, combined with all the practical ways the church can serve, there's that much deeper level actually, we can get to the root cause of the brokenness, through bringing the light and life of Jesus, in the most broken places in the world. And we're seeing that, and this just holistic approach to CCT in communities across the world, seeing such incredible impacts. I believe the church is not the only way, but the most effective way we can see relief of poverty in the most desperate needs in our world. So, Bethany, we potentially got some more exciting data to come in the future, haven't we?

Bethany Sikes 36:33

Yes. So as I mentioned in the episode, we are doing data collection for year two of the Local Church, Lasting Transformation study at present. So definitely keep your eyes peeled for an episode with the second year of results from the study, and we can find out what impact, you know, the church is having on holistic wellbeing.

Pete Dawson 36:57

Amazing. And lastly, how can people find out more about anything that we've looked at during this podcast series?

Bethany Sikes 37:05

Yeah, I really recommend that you head over to Tearfund Learn, which is our hub of thousands of free resources at learn.tearfund.org and if you want to dig into the findings of the Local Church, Lasting Transformation study, you can add a /CCT-impact to find out more.

Pete Dawson 37:23

Fantastic. But for now, that's it from us. Thank you so much for tuning into this series and we'll be back with season four in the near future, so stay tuned. Bye for now.

Bethany Sikes 37:33

Bye.