



# P.C.E.A. MIRACLE CHURCH

## 2025-2030 STRATEGIC PLAN

*See what the Lord has done*



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# TABLE OF CONTENT

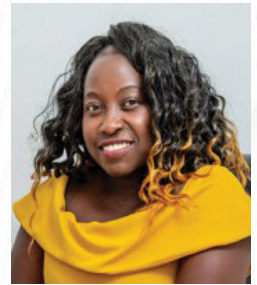
STRATEGIC COVER LETTER.....	1
STRATEGIC PLAN CHAIRPERSON MESSAGE.....	3
STRATEGIC PLAN PATRON MESSAGE.....	4
CONGREGATION CHAIRMAN MESSAGE.....	5
PARISH MINISTER MESSAGE.....	6
ABBREVIATION.....	7
CHAPTER 1 INTRODUCTION .....	8 - 9
CHAPTER 2 STRATEGIC MODULE .....	10
CHAPTER 3: SITUATIONAL ANALYSIS.....	11 - 26
CHAPTER 4: STRATEGIC GOALS AND PILLARS.....	27-33
CHAPTER 5: IMPLEMENTATION MATRIX.....	34 -42
CHAPTER 6: MONITORING AND EVALUATION.....	43
HISTORICAL GALLERY.....	44-48

# STRATEGIC CHAIRPERSON

## Strategic Planning: A Blueprint for the Future (2025–2030)

During **Creation**, God exhibited a great degree of **order** (Genesis 1 & 2).

As He designed the world with structure and purpose, so we must also approach the work of the church with careful planning. In **Luke 14:28-30**, Jesus advises, *“Suppose one of you wants to build a tower. Won’t you first sit down and estimate the cost to see if you have enough money to complete it?”* This wisdom emphasizes the importance of **counting the cost** and planning ahead. Similarly, in **Genesis 11**, we see the people making a deliberate plan to **build a strong tower**. Additionally, **Habakkuk 2:2** reminds us to **write the vision** clearly, ensuring it serves as a guide for all to follow.



In this same spirit, we present the **P.C.E.A. Miracle Church Strategic Plan (2025–2030)**—a transformative roadmap designed to position our church for sustained growth, impact, and excellence in the years ahead.

### Purpose of This Strategic Plan

This plan is more than just a document—it is a **visionary framework** that will guide our church into the future. Rooted in our values of **faith, stewardship, and commitment**, it provides a structured approach to spiritual development, leadership empowerment, community service, and digital transformation. It ensures that **P.C.E.A. Miracle Church** remains a beacon of hope and progress, embracing change while staying anchored in God’s purpose.

### Key Principles of Strategic Planning in the Church

- 1. A Clear Vision for the Future (Habakkuk 2:2)**  
*“Write the vision and make it plain on tablets, that he may run who reads it.”* Just as Jesus spoke of building with purpose, our church must clearly define its mission for the next five years—whether in evangelism, discipleship, youth empowerment, or community outreach.
- 2. Thoughtful Planning and Innovation (Luke 14:28-32)**  
*“Won’t you first sit down?”* A call to deliberate action. Through **prayer, research, and innovation**, we ensure that our ministries remain dynamic, impactful, and relevant in an evolving world.
- 3. Resource Management and Sustainability (Luke 14:28-30)**  
*“Estimating the cost”* underscores the importance of **wise stewardship**. This plan prioritizes budgeting, resource allocation, and sustainability, ensuring that our projects thrive beyond 2030.
- 4. Commitment to Execution and Completion (Genesis 11:1-9)**  
Just as the builders of the **Tower of Babel** were committed to their vision, this plan ensures that we not only start strong but also remain steadfast in achieving our goals, fostering a culture of excellence and accountability.
- 5. Resilience and Adaptability (Luke 14:29-30)**  
Jesus warns against starting without preparation—a lesson in avoiding stagnation and mismanagement. This plan emphasizes strategic adaptability, equipping the church to navigate challenges and seize new opportunities.
- 6. Faith-Driven and Future-Ready Leadership (Genesis 1:2)**  
While we trust in **God’s provision**, faith must be accompanied by action. This plan integrates **spiritual guidance** with cutting-edge leadership strategies, ensuring that P.C.E.A. Miracle Church thrives in an ever-changing world.

### A Call to Action: Building for Generations to Come

The **2025-2030 Strategic Plan** serves as a **driving force for transformation**—an open call to step boldly into the future with faith and decisive action. It invites every **church member, leader, and stakeholder** to engage wholeheartedly, pray for its success, and dedicate themselves to its fulfillment.

As we step boldly into the future, may **God grant us wisdom, unity, and divine provision**, ensuring that our church remains a pillar of faith, excellence, and lasting impact for generations to come.

**To God be the glory!**

**CPA Micheni K. Faith**  
*Chairperson, Strategic Plan Committee (2025-2030)*  
**P.C.E.A. Miracle Church**

## STRATEGIC PLANNING COMMITTEE PATRON

I am truly inspired by the unwavering dedication and commitment demonstrated by our Strategic Planning Team in shaping a bold and transformative vision for P.C.E.A. Miracle Church as we step into the future. The next five years (2025–2030) mark a defining era of growth, innovation, and spiritual renewal, and I firmly believe that the strategic plan we have developed will elevate our church to new heights.

This plan is designed to strengthen our foundation, expand our reach, and enhance key areas such as Development, Worship Services, ICT, and Church Group Ministries.

The success of this vision depends on the collective efforts of the entire Miracle Church family. Each of us has a vital role to play in bringing this plan to life; whether through service, financial support, or unwavering prayers. As James 2:26 reminds us, “Faith without deeds is dead.” Our commitment, both in action and in faith, will be the driving force behind our transformation.

### **Moving Forward with Purpose and Passion**

As we embark on this journey, let us remember:

- ◆ Financial resources are essential to fuel our growth and sustain our initiatives.
- ◆ Prayers will strengthen our resolve and keep us aligned with God’s divine purpose.
- ◆ Teamwork and unity will ensure that we move forward as one body, focused and determined.

Fellow believers, let us not grow weary in our service to the Lord. Instead, let us rise with renewed energy, vision, and commitment, knowing that together, we can build a church that stands as a beacon of faith, love, and transformation for generations to come.

**The future of P.C.E.A. Miracle Church is bright—let us embrace it with faith and action!**

Yours in Service,

**Elder Antony King’ori**

*Patron, Strategic Planning Committee (2025-2030).*



## MESSAGE FROM THE CHAIRPERSON, PCEA MIRACLE CHURCH

### Miracle Church Strategic Plan 2025-2030

**“Commit to the Lord whatever you do, and He will establish your plans.” – Proverbs 16:3 (NIV)**



Dear Beloved Members of Miracle Church,

As we step into this new season of growth and transformation, I extend my deepest gratitude to the Strategic Committee for their dedication to shaping the future of our church. The Miracle Church exists to proclaim the gospel of Jesus Christ, our firm foundation, and to be a beacon of hope and faith within our community.

The 2025-2030 Strategic Plan is not just a roadmap—it is our commitment to creating a thriving, Christ-centered church that impacts lives for generations to come. Our vision over the next five years is to:

- **Expand our outreach and evangelism efforts**, ensuring that every home within our reach has heard the message of salvation.
- **Develop strong discipleship programs**, equipping believers to grow in faith, serve with excellence, and mentor the next generation.
- **Strengthen church leadership and participation**, empowering every member to take an active role in decision-making through our standing committees and the Local Church Committee.
- **Invest in community development initiatives**, addressing social needs such as education, youth empowerment, and support for the vulnerable, reflecting Christ’s love in action.
- **Enhance our worship and spiritual growth**, creating an environment where every individual encounters God in a meaningful and transformative way.

By 2030, we **envision a church that is spiritually vibrant, structurally strong, and deeply connected to the needs of our people**. This journey requires unity, faith, and a commitment to God’s purpose for us. Let us move forward together, knowing that He who has called us is faithful to complete this work (Philippians 1:6).

**May the Lord bless and guide us as we build a future that glorifies Him.**

**Elder John Karuku,**  
*Chairperson, PCEA Miracle Church(2025)*

## MESSAGE FROM THE PARISH MINISTER

It is a great honor and privilege to be entrusted with the launch of the strategic plan for PCEA Miracle Church. From the very beginning, **God Himself established the first strategic plan, ensuring its fulfillment in the creation of the world.** Indeed, the world operates within divinely ordained timelines, upon which all life and progress depend. A strategic plan serves as a catalyst for growth and remains a fundamental driver of development in both emerging and advanced economies.

As an institution, the church is committed to **fulfilling its mission and cultural mandate—to go into all the world and make disciples.** In alignment with modern management practices, PCEA Miracle Church has developed a well-defined strategic roadmap, laying the foundation for a legacy of success.

This strategic plan not only sets **clear objectives but also provides a structured approach to achieving them.** It serves as a framework through which the church will consolidate its strengths, address challenges, and seize opportunities in its operational environment—all with the ultimate goal of fulfilling its divine mandate.

However, the success of this plan will depend not only on the availability of resources but also on the skills, commitment, and teamwork of all church stakeholders.

I must acknowledge that **the development of this strategic plan was a challenging yet deeply rewarding process.** It was a collaborative effort, involving a diverse group of dedicated individuals. While the final product is commendable, its true value will be realized through diligent execution. I recognize that this plan is not an end in itself, but rather the beginning of a transformative journey—one marked by significant milestones guiding our path forward.

I extend my heartfelt gratitude to the **church elders, deacons, members, and the strategic planning committee for their dedication and hard work in bringing this vision to life.** Their tireless efforts ensured the plan's timely completion. Now, I urge us all to walk this journey together as we strive to make PCEA Miracle Church an epicenter of spiritual growth, development, and community transformation.

**Thank you, and may God bless you all.**

Yours faithfully,

**Rev. James Kinyuru Kigathi**  
*Parish Minister, Mwihoko Parish.*



## **Abbreviations**

P.C.E.A	Presbyterian Church of East Africa
S.P.C	Strategic Planning Committee
S.R	Strategic response
SWOT	Strength, Weakness, Opportunity, Threat
BEEM	Build, Eliminate, Explore, Mitigate
LCC	Local Church committee
C.S.R	Church Social Responsibility
P.C.M.F	Presbyterian Church Men's Fellowship
V.B.S	Vocational Bible Study
Rev:	Reverend
M&E	Monitoring and Evaluation.
SPIARC	Strategic Plan Implementation and Review Committee
COE	Calendar of Events

# CHAPTER 1: INTRODUCTION

This chapter provides an introduction to PCEA Miracle Church, offering a detailed overview of its background, history, and key milestones that have defined its growth and success. By understanding the church's origins and significant events, we can better appreciate its ongoing mission and future direction.

## 1.1 Formation of the Strategic Planning Committee

The LCC (Local Church Council) in August 2023, under Minute Number 197/08/2023, established a group to lead the strategic planning process for the PCEA Miracle Church. This group was entrusted with the responsibility of developing and guiding the church's strategic direction and ensuring that all plans align with its vision and mission.

The members tasked with this important responsibility were:

- Michael Kariuki
- Faith Micheni
- Grace Irungu
- Jedidah Wambui
- Elder Esлом Ngari
- Elder Antony King'ori
- Moses Kuria
- Ann Nyambura
- Martin Mugambi

These individuals were selected for their diverse skills that would contribute to the strategic planning process. Their collective expertise was expected to drive the church forward in achieving its long-term goals while ensuring that all church activities align with the broader mission.

## 1.2 PCEA Miracle Church, Mwihoko Parish, History

This section provides an overview of the church's history, origin, and current standing, giving us a clear picture of where we are today.

### 1.2.1 Background

The history of PCEA Miracle Church is deeply rooted in the faith and vision of a group of dedicated elders from the Rift Valley who were initially posted to serve in the Tumaini congregation, which was under the Kimbo Parish. The key founders—Elder John Mukuria Wainaina, Elder Bilha Gathoni Mukuria, and the Late Elder Joshua Mwangi Kuria—were tasked with leading various districts within the Tumaini congregation in 2009.

- ✓ Elder John Mukuria was placed in charge of Emmanuel District.
- ✓ Elder Bilha Gathoni Mukuria led Miracle District.
- ✓ The late Elder Joshua Mwangi Kuria oversaw Riverside District.

### 1.2.2 Founding of PCEA Miracle Church

The foundation of PCEA Miracle Church was driven by the growing need for a place of worship closer to the local community, especially for church school children who had to travel long distances to Tumaini Church. The initiative to establish this new worship center began under the guidance of the Tumaini Local Church Council (LCC) and was led by Rev. Charles Maingi.

In 2012, Tumaini Church purchased two plots of land, and a small shelter was constructed to serve the local church school children. The church school officially began on January 5, 2014. Over time, elderly members

who found it difficult to walk long distances to Tumaini Church began joining the church school services at the Miracle location. As a result, on January 4, 2015, Miracle District was officially permitted to hold its own services under the leadership of Elder Bilha Mukuria, Elder Veronicah Maina, and retired elders John Mukuria and The Late Elder Joshua Mwangi.

Initially, the congregation remained under the jurisdiction of Tumaini LCC, but in 2016, PCEA Miracle Church was allowed to operate independently. At this point, it was split into two districts:

- ✓ Bethel District, led by Elder Bilha Mukuria
- ✓ Siloam District, led by Elder John Karuku

This development occurred during the leadership of Rev. Eutyclus Muriithi, who was the parish minister at the time.

### 1.2.3 Growth and Development

PCEA Miracle Church grew steadily under the leadership of Rev. Eutyclus M. Gikunju, and Rev Stephen Ndoria expanding from two districts to nine. It is now under the stewardship of Rev. James Kigathi, the current parish minister. The church districts and the ruling elders are as follows:

- ❖ *Bethel District – Elder Jane Nyambura Mwhia*
- ❖ *Siloam District – Elder Geoffrey Kinyanjui Njuguna*
- ❖ *Wega District – Elder John Mbugua Karuku*
- ❖ *Utana District – Elder Milkah Waihiuini Gitonga*
- ❖ *Wendo District – Elder Dorothy Murugi Murige*
- ❖ *Zion District – Elder Eslom Ngari Kariuki*
- ❖ *Thayu District – Elder Martin Mbucho Kimani*
- ❖ *Bethsaida District – Elder Simon Muriithi Ngunyi*
- ❖ *Galilee District – Elder Anthony Kingori Waithaka*

*The church currently has three retired elders:*

- ❖ *Elder Bilha Gathoni Mukuria*
- ❖ *Elder John Mukuria Wainaina*
- ❖ *Elder Veronicah Wanjiru Maina*

The Church as at year 2025 has approximate 400 members.

### 1.2.4 Key dates and milestones include:

- Year 2012: Purchase of two plots of land by Tumaini Congregation.
- January 5, 2014: Official date when Church school began.
- January 4, 2015: Miracle District permitted to hold services.
- Year 2016: PCEA Miracle was allowed to operate independently of Tumaini LCC.
- March 14, 2021: The groundbreaking ceremony for a permanent church building was conducted by Rev. Stephen Ndoria.
- August 7, 2022: The foundation stone for the new building was laid by the Nairobi North Presbytery.
- January 14, 2024: Exodus Service, official relocation from the old Church sanctuary to the new church Sanctuary.

Today, PCEA Miracle Church stands as a testament to the dedication of its founding members and the unwavering faith of its congregation. It continues to serve the spiritual needs of its growing community.

## CHAPTER 2: STRATEGIC MODEL

This chapter introduces the strategic model that guides the operations and future growth of the PCEA Miracle Church. The strategic model provides a clear framework for decision-making, resource allocation, and goal-setting, ensuring that all activities are aligned with the church's vision, mission, and values. A well-structured strategic approach enables the church to maximize its impact, efficiently utilize its resources, and remain adaptable to changing circumstances while staying true to its core purpose.

### Mission Statement:

“To share God’s love by building faith, welcoming all, and guiding people into a closer relationship with Him.”

### Vision statement

“To nurture a Christ-like generation through spiritual growth, community impact, and a future of faith and hope.”

### Church Core Values

Our core values represent the shared beliefs that guide our church community:

- Christ-centered worship
- Unity of purpose
- Discipleship
- Compassion
- Teamwork
- Hospitality
- Prayer as a lifestyle
- Respect for all
- Lordship of Christ in ministry

### Church Core Functions

The core functions of our church define its general culture and operational focus:

- Worship & Prayer – Honoring God through praise, worship, and a life of prayer.
- Spiritual Growth & Discipleship – Teaching and nurturing believers to grow in faith.
- Evangelism & Outreach – Spreading the Gospel and reaching out to the lost.
- Fellowship & Community Building – Creating a loving and supportive family of faith.
- Service & Charity – Meeting the needs of the community through acts of love and compassion.
- Leadership & Mentorship – Equipping and empowering members for ministry and service.
- Youth & Children’s Ministry – Guiding the future generation.

### Church Slogan

“PCEA Miracle Church – SEE WHAT THE LORD HAS DONE.”

## CHAPTER 3: SITUATIONAL ANALYSIS

A comprehensive evaluation of our church groups was conducted using **SWOT/BEEM analysis (Strengths, Weaknesses, Opportunities, and Threats)**. This analysis involved contributions from all groups within the church, including the overall church assessment.

### 3.1: SWOT/BEEM ANALYSIS FOR THE CHURCH

STRENGTH	BUILD (S.R)	TIMELINE
Large membership Unity of purpose Vibrant worship Easy accessibility New members	<ul style="list-style-type: none"> <li>❖ Enhance member engagement through small fellowship groups and mentorship programs.</li> <li>❖ Encourage active participation in church activities and ministries.</li> <li>❖ Strengthen leadership structures to maintain harmony.</li> <li>❖ Organize leadership training sessions to ensure all leaders are aligned with the church vision.</li> <li>❖ Invest in worship training programs to enhance the quality of music and praise sessions.</li> <li>❖ Improve musical instruments and sound systems.</li> <li>❖ Utilize accessibility to grow membership by advertising church programs effectively.</li> <li>❖ Create a welcoming and inclusive program to integrate new members.</li> <li>❖ Assign mentors to help newcomers and inactive members assimilate into church activities.</li> </ul>	Ongoing
WEAKNESS	ELIMINATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Wanting master plan</li> <li>• incomplete and inadequate sanctuaries</li> <li>• weak commitment towards evangelism</li> <li>• weak financial base</li> <li>• lack of a working system database</li> <li>• inadequate church school classes</li> <li>• uncommitted leaders</li> <li>• poor tithing</li> <li>• inability to identify and nurture gift and talents among members</li> <li>• low men turnout in the church</li> <li>• poor understanding of Presbyterianism among members</li> </ul>	<ul style="list-style-type: none"> <li>❖ Develop a comprehensive church master plan with clear goals for infrastructure, programs, and growth.</li> <li>❖ Prioritize construction and completion of permanent church sanctuaries.</li> <li>❖ Organize fundraising drives</li> <li>❖ Launch structured evangelism programs and community outreach activities.</li> <li>❖ Train and encourage members to participate in evangelistic efforts.</li> <li>❖ Implement financial literacy programs for members to encourage better giving.</li> <li>❖ Introduce diverse income-generating projects for the church.</li> <li>❖ Implement a digital membership management system for record-keeping and member tracking</li> <li>❖ Plan for church school expansion for infrastructure development.</li> <li>❖ Introduce leadership accountability measures and continuous training programs.</li> <li>❖ Conduct teachings on the importance of tithing and accountability in church finances.</li> <li>❖ Create platforms such as talent shows, mentorship programs, and training workshops.</li> <li>❖ Introduce programs that specifically target men, such as business forums, mentorship, and sports ministries.</li> <li>❖ Conduct regular training and Bible study sessions on Presbyterian principles.</li> </ul>	Ongoing

OPPORTUNITIES	EXPLORE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Location; Neighboring Kiriri University</li> <li>• Available professionals as members.</li> <li>• Accessibility of technology</li> <li>• Infrastructure development has opened our church.</li> <li>• Expanding our congregation (adding a new congregation)</li> <li>• Diversifying income generating stream-</li> <li>• Unoccupied plots around</li> </ul>	<ul style="list-style-type: none"> <li>❖ Develop university outreach programs to attract students to church activities.</li> <li>❖ Engage skilled professionals in various ministries and development projects.</li> <li>❖ Utilize social media, church apps, and live streaming to enhance communication and outreach.</li> <li>❖ Use infrastructure advancements to increase evangelism and membership recruitment.</li> <li>❖ Conduct feasibility studies and strategic planning for new congregation locations.</li> <li>❖ Start investment projects.</li> <li>❖ New plots are available for purchase and development and new plots are available for new settlers who may be new members.</li> </ul>	Ongoing
THREATS	MITIGATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Harsh political environment</li> <li>• Unstable economy</li> <li>• High cost of living</li> <li>• High rate of unemployment</li> <li>• Escalating price of land</li> <li>• Competition from other denomination</li> <li>• Drugs and substance abuse prevalent in the area</li> <li>• Insecurity</li> </ul>	<ul style="list-style-type: none"> <li>❖ Maintain a neutral stance in politics and promote peace-focused sermons and initiatives.</li> <li>❖ Develop support programs for struggling members, such as job networking and financial empowerment workshops.</li> <li>❖ Strengthen church welfare programs to support vulnerable families.</li> <li>❖ Organize career workshops, skills training, and business startup mentorship programs.</li> <li>❖ Plan land acquisitions early and seek partnerships for expansion.</li> <li>❖ Strengthen church identity and emphasize the spiritual and social benefits of membership.</li> <li>❖ Introduce rehabilitation and counseling programs, and partner with recovery centers. Also introduce preventive measures to our teens and youths.</li> <li>❖ Get and maintain a reliable security firm-for the sake of properties and members (also children) during the services.</li> </ul>	Ongoing

### 3.2: SWOT/BEEM ANALYSIS FOR CHURCH STANDING GROUPS/COMMITTEES

#### Group 1. Youth

STRENGTH	BUILD(S.R)	TIMELINE
A large number of members.	<ul style="list-style-type: none"> <li>❖ Support events that attract and engage all members.</li> <li>❖ Divide the youth into smaller teams for better participation and leadership development.</li> <li>❖ Encourage each member to bring a friend to increase numbers.</li> </ul>	Quarterly Youth Fellowships & Social Events Annually Recruitment Drives
Good leadership.	<ul style="list-style-type: none"> <li>❖ Strengthen leadership training and mentorship programs.</li> <li>❖ Assign leadership roles to different youth to encourage responsibility.</li> <li>❖ Conduct leadership retreats and capacity-building sessions.</li> </ul>	Annually Leadership Training & Retreats Ongoing Mentorship & Leadership Rotations

Young people are creative and active.	<ul style="list-style-type: none"> <li>❖ Introduce creative programs such as drama, music, and digital evangelism</li> <li>❖ Use social media to showcase youth activities and ideas.</li> <li>❖ Host innovation challenges and competitions.</li> </ul>	<p>Monthly Digital Media Posts &amp; Content Creation</p> <p>Biannually Talent Shows &amp; Innovation Competitions</p>
Energetic team.	<ul style="list-style-type: none"> <li>❖ Channel energy into productive activities like sports evangelism and community outreach.</li> <li>❖ Organize mission trips and physical challenges like marathons and hikes.</li> <li>❖ Use energetic activities in church events, e.g., praise and worship sessions.</li> </ul>	<p>Quarterly Community Outreach &amp; Sports Evangelism</p> <p>Biannually Mission Trips &amp; Hikes</p>
Good Mentorship from Senior Youth	<ul style="list-style-type: none"> <li>❖ Establish a structured mentorship program where experienced youth guide new members.</li> <li>❖ Hold regular mentorship workshops.</li> <li>❖ Encourage peer-to-peer mentorship for better bonding.</li> </ul>	<p>Ongoing Peer-to-Peer Mentorship</p> <p>Quarterly Mentorship Workshops</p>
Teamwork.	<ul style="list-style-type: none"> <li>❖ Strengthen group-based projects to encourage collaboration.</li> <li>❖ Conduct team-building sessions to improve unity.</li> <li>❖ Reward and recognize outstanding teamwork efforts.</li> </ul>	<p>Biannually Team-building Retreats</p> <p>Ongoing Recognition &amp; Reward Program.</p>
Exposure to technology	<ul style="list-style-type: none"> <li>❖ Utilize technology in doing online fellowships, bible study and meetings.</li> </ul>	Ongoing

WEAKNESS	ELIMINATE (S.R)	TIMELINE
Many Uncommitted Members	<ul style="list-style-type: none"> <li>❖ Assign responsibilities to all members.</li> <li>❖ Conduct follow-ups to understand challenges.</li> <li>❖ Introduce a recognition and reward system.</li> </ul>	<p>Ongoing engagement</p> <p>Quarterly check-ins</p>
Many Inactive Members	<ul style="list-style-type: none"> <li>❖ Organize engaging activities like retreats and sports.</li> <li>❖ Create small groups for better involvement.</li> <li>❖ Use social media for interactive discussions.</li> </ul>	<p>Monthly events</p> <p>Ongoing engagement</p>
Lack of Interest in Spiritual Matters	<ul style="list-style-type: none"> <li>❖ Make Bible study sessions interactive.</li> <li>❖ Host spiritual retreats and worship experiences.</li> <li>❖ Invite motivational speakers</li> </ul>	<p>Weekly Bible studies</p> <p>Biannually retreats</p>
Financial Struggles	<ul style="list-style-type: none"> <li>❖ Start income-generating projects.</li> <li>❖ Seek sponsorships and partnerships.</li> <li>❖ Organize fundraising events.</li> </ul>	<p>Annually fundraising</p> <p>Ongoing sponsorship search</p>
Blending in Due to Age Difference	<ul style="list-style-type: none"> <li>❖ Introduce mentorship programs.</li> <li>❖ Organize mixed-age bonding activities.</li> <li>❖ Encourage open discussions.</li> </ul>	<p>Quarterly mentorship sessions</p> <p>Ongoing bonding activities</p>
Misunderstandings Within the Group	<ul style="list-style-type: none"> <li>❖ Promote open communication.</li> <li>❖ Establish conflict resolution guidelines.</li> <li>❖ Organize team-building sessions.</li> </ul>	<p>Biannually team-building</p> <p>Ongoing mediation</p>

OPPORTUNITIES	EXPLORE (S.R)	TIMELINE
Collaboration with Kiriri University	<ul style="list-style-type: none"> <li>❖ Partner for joint youth programs and mentorship.</li> <li>❖ Organize leadership and career development workshops.</li> <li>❖ Engage university students in church activities to bridge the age gap.</li> </ul>	<p><b>Biannually</b> joint events</p> <p><b>Ongoing</b> collaboration</p>

Hosting Creative & Entertaining Events	<ul style="list-style-type: none"> <li>❖ Plan concerts, talent shows, and drama.</li> <li>❖ Use social media to promote events and attract a wider audience.</li> <li>❖ Engage youth in event planning to increase participation.</li> </ul>	<b>Quarterly</b> creative events
Incoming Cohort of New Members	<ul style="list-style-type: none"> <li>❖ Create a structured induction and mentorship program.</li> <li>❖ Organize welcome events to make them feel included.</li> <li>❖ Assign senior youth mentors to guide newcomers.</li> </ul>	<b>Annually</b> induction program <b>Quarterly</b> mentorship
Church Development & Outreach	<ul style="list-style-type: none"> <li>❖ Increase youth involvement in outreach programs.</li> <li>❖ Start community service projects to create impact.</li> <li>❖ Train youth in evangelism and mission work.</li> </ul>	<b>Biannually</b> outreach programs <b>Ongoing</b> training
Sponsorship for Active and Needy Youths	<ul style="list-style-type: none"> <li>❖ Partner with businesses and church members for funding.</li> <li>❖ Identify and support financially struggling but committed youth.</li> </ul> <p>Establish a transparent sponsorship selection process.</p>	<b>Ongoing</b> sponsorship drive

THREATS	MITIGATE (S.R)	TIMELINE
Drug Abuse	<ul style="list-style-type: none"> <li>❖ Organize educational workshops on the dangers of drug abuse.</li> <li>❖ Establish peer-led support groups for discussing challenges and finding support.</li> <li>❖ Set up mentorship programs with church leaders for guidance and support.</li> <li>❖ Plan recreational activities (sports, arts, etc.) to engage youth in healthy alternatives.</li> </ul>	<b>Regularly</b>
Unsupportive Parents	<ul style="list-style-type: none"> <li>❖ Develop and communicate the group's vision and purpose to ensure alignment and engagement.</li> <li>❖ Hold parent engagement sessions to educate on the importance of supporting the youth group.</li> <li>❖ Plan family-oriented events to involve both parents and youth.</li> <li>❖ Regularly communicate with parents on activities, progress, and opportunities for involvement.</li> <li>❖ Create a parent advisory board to provide feedback and ideas.</li> </ul>	<b>Yearly</b>
Other Churches Attracting Members	<ul style="list-style-type: none"> <li>❖ Build a strong, vibrant youth culture through engaging worship and events.</li> <li>❖ Offer unique programs such as mission trips, community service projects, or creative worship nights.</li> <li>❖ Increase community outreach through local events and volunteer work.</li> <li>❖ Empower youth group members to act as ambassadors and invite their peers to events.</li> </ul>	<b>Yearly</b>

#### PLANNED PROJECTS

PLANNED PROJECTS	STRATEGIC RESPONSE	FUNDING STRATEGIES
Youth week activities	<ul style="list-style-type: none"> <li>❖ Organize a week-long series of events and programs highlighting youth involvement and spiritual growth.</li> <li>❖ Collaborate with local churches, community groups, and youth influencers for support and participation.</li> <li>❖ Use social media and flyers to promote the activities and encourage participation.</li> </ul>	Fundraising events Member contributions
Canteen	<ul style="list-style-type: none"> <li>❖ Set up a canteen that sells snacks, drinks, and affordable meals to the youth group and church members.</li> <li>❖ Determine the best products to sell based on youth preferences and cost-effectiveness.</li> <li>❖ Promote the canteen during youth services and events to generate consistent traffic.</li> </ul>	Canteen revenue Member contributions

Trade fair	<ul style="list-style-type: none"> <li>❖ Organize a youth-led trade fair with local vendors, crafts, and youth-run booths to raise funds and engage the community.</li> <li>❖ Secure locations and sponsors for the trade fair.</li> <li>❖ Promote the event through social media, church announcements, and local advertising.</li> </ul>	Fundraising events Canteen revenue
Having a youth service	<ul style="list-style-type: none"> <li>❖ Encourage youth leadership in organizing and leading the service as they prepare for having their own.</li> <li>❖ Plan and develop a dedicated youth service with engaging worship, teachings, and activities tailored to youth interests.</li> </ul>	Member contributions Fundraising events
Bus	<ul style="list-style-type: none"> <li>❖ Have a Youth bus in future</li> </ul>	Fundraising events

## Group 2. JPRC

STRENGTH	BUILD (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Full Support from the LCC</li> <li>• Available skilled personnel</li> <li>• Connection to law students</li> <li>• Available teaching materials</li> </ul>	<ul style="list-style-type: none"> <li>❖ Regular updates to the congregation about J.P.R.C.'s work through the LCC's communication channels (bulletins, newsletters, sermons).</li> <li>❖ Use the LCC's influence to establish partnerships with external stakeholders (e.g., local authorities, NGOs) for additional support and resource mobilization.</li> <li>❖ Capacity-building workshops for committee members and church leaders to maximize the potential of the full support received from the LCC.</li> <li>❖ Evaluate the effectiveness of the support and make necessary adjustments to ensure continuous alignment with church and community goals.</li> <li>❖ Educate the members about current affairs.</li> </ul>	Ongoing (Annually)

WEAKNESS	ELIMINATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Lack of Committed Members</li> <li>• Lack of goals.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Recruitment Campaign: Launch a targeted recruitment campaign through church services, newsletters, and social media to raise awareness of the committee's purpose and the need for active members.</li> <li>❖ Personal Invitations: Have church leaders and existing committee members personally invite potential members, making them feel valued and personally called to serve.</li> <li>❖ Clarify Roles &amp; Responsibilities: Clearly define and communicate the specific roles and responsibilities of committee members to ensure there is no ambiguity in expectations.</li> <li>❖ Incentivize Commitment: Offer tangible incentives such as recognition at church events, certificates, or opportunities for leadership roles within the committee.</li> <li>❖ Foster a Sense of Ownership: Allow members to contribute ideas and lead projects within the committee, giving them a stake in its success.</li> </ul>	Ongoing (Annually)

OPPORTUNITIES	EXPLORE (S.R)	TIMELINE
Presence of useful professionals	<ul style="list-style-type: none"> <li>❖ Identify professionals within the Church and hold meetings to understand their skills and willingness to be part of the team.</li> <li>❖ Assigning Professionals to Relevant Roles i.e., Match professionals with appropriate JPRC activities.</li> <li>❖ Create knowledge-sharing platforms (webinars, Q&amp;A sessions)</li> <li>❖ Involve business experts in financial empowerment training and utilize legal professionals for church legal advisory roles.</li> <li>❖ Partner with professional organizations for additional support.</li> <li>❖ Encouraging Professionals' Spiritual Growth &amp; Leadership</li> </ul>	Annually

THREATS	MITIGATE (S.R)	TIMELINE
Learning	<ul style="list-style-type: none"> <li>❖ Identify Root Causes by Conducting assessments to identify learning barriers. Collect feedback through surveys and interviews.</li> <li>❖ Enhance Learning Methods and Implement mentorship programs.</li> <li>❖ Improve Engagement &amp; Motivation, Align learning with faith-based motivation.</li> <li>❖ Strengthen Leadership &amp; Accountability, train leaders to mentor and monitor progress. Set up regular evaluations and progress tracking.</li> <li>❖ Provide Necessary Resources i.e., Supply study materials and digital tools and organize workshops and seminars.</li> <li>❖ Address Psychological &amp; Emotional Barriers- Offer counseling and emotional support, Promote a growth mindset and resilience.</li> </ul>	Quarterly

PLANNED PROJECTS	STRATEGIC RESPONSE	FUNDING STRATEGIES
Starting a monthly journal to educate church members on current affairs (Short-term).	<ul style="list-style-type: none"> <li>❖ Form an editorial team for content creation.</li> <li>❖ Develop articles on faith, social issues, testimonies, and church news.</li> <li>❖ Print and distribute copies physically and digitally.</li> <li>❖ Encourage contributions from church members and guest writers.</li> <li>❖ Promote the journal and gather feedback for improvements</li> </ul>	<p>Donations during J.P.R.C. week.</p> <p>Generous gifts from well-wishers</p>

### Group 3. Praise Team

STRENGTH	BUILD (S.R)	TIMELINE
Unity and teamwork	<ul style="list-style-type: none"> <li>❖ Strengthen team spirit through regular bonding activities.</li> <li>❖ Develop regular structured practice meetings</li> </ul>	Quarterly
Good songs.	<ul style="list-style-type: none"> <li>❖ Develop structured song selection and rehearsals.</li> </ul>	Monthly
Voluntary willingness to learn.	<ul style="list-style-type: none"> <li>❖ Encourage peer mentorship within the team.</li> </ul>	Quarterly
Coordination.	<ul style="list-style-type: none"> <li>❖ Assign specific coordination roles for better efficiency.</li> </ul>	Ongoing

WEAKNESS	ELIMINATE (S.R)	TIME-LINE
Lack of a music teacher.	<ul style="list-style-type: none"> <li>❖ Hire or bring in volunteer music teachers for training.</li> </ul>	Annual
Poor music quality.	<ul style="list-style-type: none"> <li>❖ Establish a regular rehearsal schedule with quality</li> </ul>	Ongoing
Lack of commitment.	<ul style="list-style-type: none"> <li>❖ Implement an attendance and commitment policy.</li> </ul>	Ongoing
Unmotivated members	<ul style="list-style-type: none"> <li>❖ Conduct motivational sessions and team-building exercises.</li> </ul>	Ongoing
Poor attitude towards correction.	<ul style="list-style-type: none"> <li>❖ Introduce constructive feedback culture through mentorship.</li> </ul>	Ongoing
Low Vocal training	<ul style="list-style-type: none"> <li>❖ Encourage a positive learning attitude, and use online vocal training.</li> </ul>	Ongoing

OPPORTUNITIES	EXPLORE (S.R)	TIMELINE
Partnership with other praise teams	<ul style="list-style-type: none"> <li>❖ Explore partnering with different praise teams in and outside the Parish to improve quality and vocals.</li> </ul>	Regularly
Online Media	<ul style="list-style-type: none"> <li>❖ Take advantage of online media and YouTube to learn new songs and styles of music</li> </ul>	Ongoing

THREATS	MITIGATE (S.R)	TIMELINE
Few youths in the team.	❖ Conduct outreach programs to recruit and mentor youth.	Ongoing
Financial challenges affecting uniform purchases.	❖ Organize special fundraisers/cash donations for uniforms.	Ongoing
Limited time for praise and worship	❖ Negotiate for more worship time in services. ❖ Organise worship experiences outside the service time	Ongoing
Professionals and gifted members leave for other churches.	❖ Improve team culture and offer growth opportunities to retain members and recruit more from the congregation.	Ongoing

PLANNED PROJECTS	STRATEGIC RESPONSE	FUNDING STRATEGIES
<ul style="list-style-type: none"> <li>❖ Installation of screens (Short-term).</li> <li>❖ Modern sound system (Long-term).</li> <li>❖ Employing a teacher (Long-term).</li> <li>❖ Mentoring teens and youths (Long-term).</li> <li>❖ Establishing a boardroom (Long-term).</li> </ul>	<ul style="list-style-type: none"> <li>❖ Install screens in the church for easy learning of songs in the congregation.</li> <li>❖ Raise funds and acquire a modern sound system -Piano/Drum sets/Speakers</li> <li>❖ Hire a teacher to enhance training and professionalism.</li> <li>❖ Implement a structured mentorship program for youth.</li> <li>❖ Set up a meeting space for planning and training sessions.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Observing Praise Team Day.</li> <li>❖ Love offering day.</li> <li>❖ Fundraising.</li> </ul>

#### Group 4. PCMF

STRENGTH	BUILD (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Generosity: Members support each other during sickness and bereavement.</li> <li>• Major contributors of ideas in church development</li> </ul>	<ul style="list-style-type: none"> <li>❖ Foster a culture of empathy and support by organizing more community-building events.</li> <li>❖ Strengthen the support system through prayer chains, group check-ins, and mutual care activities.</li> <li>❖ Motivate men to give ideas in the building of the church structures.</li> </ul>	Ongoing
WEAKNESS	ELIMINATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Poor attendance of group activities.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Create a schedule with more flexible timings for activities.</li> <li>❖ Use reminders and encourage participation through personal outreach.</li> <li>❖ Recognize consistent attendance through rewards or acknowledgment during services.</li> </ul>	Ongoing
OPPORTUNITIES	EXPLORE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>❖ Plan regular prayer fellowships and breakfasts to foster spiritual growth.</li> <li>❖ Organize educational seminars to develop both the personal and spiritual skills of members.</li> <li>❖ Create a calendar for such events to ensure regular participation.</li> </ul>	Ongoing
THREATS	MITIGATE (S.R)	TIMELINE
Church policy that only married men can hold leadership positions.	<ul style="list-style-type: none"> <li>❖ Address the policy through respectful dialogue with church leadership, proposing leadership development for all members.</li> <li>❖ Encourage active leadership opportunities for non-married members in other roles (e.g., co-leader, assistant leader).</li> </ul>	Ongoing

Difficulty in acquiring funds from church leadership for activities.	<ul style="list-style-type: none"> <li>❖ Plan fundraising events with clear communication of the benefits of the activities for the church community.</li> <li>❖ Engage the church leadership with well-prepared proposals showcasing the impact of planned activities.</li> </ul>	Ongoing
<b>PLANNED PROJECTS</b>	<b>STRATEGIC RESPONSE</b>	<b>FUNDING STRATEGIES</b>
Supporting the construction of the new sanctuary.	<ul style="list-style-type: none"> <li>❖ Organize special fundraising events (e.g. donation drives, concerts) to support the sanctuary construction.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Member contributions.</li> <li>❖ Fundraising</li> </ul>

### Group 5. WOMAN'S GUILD

<b>STRENGTH</b>	<b>BUILD (S.R)</b>	<b>TIMELINE</b>
<ul style="list-style-type: none"> <li>• Strong constitution and leaders who enforce rules without bias.</li> <li>• Large Membership numbers.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Leverage strong leadership and rules to ensure consistency and fairness in group activities.</li> <li>❖ Organize leadership workshops to enhance the skills of current and future leaders.</li> <li>❖ Use the constitution as a guide for maintaining order and accountability within the group.</li> </ul>	Ongoing
<b>WEAKNESS</b>	<b>ELIMINATE (S.R)</b>	<b>TIMELINE</b>
<ul style="list-style-type: none"> <li>• Some members do not adhere to rules and regulations.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Conduct workshops or seminars to educate members on the importance of adherence to rules.</li> <li>❖ Implement a system of accountability, such as regular check-ins and gentle reminders.</li> <li>❖ Introduce incentives for consistent rule adherence (e.g., recognition, rewards).</li> </ul>	Ongoing
<b>OPPORTUNITIES</b>	<b>EXPLORE (S.R)</b>	<b>TIMELINE</b>
Availability of members.	<ul style="list-style-type: none"> <li>❖ Launch an outreach campaign to attract new members, emphasizing the benefits of joining the guild.</li> <li>❖ Host events, such as tea parties or community services, to raise awareness of the guild's activities.</li> <li>❖ Offer mentorship programs to make newcomers feel welcome and supported.</li> <li>❖ Reach out to more girls to join the group.</li> </ul>	Ongoing
<b>THREATS</b>	<b>MITIGATE (S.R)</b>	<b>TIMELINE</b>
<ul style="list-style-type: none"> <li>• Social</li> <li>• economic challenges</li> <li>• Interference of other beliefs by the spouse</li> </ul>	<ul style="list-style-type: none"> <li>❖ Develop a support system for members experiencing challenges, such as a charity fund or providing financial advice resources.</li> <li>❖ Encourage a culture of empathy and collaboration, with efforts to ease burdens through mutual support.</li> <li>❖ Organize skill-building workshops that help members increase economic independence.</li> <li>❖ Encourage members to stand firm in their faith.</li> </ul>	Ongoing
<b>PLANNED PROJECTS</b>	<b>STRATEGIC RESPONSE</b>	<b>FUNDING STRATEGIES</b>
<ul style="list-style-type: none"> <li>• Construction of a modern kitchen (Long-term).</li> </ul>	<ul style="list-style-type: none"> <li>❖ Start by conducting a needs assessment to understand the requirements for the new kitchen.</li> <li>❖ Fundraise through events like bake sales, auctions, and donation drives.</li> <li>❖ Seek partnerships with local businesses or organizations that may contribute or sponsor the project.</li> </ul>	<ul style="list-style-type: none"> <li>Fundraising</li> <li>Member Contributions</li> <li>Partnerships</li> </ul>

## Group 6. Development Group

STRENGTH	BUILD (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>Multi-disciplinary knowledge and experience among members</li> <li>Support from both church members and leaders</li> </ul>	<ul style="list-style-type: none"> <li>Leverage members' diverse skills to tackle different aspects of development projects.</li> <li>Organize brainstorming sessions to utilize everyone's expertise in planning and executing projects.</li> <li>Assign roles according to individual expertise to optimize efficiency.</li> </ul>	Ongoing
WEAKNESS	ELIMINATE (S.R)	TIMELINE
Insufficient funds for all desired development activities.	<ul style="list-style-type: none"> <li>Prioritize projects based on urgency and feasibility within the available budget.</li> <li>Explore alternative funding sources, such as partnerships with local businesses or community donations.</li> <li>Organize targeted fundraising events to generate additional funds for high-priority projects.</li> </ul>	Ongoing
OPPORTUNITIES	EXPLORE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>Availability of online gargets to hold online meetings.</li> <li>Independence in decision making</li> </ul>	<ul style="list-style-type: none"> <li>Schedule regular virtual meetings to accommodate members who may not be able to attend in person.</li> <li>Use online platforms to share project updates, gather feedback, and increase engagement.</li> <li>Provide opportunities for members to contribute ideas and suggestions remotely.</li> </ul>	Ongoing
THREATS	MITIGATE (S.R)	TIMELINE
Unclear procurement processes.	<ul style="list-style-type: none"> <li>Implement a transparent procurement policy with clear guidelines and accountability measures.</li> <li>Strengthen the procurement committee with representatives from different backgrounds to ensure impartiality.</li> <li>Document all procurement processes and provide regular reports to the wider group for oversight.</li> </ul>	Ongoing
PLANNED PROJECTS	STRATEGIC RESPONSE	FUNDING STRATEGIES
<ul style="list-style-type: none"> <li><b>Short-term:</b> Plastering church interior walls, casting the church gallery, installing window panes.</li> <li><b>Long-term:</b> Finishing the church floor, constructing the vestry, purchasing TV screens, and installing modern chairs.</li> </ul>	<ul style="list-style-type: none"> <li>Prioritize short-term projects based on urgency and available resources.</li> <li>Organize volunteer workdays to involve the congregation and reduce labor costs.</li> <li>Source affordable materials and involve skilled members to keep costs low.</li> <li>Seek additional funding and grants for long-term projects.</li> <li>Build a phased plan to complete long-term projects over time, aligning with available funds.</li> <li>Engage the congregation in fundraising for specific items (e.g., TV screens, modern chairs).</li> </ul>	<ul style="list-style-type: none"> <li>Fundraising events.</li> <li>Member donations.</li> <li>District contributions.</li> </ul>

## Group 7. Boys and Girls Brigade

STRENGTH	BUILD (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>Rapidly growing membership.</li> <li>Availability of trained officers</li> </ul>	<ul style="list-style-type: none"> <li>Create programs and activities to engage new members and retain them.</li> <li>Develop mentorship and leadership training for older members to support newcomers.</li> <li>Regularly update the programs to maintain excitement and involvement.</li> </ul>	Ongoing

WEAKNESS	ELIMINATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>Lack of availability due to school program.</li> <li>Shortage of male officers.</li> <li>Insufficient classroom facilities.</li> </ul>	<ul style="list-style-type: none"> <li>Set clear expectations for commitment and participation from the start.</li> <li>Create a reward system to recognize consistent participation.</li> <li>Address commitment issues by providing a structured program with regular follow-ups and personal check-ins.</li> <li>Actively recruit male officers from the congregation, focusing on the benefits of serving in the brigade.</li> <li>Provide training and leadership development for potential officers.</li> <li>Approach current male members for officer roles, ensuring they understand the responsibility.</li> <li>Mentor more grown-up boys for future male officers</li> <li>Seek support from the church leadership for expanding or improving classroom space.</li> <li>Explore alternative locations (e.g., outdoor meetings, renting nearby spaces) for classroom activities.</li> <li>Encourage members to donate or fundraise for classroom supplies and improvements.</li> </ul>	Ongoing
OPPORTUNITIES	EXPLORE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>Proximity to a tar-mac road attracts more members.</li> </ul>	<ul style="list-style-type: none"> <li>Use the proximity as a promotional tool to attract members by advertising in local media and community spaces.</li> <li>Host open house events or community programs to raise awareness of the brigade's activities.</li> </ul>	Ongoing
THREATS	MITIGATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>Other churches with better facilities may attract members away.</li> </ul>	<ul style="list-style-type: none"> <li>Focus on strengthening the unique aspects of the brigade, such as specialized programs, leadership training, and community service.</li> <li>Invest in improving facilities gradually, starting with small enhancements to create a more inviting space.</li> <li>Foster a sense of belonging through team-building activities and special events.</li> </ul>	Ongoing
PLANNED PROJECTS	STRATEGIC RESPONSE	FUNDING STRATEGIES
<ul style="list-style-type: none"> <li><b>Long-term:</b> Establishing a money-generating project such as a band or a car wash.</li> <li><b>Short-term:</b> Keeping the environment clean by purchasing dustbins.</li> </ul>	<ul style="list-style-type: none"> <li>Identify potential leaders within the group to oversee these initiatives.</li> <li>Organize fundraising campaigns to get the necessary capital to launch the projects.</li> <li>Develop a business plan for the money-generating project to ensure sustainability.</li> <li>Organize a fundraiser specifically for purchasing and maintaining dustbins.</li> <li>Coordinate with local businesses for donations or sponsorships of the bins.</li> <li>Plan a community cleanup event to promote the initiative and engage members.</li> </ul>	<ul style="list-style-type: none"> <li>Observing Brigade Day.</li> <li>Donations from well-wishers.</li> </ul>

## Group 8. Church School

STRENGTH	BUILD (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Unity among teaching staff.</li> <li>• Large number of children</li> </ul>	<ul style="list-style-type: none"> <li>❖ Leverage the unity among staff to promote collaboration and share best teaching practices.</li> <li>❖ Organize team-building activities to further strengthen the bond and teamwork.</li> <li>❖ Encourage regular staff meetings to discuss challenges and successes, fostering a supportive teaching environment.</li> <li>❖ Make programs more interesting making it habitable for bigger numbers of children.</li> </ul>	Ongoing
WEAKNESS	ELIMINATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Lack of commitment among teachers.</li> <li>• Church school members whose parents are not members.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Set clear expectations for teacher involvement, including attendance, lesson planning, and student engagement.</li> <li>❖ Implement a reward system for teachers who demonstrate consistent commitment.</li> <li>❖ Provide professional development opportunities to reignite passion for teaching and commitment.</li> <li>❖ Reach out to the parents, encouraging them to join the church.</li> </ul>	Ongoing
OPPORTUNITIES	EXPLORE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Benchmarking with other successful church schools</li> <li>• Large number of trained teachers</li> </ul>	<ul style="list-style-type: none"> <li>❖ Establish partnerships with successful church schools to exchange ideas, teaching methods, and best practices.</li> <li>❖ Visit or invite experienced educators from other schools for workshops and seminars.</li> <li>❖ Organize a benchmarking trip or virtual learning sessions for staff development.</li> </ul>	Ongoing
THREATS	MITIGATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Insufficient classroom facilities, leading to overcrowding.</li> <li>• Insecurity in the environment</li> </ul>	<ul style="list-style-type: none"> <li>❖ Advocate for additional classroom space from church leadership and prioritize expansion projects.</li> <li>❖ Explore temporary solutions such as using multi-purpose spaces for classes.</li> <li>❖ Organize fundraising events or apply for grants specifically for infrastructure improvements.</li> <li>❖ Teach kids about personal safety.</li> </ul>	Ongoing
PLANNED PROJECTS	STRATEGIC RESPONSE	FUNDING STRATEGIES
<ul style="list-style-type: none"> <li>• Adding more classrooms</li> <li>• Benchmarking for teaching skills improvement</li> <li>• Protect Children from harmful influences in the society.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Initiate fundraising efforts and seek support from the church community and local businesses.</li> <li>❖ Work closely with church leadership to prioritize this project as a critical need for the school's growth.</li> <li>❖ Conduct regular benchmarking sessions with other schools, focusing on new teaching methods and tools.</li> <li>❖ Implement findings from benchmarking sessions into school curriculum and teaching practices.</li> <li>❖ Organize regular in-house workshops for teachers based on the lessons learned.</li> <li>❖ Organize regular activities for children.</li> <li>❖ Occupy children in church activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Church School Day fund drive.</li> <li>• Development team.</li> </ul>

## Group 9. Church Choir

STRENGTH	BUILD (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>Variety of voices among members.</li> <li>Dedication to serving God.</li> </ul>	<ul style="list-style-type: none"> <li>Leverage the diversity of voices to create a rich and dynamic choir sound.</li> <li>Strengthen the assigning of specific roles in the choir based on vocal strengths (e.g., sopranos, altos, tenors, basses).</li> <li>Focus on harmonizing and creating varied music styles that showcase each member's vocal abilities.</li> <li>Emphasize the choir's role in worship and service to the community, strengthening their commitment.</li> <li>Organize regular reflections or devotionals focused on the purpose of their ministry in music.</li> <li>Foster a spirit of unity and collaboration by highlighting the choir's contribution to church services.</li> </ul>	Ongoing
WEAKNESS	ELIMINATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>Lack of musical training.</li> <li>Inability to read actual music notes.</li> </ul>	<ul style="list-style-type: none"> <li>Provide basic music training workshops for choir members, focusing on music theory and vocal techniques.</li> <li>Partner with a local music school or instructor to offer regular training sessions.</li> <li>Offer online resources or tutorials to help members develop their musical skills at their own pace.</li> <li>Offer music-reading classes to teach the basics of sight-reading and music notation.</li> <li>Utilize simple and visual aids to help members understand music notation more effectively.</li> <li>Organize group practice sessions where members can improve their ability to read and interpret music.</li> </ul>	Ongoing
OPPORTUNITIES	EXPLORE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>Increasing membership as more people join the church.</li> </ul>	<ul style="list-style-type: none"> <li>Capitalize on the growing membership by recruiting new choir members.</li> <li>Offer introductory choir programs to engage newcomers who are interested in joining.</li> <li>Use church events to showcase the choir's talent and attract potential members.</li> </ul>	Ongoing
THREATS	MITIGATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>Comparisons with other choirs.</li> </ul>	<ul style="list-style-type: none"> <li>Focus on the choir's unique strengths and talents rather than comparing with others.</li> <li>Organize internal events or competitions that allow the choir to celebrate their progress and successes.</li> <li>Encourage a supportive and collaborative environment where all members feel valued for their contribution.</li> </ul>	Ongoing
PLANNED PROJECTS	STRATEGIC RESPONSE	FUNDING STRATEGIES
<ul style="list-style-type: none"> <li>Composing original songs.</li> <li>Recording and selling songs beyond the church.</li> </ul>	<ul style="list-style-type: none"> <li>Encourage choir members to contribute ideas or lyrics for original compositions.</li> <li>Set aside regular time for songwriting sessions, either individually or in groups.</li> <li>Work with a music producer or composer to refine and arrange the songs for performance.</li> <li>Plan and organize a professional recording session to produce high-quality tracks.</li> <li>Identify platforms to sell or distribute the songs, such as online music stores or church events.</li> <li>Promote the choir's music through social media and church outreach efforts.</li> </ul>	Annual financing day

## Group 10. Health Group

STRENGTH	BUILD (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Membership and commitment.</li> <li>• Health professionals as members of the church</li> </ul>	<ul style="list-style-type: none"> <li>❖ Leverage the strong membership base to encourage active participation in health-related initiatives.</li> <li>❖ Organize regular health education programs and awareness sessions to engage members and deepen their commitment to health-related causes.</li> <li>❖ Recognize and celebrate the contributions of committed members to inspire others.</li> </ul>	Ongoing
WEAKNESS	ELIMINATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Lack of enough time for commitment among members.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Set clear expectations and goals for participation and involvement in health activities.</li> <li>❖ Introduce accountability measures, such as tracking attendance and engagement in activities.</li> <li>❖ Provide incentives or rewards for members who show consistent commitment and effort.</li> </ul>	Ongoing
OPPORTUNITIES	EXPLORE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Availability of health professionals</li> </ul>	<ul style="list-style-type: none"> <li>❖ Launch fitness challenges or health campaigns to motivate members to take part in physical activities.</li> <li>❖ Organize wellness programs such as exercise classes, wellness checks, or nutritional workshops to keep members engaged and promote overall health.</li> <li>❖ Use social media or church newsletters to share health tips and success stories to encourage active involvement.</li> </ul>	Ongoing
THREATS	MITIGATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Occasional lack of essential items for activities.</li> <li>• Newly borne unknown diseases</li> </ul>	<ul style="list-style-type: none"> <li>❖ Set up a system to keep track of necessary items and equipment for health activities, ensuring regular inventory checks.</li> <li>❖ Explore partnerships with local businesses, organizations, or donors to support the group with essential health-related items.</li> <li>❖ Plan for fundraising initiatives to gather resources for future activities, such as health fairs or wellness events.</li> <li>❖ Encourage more research</li> </ul>	Regularly
PLANNED PROJECTS	STRATEGIC RESPONSE	FUNDING STRATEGIES
<ul style="list-style-type: none"> <li>• Strategizing for future Health activities.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Set up a planning committee to brainstorm and prioritize health activities for the upcoming year.</li> <li>❖ Adjust the calendar of events to include health checkups, fitness challenges, or health fairs, to ensure consistent and engaging activities.</li> <li>❖ Align future activities with the overall health goals of the church, focusing on physical, mental, and spiritual well-being.</li> </ul>	Health Group Day

## Group 11. CSR Group

STRENGTH	BUILD (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>Support from the church members</li> <li>Unity of the team</li> </ul>	<ul style="list-style-type: none"> <li>❖ Strengthen outreach programs by conducting regular needs assessments to ensure donations are well-targeted.</li> <li>❖ Establish a structured approach to support, including periodic reviews and follow-ups with beneficiaries.</li> <li>❖ Develop a well-organized distribution system to ensure fair and transparent allocation of donated resources.</li> <li>❖ Maintain an inventory of donations and track their utilization.</li> <li>❖ Foster teamwork through regular meetings, team-building activities, and appreciation programs.</li> <li>❖ Assign specific roles to members to enhance accountability and efficiency.</li> </ul>	Ongoing
WEAKNESS	ELIMINATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>Church congregation not willing to join the group</li> <li>Inadequate funds</li> </ul>	<ul style="list-style-type: none"> <li>❖ Increase awareness of the CSR group's impact by sharing success stories and testimonials.</li> <li>❖ Organize special events or presentations to educate the congregation on the benefits of participation.</li> <li>❖ Offer flexible membership options, allowing people to contribute in different ways (e.g., financially, through volunteer work, or by donating resources).</li> </ul>	Ongoing
OPPORTUNITIES	EXPLORE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>Available and willing partners</li> </ul>	<ul style="list-style-type: none"> <li>❖ Identify and reach out to potential partners, including local businesses, NGOs, and well-wishers.</li> <li>❖ Draft partnership proposals highlighting how external support can make a difference.</li> <li>❖ Organize fundraising campaigns and networking events to engage potential donors and partners.</li> </ul>	Ongoing
THREATS	MITIGATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>Growing instability in the families.</li> <li>Some cases are beyond the group to handle.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Engage church leadership by demonstrating the value and alignment of CSR activities with the church's mission.</li> <li>❖ Present structured reports showcasing the impact of CSR efforts and the need for leadership endorsement.</li> <li>❖ Request for periodic meetings with leadership to discuss CSR priorities and challenges.</li> <li>❖ Diversify funding sources by introducing initiatives like income-generating projects (e.g., selling handmade crafts, organizing charity runs).</li> <li>❖ Seek corporate sponsorships and grants for sustained financial support.</li> </ul>	Ongoing
PLANNED PROJECTS	STRATEGIC RESPONSE	FUNDING STRATEGIES
<ul style="list-style-type: none"> <li>Continue supporting the needy families around our church</li> <li>Identify needy pupils in schools to support them.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Maintain a database of families in need and update it regularly.</li> <li>❖ Structure support programs, including food drives, medical aid, and educational support.</li> <li>❖ Collaborate with school administrations to identify students in need.</li> <li>❖ Set up scholarship programs or school supply drives.</li> <li>❖ Engage the church congregation and external partners in sponsoring education initiatives.</li> </ul>	Church Member donations Sponsorships.

**Group 12. Christian Education Group**

<b>STRENGTH</b>	<b>BUILD (S.R)</b>	<b>TIMELINE</b>
<ul style="list-style-type: none"> <li>• The presence of professionals on the team</li> </ul>	<ul style="list-style-type: none"> <li>❖ Leverage their skills to mentor members and improve Christian education programs.</li> <li>❖ Assign them specific roles in the education ministry to increase engagement.</li> </ul>	Ongoing
<b>WEAKNESS</b>	<b>ELIMINATE (S.R)</b>	<b>TIMELINE</b>
<ul style="list-style-type: none"> <li>• Lack of commitment</li> <li>• Lack of understanding of the roles</li> </ul>	<ul style="list-style-type: none"> <li>❖ Establish a structured commitment plan with incentives for active participation.</li> <li>❖ Conduct regular motivation and accountability sessions.</li> <li>❖ Educate members on the roles of Christian education group.</li> </ul>	Ongoing
<b>OPPORTUNITIES</b>	<b>EXPLORE (S.R)</b>	<b>TIMELINE</b>
<ul style="list-style-type: none"> <li>• Institutions near the church (Kiriri University).</li> <li>• Primary schools near the church.</li> <li>• Police station nearby.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Engage university professionals to conduct career training and host educational forums.</li> <li>❖ Start a pastoral care program to mentor and provide spiritual guidance to students.</li> <li>❖ Organize visits to detention cells for counseling and spiritual guidance.</li> </ul>	Ongoing
<b>THREATS</b>	<b>MITIGATE (S.R)</b>	<b>TIMELINE</b>
<ul style="list-style-type: none"> <li>• Membership is not permanent.</li> <li>• Age of many members likely to relocate due to job changes.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Develop a continuous recruitment and mentorship strategy to onboard new members.</li> <li>❖ Establish virtual mentorship programs and maintain an on-line community for relocated members.</li> </ul>	Ongoing
<b>PLANNED PROJECTS</b>	<b>STRATEGIC RESPONSE</b>	<b>FUNDING STRATEGIES</b>
<ul style="list-style-type: none"> <li>• Start a self-sponsored library.</li> <li>• Start a daycare (Short term) /school (long-term).</li> </ul>	<ul style="list-style-type: none"> <li>❖ Identify a dedicated space within the church.</li> <li>❖ Collect books through donations and purchases.</li> <li>❖ Set up a structured borrowing system and appoint volunteer librarians.</li> <li>❖ Organize reading programs and study groups.</li> <li>❖ Officially launch the library and create awareness.</li> <li>❖ Develop a budget and seek sponsorship from well-wishers and donors.</li> <li>❖ Conduct feasibility studies and develop a phased implementation plan.</li> </ul>	<p>Sponsorship</p> <p>Member Contributions</p> <p>Fundraising</p>

### Group 13. Evangelism

STRENGTH	BUILD (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Co-ordination of prayers, Kesha's, revivals.</li> <li>• District visitations and door to door preaching</li> </ul>	<ul style="list-style-type: none"> <li>❖ Ensure there's an intentional and structured approach to prayer</li> <li>❖ Host Periodic Kesha's with a Purpose- include powerful worship, intercessory prayer for the lost etc</li> <li>❖ Plan and promote Thematic Revival Services.</li> <li>❖ Link Prayer, Kesha, and Revival with Evangelistic Outreach.</li> <li>❖ Strategic Discipleship Post-Prayer &amp; Revival Events- Have resources such as Bible study materials or mentorship groups ready to sustain and grow new believers.</li> <li>❖ Leveraging Technology for Broader Outreach. Digital Evangelism alongside Traditional Practices</li> <li>❖ Segment the Districts and Prioritize Areas for Outreach.</li> <li>❖ Equip and Prepare Teams with Evangelism Tools</li> <li>❖ Combine district visitations with Community Involvement.</li> <li>❖ Train teams to be sensitive to people's circumstances.</li> <li>❖ Develop a Follow-Up Mechanism for Visitors and New Contacts.</li> <li>❖ Partner with Local Leaders for Greater Impact</li> <li>❖ Use Digital Tools to Complement Door-to-Door Outreach</li> </ul>	Ongoing
WEAKNESS	ELIMINATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Financial challenges</li> <li>• Members not supporting the group fully</li> </ul>	<ul style="list-style-type: none"> <li>❖ look for diversified sources of financial support, Partnerships, fundraisers, online giving, Church specific donation platforms for clear missions.</li> <li>❖ Cultivating a culture of generosity and support- teaching biblical principles on generosity and stewardship. Teach that evangelism is not just a church program but the responsibility of every believer.</li> </ul>	Ongoing
OPPORTUNITIES	EXPLORE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>• Local community outreach. Schools and Universities, Digital Evangelism, Music and Creative Arts, Sports and recreation, Hospital and prison ministry.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Evangelism groups should take advantage of a wide range of opportunities to spread the message of the Gospel.</li> </ul>	Ongoing
THREATS	MITIGATE (S.R)	TIMELINE
<ul style="list-style-type: none"> <li>❖ lack of enough Youth members</li> </ul>	<ul style="list-style-type: none"> <li>❖ Conduct focus groups to understand the needs and concerns of the youth, incorporate technology and digital platforms, create engaging, relatable events and programs, Develop Peer-to-Peer Evangelism and Leadership, Build Relationships and Provide Mentorship, create a welcoming, safe, and inclusive environment, Engage Parents and Families, Pray and Seek God's Guidance.</li> </ul>	Ongoing
PLANNED PROJECTS	STRATEGIC RESPONSE	FUNDING STRATEGIES
<ul style="list-style-type: none"> <li>❖ Having a prayer room</li> <li>❖ Support Church Construction/projects</li> </ul>	<ul style="list-style-type: none"> <li>❖ Request the church to designate prayer rooms /spaces</li> <li>❖ Support in church fundraising events</li> </ul>	<p>Evangelism Fund drives.</p> <p>Member contributions</p>

## CHAPTER 4: STRATEGIC GOALS AND PILLARS

In alignment with our mission to “To share God’s love by building faith, welcoming all, and guiding people into a closer relationship with Him.”, this chapter presents the Strategic Goals and Pillars that will guide our church’s growth, ministry, and impact. These goals provide a clear direction for fulfilling our spiritual mandate, strengthening our congregation, and expanding our outreach.

Our strategic goals define the key objectives we seek to accomplish in areas such as evangelism, discipleship, community service, and church development. The strategic pillars serve as the foundational principles that support these goals, ensuring that all church activities are rooted in faith, biblical teachings, and the leading of the Holy Spirit.

This chapter will cover:

- ❖ The core strategic goals that shape our church’s mission and vision
- ❖ Strategies to achieve our goals.
- ❖ The fundamental pillars that support ministry effectiveness and sustainability
- ❖ How these elements align with our spiritual calling and community needs

### PILLAR 1: WORSHIP & SPIRITUAL GROWTH

**Strategic goal: *deepen members’ relationship with God through meaningful worship and spiritual disciplines.***

Strategies to achieve this goal:

#### 1. Enhance worship services

- ❖ ***Incorporate More Praise and Worship Sessions:*** Extend the duration of worship time to foster a deeper connection through music. This will include a blend of traditional hymns ***{Tenzi za rohani, Nyimbo cia Kuinira Ngai, Nyimbo cia Kiroho & Golden bells}***, contemporary songs, and cultural expressions to reflect the diversity within our congregation.
- ❖ ***Diverse Styles of Worship:*** Encourage various forms of worship that resonate with different demographics within the church, ensuring everyone feels included and uplifted
- ❖ ***Distribute Hymn Books:*** During our worship services, members will have the invaluable opportunity to deepen their understanding and appreciation of inspiring worship songs by engaging with the lyrics in our hymn books. This initiative will enrich our collective worship experience and foster a stronger sense of community through shared musical praise.

#### 2. Encourage regular bible study within districts

- ❖ ***Structured fellowships with guided topics*** – develop a study guide for districts to adopt throughout the year, ensuring consistent growth in understanding scripture.
- ❖ ***Small-group accountability partners*** – pair members within districts to encourage devotion to personal bible study and prayer.
- ❖ ***Guest speakers*** – invite guest pastors to teach in-depth bible studies and address specific faith-related topics.

#### 3. Strengthen children’s and youth ministry worship

- ❖ ***Children’s presentations and activities*** – engage children in Sunday services through skits, presentations, and scripture recitations to cultivate their faith early.
- ❖ ***Vacation bible school (VBS)*** – organize an annual VBS, with interactive learning, storytelling, and worship to help young believers understand biblical teachings.
- ❖ ***Annual district-pairing competitions*** – host bible quizzes, worship team battles, and creative arts competitions to foster enthusiasm, engagement, and fellowship among the church youth.

#### 4. Foster a culture of prayer & fasting

- ❖ **Monthly prayer and fasting schedules** – encourage individuals, families, and districts to dedicate specific days for communal fasting and prayer.
- ❖ **All-night prayer keshas** – organize overnight prayer services to deepen spiritual encounters.
- ❖ **Prayer mentorship programs** – pair experienced intercessors with young believers to guide them in developing a strong prayer life.

#### 5. Expand discipleship & mentorship programs

- ❖ **One-on-one discipleship** – encourage mentorship between mature believers and new members to strengthen their faith journey.
- ❖ **Workshops on spiritual disciplines** – teach practical disciplines such as meditation, solitude, and journaling to help members deepen their spiritual practices.
- ❖ **Leadership development** – train church leaders, youth leaders, and worship teams to lead in spiritual growth and ministry effectively.
- ❖ **To teach Presbyterianism practices** – We must actively educate our members about the principles and practices of Presbyterianism to effectively uphold and preserve the rich traditions of our church's worship. This education will strengthen our community's understanding of our faith and ensure that future generations continue to engage deeply with our heritage and beliefs.

#### 6. Utilize digital platforms for spiritual growth

- ❖ **Online bible study sessions** – host virtual bible study meetings for members who cannot attend in person.
- ❖ **Daily devotional messages** – share short scripture-based devotionals through WhatsApp, Facebook, and church apps.
- ❖ **Livestream services, in worship sessions and notices** – make services accessible to those who are sick, traveling, or living abroad through social media platforms such as YouTube, Facebook, Tik-Tok, Instagram etc.
- ❖ **Digitized Weekly Notices** – The dissemination of weekly notices has evolved significantly through the integration of various digital platforms. By utilizing print media, such as visually appealing weekly notice flyers, we can effectively capture the attention of our members. In addition, we can embrace modern technologies like podcasts, which allow for an engaging auditory experience where church announcements can be shared in an informative and accessible way.
- ❖ **Bulky SMS system**: The use of instant bulk SMS messaging ensures that notifications reach individuals promptly, providing timely updates and important information directly to their mobile devices. Through this system, members will get personalized SMS when sending Church updates and Church function reminders. This multifaceted approach not only broadens our outreach but also enhances community engagement by catering to diverse preferences in communication.

#### 7. Strengthen community and outreach engagement

- ❖ **Evangelism training** – equip members with tools and confidence to share their faith with others.
- ❖ **Service-based outreach** – engage in charity events, hospital visitations, prison visitations, and community service as an extension of worship.
- ❖ **Partnerships with local schools** – support faith-based mentorship and chaplaincy programs in schools to nurture young believers.

## PILLAR 2: EVANGELISM & OUTREACH

**Strategic goal: *Spread the gospel within the church and serve the community.***

Strategies to achieve this goal:

### 1. Organize and support local evangelism events & mission trips

- ❖ ***Door-to-door evangelism*** – mobilize church members to share the gospel in the local community through structured outreach visits.
- ❖ ***Open-air crusades and revival meetings*** – host evangelistic events with music, testimonies, and sermons to reach more people.
- ❖ ***Mission trips to unreached areas*** – support church-led trips to remote or underserved regions to plant churches and spread the word.
- ❖ ***Invite gospel Artists***; Inviting guest artists to the church not only enhances our community's spirit but also provides an opportunity to highlight the talents of our members who may possess unique skills. This collaboration can inspire creativity and foster a deeper sense of belonging within our congregation.

### 2. Partner with schools and communities for CSR initiatives

- ❖ ***Mentorship programs*** – train church members to mentor students in schools, offering guidance on faith, career choices, and life skills.
- ❖ ***Career talks & spiritual guidance*** – organize interactive sessions in schools to help students with career decisions while integrating Christian values.
- ❖ ***Scholarships for needy students*** – establish a fund to support education for underprivileged children.
- ❖ ***Community clean-up and environmental initiatives*** – promote good stewardship by engaging in tree planting, waste management, and sanitation drives.

### 3. Utilize digital platforms for evangelism

- ❖ ***Live-streamed sermons and virtual bible study*** – expand online engagement by making church services and teachings accessible on platforms like YouTube, Facebook, podcasts, and WhatsApp.
- ❖ ***Evangelistic podcasts and blogs*** – share faith-based discussions and testimonies online.
- ❖ ***Children's ministry content*** – develop short, engaging bible lessons and animated storytelling videos for younger audiences.

### 4. Engage in social service programs

- ❖ ***Feeding programs*** – partner with local businesses and organizations to provide meals for homeless and struggling families.
- ❖ ***Medical missions*** – organize health camps offering free basic medical check-ups, dental services, and hygiene education.
- ❖ ***Counseling and mental health support*** – provide faith-based counseling services for individuals, couples, and families facing challenges.
- ❖ ***Prison and rehabilitation outreach*** – visit correctional facilities and rehabilitation centers to offer spiritual guidance and reintegration support.

## PILLAR 3: DISCIPLESHIP & CHRISTIAN EDUCATION

**Strategic goal: equip believers with biblical knowledge and spiritual maturity.**

Strategies to achieve this goal:

### 1. Implement structured discipleship programs

- ❖ ***New believer classes*** – offer foundational bible lessons and Christian living guidance for recent converts.
- ❖ ***Mentorship programs*** – pair mature believers with new Christians to provide personal guidance and encouragement in faith.
- ❖ ***Step-by-step spiritual growth pathways*** – develop a structured roadmap to help believers progress from foundational to advanced levels of spiritual maturity.
- ❖ ***Visiting inactive members***: Connect with all our members who have stepped away from church activities and invite them to rejoin us in our community by taking the gospel to them and visiting them.

### 2. Train small group leaders & mentors

- ❖ ***Leadership development for bible study facilitators*** – equip leaders with resources and training to effectively guide prayer groups and bible studies.
- ❖ ***Accountability partnerships*** – encourage peer mentorship and spiritual check-ins for consistent growth.

### 3. Introduce Christian education & theological training

- ❖ ***Theological education by extension (TEE)*** – offer theological training courses for those interested in deepening their biblical knowledge.
- ❖ ***Christian education courses*** – conduct structured lessons covering topics including but not limited to, biblical interpretation, church history, and Christian ethics.
- ❖ ***Bible memorization challenges*** – encourage memorization of key scriptures through creative competitions and incentives.

### 4. Integrate more topical discussions during services

- ❖ ***Guest speakers and bible scholars*** – invite theologians, Christian leaders, and professionals to address contemporary issues from a biblical perspective.
- ❖ ***Q&A sessions on biblical and life issues*** – create interactive spaces where members can ask faith-related questions for deeper understanding.
- ❖ ***Workshops on applying biblical principles in daily life*** – provide teachings on marriage, finances, leadership, and mental health from a faith perspective.

## PILLAR 4: FELLOWSHIP

**Strategic goal: *Strengthen relationships within the church family.***

Strategies to Achieve This Goal:

### 1. Develop Small Groups & Bible Study Circles

- ❖ ***Thematic small groups*** – Organize Bible study groups based on life stages (e.g., youth, adults, parents, seniors)
- ❖ ***Accountability partnerships*** – Encourage members to pair up for mutual spiritual and personal growth support.

### 2. Organize Church-Wide Social Events & Retreats

- ❖ ***Annual family fun days*** – Plan outdoor activities, games, and shared meals to encourage bonding across all ages.
- ❖ ***Couples' retreats*** – Host marriage enrichment retreats with workshops on building strong, God-centered relationships.
- ❖ ***Youth camps and retreats*** – Offer spiritually uplifting camps that combine worship, mentorship, and outdoor activities.
- ❖ ***Men's and women's conferences*** – Address faith, leadership, and family issues specific to men and women.

### 3. Foster a Welcoming & Inclusive Church Culture

- ❖ ***Hospitality & ushering team*** – Train members to welcome, guide, and assist visitors and newcomers. Creating an Ushering Team; The team will be comprised of dedicated church members, a deacon, and at least two elders to serve as patrons. This team's main responsibilities would include welcoming new visitors and supporting those interested in joining our church. Additionally, they would play a key role in following up with potential members and providing valuable insights to the Local Church Committee (LCC) on candidates for catechism crash programs. This initiative aims to enhance our church community and foster a welcoming environment for all.
- ❖ ***Visitor follow-up system*** – Establish a structured process for checking in on new members via calls, texts, or home visits.
- ❖ ***New member integration programs*** – Assign mentors or "church buddies" to help new members feel at home

## PILLAR 5: FINANCIAL STEWARDSHIP & SUSTAINABILITY

**Strategic goal:** *Ensure responsible management of resources.*

Strategies to Achieve This Goal:

### 1. Implement Financial Planning & Transparency

- ❖ **Regular financial reports** – Emphasize and check on the need for clear updates on income, expenditures, budgets, and financial goals of all groups and the LCC.
- ❖ **Annual financial review meetings** – Allow members to ask questions and understand how church funds are used through LCC meetings or by placing written concerns in our suggestion box.

### 2. Encourage Faithful Tithing & Giving

- ❖ **Stewardship teachings** – Provide biblical teachings on financial responsibility and the blessings of giving.
- ❖ **Creative fundraising initiatives** – Organize special giving campaigns, charity auctions, or community-based fundraising events.

### 3. Plan for Church Expansion & Facility Improvements

- ❖ **Development committees** – Appoint specialized teams to oversee building projects, maintenance, and long-term infrastructure planning.
- ❖ **Church investment strategies** – Explore sustainable revenue-generating activities (e.g., rental spaces, farming, or publishing materials).

## PILLAR 6: LEADERSHIP DEVELOPMENT

**Strategic goal:** *Train and equip church leaders for effective ministry.*

Strategies to Achieve This Goal:

### 1. Develop Pastoral & Leadership Training Programs

- ❖ **Workshops and seminars** – Organize regular leadership training on effective ministry, conflict resolution, and church governance through Justice, Peace, Reconciliation, and Creation Committee.
- ❖ **Leadership conferences** – Host annual gatherings for current and aspiring church leaders to gain insights from seasoned pastors and experts.
- ❖ **Online leadership training modules** – Offer digital resources and courses to equip church leaders remotely.

### 2. Mentor Emerging Leaders

- ❖ **Youth leadership development** – Create structured mentorship programs for young leaders, equipping them for future ministry roles.
- ❖ **Internship and shadowing opportunities** – Allow young members to work alongside experienced church leaders.
- ❖ **Rotational leadership roles** – Provide opportunities for upcoming leaders to gain experience in different ministries.

### 3. Provide Regular Leadership Development Workshops

- ❖ **Spiritual growth sessions** – Focus on deepening leaders' faith and reliance on God in decision-making.
- ❖ **Organizational skills training** – Teach time management, communication, and administrative skills.
- ❖ **Servant leadership principles** – Emphasize humility, service, and selfless leadership in all roles.

#### 4. Identify & Train Ministry Volunteers

- ❖ **Volunteer recruitment drives** – Regularly encourage members to serve in various ministries.
- ❖ **Skills-based placement** – Match volunteers with roles suited to their talents and passions.
- ❖ **Recognition and appreciation programs** – Honor and celebrate the dedication of church workers and volunteers.

#### 5. Establish Pastoral Care & Counseling Programs

- ❖ **Emotional and spiritual support** – Equip church leaders to provide counseling to members facing challenges.
- ❖ **Crisis intervention teams** – Form teams to respond to emergencies, such as grief, depression, or major life crises.
- ❖ **Marriage and family counseling** – Guide couples and families to build strong, Christ-centered relationships.

#### 6. Encourage Active Participation in Church Ministries

- ❖ **Ministry awareness campaigns** – Regularly educate members on the different ministries and how they can get involved.
- ❖ **Talent-based ministry involvement** – Help members discover their gifts and use them to serve the church effectively.
- ❖ **Quarterly ministry evaluations** – Review and refine church ministries to enhance effectiveness and member engagement.

## CHAPTER 5: IMPLEMENTATION

In this chapter, we outline the practical steps necessary for bringing the vision and strategic goals of the PCEA Miracle Church to life. Effective implementation is key to ensuring that the strategic plan is translated into action, delivering tangible results that align with our mission.

The Implementation chapter focuses on the operational aspects of executing our strategic initiatives, with clear timelines, resource allocation, and responsibilities assigned to various stakeholders. This chapter will guide church leadership and members in executing the strategies that will strengthen our ministry, engage our congregation, and expand our impact.

This chapter will cover:

- ❖ A detailed action plan for each strategic goal
- ❖ Key steps, timelines, and responsible individuals or teams
- ❖ Resource allocation and budget considerations
- ❖ Mechanisms for tracking progress and ensuring accountability
- ❖ Methods for overcoming challenges and ensuring continuous improvement

By establishing a clear and structured approach to implementation, we aim to create a roadmap that will ensure the success of our strategic goals, transforming the vision for PCEA Miracle Church into a thriving, spiritually vibrant community.

**Pre-Implementation-** This S.P shall be introduced to the LCC for approval and then to the entire congregation then Launch.

## IMPLEMENTATION MATRIX

Strategy target	Who to do it	Time	Action plan	Indicator
<b>CHURCH SERVICES</b>				
1	Evangelism (Praise and worship team)	September 2025 Throughout the period.	Training Practices Well framed policies	Well-organized worship session Training reports.
2	LCC Executive	September 2025 Throughout the period.	Develop a time allocation plan. Implement the plan.	Timely service
3	LCC	September 2025 Throughout the period.	Brief the preacher on timeliness in advance. Have the sermon notes projected.	Timely service
4	LCC	September 2025 Throughout the period.	Incorporate Holy Communion and baptism within the service. Leaders' attendance. Two districts to be on duty.	Presence of leaders.
5	LCC	September 2025 Throughout the period.	Allocate different groups and districts to lead the service. Conduct communion service quarterly. Proper timing. Include in the parish preaching program. Use of all languages to incorporate Youth and teens.	Lively mid-week service.
6	LCC/ Church school coordinator	September 2025 Throughout the period	Detailed activity plan.	Service Record

	Recognize and follow up on visitors	LCC and ushers	September 2025 Throughout the period.	Have a bookmark/visitor information card. Personal interaction after the service. Recruit and train ushers. Making a follow-up call	Visitors record book
<b>PULPIT</b>					
1	Introduce a series of teachings	Elders/ Evangelist	September 2025 Throughout the period	Identify and include a series of teachings in the preaching program. Identify relevant teachers.	Positive feedback. Behavior change
2	Make use of preachers and teachers who embrace Presbyterian practices and procedures	Elders	September 2025 Throughout the period	Identify and vet guest preachers on Presbyterian doctrine	Feedback
3	Nurture/training of local preachers	Elder/ evangelist	September 2025 Throughout the period	Train preachers twice a year Identify/ train preachers	Training report Feedback
4	Ensure there is an altar call after every sermon.	Elders/Leader of service	September 2025 Throughout the period	Include in time allocation plan.	Service record / new believer register
<b>MINISTRY</b>					
1	Organize a vibrant intercessory ministry	LCC / Elders/ Evangelism	September 2025 Throughout the period	Sensitize members on the importance of intercessory. Develop a calendar of events for intercessory. Hold weekly intercessory meetings. Hold quarterly inter-district intercessory meetings.	Increase in the number of members in intercessory team. Feedback
2	Facilitate common Bible studies for the church members	LCC	September 2025 Throughout the period	Develop a bible study program. Sensitize members on the importance of Bible study. Allocate a room for bible study. Identify and procure Bible study materials.	Increase in attendance of the meetings.

3	Organize monthly Kesha's	Evangelism team/ LCC	September 2025 Through-out the period	Develop an annual program for the monthly Kesha's. Implement the program. Involve and allocate tasks to all groups and districts.	Reports. Kesha Program
4	Facilitate well-organized music services.	LCC	September 2025 Through-out the period	Include quarterly music services in the preaching program.	Service record book
5	Ensure appropriate space allocation for people with disability	LCC and Elders	September 2025 Through-out the period	Identify and allocate space for the member group. Have a centralized room and register for members Create an annual service led by the team.	Member register book
6	Ensure a harmonized and organized calendar of events	LCC	September 2025 Through-out the period	Hold a coordinating meeting with all the groups to Harmonize the individual group Calendars	Near zero conflict. Harmonized COE
7	Establish a well-organized and effective ushering ministry.	LCC and Elders	September 2025 Through-out the period	Recruit and train ushers. Have well-labeled tags/sash. Provide an annual s service led by the team	Presence of ushers in the service. Organized sitting Arrangements.
8	Encourage more people to join TEE classes.	LCC and Elders	September 2025 Through-out the period	Include TEE service in the preaching program. Appoint a coordinator Organize graduation upon completion of the course	TEE's service. Reports Increased number of TEE graduates.
9	Start a Teens' Program	Christian education/LCC	September 2025 Through-out the period	Include teen's service in the preaching program. Develop teen's curricular Appoint a coordinator	Teen's service. Reports Increased number of teens

10	Establish seminars/ workshops for widows, widowers, and single parents annually.	LCC/ Elders/Woman's Guild	September 2025 Throughout the period	Conduct a mapping program to identify stakeholders. Work with stakeholders to identify their needs	Reports Feedback from stakeholders.
11	Start a Counselors' class	LCC and Elders	September 2027 Throughout the period	Mobilize potential counselors to study Enroll the students with PUEA Have a counseling desk	Enrollment report Counselor's reports.
12	Starting a youth service	LCC	September 2027	Youth Membership mobilization Include inter-fellowship with the main church.	Attendance register. Reports
<b>TECHNOLOGY</b>					
1	Formation of ICT teams	LCC	September 2025	Identify resource persons who can serve in the ICT team. Conduct an ICT need assessment across the congregation and her institution. Develop an ICT plan. Allocate sufficient resources to implement the plan.	Commissioned ICT team ICT approved budget.
2	Develop an interactive/up-dated church website	LCC/ICT team	Dec 2025	Create web content including weekly sermons	Website
3	Upgrade the church sound system to match modern standards	LCC/ICT team	Dec 2025	Procure necessary modern equipment. Allocate sufficient resources for the same.	Inventory records.
4	Put in place a sufficient power backup system.	LCC	September 2025	Conduct a power needs/sources assessment. Allocate sufficient resources for the same. Procure.	A near-zero downtime
5	Initiate social networking sites such as WhatsApp, Bulk SMS, and Facebook	LCC register	September 2025	Develop a social network policy of use. Create the Social network forums Mobilize the membership	Active and updated social Network. Reach at least 400 likes on FB
6	Install a visual display in the sanctuaries to ensure any information displayed is visible from all corners.	LCC	Dec 2025	Install and use a Projector in Public Worship Install Display screens for wider outreach to members	Operational projections during church Services
7	Install Wi-Fi in the Church premises	LCC	Implemented	Identify and install a network Develop a login protocol	Presence of a working network

8	Install a CCTV system	LCC	Dec 2025-2027	Develop a CCTV phased program. Install Phase One Dec 2025 Phase 2 by Dec 2026 Phase 3 by Dec 2027	Approved CCTV Installation program
9	Digitize Church records	LCC/ICT team	Dec 2025	Create a members database Create an inventory database Create other databases as needed	Digitized Church records
10	Establish an ICT Maintenance program	LCC/ICT team	Dec 2025	Identify and train Key ICT personnel Develop and implement a regular ICT Maintenance Schedule Develop a BCP(Business Continuity Plan)	Near zero business Interruption Trained ICT personnel in place Approved ICT maintenance
<b>MENTORSHIP</b>					
1	Train church school teachers, Brigade Officers, and teens Mentors	LCC and Christian education team	Dec 2025	Develop relevant teachers, officers & mentors curriculum Recruit sufficient Teachers, Officers & Mentors Conduct a gap analysis on existing resources Implement the training curriculum	Training Curriculum Increased Commissioned Teachers / Officers Annual Training reports
2	Empower and Motivate the Church Choir			Identify the Choir needs Allocate resources	Increased Choir Membership
3	Nurturing Talents			Identify talents through the regular Ministries and districts. Organize annual talent shows	Talent Shows
4	Establish a youth guidance and counseling program			Develop a youth mentorship program Appoint a Coordinator	Approved Training Calendar Seminar reports
5	Conduct regular seminars on different topics affecting the age groups in the church			Develop a Harmonized Annual Training Calendar Conduct Seminars	Approved Training Calendar Seminar reports
<b>WELFARE</b>					
1	Establish a Church member welfare	LCC Office	Immediately	Develop a welfare policy document Establish a welfare committee	Welfare policy document A welfare committee in place and quarterly reports.

COMMUNITY SERVICE					
1	Establish a CSR Program	LCC	Annually	Develop a CSR program Identify CSR potential beneficiaries within the surrounding community	Report Approved program
2	Mobilize the Community towards a common cause	LCC (Health Board / JPRC)	Annually	Organize an annual cleanup exercise Organize a tree-planting activity	Reports
OUTREACH					
1	Conduct members' follow-up	LCC Office / Evangelism	Quarterly	Conduct Reverend visits at the district level Interact regularly with members virtually	District Visitation reports Feedback
2	Organize outdoor Evangelism events	LCC Office / Evangelism	Annually	Conduct an annual congregational outreach activity (Road Show, door to door or crusade)	reports
3	Use broadcast media	LCC	Annually	Identify an appropriate leading media house Organize a live media service annually	Live Service Increased service attendance
SANCTUARY CONSTRUCTION AND EQUIPPING					
1	Expand and complete the sanctuaries	LCC/Development Committee	2025-2030	Develop a Phased Construction roadmap which is disability compliant Mobilize resources Implement the construction roadmap in phases	Approved roadmap Construction reports
2	Furnish the church with modern seats and pulpits	LCC/Development Committee	2025-2030	Identify the needed furniture Mobilize resources Procure the furniture	Modern furniture as needed
3	Install air conditioning system, fans, and or ventilation.	LCC/Development Committee	2025-2030	Conduct a needs assessment Identify the fans Mobilize resources Procure and install	Assessment report Installation report
4	Construct a nursing Porch.	LCC/Development Committee	2025-2030	Identify the best location Mobilize resources Construct the porch	Report Nursing porch
5	Enhance proper Lighting in the sanctuary	LCC/Development Committee	2025-2030	Conduct a lighting needs assessment Mobilize resources Procure and install lights	Assessment report Proper lighting Installation report
6	Buy a church/school Bus/Van	LCC/Development Committee	By 2030	Develop an Asset financing framework Procure the Bus / Van Develop a Vehicle use policy.	Approved vehicle use policy Document A running vehicle

**COMPOUND DEVELOPMENT**

1	Develop a Master plan	LCC office	Dec 2025	Conduct a Stakeholders' facilities needs assessment Recruit a physical planner Undertake master planning	Approved Master plan
2	Install a three-phase power supply	LCC office	2025-2030	Install an appropriate meter box and wiring Apply and pay the relevant fees	Installation report 3 Phase power supply
3	Upgrade and modernize the toilets	LCC/Development Committee	2025-2030	Conduct a projected population analysis Derive the toilet needs from the above Mobilize the resources Construct	Analysis report
4	Install high-capacity water supply	LCC/Development Committee	2025-2030	Erect water harvesting reservoirs Increase the council water supply Mount adequate water points	Enough water supply Installation report
5	Construct a strong main gate and roadside pedestrian gate	LCC/Development Committee	2025-2030	Identify gate location Mobilize resources and erect gate	A strong gate
6	Build a strong Perimeter Wall	LCC/Development Committee	2025-2030	Mobilize resources Construct the wall	Construction Report
7	Have proper ownership documents church land	LCC/Development Committee	2025-2030	Have a proper frame on ownership of church plots Have a plan on the expansion of the church compound	Have titles deed Have expansion report
8	Exterior finishing	LCC/Development Committee	2025-2028	To have constructed window mouldings & Installation of windowpanels, exterior plastering Underground water tanks Construction of permanent Church school, teens and youth classes	
9	Interior Finishing	LCC/Development Committee	2028-2030	Interior decor, fitting tiles/terazzo on the floor Painting this include inside and outside of the sanctuaries building Installation of modern chairs	
10	Gallery area	LCC/Development Committee	2026-2028	Vestry section slab and roofing Gallery area Ground planning, Cabro	

**CONGREGATION DEVELOPMENT**

1	Sub-divide districts	LCC office	2030	Have 15 members threshold for proper stewardship Mentor deacons who serve as elders. Mentor members who can take the role of deacons. Encourage members to have weddings as well Arrange for mass weddings.	Early member grooming for the task of elders and deacons.
2	Plant a new congregation	LCC office	2030	Form a task force for an action plan Identify and acquire land Mobilize resources	Form task force Look for a plot for a new church
3	Stand as parish	LCC office	2030	Equip with proper and required standards for us to attain parish status	Form a task force

**FUNDS MOBILIZATION**

1	Establish a strong tithing system	LCC	Dec 2025	Conduct regular teachings on giving Organize major fundraising annually	Increased Financial Performance
2	Create more and maintain existing partnerships and donations.	LCC	Dec 2026	Establish a partnership desk/committee Ensure transparency and accountability to partners Ensure regular communication with Partners	Partnership Report / Desk
3	Facilitate and launch a SACCO	LCC	By 2030	Mobilize membership in SACCO formation Formulate policy guidelines Register with the relevant Authority	Registration Certificate Mobilization report

**INCOME GENERATING ACTIVITIES**

1	Construct rental Stalls and shops along the perimeter wall.	LCC		Develop a Construction roadmap Mobilize resources Implement the construction roadmap Establish a financial service center in these stalls	Approved roadmap Construction reports
2	Buy Tents and Chairs for hire	PCMF		Budget for the items Procure the item Develop a hiring policy	Reports Approved hiring policy Document
3	Introduce a clinic and a school	Woman's Guild		Do more research.	School/Clinic
4	Buy a church van for hires	Youth		Budget for the items Procure the item Develop a hiring policy	Reports Approved hiring policy Document

## CHAPTER 6: MONITORING AND EVALUATION

Monitoring and Evaluation (M&E) are crucial components in ensuring the effectiveness and success of any initiative within an organization. In the context of the PCEA Miracle Church SP, M&E serves as a mechanism for assessing the progress, impact, and challenges of various programs and projects aimed at fulfilling the church's mission. This chapter delves into the strategies, tools, and approaches used to monitor the performance of church activities, evaluate their outcomes, and identify areas for improvement.

Through a robust M&E system, the church leadership and members can track the achievements of their spiritual, social, and community-based efforts, ensuring that they align with the church's goals. Furthermore, regular evaluation ensures that resources are being utilized efficiently, outcomes are meeting expectations, and adjustments can be made to enhance overall effectiveness. By focusing on both monitoring and evaluation, the church can maintain accountability, improve its services, and continue making a positive impact on its congregation and the wider community.

### 6.1 Implementation

This plan shall be implemented by PCEA Miracle Church Annually, the plan shall be implemented through:

1. Annual work plans for members and committees
2. Annual Calendar of events for Churches and the groups
3. Annual performance benchmarks
4. Annual budgets.
5. **All church groups will derive their calendar of events in line with the Strategic plan.**

The church shall put in place a committee called the Strategic Plan Implementation and Review Committee (SPIARC) whose duty shall be to identify the areas of implementation at any given point in time, prepare an Annual implementation matrix and advise the relevant body (say Group, LCC or Project) of the necessary steps required. This shall be done through a report to the LCC.

### 6.2 Monitoring

On a half-yearly basis, the SPIARC shall make a report to the LCC on the status of the implementation identifying areas of concern.

### 6.3 Changes to this Strategic Plan

The LCC being an organic body is expected to encounter changes that may alter the course identified in this plan from time to time. Any such changes shall be discussed and agreed within the stakeholders i.e., the Groups, committees, and the congregation before being tabled in an LCC meeting for approval.

Once approved, such changes shall be considered as part of this Strategic Plan and shall be numbered appropriately.



Rev. Ndoria with the Elders



Exodus Service



PCMF



Brigade children



Brigade officers



Church School



Church Choir



Youth Fellowship



Praise Team



Woman's Guild

