

---

METHODIST CHURCH



IN  
FIJI

CONNEXIONAL PLAN  
WORKING DOCUMENT

---

## RATIONALE

---

The idea of a Connexional Plan for the Methodist Church in Fiji is not new, for the first attempt to create one took place in 1999. This first attempt was somehow not translatable to all levels of church Divisions, Circuits and churches and ownership of that document by the Methodist Church was in question.

The idea did not evaporate away after that first attempt for leadership after leadership tried to consolidate a unified position to take the church forward. Since 2006 when the Church and Fiji Government were at different positions on issues relating to church life and especially expressions of that in the stopping of church meetings from Conference, Standing Committee down to monthly leaders meetings; the urge to have a corporate/connexional plan grew even stronger.

In 2009 after the cancellation of the Rewa Conference of the Church the then President – Rev. Ame Tugaue with the help of the General Secretaries office produce a twelve points plan to move the church forward. It was then titled– “The Way Forward”. Years following that, the twelve (12) points plan “The Way Forward” were mentioned at most of the Secretariat meetings.

It was in 2012 when the usual two weeks Methodist Church Conference meeting was reduced to 36 hours that the Way Forward was put before Conference for adoption. Government had opened up all church meetings and therefore the plan to have a Secretariat Retreat at the Nataleira Eco-Lodge in Tailevu North was planned. The proposed “Way Forward” was then to form the pillars of the church Corporate/Connexional Plan. It is hoped that since the themes or Pillars that made up the connexional plan grew out of a suffering church at prayer that this connexional plan will be a source of direction and strength for years to come for the Methodist Church in Fiji and Rotuma.

## CONTENTS

---

RATIONALE.....	2
CONTENTS.....	3
VISION.....	4
MISSION.....	4
THE PILLARS.....	5
PILLAR ONE: SALVATION OF PEOPLE.....	5
PILLAR TWO: THE FAMILY.....	5
PILLAR THREE: EDUCATION.....	5
PILLAR FOUR: CONSTANT NURTURING OF THE PEOPLE'S FAITH.....	6
PILLAR FIVE: RENEWAL OF WORSHIP & STEWARDSHIP.....	6
PILLAR SIX: CITY MISSION & SOCIAL SERVICES.....	6
PILLAR SEVEN: CONSTANT IN-SERVICE TRAINING OF OUR CHURCH WORKERS.....	7
PILLAR EIGHT: PREPARATION OF OUR FUTURE CHURCH LEADERS.....	7
PILLAR NINE: EVANGELISATION OF THE NON-CHRISTIAN SEGMENT OF OUR SOCIETY.....	7
PILLAR TEN: INTER-CHURCH AND INTER-FAITH RELATIONSHIPS.....	7
PILLAR ELEVEN: DEVELOPMENT OF OUR CHURCH PROPERTY (LAND & BUILDING).....	8
PILLAR TWELVE: CHRISTIAN STEWARDSHIP AND OTHER CREATIONS.....	8
SWOT ANALYSIS.....	9
STRATEGIC PLANNING TEMPLATES.....	13
KEY STRATEGIC AREAS.....	16
KEY STRATEGIC AREA 1 – SALVATION OF SOULS.....	17
KEY STRATEGIC AREA 2 - ENSURE SUSTAINABLE (DEVELOPMENT) PERFORMANCE AND GROWTH OF THE METHODIST CHURCH'S ASSETS (RESOURCES).....	19
KEY STRATEGIC AREA 3 – ENVIRONMENTAL STEWARDSHIP – THE WISE, GODLY AND SUSTAINABLE USE OF OUR NATIONAL RESOURCES.....	21
KEY STRATEGIC AREA 4 – FAMILY COUNSELLING AND ENRICHMENT.....	23
KEY STRATEGIC AREA 5 – HEALING OF THE NATION THROUGH STRENGTHENING RELATIONSHIP INTRA / INTER CHURCH AND INTER RELIGION (CIVIL SOCIETY AND GOVERNMENT).....	27
KEY STRATEGIC AREA 6 – WORSHIP RENEWAL AND REVIVAL.....	30
KEY STRATEGIC AREA 7 – HUMAN CAPITAL DEVELOPMENT OF THE CHURCH.....	32
KEY STRATEGIC AREA 8 – FINANCE, MANAGEMENT AND ADMINISTRATION.....	34

## VISION

---

“The actualization of the Kingdom of God in Fiji through the uniting and renewing of all things – material and spiritual, in Christ.”

(Ephesians 1: 10)

## MISSION

---

“We acknowledge our common bondage to sin but we are liberated from it through Christ’s exodus in His death and resurrection. We are, therefore, called to study carefully and sent out to proclaim clearly this good news in the name of God, following the way of Christ through the Power of the Holy Spirit.”

(Matthew 28: 18 – 20)

---

---

## THE PILLARS

---

---

### PILLAR ONE: SALVATION OF PEOPLE

---

This is the heart of our Christian calling; to lead people to Jesus Christ. The task must be distinctively emphasized in the family, church groups, congregations, circuits, divisions and Annual Conference.

Standard books in the people's languages to assist in the nurturing of the people's faith in all the various stages of the members' faith journey are vital to be confirmed and available to both the trainers and the trainees.

Let us not delay the opportunity and task of influencing our adherents to give their lives to the Lord as early as possible. The Annual Conference of 2002 had resolved that at the age of 12, our children through the nurturing of their faith received from their family, Sunday School, and congregational worship should have reached a level of spiritual maturity to convince them to give their lives to the Lord.

### PILLAR TWO: THE FAMILY

---

The place and importance of family life in our church and society cannot be ignored. Family finds its origin in the heart and purpose of God. (Gen 1: 26) "Let us create mankind in our own image, and let them rule" ...over the world of creation. Strong church, vanua and state reflect strong and healthy families. The present position of marriage and family life in our contemporary society should be a challenge to the three legged stool.

Pre-marital counseling sessions to our young people not less than 3 months prior to their wedding to know the Christian understanding of marriage and family life are vitally important. Confirmed literature in the people's language should be available to resource both the trainer and the trainees.

The fundamental values of family highlighted in both church and society justify the establishment of a special Ministry of its own (Family Life Ministry) to serve the demanding needs of the family and as well as co-ordinating all the programmes from other secretaries or Departments related to marriage and family life.

### PILLAR THREE: EDUCATION

---

Since its arrival, the Methodist Church in Fiji and Rotuma treated Education as an indispensable part of her Christian mission. Her schools are avenues whereby both the imparting and acquiring of secular knowledges as well as nursery for broadcasting and germinating the seeds of the Christian Gospel of the Kingdom of God should take place.

We strongly believe that our children need to be well educated for education is both liberation and power. It is an investment which we cannot regret. However, the present position of the infrastructure of many of our church schools hitherto is an inevitable demand to tackle. They badly need repairs and improvement so that our schools maintain their attractiveness and conducive environment for learning.

---

## PILLAR FOUR: CONSTANT NURTURING OF THE PEOPLE'S FAITH

---

We are part of the global community whereby change is inevitable. The church must learn how to handle change thoughtfully and creatively. It deeply affects the life of the church as an institution as well as the lives of her members. Confusion, lost, frozen faith, exodus to other faiths and denominations and brain drain, are common negative features associated with change. This is why the continuing education of the mass is a must.

They need guidance and with their deeper quests to be answered. The relevancy of their Christian faith against the teeth of the contemporary issues of the context that challenge the people's faith is worth listening to. Not all the burning issues of the context can be handled by the clergy; the professional skills and the expertise of the laity should be identified, developed and utilized as well.

---

## PILLAR FIVE: RENEWAL OF WORSHIP & STEWARDSHIP

---

Worship is a time of renewal in the lives of the worshippers. During the week, people engaged themselves in different walks of life. Some of their engagements are enjoyable, while some, are bitter, disastrous and hopeless. Worship therefore is a time to meet the contrasting and controversial worlds of the worshippers. A time to strengthen the weak, to give sight to the blind, to heal the broken-hearted, and to set at liberty those who are oppressed (Luke 4: 18ff).

Worship, therefore demands good preparation. Messages from the pulpit need to be relevant, inspirational and revelational in nature. In this regard, a church on Sunday is a therapeutic centre where the people congregated with their spiritual, emotional and psychological needs to be healed.

From the teaching point of view, a congregation at worship is a difficult class to handle. The pulpit message must be able to reach all the different layers of age groups, cultural backgrounds, world views and experience of the worshippers.

Worship and stewardship are just the two sides of the same coin. Strong and effective stewardship within a congregation is a direct reflection of the healthy state of its spirituality.

---

## PILLAR SIX: CITY MISSION & SOCIAL SERVICES

---

City and urban centres are the meeting points of people from all walks of life from both overseas and local, urban and rural. The attraction of urban cultures to young people with its distrous impacts in their lives are inevitable realities. Common among these problems are drugs, sex abuse, HIV/AIDS, shop breaking and stealing, rape, pornography immoralities of all sorts, street kids cultural, etc.

Churches in the cities and urban centres must be sensitive to the needs of their flock and after services that pertinent to their problems and needs. Life live ministry, counseling, soup kitchen and coffee booth ministries, street evangelism and home visitation, public seminar, etc. are a few examples of the types of Christian service that some of our urban

Churches are currently offering.

The Christian Citizen & Social Services of our churchis doing social services, studies and retreats to tackle the above noted problems and as well as preparing people to become social workers and facilitators of their congregations. Hospital and Prison chaplaincy, Dilkusha and Home and

Veilomani Boys Home in Ba, are living witness of our compassionate and sympathetic care and some to the poor and needy in society.

“The spirit of the Lord is upon me, because he has anointed me to bring good news to the poor.....to proclaim release to the captives, and recovery of sign to the blind, to let the oppressed go free, to proclaim the year of the Lord’s favour (Luk 4: 18f)

---

PILLAR SEVEN:     CONSTANT IN-SERVICE TRAINING OF OUR CHURCH WORKERS

---

This is an important aspect of ministry; the consistency of in-service training of our workers in the field. Winds of change in our society and their impacts in the people’s culture in their spirituality, mind set, attitude and value system cannot and should and be undermine. Both clergy and Lay Christian workers must be provided with appropriate knowledge and skills to be able to address the contrasting world’s needs of our people relevantly.

---

PILLAR EIGHT:     PREPARATION OF OUR FUTURE CHURCH LEADERS

---

This is an on-going programme amongst our clergy and the Scholarship Committee is instrumental in consulting overseas scholarship donors for the purpose. Post graduate studies on Masters and doctoral levels with specialized fields of studies are emphasized. Academic excellence and spiritual highness are vital and indispensable sides in a scholar’s life.

---

PILLAR NINE:     EVANGELISATION OF THE NON-CHRISTIAN SEGMENT OF OUR SOCIETY

---

This is an important aspect of our Christian Mission yet very little had been in it. We must be reminded once again that the Christian Gospel is for the world, its inclusive and global. [Great Commission Matt 28: 18 – 20). Studying the people’s culture their religion and language are appropriate pre-requisites for the work.

Our nation building needs to be founded on strong foundation. The dream for a better and safe future for our children and to build a strong, righteous, prosperous and peaceful Fiji inevitably need strong, unified and genuine spirituality, pure and not syncretized.

---

PILLAR TEN:     INTER-CHURCH AND INTER-FAITH RELATIONSHIPS

---

This is an important aspect of our Nation building. Our society is pluralistic in nature. Ignorance, misunderstanding or having a distorted version of your neighbour’s culture and religion are obstacles to healthy nation building. Cross-cultural and religious communication and studies of our neighbours culture and religion should help with our mutual love and trust to guide us along the road of our Nation Building.

## PILLAR ELEVEN: DEVELOPMENT OF OUR CHURCH PROPERTY (LAND & BUILDING)

---

The Methodist Church is the third largest Land owner in the country. Some of these lands were purchased while others were donated by the people. With the establishment of the Land Registration and Development, our hope is that Divisions and Circuits will run commercial farming in order to generate revenue to the church. The development of our church land in the rural should influence or unemployed youths in the urban to return to the rural and farm the land to earn their living. The other side of the page is that it will also stop the rural youths drifting to town for agriculture is a promising source of Living.

## PILLAR TWELVE: CHRISTIAN STEWARDSHIP AND OTHER CREATIONS

---

Mankind is part of the world we live in. the Human centeredness of our physical and economic developments have destroyed other creations and our physical environments. We are now reaping the catastrophic costs of our selfishness as shown on landslides, drowning of low lying Atolls and islands, soil erosion death of marine life and climate change.

As Christians, we are called to revisit God's model of creation in Gen. 1: 26. That our rulership and dominionship over the world of creation can be handled responsibly and justly only when we mankind are able to conform to the image of God. The image of God is God's law and wisdom in a person that transform him or her to become responsible to the world of creation.

Their well-being is his responsibility given by the creation at the time of creation to be the "Responsible Stewards of God's creation."

## SWOT ANALYSIS

---

A SWOT analysis was conducted according to the twelve pillars. The SWOT analysis findings were used by the workshop participants to determine the strategic direction of the organizations through ranking the top three SWOT's in four different groups and consolidating the rankings through a statistical analysis exercise to ensure that there was uniformity in the top three SWOT's.

A sample of the SWOT and the analysis conducted to determine the most significant SWOTS is attached below.

PILLAR ONE – SALVATION -SWOT

<b>GROUP 1</b>	<b>GROUP 2</b>	<b>GROUP 3</b>
<b>STRENGTHS</b>	<b>STRENGTHS</b>	<b>STRENGTHS</b>
Spirituality	prayer	Scripture
Existing Structure	Evangelism	Holy Spirit
Evangelism	Manual	Faith
Nationwide	clergies	Prayer
		Fasting
<b>WEAKNESSESS</b>	<b>WEAKNESSESS</b>	<b>WEAKNESSESS</b>
Neglecting of duties	denial of Christ / love of the world	IGNORANCE OF Scripture
Lack of Resources	lack of seriousness in prayer time/prayer life	Lack / Weak FAITH
Short of Funds	lack of commitment	Unbelief
Neglecting of duties	revision not updated	Lack of Training
Insufficient of In-service training		Laziness
<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>
More In-service Training to be done	Prayer Fellowships	Better uses of resources
Bible studies - [Family - Church - Circuits - Division level]	Spiritual foundation	Members
Awareness and Updates on Contemporary issues	In- service Training	Good Communication
Pastoral visitation	can be simplified / increase the volume	Decentralised system
Land Development		High Literacy
<b>THREATS</b>	<b>THREATS</b>	<b>THREATS</b>
New Religious Movement	lack of Christian discipline	Contrary doctrines / False Teachings
High cost of Living	Non Christian teachings	Outside influence
Unskilled trainers	resorting to different manuals	Secularism
New Doctrines of salvation	Outside interference	Political Interference / Military
New Doctrines of salvation		

PILLAR TWO – STEWARDSHIP – SWOT

<b>GROUP 1</b>	<b>GROUP 2</b>	<b>GROUP 3</b>
<b>STRENGTHS</b>	<b>STRENGTHS</b>	<b>STRENGTHS</b>
Sufficient resources	Resources	Committed Clergy
Membership	Assets	Membership
Well structure	Evangelism	Skills / Gifts
Department of stewardship	Management	Church Property/ Assets
		Spirit of Service
<b>WEAKNESSESS</b>	<b>WEAKNESSESS</b>	<b>WEAKNESSESS</b>
Mismanagement	poor Management	Poor Spirit of Giving
Time Management	Undeveloped resources	Misuse of resources
Lack of training to Management	Lack of knowledge	Lack of funds
Undeveloped church land	Unutilised	Poor Management
<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>	<b>OPPORTUNITIES</b>
Training of Managers & Stewards, etc.	Opening for more development	Numbers
Evangelise the workers	pool	Development of resources
Develop all resources	Available source of training	Training / Teaching on Stewardship
Awareness programmes	Different types of developments	Ongoing Management Improvement
	Teaching	
<b>THREATS</b>	<b>THREATS</b>	<b>THREATS</b>
Church conflicts	mismanagement	Economic Downturn
Mismanagement of funds and resources	Unpractical Management	Unemployment
Climate change	Irrelevancy	Mismanagement / Poor Accountability
Outside peer pressure	individualism	Abuse
	Not in practical	

PILLAR ELEVEN – FAMILY – SWOT ANALYSIS

<b>STRENGTHS</b>	<b>TOTALS</b>	<b>AVE</b>	<b>MEDIAN</b>	<b>STDEV</b>
Cultural values that support family (supporting systems)	45	6	6	3.5
Biblical model of family life (equality, image)	13	2	1	0.9
Family worship (enhances unity)	27	3	3	2.6
Nurturing of children	42	5	5	1.8
Christian baptism	60	8	8	1.9
<b>WEAKNESSES</b>				
Officiating weddings without pre marital preparation	52	6.5	8	4.3
Parental neglect, No family time because of church obligation	43	5.4	5	3.2
Lack of parenting guidelines from the church	38	4.8	5	2.8
Lack of specific family training and development programs for developing and mature families (all fellowships)	33	4.1	3	4.0
Uncommitted parents is a source of ignorance to the children	53	7	7	3
<b>OPPORTUNITIES</b>				
Effective training systems (standardized across the church)	27	3	4	1.9
Develop effective and attractive family worship programs	28	4	3	2.2
To disseminate the correct biblical concepts of family life to all family members	19	2	2	1.6
To exhaustively utilize the existing church structure on family life	39	5	4	2.9
To exhaustively utilize the existing mass media to spread the family gospel (newspapers, TV, Radio, Internet (Facebook))	50	6	7	1.8
<b>THREATS</b>				
New trends and pagan alternative ways	33	4	4	2
Biased definition of human rights not taking into account defined responsibilities	77	10	11	3
Extended hours of nightclubs and its accessibility	81	10	12	3
Internet and its accessibility, opens doors to children and parents to a world that begins to distract them from the family and its purity	37	5	4	3
Global acceptance and legalizing of unbiblical principles	32	4	3	2

# STRATEGIC PLANNING TEMPLATES

---

## INTRODUCTION

During the strategic planning exercise the top three SWOTs of each pillar were used as the baseline where our current situation was assessed and from this baseline a desired state was envisioned. Indicators of the current situation were identified and objectives to be achieved for the future state were determined. The next step included the defining of actions to be undertaken to achieve the objectives set out which would take us to the desired state. This was basically bridging the gap between where the Methodist Church is at the moment and to where it desires to be. For those groups which were able to, put in action plans by customer types and some progressed as far as putting in milestones for key strategic initiatives.

It is from these templates that the scorecard strategic goals will be determined; the objectives that will achieve the goals and the key indicators that need to be measured to ensure objectives are met.

A sample of the Strategic Planning Templates is given below for Pillar 1 – Strength – Faith and Doctrine and Pillar 6 Weakness.

STRATEGIC PLANNING TEMPLATE PILLAR ONE- SALVATION

Strength-Faith/Doctrine

<b>Organization:</b>		<b>Period:</b>		<b>Date:</b>		<b>Version:</b>	
----------------------	--	----------------	--	--------------	--	-----------------	--

<b>CURRENT SITUATION:</b>	Existence of a faith community called Methodists	G  A  P	<b>DESIRED SITUATION:</b>	That members are strong, matured and active in their Christian witness in Church and society
<b>Key Indicators: 1</b>	Existence of apostolic faith which is binding to all Christian Churches		<b>Objectives: 1</b>	That members become living witnesses of their faith
2	Committed members		2	To increase confirmed membership
3	Church attendance-worship, meetings		3	Improvement on Church attendance from early morning prayer meeting to afternoon service
4	Increase in renewal programs and in our church and communities		4	Strengthening and continuity of Renewal, cleansing and reconciliation programs throughout the country

SPECIFIC ACTIONS PLANNED TO FILL THE GAP:							
		Due Date			Due Date		Due Date
1	That a standard curriculum be prepared and taught to our churches at all levels.	2014	5		9		
2	Increase in-service training of leaders and members	Ongoing	6		10		

STRATEGIC PLANNING TEMPLATE PILLAR SIX- ECUMENISM AND INTERFAITH

WEAKNESS: GODLESSNESS

<b>Organization:</b>		<b>Period:</b>		<b>Date:</b>		<b>Version:</b>	
<b>CURRENT SITUATION:</b>	1. People are aimless on Sundays and Sabbaths	G  A  P	<b>DESIRED SITUATION:</b>	1. Acknowledgement that there is the existence of God. That we encourage one God faith through evangelism			
<b>Key Indicators: 1</b>	No acknowledgement of any god in the Constitution of the Island of Fiji		<b>Objectives: 1</b>	To move away from being an atheist to be God fearing.			

SPECIFIC ACTIONS PLANNED TO FILL THE GAP:							
		Due Date		Due Date		Due Date	
1	Continuing of meeting and dialoguing and understanding.		5		9		
2			6		10		

## KEY STRATEGIC AREAS

---

From the strategic planning templates derived for each pillar's significant strength, weakness, opportunity and threats, the key strategic areas for the Methodist's Church for the next five years were identified. These key strategic areas would be the subject of the church's focus to take full advantage of its strengths, purge its weaknesses, sensibly and Godly exploit its opportunities whilst counteracting the threats.

KEY STRATEGIC AREA 1 – Salvation of souls of members

KEY STRATEGIC AREA 2 – Ensure sustainable performance and growth of the Methodist Church's Assets

KEY STRATEGIC AREA 3 – Environmental Stewardship – the wise, Godly and sustainable use of our national resources

KEY STRATEGIC AREA 4 – Family Counselling and Enrichment

KEY STRATEGIC AREA 5 – Healing of the Nation through Strengthening Relationship Intra / Inter Church and Inter Religion

KEY STRATEGIC AREA 6 – Worship Renewal and Revival

KEY STRATEGIC AREA 7 – Human Capital Development of the Church

KEY STRATEGIC AREA 8 – Finance, Management and Administration

## KEY STRATEGIC AREA 1 – SALVATION OF SOULS

Intent:

That Members are Strong, Matured Spiritually, Biblically, Assured Of their Salvation and Active in their Christian Witness in Church and Society

Sustainable Utilization of Spiritual and Biblical Sources to Assure the Salvation of all Members to be Effective Christian Witness in the Church and Society

The assurance that each member is certain that she or he is a Child of God.

Ensure the permeation of the Gospel message through all strata of the community through the use of technology

This is the heart of the Body of Christ – and it must include Missionaries or Mission work. This should also include worship and revival as just another form of guiding, reminding in ensuring salvation of souls.

STRATEGIES	PERFORMANCE INDICATORS	TARGETED OUTCOMES
That a standard curriculum be prepared and taught to our churches at all levels.	Existence of a faith community called Methodists	To be a Spirit-filled and Spirit-guided church and assured of its own strength and Salvation
Increase in-service training of leaders and members	Existence of the Bible in the people's language	That members are strong and active in their Christian witness in Church and society
That Bible study methods for personal, family and groups be taught to members at all levels.	Bibles are being translated into some Fijian dialects	That members know their bible and be living witnesses of their faith.
	And the existence of a variety of translations in the English and Fijian Bibles	
Increase in-service training of leaders and members  <i>Pillar 1 – Strength – Faith/Doctrine</i> <i>Pillar 8 – Strength – Wesleyan Tradition</i>	Existence of the Bible in the people's language Wesleyan doctrines on salvation (sanctification/perfection) form the basis of the church's teaching	That members are strong and active in their Christian witness in Church and society
Proper and Holy Worship of the congregation	Attendance, setting, order of service, choir performance, etc	Lively, Holy and Spiritual Worship

Revival Program (Recommitment of members)	<ul style="list-style-type: none"> <li>• # of Evangelistic programs</li> <li>• # of conferences</li> <li>• Quality of programs (surveys from participants)</li> </ul>	Revitalized church
Conduct regular IT workshops amongst our Leaders at Circuit and Divisional level	<ul style="list-style-type: none"> <li>• # workshop for each Division/ Circuit.</li> </ul>	<ul style="list-style-type: none"> <li>• Literacy of members to access information technology for spiritual empowerment .</li> </ul>
<p>Conduct more training and Bible studies for church growth and strength</p> <p>To create new forms of worship that attracts and inspires and is relevant to meet the needs of members</p>	<p>That a standard curriculum be prepared and taught to our churches at all levels</p> <p>The large numbers of members who are not committed or confirmed</p>	<p>That members to know their bible and be living witnesses of their faith.</p> <p>An increase of confirmed membership</p>
<i>Pillar 1 – Weakness – Lukewarm faith</i> <i>Pillar 1 – Strength - Doctrine</i>		
Increase in-service training of church leaders and members [strength, SAP]	<ul style="list-style-type: none"> <li># of training for church leaders</li> <li># number of church leaders involved</li> <li># of church members attended [opportunity, KI]</li> </ul>	That members are strong and active in their Christian witness in Church and society [strength, DS]
Introduce a strategic plan of actions for the utilization of people's gift [opportunity, SAP]	<ul style="list-style-type: none"> <li># number of gifted and professional lay people [opportunity, KI]</li> <li>Dialogue and consultation to identify the gifts</li> </ul>	To utilize their gifts in the various aspects of our church ministries [opportunity, objectives]
Christ-like attitude. This has got to do with the Holy Spirit guidance and leading.	<ul style="list-style-type: none"> <li>• Willingness to work and do things</li> </ul>	<ul style="list-style-type: none"> <li>• Achieve more than expected.</li> </ul>

**KEY STRATEGIC AREA 2 - ENSURE SUSTAINABLE (DEVELOPMENT)  
PERFORMANCE AND GROWTH OF THE METHODIST CHURCH'S ASSETS  
(RESOURCES)**

**Intent:**

Effectively and efficiently develop and diversify the Methodist Church's (resources) buildings, land and other physical assets through partnerships with key Government Ministries, the Vanua and its congregation to induce sustainable returns for the church and its congregation (being mindful of its effect on the environment)

Increase revenue base and the financial viability of the Church through prudent management of its capital resources

God's intention for Adam was to relate to God his creator – and for us to do the same – relationship is very important to God. Love the Lord your God and Love thy neighbour as yourself. This KSA relates to our dependence in the Lord and our interdependency straight from creation. We must also relate to living things and our environment as prudent stewards under our care. The Lord all these things for human survival.

<b>Strategies</b>	<b>Performance Indicators</b>	<b>Targeted Outcomes</b>
<p>Develop available land and improve existing infrastructure</p> <p><i>(Pillar 2 - Strengths – Assets)</i></p>	<ul style="list-style-type: none"> <li>• # of acre of land</li> <li>• efficiency of land use</li> <li>• # of profitable properties owned</li> </ul> <p><i>(Pillar 2 - Strengths – Assets)</i></p>	<ul style="list-style-type: none"> <li>• Complete traditionally given land registration. (this incorporates the evaluation of the land and demarcation of boundaries)</li> <li>• Complete reviewing of the current national revenue generating infrastructures (Epworth, John Hunt, Nakaora House)</li> </ul>
<p>Develop Human Capital within the church</p>	<ul style="list-style-type: none"> <li>• # of congregation completed HR Survey</li> <li>• Identification and segmenting of various expertise within the church</li> <li>• # of training, workshops, mentoring of selected peers one level below leadership levels</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of HR Survey of Methodist Church for 25% of congregation and results analysed</li> <li>• 25% of expertise identified and segmented</li> <li>• 10 trainings completed, 5 workshops completed and 2 mentoring exercises conducted per church</li> </ul>
<p>Environment consideration</p>	<p>Production of an EIA in each development</p>	<p>Proper development having due regards to its environment.</p>
<p>Develop skills and knowledge of members</p>	<p>Scriptural Pamphlets'/booklets for Environmental Stewardships</p>	<p>Promotion of effective scripturally based processes on Environment</p>

		Sustainability and Climate Change
Improve advocacy in all districts for effective regulatory supervision	Implementation of rules for environment protection to all villages (as per project plan)	Strengthened policy for environmental protection and stewardship
Ensure active collaboration by all stakeholders	Workshops and meetings for clarifications	Implementation of community programs by churches throughout the country
More Church properties be developed and put to economic use (summarizing of all suggested Strategies)	# of acres of land, <i>Pillar 2 - Strength - Assets</i>	Increase development of all available freehold land by 50% in the next 3 years.
Complete reviewing of the current church revenue generating infrastructures	# of properties owned	To obtain maximum return
Worship	<ul style="list-style-type: none"> <li>• Number of involvements</li> </ul>	<ul style="list-style-type: none"> <li>• Leading, strength of the Holy Spirit</li> </ul>
Passion- Love for others	<ul style="list-style-type: none"> <li>• Number of Visitations</li> <li>• Giving to the poor – feeding, clothing, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Harmonious relationship/ Unity</li> <li>• Salvation of souls.</li> </ul>
Care for other living things	<ul style="list-style-type: none"> <li>• Saving, preservative measures, re-production, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Survival of human beings to serve the Lord.</li> </ul>
Love for other people including other faith	<ul style="list-style-type: none"> <li>• Understanding each other</li> <li>• Do things together</li> </ul>	<ul style="list-style-type: none"> <li>• Respect, inclusive, tolerance, unity, etc.</li> </ul>
Healing of the Nation	<ul style="list-style-type: none"> <li>• Repentance, Forgiveness, Cleansing, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Togetherness, unity, love and respect.</li> </ul>

KEY STRATEGIC AREA 3 – ENVIRONMENTAL STEWARDSHIP – THE WISE,  
GODLY AND SUSTAINABLE USE OF OUR NATIONAL RESOURCES

**Intent:**

Effectively Develop a Biblical Based Policy/ Rules and Regulations for Disposals and Exploitations and Ensure Member’s Active Participation on Preserving Environmental Sustainability

Effective and sustainable use of natural resources to ensure good health as top priority for the families of Fiji

Emphasis must be on the family as the first institution to govern to ensure strength grows from here upwards. It must be nourished spiritually and physically for a healthy growth, performance and achievements. It must be counselled when something goes wrong.

STRATEGIES	PERFORMANCE INDICATORS	TARGETED OUTCOMES
Develop skills and knowledge of members	Scriptural Pamphlets’/booklets for Environmental Stewardships	Promotion of effective scripturally based processes on Environment Sustainability and Climate Change
Improve advocacy in all districts for effective regulatory supervision	Implementation of rules for environment protection to all villages	Strengthened policy for environmental protection and stewardship
Ensure active collaboration by all stakeholders	# Workshops and meetings for clarifications	Implementation of community programs by churches throughout the country
Promotion of effective scripturally based processes on Environment Sustainability and Climate Change	# awareness programmes & training	Special level of knowledge of environment management and protection through training and education of leaders and members
Train leaders throughout the nation with appropriate skills and knowledge for the protection of environment [strength, SAP]	# Number of workshops for church members to attend in local environmental protection activities [strength, KI]	That members be sufficiently educated with environment management programmes [strength, DS]
Introduce laws and systems governing large development operators [opportunities, SAP]	# Number of people Participated in environment community campaign [strength, KI]	Rules to be improved and to be used throughout the country [strength, DS]

Working together	<ul style="list-style-type: none"> <li>• Quality time spent together</li> <li>• Working together</li> <li>• Worship together</li> </ul>	<ul style="list-style-type: none"> <li>• Unity in the Body of Christ at family level</li> <li>• Everyday or at every opportunity</li> </ul>
Awareness of respective responsibilities	<ul style="list-style-type: none"> <li>• Clear roles to play by each member of family</li> </ul>	<ul style="list-style-type: none"> <li>• Increased love and affection</li> <li>• Increased production</li> </ul>
Continued education	<ul style="list-style-type: none"> <li>• Workshops, Bible study, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase unity in Christ</li> </ul>
Pastoral Care	<ul style="list-style-type: none"> <li>• Timely counselling</li> </ul>	<ul style="list-style-type: none"> <li>• Intact strong family</li> </ul>

## KEY STRATEGIC AREA 4 – FAMILY COUNSELLING AND ENRICHMENT

**Intent:**

That committed Christian families form the foundation of Fijian society

Enhancement of Family Christian life and worship through the utilization of new technologies, books and literatures and the establishment of family Ministry and legal Framework to enrich family Life.

To revitalize family worship and Christian family Life Teachings

That all young people of our church who have reached the age of 21 be prepared with the Christian Understanding of Marriage and Family Life.

That all families within our church receive proper training on how to develop and enrich strong Christian family Life for healthy nation building.

That all families are strengthened in their worship, discipline and moral living.

The Bible demands us to ‘Go... and Teach...’ The Missionaries emphasized this second only to the Word of God/Salvation of Souls. We must educate our members and others through Biblical principles and values for Eternal Life which is the Ultimate destination/Vision. All these is uplifted by what our hands can do – we must work our faith by using our God given gifts and skills.

<b>Strategies</b>	<b>Performance Indicators</b>	<b>Targeted Outcomes</b>
<p>Development of a Curriculum to promote Chastity among young people.</p> <p><i>Pillar 11 – Weakness – Parental Neglect</i></p>	<ul style="list-style-type: none"> <li>• Reduction of Teen Pregnancies</li> <li>• Reduction in STIs</li> <li>• Reduction of civil marriage by Christians</li> <li>• Commitments by Christians to practice Chastity</li> </ul>	<ul style="list-style-type: none"> <li>• Young people empowered to practice chastity/abstinence</li> <li>• Celebration of Virginity</li> <li>• Increase in young adult marriage in church (commitment to marriage vs living together)</li> </ul>
<p>Development of clear understanding of Christian marriage</p> <p><i>Pillar 11 – Weakness – Lack of Parental Guidance</i>  <i>Pillar 11 – Weakness – Lack of Specific Family Training and Development Programs for Developing Mature Families</i>  <i>Pillar 11 – Opportunity – Effective Training Systems</i></p>	<ul style="list-style-type: none"> <li>• Publication of premarital counselling literature</li> <li>• Strengthening of Pre-marital counselling programme</li> </ul>	<ul style="list-style-type: none"> <li>• Decrease in cases of Adultery, Domestic Violence and Spousal Rape</li> <li>• Decrease in divorce cases</li> </ul>
<p>Development of a Family Life programme/ministry</p>	<ul style="list-style-type: none"> <li>• Publication of devotional materials specifically for</li> </ul>	<ul style="list-style-type: none"> <li>• Decrease in cases of Adultery, Domestic</li> </ul>

	<ul style="list-style-type: none"> <li>couples</li> <li>Establishment of a Marriage enrichment programme (couples, parenthood, finance)</li> <li>As per implementation program</li> </ul>	<p>Violence and Spousal Rape</p> <ul style="list-style-type: none"> <li>Decrease in divorce cases</li> <li>Strengthening of relationship within the family (parents/children)</li> <li>Celebration of marriage as a commitment to lifelong companionship</li> </ul>
Training programme for parents on Family worship –	<ul style="list-style-type: none"> <li>Survey of the circuit concerned</li> <li># of families</li> <li>Suitable Time of Worship</li> </ul>	To have in place a simple/ new and effective approach of family worship
Promotion and the Formulation of Literature on Christian Living in Families.	<ul style="list-style-type: none"> <li>Preparation &amp; Distribution of</li> <li>Biblical Teachings</li> <li>Creating and Translating Literature relevant to Family Living</li> </ul>	Wealth of Christian family literature
Panel Discussion on Radio Programme and other media channels	<ul style="list-style-type: none"> <li># of programs aired</li> <li># of medias used</li> <li># of programs per media used</li> <li>Content types</li> </ul>	Modern technology to be used widely and effectively as a medium to reach out to families
Establishment of Family Ministry in the Church	<ul style="list-style-type: none"> <li>Assessment of current situation (survey results)</li> <li>Web page project plan timelines</li> <li>Family Life program timelines</li> </ul>	<ul style="list-style-type: none"> <li>Uploaded social page for family ministry on Facebook or similar social media</li> <li>Established separate program for Family Life / Ministry</li> </ul>
Play a more influential role in the trends of sexuality and immorality practices that is affecting family life	<ul style="list-style-type: none"> <li># of Methodist policy makers</li> <li># of involved Methodist policy makers</li> <li>Best practice and policy timelines</li> <li># of public statements on family issues</li> <li># of existing regulations on the issue</li> </ul>	<ul style="list-style-type: none"> <li>Involved church members that hold positions government policy making processes to affirm the Biblical principles</li> <li>Established behavioural best practices and code of conduct for all members of the family</li> </ul>

Creating of lively but effective training methods of developing family devotions / worship	# families having family worship # of resources & guidelines for family devotions	A simple, lively but effective guidelines are developed where each member freely participates.
Introduce training programs for parents on family worship [strength, SAP]	# of training programs [weakness, KI]	That parents have ample time and commitments to family worship [strength, DS]
Constant nurturing and training of children and youth [Discipleship training] [weakness, SAP]	A survey be done on discipleship training # of training provided by parents & church leaders [weakness, CS]	Strengthen the family supportive system [weakness, DS]
Formulation of a syllabus on Christian values and teachings [threat, SAP]	<ul style="list-style-type: none"> <li>• Training of trainers in the ministry</li> <li>• Include family life in our theological schools [opportunity, SAP]</li> </ul>	To establish a family ministry in the church [weakness, DS]
Prepare curricula on the Christian Understanding of Marriage and family Life, empowering and enriching at all levels (pre and post marital training)	<ul style="list-style-type: none"> <li>• Existence of available Literature, mass media, human resources and church structure</li> </ul>	Families well-informed of the Christian understanding of marriage and family life, empowering (develop) and enriched through training and counselling.
Training of the Trainers to teach the new curricular at all levels.	<ul style="list-style-type: none"> <li>• Available Human resources (eg. retired school teachers, clergymen and committed Lay members)</li> <li>• Available avenues for training eg. church buildings, halls and schools</li> </ul>	A church well resourced with its trainers at all levels.
Organize and implement training at all levels	<ul style="list-style-type: none"> <li>• Available congregation and church groups for training.</li> <li>• Available avenues as stated above</li> <li>• Available Education Committee in Circuits</li> </ul>	(similar to No. 1)

	and congregation to organize training.	
Provide Bible Reading Aids, Bible Study Methods and other Literature to strengthen the worship, moral and discipline life of the family.	<ul style="list-style-type: none"> <li>• Bible in different versions</li> <li>• Existing Literature (Eng/Fijian)</li> </ul> Eg. Bible commentary Bible dictionary Bible concordance <ul style="list-style-type: none"> <li>• Mass Media</li> <li>• Bible study methods</li> <li>• Bookshops</li> <li>• Bible Society</li> <li>• Literature Committee in the church that promotes and supervise writing</li> <li>• Family worship</li> </ul>	Families with strong worship/devotional life, disciplined and morally sound based on biblical teaching
Education of the Heart	<ul style="list-style-type: none"> <li>• Number – Born Again</li> </ul>	<ul style="list-style-type: none"> <li>• Salvation of Souls</li> </ul>
Education of the Head	<ul style="list-style-type: none"> <li>• Quality Passes</li> </ul>	<ul style="list-style-type: none"> <li>• Enlightenment of life to do God’s Will.</li> </ul>
Education of the Hands (working the faith)	<ul style="list-style-type: none"> <li>• Number of things we can do</li> </ul>	<ul style="list-style-type: none"> <li>• Production or achievements</li> </ul>
	<ul style="list-style-type: none"> <li>• Workshops, conferences, etc</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness, enrichment of knowledge, etc.</li> </ul>

KEY STRATEGIC AREA 5 – HEALING OF THE NATION THROUGH  
STRENGTHENING RELATIONSHIP INTRA / INTER CHURCH AND INTER  
RELIGION (**CIVIL SOCIETY AND GOVERNMENT**)

**Intent:**

That the Church encourages its members to have greater understanding and fellowship with other communities .

Acknowledgement of God’s Presence in Advocating Solidarity through the Whole Nation by ensuring democratic governance.

Encourage healing and reconciliation in Fiji beginning with members of the Church

That a more down to earth process of healing and reconciliation be implemented to foster better understanding, spirit of goodwill, mutual respect and tolerance

Body as the Temple of the Lord. This is anything to do with proper functioning of the body to perform well or as intended for the Lord – air, light, food, water, exercise, etc. The body was created as skeleton or vehicle to carry out the Lord’s Word/Work.

<b>Strategies</b>	<b>Performance Indicators</b>	<b>Targeted Outcomes</b>
<p>Intra-Church: Combined Multi-cultural /ethnic worship services on a regular basis</p> <p><i>Pillar 3 – Strength – Existing Church Structure</i></p>	<ul style="list-style-type: none"> <li>• Circuits to combine once a quarter</li> </ul>	<ul style="list-style-type: none"> <li>• Greater understanding and fellowship among different circuits</li> </ul>
<p>Inter-Church: Greater participation with other churches in activities</p> <p><i>Pillar 3 – Opportunities – Openness to Others</i></p>	<ul style="list-style-type: none"> <li>• Invitation to other churches to Methodist programmes and events               <ul style="list-style-type: none"> <li>○ # of invites</li> <li>○ # of attendees</li> <li>○ # activities</li> </ul> </li> <li>• Attendance and participation in events held by other churches</li> </ul>	<ul style="list-style-type: none"> <li>• Greater understanding and fellowship with other churches</li> </ul>
<p>Inter-Church: Awareness of existing and developing relationships with other churches</p> <p><i>Pillar 3 – Opportunities – Learning from One Another</i></p>	<ul style="list-style-type: none"> <li>• Development of a set of guidelines for relating with other churches</li> </ul>	<ul style="list-style-type: none"> <li>• Greater understanding and fellowship with other churches</li> </ul>
<p>Other Religious Communities: Promote respect for each other’s holy days</p>	<ul style="list-style-type: none"> <li>• Congratulatory messages by the church on non-Christian holy days</li> </ul>	<ul style="list-style-type: none"> <li>• Greater understanding and fellowship with on-Christian community</li> </ul>

<i>Pillar 3 – Opportunities – Openness to Others</i> <i>Pillar 3 – Opportunities – Learning from One Another</i>		
Civil Society Groups and Government: Promotion of Christian Citizenship  <i>Pillar 3 – Strength – Existing Church Structure</i> <i>Pillar 3 – Opportunity – Dialoguing</i>	<ul style="list-style-type: none"> <li>Development of materials on Christian Principles in relation to: <ol style="list-style-type: none"> <li>Common Good</li> <li>Human Rights</li> <li>Social Responsibility</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>Understanding of the Christian’s role in society.</li> <li>Practice of Christian Citizenship</li> </ul>
To achieve <u>constructive</u> dialoguing at all levels in Fiji to break barriers	Spirit of Ecumenism, working together. # of <u>successful</u> dialogues # workshops conducted # of successful feedback received	<ul style="list-style-type: none"> <li>That all people of the Vanua come to realization and acknowledgement of God’s presence.</li> <li>To undertake positive steps towards solidarity amongst the church, vanua and the nation as a whole.</li> </ul>
Encourage mutual determination of all stakeholders in Fiji, through promotion of tolerance and advocacy, within the Churches’ framework.	<ul style="list-style-type: none"> <li># of successful workshops on good governance, leadership, management, barrier breaking, bridge building</li> </ul>	To ensure democratic rule of governance.
Review the stationing system.	The Church to take initiative to deal with oppressive situations realistically.	To break all barriers and to receive and accommodate one another in love.
To undertake positive steps towards solidarity amongst the church, vanua and the nation as a whole.	# reconciliatory process (i) Church (ii) Vanua (iii) national	Forging new strong relationships amongst the people of Fiji
To display positive attitude, spirit of goodwill, mutual respect and tolerance [strength, objectives]	# of workshops for of healing and reconciliation to be put up #number of people attended [strength, KI]	That positive steps towards solidarity amongst the church, Vanua and the nation as a whole [strength, DS]
To see that more dialogue between churches and other organizations be carried out [Opportunity, objectives]	#of meetings and workshops #of attendance <ul style="list-style-type: none"> <li>Participation in public panel discussions</li> <li>Consultation with Police [opportunity, KI]</li> </ul>	To achieve constructive dialogue at all levels in Fiji [opportunity, DS]
More dialogue to be carried	# of meetings between church	To break all barriers and

out from Church office with the Divisions in order to mend the differences [opportunity, objectives]	leaders and heads of the Vanua in order to solve problems [Threat, CS, KI]	accommodate one another with true spirit and love [threat, DS]
Proper Lifestyle – Preventative Lifestyle	<ul style="list-style-type: none"> <li>• Medical Records</li> </ul>	<ul style="list-style-type: none"> <li>• Good health – Long life</li> </ul>
Worship, Work and Relate	<ul style="list-style-type: none"> <li>• Fasting, prayer meetings, education, work hours, use of time, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Fruitful – 100, 60 &amp; 30.</li> </ul>
Performance	<ul style="list-style-type: none"> <li>• Attendance, production, efforts, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Achievement of targets</li> </ul>

## KEY STRATEGIC AREA 6 – WORSHIP RENEWAL AND REVIVAL

**Intent:**

That the church demonstrates openness to the diverse types of Christian worship

Encourage worship renewal and revival and make services appealing especially to the younger generation

That all Divisions to participate in transforming Bible studies, preaching and spiritual revival

That our present form of worship both traditional and contemporary be assessed and improved with new developments based on the biblical and new forms of worship relevant to our members in this modern age

<b>Strategies</b>	<b>Performance Indicators</b>	<b>Targeted Outcomes</b>
Awareness of appropriate styles of worship	Development of a set of guidelines for the use of contextual and contemporary musical instruments during worship.	Greater understanding of the role of music in worship Awareness of God's presence in different forms of worship The church is an inclusive space for different types of worship
Introduce appropriate innovation for Spirit filled, effective worship	Participation of all aged groups during Worship	That all members of the congregation to meet with and renew their relationship with God
That we strengthen and revive our worship services [strength, objectives]	Coordinate training programs for Clergies and Lay [strength, KI]	Better coordination of the connexional system, merging of necessary departments and improve on partnership with other Christian members [strength, DS]
Preaching and teaching the Word in a simple and attractive way and use a standardize material prepared by Head Office [strength, objective]	Organize workshops and Bible studies # of meetings and Bible studies Home visitation from church and circuit level [strength, KI]	That all divisions to participate in transforming Bible studies and as well as teaching/preaching of the Word [strength, ]
Preachers be screened and trained to communicate the Word [opportunity]	#of members leaving the church to other organizations # of training programs offered [weakness, CS]	That preachers are fully trained to preach the Word [weakness, DS]

<p>Introduce Biblical Teaching on worship, Methodist form of worship and models of contemporary worship appealing to young generations. Pillar 5 – Strength Pillar 5 - Opportunity</p>	<ul style="list-style-type: none"> <li>• Existing Literature on Christian worship in libraries and bookshops</li> <li>• Existing groups experimenting new forms of worship (eg.Theological school)</li> </ul>	<p>All families to be deeply rooted on sound biblical teaching, rooted on Methodist traditions and relevant to the world of our young generations.</p>
<p>Experimenting new forms of worship.</p>	<ul style="list-style-type: none"> <li>• Boring of the traditional form of worship to young generation.</li> <li>• Youth groups experimenting and adopting new forms of worship attractive to young people.</li> </ul>	<p>Openness to new forms of worship and their adoption to assist worship renewal.</p>
<p>Exposure to cross-cultural and interdenominational worship (ecumenical)</p>	<ul style="list-style-type: none"> <li>• Increase and influence of cross-cultural in the church service (ecumenical)</li> <li>• TBN Ministries</li> </ul>	<p>Strengthen the spirit of inter-church and cross cultural worship to become instrumental to healthy nation building</p>

## KEY STRATEGIC AREA 7 – HUMAN CAPITAL DEVELOPMENT OF THE CHURCH

**Intent:**

To enable the church to fully utilise the educational potential of its members

Diversify the skills taught at our Church institutions towards meeting the development as well as the spiritual needs of the community.

That the Methodist church maintains viable Christian Education curriculum that reflects the mission character of education in our various schools and prepare quality teachers for better deliveries

<b>Strategies</b>	<b>Performance Indicators</b>	<b>Targeted Outcomes</b>
Create awareness on the traditional Christian calendar  <i>Pillar 5 – Strength – Existing Church Structure</i>	<ul style="list-style-type: none"> <li>• The acceptance that the traditional Christian calendar form the basis of the Methodist Church’s calendar</li> </ul>	<ul style="list-style-type: none"> <li>• The integration of the Methodist Church calendar with the traditional Christian calendar</li> </ul>
Use of the Bible as an educational tool (culture of reading) and encouragement of the reading the whole bible  <i>Pillar 1 – Strength – Holy Scriptures</i>	<ul style="list-style-type: none"> <li>• Establishment of a national bible quiz (as per implementation plan)</li> <li>• Bible Reading Program Indicators                             <ul style="list-style-type: none"> <li>○ # of chapters a day</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Biblical knowledge increases</li> <li>• Bible Reading Program Targets                             <ul style="list-style-type: none"> <li>○ 5 chapters a day</li> </ul> </li> </ul>
Use of Cell Groups for spiritual mentoring and empowerment  <i>Pillar 8 – Strength – Wesleyan Tradition Pillar 8 – Opportunities – Man-power Utilization</i>	<ul style="list-style-type: none"> <li>• Creation of a spiritual enrichment manual</li> <li>• Inclusion of representatives of all ages at local church committees</li> <li>• Measurable KPI’s                             <ul style="list-style-type: none"> <li>○ # of cells per church</li> <li>○ # of cell meetings per cell group</li> <li>○ # of members of groups</li> <li>○ attendance</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Cell group members are able to support and empower each other</li> <li>• Intergenerational learning and mentoring</li> </ul>
To prepare quality curriculum and qualified teachers for quality delivery	Academic excellence in all our schools	Attainment quality and holistic education in all schools and training institutions.
Continue to improve the C E curriculum in line with developments in the 21 <sup>st</sup> century [strength, objective]	Available of CE curriculum in all church schools [strength, KI]	Maintaining a C E curriculum that reflects the mission character of education in our schools [strength, DS]

<p>Appoint good and sound leadership at all church schools[management &amp;administrative staff] [strength, SAP]</p>	<p>#of qualified teachers in every church school [strength, KI] # of in-service training programs for teachers [strength, SAP]</p>	<p>To attain academic excellence in all our schools [strength, DS]</p>
--	--	--

## KEY STRATEGIC AREA 8 – FINANCE, MANAGEMENT AND ADMINISTRATION

**Intent:**

The Lord has given us resources, gifts and talents to grow and multiply it for His Will. We are therefore obliged to safely keep and properly manage and invest to enhance His Kingdom. We are to put in place proper financial, management and administrative policies for the efficient and effective operation of the Church.

<b>Strategies</b>	<b>Performance Indicators</b>	<b>Targeted Outcomes</b>
Develop Available Resources	<ul style="list-style-type: none"> <li>• No. Of developments</li> <li>• Improved processes and systems to cut down costs</li> </ul>	<ul style="list-style-type: none"> <li>• Increase Revenue</li> </ul>
Revenue & Expenditures are properly accounted for	<ul style="list-style-type: none"> <li>• Keep proper recording and accounting books</li> <li>• Annual unqualified Audits</li> </ul>	<ul style="list-style-type: none"> <li>• Safe Keeping of Money</li> </ul>
Save and Invest to expansion or growth	<ul style="list-style-type: none"> <li>• Policy for safe investments</li> </ul>	<ul style="list-style-type: none"> <li>• Safe Investments</li> </ul>
Improve management processes, systems and decisions	<ul style="list-style-type: none"> <li>• Qualifications, Training,</li> <li>• Experiences</li> </ul>	<ul style="list-style-type: none"> <li>• Best Practices in management.</li> </ul>
Clear administration Policies	<ul style="list-style-type: none"> <li>• Clear guidelines</li> </ul>	<ul style="list-style-type: none"> <li>• Clear Decision Making</li> </ul>