

Missionary Church Association

Christian Education Department

Strategic Plan - Calendar Years 2006 - 2008

Strategic Objectives	Desired Outcome	Strategies	Performance Indicators	Target
<p>1. To pursue capacity building measures that will position the Department to better serve the local churches, the denomination, and the wider society.</p>	<p>A fully functional Christian Education Department that is sufficiently equipped to meet the Christian educational needs of the local churches, the denomination and the wider society.</p>	<ul style="list-style-type: none"> a) Secure and effect the use of District offices for CE activities: distribution point; moderate use of telephone; registration point; inter-parish contacts. b) Decentralize the operations and activities of the Department: <ul style="list-style-type: none"> (i) Establish District secretariats: CE District Representative, Area Directors from all auxiliaries, secretary ii) Conduct workshops within the Districts as against on a national scale. c) Identify and contact donors for equipment d) Secure equipment for office use and training activities: (multifunctional printer, 1 desk top computer, 1 lap top computer; 1 multimedia projector; 1 camcorder) e) Identify and furnish an area at the Head Office to be used as a resource centre. f) Establish a CE Department web page g) Gather and transcribe printed documents in electronic form. h) Prepare a data base of human resources. 	<ul style="list-style-type: none"> a) The number of churches/persons who utilize the services available at the offices. b) More district-based activities. <ul style="list-style-type: none"> i) Functional Secretariat executing the activities of the Department within the Districts. (ii) Implemented District workshops. c) Responses from donors d) Acquisition and use of equipment. e) Resource centre established and utilized. f) Use of existing CE Web page g) Electronic copies of documents: h) Available HR database 	<ul style="list-style-type: none"> Forty two churches Three District bodies 1 workshop per year ca 12 donors 1 piece of equipment each year

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<p>2. To strengthen the auxiliaries so that they will be able to improve the offerings to their constituents.</p>	<p>Increased and sustained interest and participation and in the activities of the auxiliaries which are designed to meet the needs of the respective constituents.</p>	<ul style="list-style-type: none"> a) To couple each auxiliary head with a member of the Executive Committee who will offer direct supervision. b) Periodic meetings with heads of the auxiliaries. c) Each auxiliary to have a functional Executive Committee which meets to plan the activities of the auxiliary. d) The programme being offered by each auxiliary to be presented to and reviewed by the CE Board. e) Each auxiliary to establish partnership with other denominations and or organizations of the wider society. 	<ul style="list-style-type: none"> a) Improved quality of performance and direct accountability. b) The number of meetings held. c) Executive Committee meetings being held. d) Approved programme e) Established and functional partnerships 	<p>4 auxiliary heads each year</p> <p>At least 2 per year</p> <p>At least 3 each year</p> <p>4 presentations each year</p> <p>1 each year</p>
<p>3. To continue the drive to encourage the establishment of CE Departments in the local churches.</p>	<p>Each local church to have a CE Director or at least a liaison officer.</p> <p>Each local church to have a functioning CE Department</p>	<ul style="list-style-type: none"> a) To promote the value of the CE Director and CE Department among pastors at various fora: District Council meetings; national conference b) CE Chairperson & District Representatives assisting local churches to establish CE Departments through virtual or physical visits. 	<ul style="list-style-type: none"> a) Increased number of churches appointing a CE Director or a CE liaison officer. b) Functioning CE Department in local churches. 	<p>At least 2 each year</p> <p>42 by 2008</p>

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<p>4. To empower the local Christian Education Directors to serve in their local churches.</p>	<p>A cadre of local CE Directors effectively serving the local churches through the coordinating of CE programme.</p>	<ul style="list-style-type: none"> a) To encourage CE Directors/liaison persons to attend the CE Personnel workshops held in each District annually. b) Supervision provided through CE Chairperson and District CE Representatives. c) CE Chairperson and District Representatives to make periodic visits to the local churches. 	<ul style="list-style-type: none"> a) The number of persons attending the workshops and implementing the principles presented. b) Meetings held with local CE Directors on a District basis. c) Number of visits made to the local churches. 	<p>42 each year</p> <p>3 each year</p> <p>16 each year</p>
<p>5. To strengthen the leadership capacity of the local churches.</p>	<p>A cadre of persons within the local churches equipped to occupy various leadership positions locally and nationally.</p>	<ul style="list-style-type: none"> a) Continue training activities with CE personnel in: leadership development needs assessment strategies. b) To expand the offering of the ETA programme. c) Partner with the JTS in offering the ETA programme. d) Partner with the PCD in training elders & deacons in the local churches. 	<ul style="list-style-type: none"> a) Annual workshop and the number of persons trained each year. b) The number of persons enrolled in the programme c) Established and operating partnership. d) The number of elders and deacons trained each year. 	<p>At least 200 persons each year</p> <p>At least 150 each year</p> <p>10 each year</p>

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6. To facilitate the process of maturity in the lives of believers through various training programmes.	Believers who are growing towards maturity, trained to serve in the various positions of leadership within the local churches.	a) CE Directors in the local churches to initiate and implement training activities in areas of identified needs.	a) The number of training activities held in the local churches. Local CE Directors liaising with the CE Department to secure curriculum and resource personnel for training activities.	At least 1 training activity per church each year.
7. To provide the denomination with proper documentation of operational guides, manuals, handbooks, both in print and electronic form.	Readily sourced up-to-date literature in print or electronic form.	a) To review, and where necessary, update the various literature/manuals pertinent to the operation of the denomination. b) Identify and convert existing printed documents to electronic form. c) Secure documented history of the local churches with the help of the CE directors	a) Updated copies of the stated documents. * Policy & Procedures Manual * Elders & Deacons handbook * Auxiliaries Handbook * The Christian Education Manual b) Electronic copies of identified documents. c) Documented history of local churches	Two each year All in the first year All in the first year

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<p>8. To secure and ensure the availability of current curricula for use in the various Departments and the local churches.</p>	<p>Available curricula that meet the Christian Educational needs of the various target groups.</p>	<ul style="list-style-type: none"> a) Conduct periodic review of the curricula being used in each auxiliary. b) Continue the drive to create a pool of curricula from those being used in local churches, other departments, other denominations and organizations. c) The curriculum development committee will continue the steps towards developing a curriculum for use in the Cadets Ministry. d) Partner with the Youth Department to have the camp devotionals used for past camps collected, reviewed and revised for use in Junior Church. e) Continue the development of camp devotionals by the team of writers. f) Host a yearly writers' workshop. g) Identify and train individuals to serve on the curriculum development team. 	<ul style="list-style-type: none"> a) Review sessions b) Pool of available curricula at the Head Office for use in the auxiliaries and various training activities c) The completed curriculum being used in the local churches. d) Revised material being used for Junior church e) Printed copies of the camp devotionals f) Implementation of the workshop each year. g) Cadre of writers engaged in the process of curriculum development. 	<ul style="list-style-type: none"> 1 session each year At least 12 subject areas A set of 12 lessons being completed each year. 1 manual A set of five devotionals each year. 1 workshop each year. At least fifteen persons.

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9. To assist with strengthening the communication link across the denomination.	Dissemination of information regarding activities in the local churches and wider denomination	<ul style="list-style-type: none"> a) Partner with the Department of Evangelism and Missions to produce a quarterly newsletter. b) Prepare and distribute a yearly calendar of activities. 	<ul style="list-style-type: none"> a) News letter b) Calendar of Activities 	<ul style="list-style-type: none"> 4 each year 1 each year
10. To continue to assist with the review and presentation of policies that affect the operations of the local church and denomination.	Widely accepted policies that commonly govern the operations of all the Missionary churches.	<ul style="list-style-type: none"> a) Continue the process of review for the existing governing policies. b) Inform the wider denomination of the decisions taken. 	<ul style="list-style-type: none"> a) Introduction of new and or reviewed policies. 	1 each year
11. To explore avenues for sustainability of the Department.	The Department being able to sustain its activities in a meaningful way for prescribed period.	<ul style="list-style-type: none"> a) To initiate and institute fundraising activities/measures that will ensure a steady cash flow within the Department and allow the Department to be able to execute its mandate and finance its various activities. b) To present the General Board with an annual operational budget for its approval. c) To identify and contact potential donors for specific budgetary line items. 	<ul style="list-style-type: none"> a) Income b) Realized capital and expenditure budget. c) Income 	At least 1 each year