



THE CHURCH OF PENTECOST VISION 2028

**THEME:
“POSSESSING THE NATIONS II”**

(Unleashing the Whole Church to Transform their World with the Values and Principles of the Kingdom of God)

RESULTS-ORIENTED IMPLEMENTATION PLAN FOR FIVE-YEAR VISION COVERING THE PERIOD 2023-2028

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DRAFT

1.0 Monitoring, Evaluation And Accountability Framework

1.1 Introduction

The monitoring¹, evaluation,² and accountability framework for Vision 2028 is intended to serve as a guide for Vision implementation and management so that the leadership and members of the church would understand the objectives and targets they are responsible for achieving and be aware of their progress during implementation. It is also intended to establish a process to alert leadership at all levels of any problems associated with implementation and performance in order to provide the basis for making the needed adjustments.

1.2 The Overall Approach

As much as possible, a participatory approach will be adopted for the implementation of the monitoring, evaluation, and accountability framework by involving church leaders at all levels.

Annual Work Plans at all levels will be the primary source of performance indicators for monitoring planned activities. Annual work plans will specify a schedule of activities to be undertaken with implementation responsibilities and expected outputs.

Monthly implementation reviews will be held at the local assembly to identify major achievements, problems, and constraints and make recommendations for the desired modifications (if any). Serving as a reference point shall be the relevant thematic or focal areas of the Vision Document pertaining to the local assembly or a particular institution. Key questions that will guide this process include the following:

- What did we plan to achieve within a given period?
- What have we done (reflect on achievements)?
- What went well?
- What changes do we see (examining the outcomes)?
- What did not go well?
- What do we need to do to fill in the gaps? (What action has to be taken); and
- For interventions that went well, what can we improve upon?

Note: *Districts and Areas that conduct monthly review meetings are encouraged to continue with the practice.*

¹ Monitoring involves setting targets, and measuring progress towards these targets.

² Evaluation assesses whether the progress made is achieving the desired objectives.

A quarterly review of performance information (contained in progress reports and other performance reports) would be held at the district/institutional level to assess progress toward achieving expected outputs, identify and resolve implementation problems and constraints. Serving as a reference point shall be the relevant thematic or focal areas of the Vision Document pertaining to the District or institution. Three key questions will guide this process:

- What did we plan to achieve within a given period?
- What have we done (reflect on achievements)?
- What went well?
- What changes do we see (examining the outcomes)?
- What did not go well?
- What do we need to do to fill in the gaps? (What action has to be taken); and
- For interventions that went well, what can we improve upon?

Half-year performance reviews and large group meetings at the Local, District/Area/National/institutional level to identify major achievements (in relation to expected outputs and outcome targets), problems, and constraints and make recommendations for any desired modifications or continuation of such activities in the subsequent reporting period.

End-of-year strategic performance reviews and large group meetings at the Local, District/Area/National/institutional level to identify major achievements (in relation to expected outputs and outcome targets), problems, and constraints, and make recommendations for any desired modifications or continuation of such activities in the following year.

Area implementation teams comprising capable individuals will be mobilised at the Area level to provide secretariat support to the respective Area Executive Committees to coordinate and manage implementation of the Vision. These teams under the supervision of the Area Executive Committee, will play a coordinating role by regularly checking the following at the Area and district level: preparation of annual work plans, adherence to implementation schedules, delivery of expected outputs, and assessment of the effectiveness of interventions.

The Audit Monitoring and Evaluation (AME) staff at the National and Area levels would be assigned to conduct independent verification checks

and analyses of information contained in Area/National/institutional reports for data coherence and consistency in relation to the Annual Work Plan. They will also collect beneficiary feedback on reported interventions for the purpose of triangulation.

2.0 IMPLEMENTATION FRAMEWORK

STRATEGIC APPROACH #1: STRENGTHENING THE LOCAL CHURCH AS A NURTURING AND UNLEASHING CENTRE

FOCAL AREA: THE REPOSITIONED LOCAL CHURCH AS A DISCIPLING AND UNLEASHING CENTRE							
SPECIFIC OBJECTIVE: To make the local church a centre for discipling and unleashing members for the transformation of society.							
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ³
		2023/24	2025	2026	2027	2028	
The Local Assembly/Church							
1. Through well-tailored teachings guided by the annual themes, the local church shall be taught to understand her role as salt of the earth and light in the world.	Area Head/ National Head/ District Minister/ Presiding Elder	x	x	x	x	x	Number and frequency of teaching sessions organised in any particular year to help the local church to pursue its role as the salt of the earth and light of the world beginning from the last quarter of 2023.

³ The product or service which will result from the completion of planned actions (or activities) in an intervention.

2. Provide the local church basic teachings on values, ethics, and morals that align with the principles of the Kingdom of God.	Area Head/ National Head /District Minister/ Presiding Elder	x	x	x	x	x	Number and frequency of teaching sessions on values, ethics, and morals which align with the principles of the Kingdom of God that are organised for members of the local church in any particular year, beginning from the last quarter of 2023.
3. 1.Teach the local church to see their secular jobs as opportunities for ministry and a call to serve - a call to be a teacher, lawyer, banker, medical doctor, etc.	Area and National Head/District Minister/Presiding Elder	x	x	x	x	x	Number and frequency of teaching sessions that are organised in any particular year to help the local church see their secular jobs as opportunities for ministry and a call to serve - a call to be a teacher, lawyer, banker, medical doctor, etc., beginning from the last quarter of 2023.

<p>4. Through teachings and other forms of training, the local church should be taught the Gospel message and its presentation.</p>	<p>Area and National Head /District Minister/Presiding Elder</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number and frequency of teaching sessions and other forms of training organised in any particular year to teach the local church the Gospel message and its presentation, beginning from the last quarter of 2023.</p>
<p>5 The local church shall intensify its efforts in evangelising its community - every church member will be required to do the work of an evangelist and see him or herself as an agent of transformation.</p>	<p>Area and National Head /District Minister/Presiding Elder</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented at the district and local level in any particular year to evangelise neighbouring communities, beginning from the last quarter of 2023. Nature and types of measures put in place and implemented at the district and local level in any particular year, to remind every church member to consider himself/herself as an agent of transformation and embark on evangelism, beginning from the last quarter of 2023.</p>

<p>6. Since our communities are a collection of target groups, the local church as a body will be encouraged to go beyond the existing ministries in the church and consciously target groupings within their communities and minister to them. Examples of such ministry opportunities may include brothels, international students on our campuses (for PENSA), putting together Non-Governmental Organisations by individual members who are well-resourced to minister to persons with particular needs in the community, etc.</p>	<p>District Minister/ Presiding Elder</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented at the district and local level in any particular year to identify ministry opportunities outside the church, beginning from the last quarter of 2023. Nature, types, and frequency of activities organised by the local church in any particular year to minister to persons and identifiable groups within the communities with particular needs, beginning from last quarter of 2023.</p>
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<p>7. Individual members of the local church should identify groups within their communities and spheres and initiate specific ministries for them with their lifestyles in mind.</p>	<p>District Minister/ Presiding Elder</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of ministry opportunities outside the church that are identified by individual members of the local church in any particular year, beginning from the last quarter of 2023. Nature, types, and frequency of activities organised by individual members of the local church in any particular year to minister to persons and identifiable groups within the communities with particular needs, beginning from the last quarter of 2023.</p>
<p>8. The local church shall be made a house of prayer while also encouraging active small prayer groups within it. This will help keep our churches vibrant while supplying the needed strength and zeal for the unleashing agenda.</p>	<p>District Minister/ Presiding Elder</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number and frequency of prayer sessions organised by the local church in any particular year, to keep the church vibrant and supply the needed strength and zeal for the unleashing agenda, beginning from the last quarter of 2023. Number of active small prayer groups established within the local church in any particular year to keep our churches vibrant and supply the needed strength and zeal for the unleashing agenda, beginning from the last quarter of 2023</p>

9. Officers and members of the local church should use their gifts and talents to serve their communities and spheres.	District Minister/ Presiding Elder	x	x	x	x	x	Number of officers and members of the local church that actively use their talents and gifts to serve their communities and spheres in any particular year, beginning from the last quarter of 2023.
10. Organize dawn services in settings where applicable	District Minister/ Presiding Elder	x	x	x	x	x	Number and frequency of dawn services organised by the local church (in settings where applicable) in any particular year, beginning from the last quarter of 2023.
The Local Presbytery							
11. Resource the local presbytery and other local leaders to train and teach their members to become people called out of the world's lifestyle to subdue their spheres to God through applying the principles of the Kingdom of God in all their dealings.	Area Head/ National Head/ District Minister/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented to resource the local presbytery and other local leaders in any particular year to enable them to train and teach church members to become people called out of the world's lifestyle to subdue their spheres to God through the application of the principles of the Kingdom of God in all their dealings, beginning from the last quarter of 2023. Number and frequency of sessions organised by the Local presbytery and other local leaders in any particular year to train and teach church members to enable them to become people called out of the world's lifestyle to subdue their spheres to God through the application of the principles of the Kingdom of God in all their dealings, beginning from the last quarter of 2023.

12. Hold meetings once a month to evaluate the operations of the local assembly in line with the Monitoring & Evaluation (M&E) framework of Vision 2028.	District Minister/ Presiding Elder	x	x	x	x	x	Local presbytery meetings held monthly to evaluate the operation and performance of the local assembly beginning from the last quarter of 2023.
13. Hold periodic teaching sessions and prayer retreats for the Local presbytery and other local leaders.	Area Head/ National Head/ District Minister/ Presiding Elder						Number and frequency of teaching sessions and prayer retreats organised for the Local presbytery and other local leaders in any particular year, beginning from the last quarter of 2023.
14. Conduct regular training programmes for members of the presbytery.	Area Head/ National Head/ District Minister/ Presiding Elder	x	x	x	x	x	Number and frequency of training sessions organised for local presbytery members in any particular year, beginning from the last quarter of 2023.

15. Inspect minutes books and other church records of the local assemblies regularly.	Area Head/ National Head/ District Minister/ Presiding Elder	x	x	x	x	x	Number and frequency of inspections of the minutes books and other church records of the local presbytery by the District Minister in any particular year, beginning from the last quarter of 2023.
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FOCAL AREA: CLOSING THE BACKDOOR OF THE LOCAL CHURCH

SPECIFIC OBJECTIVE: To roll out measures to retain souls won into the local church.

PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ⁴
		2023/24	2025	2026	2027	2028	
1. Implement a membership management system (manual or digital) for effective monitoring of members in the local assemblies.	IT Manager/Area Head/National Head/District Minister/Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to effectively monitor membership in the local assemblies programme, beginning from the last quarter of 2023.

⁴ The product or service which will result from the completion of planned actions (or activities) in an intervention

<p>2. Establish and operationalise follow-up teams to conduct follow-up visits to absentee members in the local assemblies.</p>	<p>District Minister/ Presiding Elder/ Follow-up team leaders</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to establish and operationalise follow-up teams to conduct follow-up visits to absentee members in the local assemblies beginning from the last quarter of 2023. Number of active⁵ follow-up teams in the local assemblies in any particular year beginning from the last quarter of 2023. Number of backsliders that resume participation in activities of the local church for a continuous period of six months in any particular year beginning from the last quarter of 2023.</p>
<p>3. Strengthen discipleship in the local church by instituting activities such as the “Read Through the Bible Challenge” and encouraging members to develop a vibrant prayer life (refer to Section 3.1.3).</p>	<p>District Minister/ Presiding Elder</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to strengthen discipleship in the local church, beginning from the last quarter of 2023.</p>
<p>4. Strengthen Bible Study groups as discipleship groups in the local church.</p>	<p>District Minister/ Presiding Elder</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to strengthen Bible Study groups as discipleship groups in the local church, beginning from the last quarter of 2023.</p>

5 Follow-up teams that conduct at least one follow-up visit in a month for a period of 12 months

5. Continue to intensify visitation to members in the local church.	District Minister/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to intensify visitation in the local church, beginning from the last quarter of 2023. Number of members/officers of the local church who benefit from visitations in any particular year, beginning from the last quarter of 2023.
6. Continue to give the needed attention to the welfare schemes in the local church.	Area Head/ National Head/ District Minister/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to make the welfare scheme effective in addressing the welfare needs of needy members/officers, beginning from the last quarter of 2023. Number of needy members/officers in the local church who benefit from the welfare scheme in any particular year, beginning from the last quarter of 2023.
FOCAL AREA: INTENTIONAL DISCIPLESHIP							
SPECIFIC OBJECTIVES:							
<ul style="list-style-type: none"> To institute an intentional discipleship programme to prepare our members for societal impact and transformation through personal and local church discipleship. To institute an intentional discipleship programme for officers to nurture the local church effectively for the unleashing agenda. 							
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ⁶
		2023/24	2025	2026	2027	2028	
PERSONAL DISCIPLESHIP							

⁶ The product or service which will result from the completion of planned actions (or activities) in an intervention

<p>1. Develop a Guide for new converts, which integrates the new converts' lessons and devotionals of foundational spiritual disciplines. Record Audio versions for oral learners.</p>	<p>NDLDC</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to develop a guide for new converts, which integrates the new converts' lessons and devotionals of foundational spiritual disciplines, beginning from last quarter of 2023. Nature and types of measures put in place and implemented in any particular year to produce recorded audio versions of the Guide for new converts for oral learners, beginning from last quarter of 2023.</p>
<p>2. Institute a <i>Read Through the Bible Challenge</i> to encourage members to read the whole Bible once every year intentionally. Make Audio Bibles available for oral learners. 3. Create a telegram platform at the National/Area/Regional level to motivate and hold ministers, officers, and members accountable to complete the task.</p>	<p>Area Head/ National Head/ District Minister/ Presiding Elder RCC Coordinator/ Area Head/ National Head</p>	<p>x x</p>	<p>x x</p>	<p>x x</p>	<p>x x</p>	<p>x x</p>	<p>Nature and types of measures put in place and implemented in any particular year to develop and share the 'Read through the Bible a Year' plan with church members across the nations, beginning from the last quarter of 2023. A number of Audio Bibles made available for oral learners in any particular year to facilitate bible reading, beginning from the last quarter of 2023. A telegram platform created and operationalised at the Regional/Area/Nations level to motivate and hold ministers, officers, and members accountable for the implementation of the "Read Through the Bible Challenge", beginning from last quarter of 2023.</p>

4. Encourage members to develop a vibrant prayer life.	District Minister/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to encourage members to develop a vibrant prayer life, beginning from last quarter of 2023.
Local Church Discipleship							
5. Strengthen the Discipleship Groups (Bible Study and Cell Groups) by assigning Officers and mature leaders to facilitate the intentional discipling of members.	District Minister/ Presiding Elder	x	x	x	x	x	Number of Bible Study and Cell Groups at the local assembly facilitated by Officers and mature leaders in any particular year, beginning from last quarter of 2023.
6. Develop relevant study materials to facilitate basic teachings on values, ethics, and morals that align with the values, principles, and lifestyle of the Kingdom of God at the local church.	NDLDC	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to develop study materials to facilitate basic teachings on values, ethics, and morals that align with the values, principles, and lifestyle of the Kingdom of God at the local church, beginning from last quarter of 2023.

7. Dedicate some selected Sundays for interactive sessions among members in their respective spheres/guilds to enhance sharing of experiences and peer learning.	Area Head/District Minister/Pentecost Workers' Guild	x	x	x	x	x	Number of Sundays in any particular year that are dedicated for interactive sessions among members in their respective spheres/guilds, beginning from last quarter of 2023.
8. Strengthen the Home Cells for Community Impact initiatives by charging each Home Cell to undertake specific activities in the community every month.	District Minister/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to strengthen Home Cells to implement Community Impact initiatives (Educational impact, economic impact, environmental impact, health impact, spiritual impact activities, etc.) beginning from last quarter of 2023.
9. Encourage local assemblies and districts to organise quarterly Bible Quizzes using the Bible Study Outline.	Area Head/ National Head/ District Minister/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to encourage local assemblies and districts to organise quarterly Bible Quizzes using the Bible Study Outline, beginning from last quarter of 2023. Number and frequency of Bible Quizzes organised at the level of the local church and the district in any particular year using the Bible Study Outline, beginning from last quarter of 2023.

10. Organise periodic retreats/classes for discipleship leaders (Bible Study leaders) at least once a month.	District Minister	x	x	x	x	x	Number and frequency of retreats/ classes organised for discipleship leaders (Bible Study leaders) at the district level in any particular year, beginning from last quarter of 2023.
Discipling Officers							
11. Continue strengthening the Lay Leadership Training School to equip and empower the church's laity at all levels.	NDLDC/Area Head/National Head/District Minister	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to strengthen the Lay Leadership Training School to equip and empower the church's laity at all levels, beginning from last quarter of 2023.
12. Evaluate and strengthen the Area officers' retreats (Apostolisation) in accordance with the evaluation design principles outlined in the Monitoring and Evaluation Framework for Vision 2028.	General Secretary/ NDLDC	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to evaluate the Area officers' retreats (Apostolisation) for the purposes of strengthening it, beginning from last quarter of 2023.

<p>13. Dedicate the Communion week following the second apostolisation week to guide church members through the topics discussed at the retreat. This is to help members have a fair understanding of the theme and the accompanying topics on time.</p>	<p>Regional/Area (National) Head/District Minister/Presiding Elder</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to take church members through the topics discussed at the Area officers' retreat during the Communion week following the second apostolisation week, starting from 2024.</p>
<p>14. Encourage Officers to continue to commit themselves to prayer and good preparation for their preaching and teaching assignments.</p>	<p>Area (National) Head/District Minister/Presiding Elder</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to encourage Officers to commit themselves to prayer and good preparation for their preaching and teaching assignments, beginning from last quarter of 2023.</p>

Literacy Project							
15. Forge partnership with “Literacy and Evangelism - Ghana”, a non-governmental Christian literacy organisation, to help our teeming members to read and write in the local languages as a strategic means of equipping them to serve as leaders in their local churches.	NDLDC/Area Head/District Minister	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to work with “Literacy and Evangelism - Ghana” to help church members to read and write in the local languages, beginning from last quarter of 2023.
16. Initiate a programme to teach children to read the local language in their respective contexts in order to preserve reading Ghanaian languages in our local churches.	Children’s Ministry Director/Area Head/District Minister/Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to teach children to read the local language in their respective contexts, beginning from last quarter of 2023.
17. Make annual budgetary allocation for the literacy project at all levels of the Church to facilitate its implementation.	Area Head/District Minister/Presiding Elder	x	x	x	x	x	Annual budgetary allocation made for the literacy project at Area, District, and Local levels of the Church starting from 2024

FOCAL AREA: INTENTIONAL INTERGENERATIONAL APPROACH

SPECIFIC OBJECTIVE:

To bridge the gap among the generations in the church by helping all the generations to work together in achieving God’s mission in the nations of the world.

PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ⁷
		2023/24	2025	2026	2027	2028	
1. Adopt an intentional missions approach to engage all the generations in the church for meeting the deep-seated needs of the older generations whilst responding to the dynamics of cultural transformation among the younger generations.	Area Head/National Head/District Minister/Presiding Elder	x	x	x	x	x	<p>Nature and types of measures put in place and implemented at the Area, District, and Local levels of the church in any particular year to engage the older generation to help them to be intentional in updating themselves and understand the doubts and concerns of the younger beginning from last quarter of 2023.</p> <p>Nature and types of measures put in place and implemented at the Area, District, and Local levels of the church in any particular year, to engage the younger generation to transmit the legacies of the Christian faith to them in contextually relevant ways, without losing our identity, authenticity, and spirituality as a Pentecostal church, beginning from last quarter of 2023.</p>

⁷ The product or service which will result from the completion of planned actions (or activities) in an intervention

2. Conduct training for ministers and lay leaders (including Bible studies teachers) in how to organise and conduct intergenerational services.	Area Head/National Head/District Minister	x	x	x	x	x	Area-level seminars on how to organise and conduct intergenerational services organised at least once in a year for ministers and lay leaders (including Bible studies teachers), beginning from last quarter of 2023.
3. Organise intergenerational church services twice a month in all local congregations.	Area (National) Head/District Minister/Presiding Elder	x	x	x	x	x	Intergenerational church services organised at least twice in a month in all local assemblies in any particular year, beginning from last quarter of 2023.

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4. Involve all the generations in the liturgy during intergenerational services.	District Minister/ Presiding Elder	x	x	x	x	x	<p>Nature and types of measures put in place and implemented at the District and Local levels in any particular year to involve both adults and young people in leading opening prayers, praises, worship, song ministrations, Bible reading, and other activities during intergenerational services, beginning from last quarter of 2023.</p> <p>Nature and types of measures put in place and implemented at the District and Local levels in any particular year to encourage young people to give testimonies just as adults do during intergenerational services, beginning from last quarter of 2023.</p> <p>Nature and types of measures put in place and implemented at the District and Local levels in any particular year to allow young people to preach or moderate intergenerational services, beginning from last quarter of 2023.</p>
5. Make intentional efforts to teach the young people in the church about the baptism, gifts, and fruit of the Holy Spirit.	District Minister/ Presiding Elder	x	x	x	x	x	<p>Number and frequency of teaching sessions on the baptism, gifts, and fruit of the Holy Spirit organised for young people in the local assembly in any particular year, beginning from last quarter of 2023.</p>

6. Assist young people to be baptised in the Holy Spirit through prayers, and encourage them to operate in the gifts of the Spirit whilst bearing the fruit of the Spirit in their daily lives.	District Minister/ Presiding Elder	x	x	x	x	x	Number and frequency of prayer sessions organised at the District and Local levels in any particular year to assist young people to be baptised in the Holy Spirit and to operate in the gifts of the Spirit whilst bearing the fruit of the Spirit in their daily lives, beginning from last quarter of 2023.
7. Make evening church services intergenerational services and encourage children to actively participate in the service.	District Minister/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented at the District and Local levels in any particular year to transform evening church services into intergenerational services with active participation of children, beginning from last quarter of 2023.
8. Actively involve children and youth in Home Cell meetings and Sunday morning small group Bible studies on intergenerational service days.	District Minister/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented at the District and Local levels in any particular year to involve children and youth in Home Cell meetings and Sunday morning small group Bible studies on intergenerational service days, beginning from last quarter of 2023. Number of children and youth who participate in Home Cell meetings and Sunday morning small group Bible studies on intergenerational service days, beginning from last quarter of 2023.

9. Create opportunities for all the generations in the Home Cell meetings and Sunday morning small group Bible studies to contribute meaningfully to the topic under discussion	District Minister/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented at the District and Local levels in any particular year to create opportunities for all the generations in the Home Cell meetings and Sunday morning small group Bible studies to contribute meaningfully to the topic under discussion, beginning from last quarter of 2023.
10. Undertake evangelistic activities such as house-to-house evangelism, rallies/crusades, as well as other forms of evangelism jointly with the young people.	District Minister/ Presiding Elder	x	x	x	x	x	Number of young people who participate in evangelistic activities at the local level such as house-to-house evangelism, rallies/crusades, as well as other forms of evangelism in any particular year, beginning from last quarter of 2023.
11. Strategically involved Young people in leadership responsibilities such as Bible studies leaders, serving on committees, ushering, local secretaries, church cleaners, and playing musical instruments.	District Minister/ Presiding Elder	x	x	x	x	x	Number and gender of young people who are appointed to serve in leadership positions (such as Bible studies leaders, serving on committees, ushering, local secretaries, church cleaners, and playing musical instruments) at the local church, beginning from last quarter of 2023.

<p>12. Introduce “Intergenerational mission approach” into the curriculum of the Pentecost School of Theology and Mission (PSTM) at Pentecost University to ensure that newly trained ministers of the church understand the intergenerational mission approach.</p>	<p>Pentecost University</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to introduce “Intergenerational mission approach” into the curriculum of the Pentecost School of Theology and Mission (PSTM) at Pentecost University, beginning from last quarter of 2023.</p>
<p>13. Continue to give the PIWCs and the City Churches the needed attention in responding to the contemporary needs of the emerging generations.</p>	<p>Area Head/National Head/District Minister</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to give the PIWCs and the City Churches the needed attention in responding to the contemporary needs of the emerging generations, beginning from last quarter of 2023.</p>

FOCAL AREA: INTENTIONAL MENTORSHIP IN THE LOCAL CHURCH

SPECIFIC OBJECTIVE: To establish a mentoring programme in the local church

PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ⁸
		2023/24	2025	2026	2027	2028	
1. Design a mentorship training programme that equips mentors with the necessary skills to guide and support mentees effectively.	NDLDC	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to design and deploy a mentorship-training programme to equip mentors with the necessary skills to effectively guide and support mentees, beginning from last quarter of 2023.
2. Encourage ministers and leaders to serve as mentors for the young ones in the local church.	Area Head/National Head/District Minister	x	x	x	x	x	Number of district ministers and leaders per Area (disaggregated by District) who dedicate their time to serve as mentors for the young members in the district and the local assembly respectively in any particular year, beginning from last quarter of 2023.
3. Incorporate mentoring relationships, guided by relevant Bible passages, into the content of the Bible studies manual.	NDLDC	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to incorporate mentoring relationships, guided by relevant Bible passages into the content of the Bible studies manual, beginning from the last quarter of 2023.

⁸ The product or service, which will result from the completion of planned actions (or activities) in an intervention

4. Encourage Ministers and Presiding Elders to tap into the wealth of experience our retired ministers.	Area Head/National Head/District Minister/Presiding Elder	x	x	x	x	x	Number of retired ministers per Area who are invited by a district minister or presiding elder in any particular year to share their valuable insights and wisdom with the current generation, beginning from the last quarter of 2023.
5. Encourage Mentors to share personal life experiences, struggles, and triumphs to create relatable teaching moments for mentees.	Area Head/National Head/District Minister/Presiding Elder	x	x	x	x	x	Number and frequency of events organised per Area (disaggregated by district) in any particular year to create a platform for mentors to share their personal life experiences, struggles, and triumphs to create relatable teaching moments for mentees, beginning from the last quarter of 2023.
6. Encourage mentors to help their mentees set spiritual and personal goals and assist in tracking their progress.	Area Head/National Head/District Minister/Presiding Elder	x	x	x	x	x	Number of mentees per Area (disaggregated by district) who are able to set spiritual and personal goals (with assistance from their mentors), beginning from the last quarter of 2023. Number of mentees per Area (disaggregated by district) who are able to track progress in achieving their personal goals (with assistance from their mentors), beginning from the last quarter of 2023.

FOCAL AREA: MUSIC AND SOUND

SPECIFIC OBJECTIVE: To enhance music and sound in our worship service.

PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ⁹
		2023/24	2025	2026	2027	2028	
1. Make intentional use of the church's songbooks to help correct and sing our songs rightly.	Area Heads/National Heads/District Ministers/Presiding Elders	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to make intentional use of the church's songbooks to help correct and sing our songs rightly, beginning from the last quarter of 2023.
2. Encourage all CoP ministers and officers to own and use the church songbooks as part of ministry materials.	Area Heads/National Heads	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to encourage all CoP ministers and officers to own and use the church songbooks as part of ministry materials, beginning from the last quarter of 2023.
3. Commence a programme dubbed "Know your Pentecostal Worship Songs" to intentionally teach our songs (old and new) through Pent TV.	National Music Committee	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to introduce a programme dubbed "Know your Pentecostal Worship Songs" to intentionally teach our songs (old and new) through Pent TV, beginning from the last quarter of 2023.

⁹ The product or service, which will result from the completion of planned actions (or activities) in an intervention.

4. Intensify the compilation and use of new songs received at all levels.	National Music Committee/National Heads/Area Heads/District Ministers	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to intensify the compilation and use of new songs received at all levels, beginning from the last quarter of 2023.
5. Explore the introduction of a certificate programme in “Music and Sound Management” at Pentecost University to help train sound engineers in our local churches.	National Music Committee	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to introduce a certificate programme in “Music and Sound Management” at Pentecost University to help train sound engineers in our local churches, beginning from the last quarter of 2023.
6. Encourage local churches in urban centres to have sound engineers/ technicians.	Area Heads/National Heads/District Ministers	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to encourage local churches in urban centres to have sound engineers/ technicians, beginning from the last quarter of 2023. Number of local churches/per Area that have sound engineers/technicians in any particular year, beginning from the last quarter of 2023.

7. Encourage local churches in urban areas to invest in improving their sound systems for quality worship services.	Area Heads/National Heads/District Ministers	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to encourage local churches in urban areas to invest in improving their sound systems for quality worship services, beginning from the last quarter of 2023. Number of local churches/per Area that invest in improving their sound systems in any particular year, beginning from the last quarter of 2023.
8. Embark on music outreach to Secondary and tertiary institutions in collaboration with Voice of Pentecost.	National Music Committee	x	x	x	x	x	Number of music outreach programmes organised for Secondary and tertiary institutions in collaboration with Voice of Pentecost in any particular year, beginning from the last quarter of 2023.
9. Collaborate with the Youth Ministry to strengthen the annual Youth Music and Drama Contest and organise music outreach to secondary schools.	National Music Committee	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to collaborate with the Youth Ministry to strengthen the annual Youth Music and Drama Contest, beginning from the last quarter of 2023. Number of music outreach programmes organised for Secondary schools in collaboration with the Youth Ministry in any particular year, beginning from the last quarter of 2023.

10. Take pro-active steps to optimize online access to CoP worship songs.	National Music Committee	x	x	x	x	x	<p>Nature and types of measures put in place and implemented in any particular year to optimize online access to CoP worship songs, beginning from the last quarter of 2023.</p> <p>Number of online listeners accessing CoP worship songs online in any particular year, beginning from the last quarter of 2023.</p>
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FOCAL AREA: MARRIAGE AND FAMILY LIFE

SPECIFIC OBJECTIVE:

To make the family a transformative arena for societal impact and transformation.

PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ¹⁰
		2023/24	2025	2026	2027	2028	
1. Make use of Bible Studies, sermons, seminars, and discipleship classes to teach members to see the family as the basic unit of society and a little church and seminary in itself; with the husband as its pastor and his wife as his assistant with their children and others as members (in the ideal situation).	District Minister/ Presiding Elder/ Ministry Leaders	x	x	x	x	x	Number and frequency of sessions organised in any particular year to teach members of the local church to see the family as the basic unit of society and a little church and seminary using Bible Studies, sermons, seminars, and discipleship classes, beginning from last quarter of 2023.

¹⁰ The product or service, which will result from the completion of planned actions (or activities) in an intervention.

2. Encourage single parents and couples who may not have children to treat their homes as church and seminary.	District Minister/ Presiding Elder/ Ministry Leaders	x	x	x	x	x	Number and frequency of sessions organised at the district/local level in any particular year to encourage single parents and couples who have no children to treat their homes as church and seminary, beginning from last quarter of 2023.
3. Encourage all members to organise consistent family devotions by raising a family altar around which the family, including all members of the household, gather to offer worship to God and study God's word.	District Minister/ Presiding Elder/ Ministry Leaders	x	x	x	x	x	Number and frequency of teaching sessions organised at the district/local level in any particular year to help members of the local assembly to hold consistent family devotions to offer worship to God and study God's word beginning from last quarter of 2023.
4. Educate members to see marriage and family life as a calling. A call to be a husband and a father, and a call to be a wife and a mother.	District Minister/ Presiding Elder/ Ministry Leaders	x	x	x	x	x	Number and frequency of teaching sessions organised for members of the local church in any particular year on the need to see marriage and family life as a call to be a husband, a father, a wife and a mother, beginning from last quarter of 2023.

5. Educate spouses to see marriage as a call to support each other's salvation.	District Minister/ Presiding Elder/ Ministry Leaders	x	x	x	x	x	Number and frequency of teaching sessions organised at the district/local level in any particular year to help spouses to see marriage as a call to support each other's salvation, beginning from last quarter of 2023.
6. Encourage parents to teach their children obedience to God and to themselves (parents) as part of their calling.	District Minister/ Presiding Elder/ Ministry Leaders	x	x	x	x	x	Number and frequency of teaching sessions organised at the district/local level in any particular year to encourage parents to teach their children obedience to God and to their parents as part of their calling, beginning from last quarter of 2023.
7. Teach children and other dependants in the household to see themselves as called to obey God and their parents from their earliest days.	District Minister/ Presiding Elder/ Ministry Leaders	x	x	x	x	x	Number and frequency of teaching sessions organised at the district/local level in any particular year to teach children and other dependants in the household to see themselves as called to obey God and their parents, beginning from last quarter of 2023.

8. Dedicate one out of the three Area, Regional and District weeks in a given year to teachings on marriage and family life.	Area Head/Regional/ National Head/ District Minister/ Presiding Elder/ Ministry Leaders	x	x	x	x	x	One out of the three Area and District weeks in a given year dedicated to teachings on topics on marriage and family life such as marriage, finance, health, work, parenting, education, etc., beginning from last quarter of 2023.
9. Organise retreats for couples and singles at all levels of the church.	Area Head/National Head/District Minister/Presiding Elder/Ministry Leaders	x	x	x	x	x	Number and frequency of retreats organised for couples and singles in any particular year per Area (disaggregated by District and local), beginning from last quarter of 2023.
10. Teach and orient members on what constitutes true marriage in reference to the 11 th tenet of the church (in the face of the corrupted views on marriage).	District Minister/ Presiding Elder/ Ministry Leaders	x	x	x	x	x	Number and frequency of sessions organised per Area (disaggregated by district and local) in any particular year to teach and orient members on what constitutes true marriage in reference to the 11 th tenet of the church, beginning from last quarter of 2023.
11. Organise marriage and family life certificate programmes for interested couples.	Pentecost University and its affiliates in the external nations / Area Head/ National Head/District Minister	x	x	x	x	x	Number of couples per Area (disaggregated by district) who complete a certificate programme on marriage and family life at the Pentecost University in any particular year, beginning from 2024.

12. Continue to hold chastity in marriage in high esteem and frown upon pre-marital sexual relationships between prospective couples.	Area Head/National) Head/District Minister/Presiding Elder/Ministry Leaders	x	x	x	x	x	Number and frequency of teaching sessions organised for members of the church per Area (disaggregated by district/local) on the need to hold chastity in marriage in high esteem and to frown upon pre-marital sexual relationships between prospective couples, beginning from last quarter of 2023.
13. Provide counselling to would-be couples to complement the efforts of assigned appointed counsellors.	District Ministers	x	x	x	x	x	Number of would-be couples provided counselling services by the District Minister in any particular year, beginning from last quarter of 2023.

FOCAL AREA: THE COUNSELLING MINISTRY							
SPECIFIC OBJECTIVE: To provide appropriate counselling services accessible to all members at all levels.							
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT¹¹
		2023/24	2025	2026	2027	2028	

11 The product or service which will result from the completion of planned actions (or activities) in an intervention

<p>1. Organise a seminar for all trained psychologists, counsellors, and mental health professionals to give them the knowledge and requisite Christian Counselling skills they need to manage their diverse clientele at different levels in the church.</p>	<p>Director, CoPCOM</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number and frequency of seminars organised in any particular year to give knowledge and requisite Christian Counselling skills to trained psychologists, counsellors, and mental health professionals in the CoP to help them manage their diverse clientele at different levels of the church, beginning from last quarter of 2023. Number and identity of trained psychologists, counsellors, and mental health professionals in the CoP who receive training in Christian Counselling Skills in any particular year to help them manage their diverse clientele at different levels of the church, beginning from last quarter of 2023.</p>
<p>2. Organise yearly training in basic counselling skills for counsellors and leaders of prayer camps.</p>	<p>Director, CoPCOM</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number and frequency of training in basic counselling skills organised for counsellors and leaders of prayer camps to give training in basic counselling skills in any particular year, beginning from last quarter of 2023. Number of counsellors and leaders of CoP prayer camps who receive training in basic counselling skills in any particular year, beginning from last quarter of 2023.</p>

3. Rename the marriage committee in our local assemblies to be “Marriage and Family Life Committee” in order to better reflect the church’s 11 th Tenet.	General Secretary/ Director, CoPCOM/ Area Heads/District Ministers	×	×				Nature and types of actions taken to rename the marriage committee in the local assembly as “Marriage and Family Life Committee” beginning from last quarter of 2023.
4. Develop a resource manual with the necessary developmental guidance/ counselling tools for all CoP Second Cycle and Basic schools.	Director, CoPCOM	×	×	×	×	×	Nature and types of measures put in place and implemented in any particular year to develop a resource manual with the necessary developmental guidance/counselling tools for all CoP Second Cycle and Basic schools, beginning from last quarter of 2023.
5. Institute a biennial conference for all counsellors in the Church of Pentecost.	Director, CoPCOM		×		×		A conference for all counsellors in the Church of Pentecost organised every other year beginning from 2024. Number and identity of counsellors in the Church of Pentecost who participate in the biennial conference for all counsellors beginning from 2024

<p>6. Establish collaborative links with the various ministries (the traditional and the new intervention ministries) and help train the counsellors they need for their respective services.</p>	<p>Director, CoPCOM</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>The number and frequency of training sessions organised in any particular year to provide training to the counsellors needed by the various ministries (the traditional and the new intervention ministries) for their services, beginning from last quarter of 2023.</p> <p>The number and gender of persons who receive training in counselling in any particular year for the purposes of making their services available for the various ministries (the traditional and the new intervention ministries), beginning from last quarter of 2023.</p>
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STRATEGIC APPROACH #2: UNLEASHING THE TREMENDOUS POTENTIAL OF THE CHURCH TO TRANSFORM SOCIETY

FOCAL AREA: EVANGELISM AND CHURCH PLANTING

SPECIFIC OBJECTIVES:

- a. To intensify evangelism and church planting in unreached areas.
- b. To increase the church’s overall worldwide membership by 35%.

PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ¹
		2023/24	2025	2026	2027	2028	
1. Continue to coordinate evangelistic activities at all levels of the church.	Chairman/National Head/ Area Head/ District Minister/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented at the various levels of the church in any particular year to coordinate evangelistic activities, beginning from last quarter of 2023.

¹ The product or service which will result from the completion of planned actions (or activities) in an intervention.

<p>2. Evaluate or appraise progress of evangelistic activities at all levels in accordance with the evaluation design principles outlined in the Monitoring and Evaluation Framework for Vision 2028. Promptly address any lapses identified.</p>	<p>Chairman/National Head/ Area Head/ District Minister/ Presiding Elder</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number and frequency of activities carried out at the National, Nations, Area, district, and local level in any particular year to evaluate or appraise evangelistic activities to identify and address lapses, beginning from last quarter of 2023.</p>
<p>3. Enforce and monitor budgetary allocation for evangelism (core mandate of the church) at the Area, Regional, District and Local levels.</p>	<p>National Head/ Regional Head/ Area Head/District Minister/Presiding Elder</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented at the National, Nations, Area, District, and local levels of the church in any particular year to verify annual budgetary allocation for evangelistic activities and to ensure timely release of adequate funds when needed, beginning from last quarter of 2023.</p>

<p>4. Vigorously pursue the continuation of the “One Member, One Discipled Soul” project as a flagship annual Evangelism programme in November (Ghana) and across the nations as designated.</p>	<p>Chairman/National Head/ Area Head/ District Minister/ Presiding Elder</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented at the National, Nations, Area, District, and local levels of the church in any particular year to implement the “One Member, One Discipled Soul” project, beginning from last quarter of 2023.</p>
<p>5. Hold crusades, rallies, and campaigns at all levels to draw in souls for the Kingdom.</p>	<p>Chairman/National Head/ Area Head/ District Minister/ Presiding Elder</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number and frequency of crusades, rallies, and campaigns held at the National, Nations, Area, District, and local levels of the church in any particular year beginning from last quarter of 2023. Number of souls won for Christ in any particular year during crusades, rallies, and campaigns held at the National, Nations, Area, District, and local levels, beginning from last quarter of 2023.</p>

6. Plant a church in every community without CoP presence when and where feasible.	Area Head/District Minister/Presiding Elder	x	x	x	x	x	Number of churches planted per Area (disaggregated by district) in communities without CoP presence in any particular year, beginning from last quarter of 2023.
7. Pursue evangelism as a core activity at all levels of the Church.	Chairman/National Head/ Area Head/ Ministry Directors/ District Minister/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented at the National, Nations, Area, District, and local levels in any particular year to pursue evangelistic and soul-winning activities, beginning from last quarter of 2023.
8. Dedicate Gospel Sundays to preaching the Gospel and soul winning.	National Head/ Area Head/District Minister/Presiding Elder	x	x	x	x	x	Number of souls won for Christ per Area/Nation (disaggregated by District) during Gospel Sundays in any particular year, beginning from last quarter of 2023.
9. Make intentional efforts to target teens and children (known to respond readily to the gospel message) in evangelistic activities to possess the next generation.	National Head/ Area Head/District Minister/Presiding Elder/Ministry Leaders	x	x	x	x	x	Number and gender of teens and children won for Christ per Area/Nation (disaggregated by District) in any particular year, as a result of evangelistic activities, beginning from last quarter of 2023.

<p>10. Make conscious efforts to do altar calls at all church gatherings including weddings, funerals, child naming ceremonies, etc.</p>	<p>National Head/ Area Head/District Minister/ Presiding Elder/ Ministry Leaders</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of souls won for Christ per Area/Nation (disaggregated by district) in any particular year during altar calls made at church gatherings such as weddings, funerals, naming etc., beginning from last quarter of 2023.</p>
<p>12. Earnestly pursue prayer evangelism to create a spiritual atmosphere of openness and receptivity to the Gospel message of Christ.</p>	<p>National Head/ Area Head/District Minister/ Presiding Elder/ Ministry Leaders</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number and frequency of prayer sessions organised at the Area/ Nation, Nation, District and Local level in any particular year to enable church members pray for their friends, neighbours, colleagues, and loved ones who have not yet encountered the Gospel to be open and receptive to the Gospel message of Christ, beginning from last quarter of 2023.</p>

Evangelism and Church Planting - Other initiatives to be pursued							
13. Form Church Planting Corps or Teams to focus mainly on evangelistic activities in communities without Bible Believing Churches.	Area Head/ National Head/ District Minister/ District Evangelism Coordinating team/ Presiding Elder	x	x	x	x	x	Number of Church Planting Corps or Teams established per Area/ Nation (disaggregated by district) in any particular year to focus mainly on evangelistic activities in communities without Bible-believing Churches, beginning from last quarter of 2023.
14. Raise and engage Gospel Heralds to unleash young people to serve the Church communities.	Area Head/ National Head/ District Minister/ District Evangelism Coordinating team	x	x	x	x	x	Number of Gospel Heralds, particularly among the youth raised and nurtured per Area/ Nation (disaggregated by district) in any particular year to serve the Church communities as part of the unleashing drive, beginning from the last quarter of 2023.

<p>15. Encourage District Ministers and Evangelism Coordinating teams to engage the Gospel Heralds, especially at the District and Local levels, to enhance the art and skill of members in the unleashing drive, particularly among the youth.</p>	<p>District Minister/ District Evangelism Coordinating team</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of engagements held for the Gospel Heralds at the District and Local levels in any particular year to enhance the art and skill of the youth in the unleashing drive, beginning from the last quarter of 2023.</p>
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<p>16. Initiate an online missionary ministry to train and unleash young people into the digital space as missionaries to actively engage with seekers, sceptics, and those exploring faith through online platforms.</p>	<p>Director, Evangelism Ministry/Director, Youth Ministry/ Media Ministry Pastor</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to establish an online missionary ministry to train and unleash young people into the digital space as missionaries to actively engage with seekers, sceptics, and those exploring faith through online platforms, beginning from last quarter of 2023.</p> <p>Number and gender of young people trained and unleashed to provide thoughtful responses, engage in dialogue, and share the Gospel in a digital space where many seek answers and connection, beginning from last quarter of 2023.</p>
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<p>17. Explore the production of captivating cartoons and short videos that will capture the attention, engage the hearts of viewers, and gently guide the audience towards the central message of salvation and the love of Jesus Christ.</p>	<p>Media Ministry Pastor/Director, Youth Ministry</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to produce media tools such as captivating cartoons to guide the audience towards the central message of salvation and the love of Jesus Christ, beginning from last quarter of 2023.</p>
<p>18. Encourage, train and equip individual church members to embark on volunteer evangelism (outdoor/public preaching of the Gospel without putting boxes at vantage places for “offering”).</p>	<p>District Minister/ District Evangelism Coordinating team/ Presiding Elder</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number and gender of individual church members per Area/Nation (disaggregated by district) who are trained, mentored, provided portable PA equipment, and empowered to embark on volunteer evangelism, beginning from last quarter of 2023.</p>

STRATEGIC APPROACH #2: UNLEASHING THE TREMENDOUS POTENTIAL OF THE CHURCH TO TRANSFORM SOCIETY

FOCAL AREA: INTERNATIONAL MISSIONS							
SPECIFIC OBJECTIVE: To expand the frontiers of the mission’s enterprise by unleashing a Christ-like generation of nation influencers and effectors using kingdom principles and values.							
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT¹²
		2023/24	2025	2026	2027	2028	
1. Consolidate the gains made in the already existing 150 nations by promoting their physical and spiritual growth.	International Missions Director/National Head/District Minister/Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to promote and strengthen the physical and spiritual growth of each of the existing 150 nations, beginning from end of last quarter of 2023.

¹² The product or service which will result from the completion of planned actions (or activities) in an intervention

<p>2. Increase soul winning and district creation through personal evangelism, church planting and discipleship-making efforts.</p>	<p>National Head/ District Minister/ Presiding Elder</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of souls won for Christ per Nation (disaggregated by district) in any particular year through personal evangelism, church planting and discipleship-making efforts, beginning from end of last quarter of 2023. Number of districts created per Nation in any particular year as a result of personal evangelism, church planting and discipleship-making efforts, beginning from end of last quarter of 2023.</p>
<p>3. Establish more city churches to drive the agenda to create more multinational, multicultural, and multiracial churches.</p>	<p>International Missions Director/ National Head</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of multinational, multicultural, and multiracial city churches established per Nation in any particular year, beginning from end of last quarter of 2023.</p>

4. Plant churches at strategic places in the nations, preferably in the city centres.	International Missions Director/ National Head	x	x	x	x	x	Number of churches planted in city centres or other strategic places per Nation (disaggregated by district) in any particular year beginning from end of last quarter of 2023.
5. Establish or acquire decent places of worship in city centres across the nations.	International Missions Director/ National Head	x	x	x	x	x	Number of decent places of worship established or acquired in city centres per Nation (disaggregated by District), beginning from end of last quarter of 2023.
6. Locate/relocate the National Headquarters of nations in the capital cities to reflect the CoP brand.	International Missions Director/ National Head	x	x	x	x	x	Number of National Headquarters of nations located/relocated in the capital cities in any particular year, beginning from end of last quarter of 2023.
7. Pursue continuous restructuring of the general administrative procedures in all national offices to make them more functional.	Missions Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to restructure the general administrative procedures in all national offices, beginning from end of last quarter of 2023.

8. Make special efforts to pursue activities directed at enhancing ministry to the homeless, sex workers, drug addicts and unreached peoples' groups in the nations.	International Missions Director/National Head	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to enhance ministry to the homeless, sex workers, drug addicts and unreached peoples' groups in the nations, beginning from end of last quarter of 2023. Number of homeless people, sex workers, drug addicts, and unreached peoples' groups won for Christ per Nation (disaggregated by district) in any particular year, beginning from end of last quarter of 2023.
9. Establish language-specific homogenous churches in Europe, the Americas and the Caribbean, Asia, Australia and Oceania, Middle East and the Gulf.	International Missions Director/National Head	x	x	x	x	x	Number of language-specific homogenous churches that are established in Europe, the Americas and the Caribbean, Asia, Australia and Oceania, Middle East and the Gulf in any particular year, beginning from end of last quarter of 2023.

10. Broaden the scope of operations within the francophone, Spanish and Portuguese blocs through aggressive evangelism, discipleship, and infrastructure.	Missions Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to broaden the scope of operations of the CoP within the francophone, Spanish and Portuguese blocs through aggressive evangelism, discipleship, and infrastructure development, beginning from end of last quarter of 2023.
11. Continue to show French content programmes and initiate same for Spanish and Portuguese content on PENT TV.	Missions Board/PENT TV	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to show more programmes with French, Spanish, and Portuguese content on PENT TV, beginning from end of last quarter of 2023.
12. Deepen efforts to call young people into leadership roles, especially into the full-time ministry	International Missions Director/National Head	x	x	x	x	x	Number of young people called into leadership roles, especially into the full-time ministry per Nation in any particular year, beginning from end of last quarter of 2023.

13. Consider calling Bi-vocational ministers to stand in for full-time ministers when needed.	Missions Board/ National Head	x	x	x	x	x	Number of Bi-vocational ministers per Nation called to stand in for full-time ministers, beginning from end of last quarter of 2023.
14. Encourage the equipping and training of indigenous people to handle leadership roles in the nations.	National Head	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to equip and train indigenous people to handle leadership roles in the nations, beginning from end of last quarter of 2023. Number of indigenous people who are appointed to take up and handle leadership roles in the Nation in any particular year, beginning from end of last quarter of 2023.
15. Strengthen the administrative and management systems of the regional blocs to make them much more effective.	Missions Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to strengthen the administrative and management systems of the regional blocs, beginning from end of last quarter of 2023.

16. Facilitate ministerial training across the nations through theological educational institutions in Ghana, USA, UK, La Cote d'Ivoire and South Africa.	Missions Board	x	x	x	x	x	Number of new and old ministers per Nation who receive training from theological educational institutions in Ghana, USA, UK, La Cote d'Ivoire and South Africa in any particular year, beginning from the end of the last quarter of 2023.
17. Set up a theological institution in India to facilitate ministerial training across Asia.	Missions Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to establish a theological institution in India to facilitate ministerial training across Asia, beginning from the end of the last quarter of 2023.
18. Hold a training seminar for all national heads and missionaries annually on emerging trends in missions.	Missions Board	x	x	x	x	x	Number of national heads and missionaries per Nation who participate in annual training seminars on emerging trends in missions work in any particular year, beginning from end of last quarter of 2023.

19. Hold ministerial and leadership conferences occasionally for the various regional blocs.	Missions Board	x	x	x	x	x	Number and frequency of ministerial and leadership conferences organised for the various regional blocs in any particular year, beginning from end of last quarter of 2023.
20. Co-opt the PENZA International global leadership team members in the various regional blocs into RCC meetings to facilitate their work within the blocs and to enhance cooperation with the RCC leadership.	Missions Board/RCC Coordinator	x	x	x	x	x	Global leadership team members of PENZA International in the various blocs co-opted into RCC meetings in the various regional blocs in any particular year to facilitate the work of PENZA International, beginning from last quarter of 2023.
21. Intensify language and culture study by missionaries.	Missions Board	x	x	x	x	x	Number of missionaries per Nation who undergo language and culture study in any particular year, beginning from last quarter of 2023.

22. Leverage the media space as a tool to be used by the mission's enterprise to communicate the Vision agenda.	Missions Board/ Media Ministry Director	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to leverage the media space as a tool to be used by the mission's enterprise to communicate the Vision agenda, beginning from end of last quarter of 2023.
23. Intensify nations' compliance with financial policies and increase transparency in financial and legal systems for effective regulation.	Missions Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to intensify nations' compliance with financial policies and increase transparency in financial and legal systems for effective regulation, beginning from end of last quarter of 2023.
24. Support the establishment and putting up of decent and appropriate places of worship for selected PIWCs and French Assemblies in Ghana.	Missions Board	x	x	x	x	x	Number and location of PIWCs and French Assemblies with decent and appropriate places of worship established in Ghana in any particular year, beginning from end of last quarter of 2023.

PENZA International							
25. Build on the foundation laid in the first four years of operation to mobilise more alumni into the PENSA International.	PENZA International Coordinating Committee	×	×	×	×	×	Number of alumni in the nations mobilised into the PENSA International in any particular year, beginning from end of last quarter of 2023.
26. Leverage the ground breaking and PENSA establishment initiatives in the nations to reach more nations and campuses and expand the reach of The Church of Pentecost.	PENZA International Coordinating Committee	×	×	×	×	×	Number of new PENSA chapters established in previously unreached regions in any particular year, beginning from end of last quarter of 2023.
27. Design, discuss, and approve mission agendas for each year in collaboration with the COP Missions Office and Heads of the Regional blocs (RCCs).	PENZA International Coordinating Committee	×	×	×	×	×	The PENSA Int. mission agenda for any particular year is designed, discussed, and approved in collaboration with the COP Missions Office and Heads of the Regional blocs (RCCs), beginning from end of last quarter of 2023.

28. Identify and recruit passionate PENZA missionaries with a calling for long-term evangelistic work, with the goal of deploying them either to start grounds-breaking Missions or to support COP Missionaries in frontier Missions.	PENSA International Coordinating Committee	x	x	x	x	x	Number of PENZA missionaries with a calling for long-term evangelistic work that are identified, recruited, and deployed in any particular year either to start grounds-breaking Missions or to support COP Missionaries in frontier Missions, beginning from end of last quarter of 2023.
29. Strengthen and mobilise local PENZA ministries for missionary evangelism within the respective blocs.	PENSA International Coordinating Committee		x	x	x	x	Number of local PENZA ministries that are mobilised and strengthened for missionary evangelism within the respective blocs in any particular year, beginning from end of last quarter of 2023.
30. Organise training modules for PENZA members to equip them for effective mission work prior to each Missions trip.	PENSA International Coordinating Committee	x	x	x	x	x	Number of PENZA members trained and equipped for effective mission work prior to each Missions trip in any particular year, beginning from end of last quarter of 2023.

<p>31. Introduce the "PENSA Frontlines: Missions Uncovered" TV Show to give viewers an in-depth look into the mission work being carried out on the front lines by COP Missionaries, particularly in places where young people are actively supporting the advancement of Missions work.</p>	<p>PENSA International Coordinating Committee/ International Missions Director/PENT TV</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to introduce the "PENSA Frontlines: Missions Uncovered" TV Show to give viewers an insight of how young people are actively supporting the advancement of Missions work, beginning from end of last quarter of 2023.</p>
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32. Develop training resources for PENSA institutions globally encompassing discipleship training, leadership training, and practical evangelism techniques.	PENSA International Coordinating Committee/ International Missions Director	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to develop training resources encompassing discipleship training, leadership training, and practical evangelism techniques for PENSA institutions globally, beginning from end of last quarter of 2023. Number of members of PENSA Int. who receive training in discipleship, leadership, and practical evangelism techniques in any particular year, beginning from end of last quarter of 2023.
33. Implement peer-to-peer learning and mentoring programmes in collaboration with well-established PENSA ministries.	PENSA International Coordinating Committee	x	x	x	x	x	Number of peer-to-peer learning and mentoring programmes that are implemented in collaboration with well-established PENSA ministries in any particular year, beginning from end of last quarter of 2023.

<p>34. Facilitate exchange programmes among PENZA institutions to tap into diverse skills and strengths across different PENZA institutions globally.</p>	<p>PENZA International Coordinating Committee/ International Missions Director</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of members of PENZA Int. who participate in the exchange programmes among PENZA institutions in any particular year for the purposes of tapping into diverse skills and strengths across different PENZA institutions globally, beginning from end of last quarter of 2023.</p>
<p>35. Establish a PENZA International Professional Network (PIPn) for the purpose of career development, mentorship, collaboration, sharing industry knowledge, and job opportunities.</p>	<p>PENZA International Coordinating Committee</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place in any particular year to establish and operationalise a PENZA International Professional Network (PIPn) for the purposes of career development, mentorship, collaboration, sharing industry knowledge, and job opportunities, beginning from end of last quarter of 2023.</p>

<p>36. Institute the Pensa International Global Internship Programme by identifying and connecting with Pensa-affiliated and like-minded corporate entities willing to offer internship opportunities.</p>	<p>Pensa International Coordinating Committee/ International Missions Director</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Nature and types of measures put in place in any particular year to introduce and operationalise a Pensa International Global Internship Programme for the purposes of creating internship opportunities for its members, beginning from end of last quarter of 2023. Number of Pensa-affiliated and like-minded corporate entities identified and connected for the purposes of creating internship opportunities for Pensa members, beginning from end of last quarter of 2023. Number of Pensa Int. members participating in internship programmes in any particular year, beginning from end of last quarter of 2023.</p>
<p>37. Encourage the creation of Pensa SECTORS and appoint travelling secretaries and campus ministers across the nations where applicable.</p>	<p>Executive Council</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Number of Pensa SECTORS created across the nations in any particular year, beginning from the last quarter of 2023. Number of travelling secretaries and campus ministers appointed across the nations in any particular year, beginning from the last quarter of 2023.</p>

FOCAL AREA: WINNING THE CITIES - RETHINKING CHURCH GROWTH STRATEGY IN URBAN CENTRES								
Specific Objective: To roll out measures to improve ministry in the urban centres to sustain church growth among urban dwellers.								
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE						EXPECTED OUTPUT¹³
		2023/24	2025	2026	2027	2028		
1. Encourage the building of multi-racial, multi-national, multi-cultural and multi-generational churches in urban centres.	Area Head/National Head/District Minister	x	x	x	x	x	x	Number of multi-racial, multi-national, multi-cultural and multi-generational churches built in an urban centre per Area/Nation, beginning from the last quarter of 2023.
2. Build churches in urban centres with principles that are spiritual and, at the same time, in tune with the urban settings.	Area Head/National Head/District Minister	x	x	x	x	x	x	Nature and types of measures put in place and implemented per Area/Nation in any particular year to build churches in urban centres with principles that are spiritual and, at the same time, in tune with the urban settings, beginning from the last quarter of 2023.
3. Provide training to ministers and officers to manage the diversities and complexities associated with ministry in urban centres.	Area Head/National Head	x	x	x	x	x	x	Number of ministers and officers per Area/Nation who receive training in any particular year to help them manage the diversities and complexities associated with ministry in urban centres, beginning from the last quarter of 2023.

¹³ The product or service which will result from the completion of planned actions (or activities) in an intervention

4. Encourage local assemblies to keep a green environment with particular emphasis on landscaping where practicable.	Area Head/National Head/District Minister	x	x	x	x	x	Number of local assemblies in the Area/Nation that develop and keep a green environment in any particular year with particular emphasis on landscaping, beginning from end of last quarter of 2023.
5. Take the needs of urban residents into account in the planning and construction of new church buildings in urban centres	Area Head/National Head/District Minister	x	x	x	x	x	Nature and types of measures put in place and implemented per Area/Nation in any particular year to ensure that the needs of urban residents are taken into account in the planning and construction of new church buildings in urban centres, beginning from end of last quarter of 2023.
6. Improve protocol and hospitality services in the local assemblies.	District Minister/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented per district/local assembly in any particular year to improve protocol and hospitality services in the local assemblies beginning from the last quarter of 2023.

<p>7. Carefully avoid splitting existing assemblies to form new assemblies in the urban centres to ensure quality service in the church, and save the church from excessive spending of money on land in urban areas.</p>	<p>Area Head/National Head/District Minister</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of new assemblies formed in urban centres in the Area/Nation in any particular year, beginning from the last quarter of 2023. Number of new assemblies formed in urban centres in the Area/Nation in any particular year that were not carved from an existing assembly, beginning from the last quarter of 2023. Number of new assemblies formed in urban centres in the Area/Nation in any particular year that were carved from an existing assembly, beginning from the last quarter of 2023.</p>
<p>8. Encourage District Ministers to make their church auditoriums conducive and well-resourced for worship, especially for the elites and young people.</p>	<p>Area Head/National Head</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of church auditoriums in the Area/Nation (disaggregated by district) that are intentionally resourced and given a conducive interior and exterior environment in any particular year to attract elites and young people, beginning from the last quarter of 2023.</p>

<p>9. Encourage and support the establishment of "City Churches" in every nation where CoP operates.</p>	<p>International Missions Director/National Head/District Minister</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented per nation (where CoP operates) in any particular year to encourage and support the establishment of "City Churches", beginning from the last quarter of 2023. Number of "City Churches" established per nation in any particular year, beginning from the last quarter of 2023.</p>
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FOCAL AREA: ENHANCING DISCIPLESHIP AND PASTORAL CARE IN THE CITIES AND URBAN CENTRES

SPECIFIC OBJECTIVE: To enhance discipleship and pastoral care of assemblies in urban centres.

PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE						EXPECTED OUTPUT
		2023/24	2025	2026	2027	2028		
1. As much as practicable, employ more full-time ministers to reduce the number of Assemblies full-time ministers oversee in a district across the entire church, particularly in urban centres.	Executive Council	x	x	x	x	x	x	Number of full-time ministers employed in any particular year with the purpose of reducing the number of Assemblies full-time ministers oversee in a district, beginning from the last quarter of 2023.

<p>2. Progressively provide larger Assemblies in the cities and urban centres with full-time ministers, as it exists with Worship Centres. What constitutes a large assembly would be determined by the Executive Council.</p>	<p>Executive Council</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p> <p>Number of full-time ministers posted to larger Assemblies in the cities and urban centres in any particular year, beginning from the last quarter of 2023.</p>
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<p>3. Consider creating new Areas and Regions out of existing large ones to enhance effective oversight of Area/Regional Heads and to readily bring apostolic graces, anointing, and guidance much closer to the ordinary members.</p>	<p>Executive Council</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Number of new Areas and Regions created out of existing large ones in any particular year to readily bring apostolic graces, anointing, and guidance much closer to the ordinary members, beginning from the last quarter of 2023.</p>
<p>4. Explore the possibility of merging small local assemblies in close proximity to form a larger one to ensure quality.</p>	<p>Executive Council</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Number of small local assemblies in close proximity merged in any particular year to form a larger one to ensure quality, beginning from the last quarter of 2023.</p>

FOCAL AREA: THE TRADITIONAL MINISTRIES							
SPECIFIC OBJECTIVE: To make the ministries springboards for unleashing members into the society to possess it.							
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT¹⁴
		2023/24	2025	2026	2027	2028	
All Ministries							
1. Continue to observe the once-a-month meeting for the traditional ministries instituted under Vision 2023 and make provision for the Youth Ministry to meet weekly (either Monday or Saturday)	Area Executive Committee/ District Minister-	x	x	x	x	x	Meetings of all traditional ministries are held at monthly intervals while making provision for the Youth Ministry to meet weekly in any particular year, beginning from the last quarter of 2023.
2. Celebrate the Youth Ministry Week annually as part of the efforts in mobilising the teeming youth of the Church for societal impact.	Area Head/ District Minister	x	x	x	x	x	The Youth Ministry Week celebrated annually beginning from 2024.

¹⁴ The product or service which will result from the completion of planned actions (or activities) in an intervention

<p>3. Conduct training on Children and youth work for all ministers and wives, including Area Heads, considering the enormous task of the youth and children's ministries.</p>	<p>General Secretary/ Ministry Directors</p>	<p>×</p>		<p>×</p>		<p>×</p> <p>Number and frequency of training on Children and youth work organised for all ministers and wives, including Area Heads in any particular year, beginning from the last quarter of 2023. Number of ministers and wives per Area who receive training on Children and youth work in any particular year, beginning from the last quarter of 2023.</p>
<p>4. Review all syllabus that were not reviewed in the last five years, to be in tune with Vision 2028.</p>	<p>Ministry Directors</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>All old Ministry syllabus pre-dating 2019 that are reviewed to be in harmony with Vision 2023/2028 beginning from the last quarter of 2023.</p>
<p>5. Ensure that programmes carried out are Ministry-centred and are geared towards meeting the needs of respective members.</p>	<p>Ministry Directors/ Ministry leaders at all levels</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Nature and types of measures to put in place and implemented in any particular year to ensure that programmes carried out are Ministry-centred and geared towards meeting the needs of members, beginning from the last quarter of 2023.</p>

6. Prioritise evangelism and discipleship in all activities.	Ministry Directors/ Ministry leaders at all levels	x	x	x	x	x	Nature and types of measures to put in place and implemented by ministry leaders at all levels in any particular year to prioritise evangelism and discipleship, beginning from the last quarter of 2023.
7. Make holistic development of members a core strategy and the focus of ministry.	Ministry Directors/ Ministry leaders at all levels	x	x	x	x	x	Nature and types of measures to put in place and implemented by ministry leaders at all levels in any particular year to make holistic development of members a core strategy and focus of ministry, beginning from the last quarter of 2023.

<p>8. Give special attention to the establishment and strengthening of small groups (squads) as vital platforms for mobilisation, fellowship, accountability, and mutual support in spiritual growth.</p>	<p>Ministry Directors/ Ministry leaders at all levels</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Nature and types of measures to put in place and implemented in any particular year to strengthen small groups (squads) within each ministry in any particular year to enable them serve as vital platforms for mobilisation, fellowship, accountability, and mutual support in spiritual growth, beginning from the last quarter of 2023.</p> <p>Number of small groups (squads) established within each ministry per Area (disaggregated by District) in any particular year to serve as vital platforms for mobilisation, fellowship, accountability, and mutual support in spiritual growth, beginning from the last quarter of 2023.</p>
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<p>9. All ministries will regularly organise basic teachings on values, ethics, and morals that are in line with the principles of the Kingdom of God for their members in preparation to unleash their members to transform their worlds.</p>	<p>Ministry Directors/ Ministry leaders at all levels</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Number and frequency of teaching sessions on values, ethics, and morals that are in line with the principles of the Kingdom of God that are organised at National, Area, District, and Local levels in any particular year, beginning from the last quarter of 2023.</p> <p>Number of members by gender who participate in each training session on values, ethics, and morals that are in line with the principles of the Kingdom of God at National, Area, District, and Local levels in any particular year, beginning from the last quarter of 2023.</p>
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Children's Ministry

<p>1. Continue to train children in the values and principles of the Kingdom of God; preparing them to be agents of transformation within their spheres of influence such as the schools.</p>	<p>Children Ministry leaders at all levels</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p> <p>Number and frequency of teaching sessions on values and principles of the Kingdom of God that are organised for children at the National, Area, District, and Local levels in any particular year, beginning from end of last quarter of 2023 Number of children who participate in each training session on values and principles of the Kingdom of God at National, Area, District, and Local levels in any particular year, beginning from the last quarter of 2023.</p>
<p>2. Organise civic education programmes for children as part of the transformation agenda.</p>	<p>Ministry leaders at all levels</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p> <p>Number and frequency of civic education programmes that are organised for children at National, District, and Local levels in any particular year, beginning from the last quarter of 2023.</p>

<p>3. Focus on strengthening all ministry-related programmes initiated under Vision 2023, such as the Children's Community Clubs, Jethro Initiative, the One Child One Bible, the Box Library, and the Foundation Builders' Conference (FBC).</p>	<p>Director, Children's Ministry</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Nature and types of measures put in place and implemented to strengthen ministry-related programmes such as the Children's Community Clubs, Jethro Initiative, the One Child One Bible, the Box Library, and the Foundation Builders' Conference (FBC) in any particular year, beginning from the last quarter of 2023.</p>
<p>4. Provide training for children to prepare them for vigorous and persuasive evangelism.</p>	<p>Children Ministry leaders at all levels</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Number and frequency of training in vigorous and persuasive evangelism organised for children at the National, Area, District, and Local levels in any particular year, beginning from the last quarter of 2023. Number and gender of children that receive training in vigorous and persuasive evangelism at the National, Area, District, and Local levels in any particular year, beginning from the last quarter of 2023.</p>

<p>5. Supply children with witnessing devices such as the wordless book, Flipper Flappers, etc., to guide them to share the Gospel with their friends.</p>	<p>Director, Children's Ministry</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Number and types of witnessing devices supplied to children per Area (disaggregated by district) in any particular year to guide them to share the Gospel with their friends, beginning from the last quarter of 2023.</p>
<p>6. Institutionalise the annual children's rally day to augment existing outreaches by the Children's ministry at the local level.</p>	<p>Director, Children's Ministry</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Nature and types of measures put in place and implemented in any particular year to hold the children's rally day at the local level to augment existing outreaches by the Children's ministry, beginning from the last quarter of 2023.</p>
<p>7. Explore the introduction of an evangelism tool dubbed "prayer evangelism," where teachers and selected children shall move to homes of members and non-members to pray with occupants in these homes.</p>	<p>Director, Children's Ministry/ Children Ministry leaders at all levels</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Nature and types of measures put in place and implemented in any particular year to operationalise the "prayer evangelism" tool to enable teachers, and selected children to move to homes of members and non-members to pray with occupants in these homes, beginning from the last quarter of 2023.</p>

8. Take proactive and careful steps to assimilate children who respond to the gospel during crusades and rallies into the church.	Director, Children's Ministry/ Children Ministry leaders at all levels	x	x	x	x	x	Number of children new converts who are assimilated into the church per Area (disaggregated by district) in any particular year, beginning from end of last quarter of 2023.
9. Sponsor more Pent TV coverage for children-related activities and events.	General Secretary/ Finance and Administration Director/ Children's Ministry Director	x	x	x	x	x	Number and types of children-related activities and events sponsored on Pent TV in any particular year, beginning from end of last quarter of 2023.
10. Strengthen intergenerational services in all assemblies worldwide to enable children play active roles in such services.	Area Head/ District Minister/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to strengthen intergenerational services in all assemblies beginning from the last quarter of 2023.
11. Consider appointing additional Children's Ministry Pastors to facilitate the activities of the Ministry at the Area level.	Executive Council		x	x	x	x	Number of Area Children's Ministry Pastors appointed in any particular year to facilitate the activities of the ministry at the Area level, beginning from 2024.

12. Continue to develop teachers' Resource Materials as well as age-related materials.	Director, Children's Ministry	x	x	x	x	x Number and types of teachers' Resource Materials and other age-related materials developed and deployed to the Areas, Districts and local assemblies in any particular year, beginning from the last quarter of 2023.
13. Organise an annual residential conference for Christian Proprietors of schools to equip them with the necessary tools to enable them effectively instil Christian values in the children under their care.	Director, Children's Ministry/ Schools Outreach Ministry	x	x	x	x	x Number and identity of Christian Proprietors of schools who participate in the residential conference organised by the Children's Ministry in any particular year, beginning from the last quarter of 2023.
14. Make adequate provision for a place of meeting for children in all existing and future church buildings.	Area Head/ District Minister/ Presiding Elder	x	x	x	x	x Number of church buildings (out of the total) per Area (disaggregated by district) that have a meeting place for children in any particular year, beginning from the last quarter of 2023.

<p>15. Embark on capacity building of teachers on Holistic Child Development issues such as child protection and care, moral and ethical issues among children, etc.</p>	<p>Director, Children's Ministry</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Number of teachers of the Children's Ministry per Area (disaggregated by district) who receive training in Holistic Child Development issues such as child protection and care, moral and ethical issues among children, etc. in any particular year beginning from the last quarter of 2023.</p>
<p>16. Develop a CoP-specific Child Protection and Safety Policy as a guide for local assemblies and Children workers in the church.</p>	<p>Director, Children's Ministry</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Nature and types of measures put in place and implemented in any particular year to develop a CoP-specific Child Protection and Safety Policy to serve as a guide for local assemblies and Children workers in the church, beginning from the last quarter of 2023.</p>

<p>17. Review existing collaboration with partner organisations and facilitate more organised and systematic engagement with partners and other actors aimed at supporting vulnerable children in society.</p>	<p>Director, Children's Ministry/Area Head/District Minister</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Nature and types of measures put in place and implemented in any particular year to strengthen the existing collaboration with partner organisations to facilitate a more organised and systematic engagement with partners and other actors in the support to vulnerable children in society, beginning from the last quarter of 2023.</p>
<p>18. Build the capacity of parents and caregivers on Holistic Child Development in partnership with the Men, women, and youth ministries.</p>	<p>Director, Children's Ministry</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Number of parents and caregivers per Area (disaggregated by district) who receive capacity-building training in Holistic Child Development organised by the Children's Ministry in any particular year, beginning from the quarter of 2023.</p>

19. Appoint mature persons of high calibre/quality, who have an interest in the Children's ministry, to serve in leadership positions at all levels of the church, especially at the local assembly.	Area Head/ District Minister/ Ministry Leaders/ Presiding Elder	x	x	x	x	x Number of mature and high calibre persons with interest in the Children's ministry who are appointed to take leadership responsibilities in the Children's Ministry per Area (disaggregated by district) in any particular year, beginning from the last quarter of 2023.
Youth Ministry						
1. Mobilise enthusiastic young people in the Digital world/journalism space to help frontier the possession of the airwaves and the internet with the Gospel.	Youth Ministry Director/Youth workers at all levels/District Minister/ Presiding Elder	x	x	x	x	x Number of young people in the Digital world/journalism space who are mobilised at the Area level in any particular year, to help frontier the possession of the airwaves and the internet with the Gospel, beginning from the last quarter of 2023.

<p>2. Continue and upgrade the Pentecost Young Missionaries model to concentrate on new areas of ministry such as volunteer teaching, ministry to children, and meeting social needs at the regional and area levels.</p>	<p>Youth Ministry Director</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Nature and types of measures put in place and implemented in any particular year to upgrade the Pentecost Young Missionaries model to cover new areas of ministry such as volunteer teaching, ministry to children, and meeting social needs at the regional and area levels, beginning from the last quarter of 2023.</p>
<p>3. Expand the operationalisation and funding of the Youth in National Service Scheme (NSS) Mission project by which graduates sacrifice their national service year to serve in mission areas and deprived communities to support the CoP Ministry there.</p>	<p>Youth Ministry Director</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Nature and types of measures put in place and implemented in any particular year to expand, operationalise, and increase funding for the Youth in National Service Scheme (NSS) Mission project to support the CoP Ministry, beginning from the last quarter of 2023.</p>

<p>4. Establish student professional guilds in all CoP Areas and connect them to the corresponding CoP Workers' Guilds for the purposes of mentoring.</p>	<p>Youth Ministry Director/Youth workers at all levels</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Nature and types of measures put in place and implemented in any particular year to establish student professional guilds in all CoP Areas that are connected to the corresponding CoP Workers' Guilds for the purposes of mentoring, beginning from the last quarter of 2023.</p>
<p>5. During PENZA conferences, camp meetings, and other youth gatherings, group activities shall be organised around student guilds to promote discipleship and the development of similar Godly interests to “possess” the various professions for the Lord.</p>	<p>Youth Ministry Director/Youth workers at all levels</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Number of PENZA conferences, camp meetings, and other youth gatherings in any particular year that are organised around student guilds to promote discipleship and the development of similar Godly interests to “possess” the various professions for the Lord, beginning from the last quarter of 2023.</p>

<p>6. Continue to develop the concept of “Centre for the Study of Youth Ministry” and explore collaboration with the Pentecost University to run degree, diploma, and certificate programmes in youth ministry at the Pentecost University.</p>	<p>Youth Ministry Director</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Nature and types of measures put in place and implemented in any particular year to further develop the concept of “Centre for the Study of Youth Ministry” and the collaboration with the Pentecost University to run degree, diploma, and certificate programmes in youth ministry at the Pentecost University, beginning from the last quarter of 2023.</p>
<p>7. Build the capacity of grassroots leaders through the nationwide school of youth ministry to be organised in 2024 and 2026.</p>	<p>Youth Ministry Director/ Youth workers at all levels</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of grassroots leaders per Area (disaggregated by district) who receive capacity-building training through the nationwide school of youth ministry in 2024 and 2026, beginning from 2024.</p>
<p>8. Develop human capital in distinct areas in the Youth Ministry, such as apologetics, sexuality, ministry to teenagers, young adult studies, etc.</p>	<p>Youth Ministry Director/ Youth workers at all levels</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Number and gender of youth members per Area (disaggregated by district) who receive capacity-building training in distinct areas in the Youth Ministry, such as apologetics, sexuality, ministry to teenagers, young adult studies, etc., beginning from the last quarter of 2023.</p>

9. Use the medium of Pentonyx, the Youth Ministry's established production unit, to produce Christian movies in the like of Mt. Zion of Nigeria.	Youth Ministry Director	x	x	x	x	x Nature and types of measures put in place and implemented in any particular year to produce Christian movies in the like of Mt. Zion of Nigeria using the medium of Pentonyx, beginning from the last quarter of 2023.
10. Organise massive prayer gatherings around the country in the form of mega youth watch-night gatherings, prayer retreats, and fasting and prayer periods, among others.	Youth Ministry Director/ Youth workers at all levels	x	x	x	x	x Number of massive prayer gatherings in the form of mega youth watch-night gatherings, prayer retreats, and fasting and prayer periods etc. organised around the country in any particular year, beginning from the last quarter of 2023.
11. Develop a well-informed and well-resourced syllabus for the holistic development of teens and young adults.	Youth Ministry Director	x	x	x	x	x Nature and types of measures put in place and implemented in any particular year to develop a well-informed and well-resourced syllabus for the holistic development of teens and young adults, beginning from the last quarter of 2023.

<p>12. Develop and operationalise the Pent Job Search Application/Portal to help bring job seekers in our church and potential employers together.</p>	<p>Youth Ministry Director</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Nature and types of measures put in place and implemented in any particular year to develop and operationalise a Pent Job Search Application/ Portal to help bring job seekers in our church and potential employers together, beginning from end of last quarter of 2023.</p>
<p>13. Collaborate with PENTSOS to promote youth in Agriculture and introduce various business models out of them to improve the economic lot of our young people.</p>	<p>Youth Ministry Director/ PENTSOS</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Types of agri-business models introduced and promoted in any particular year to improve the economic lot of young people in CoP, beginning from end of last quarter of 2023. Number and gender of young people in CoP per Area (disaggregated by district) who are able to establish an agribusiness in any particular year, beginning from end of last quarter of 2023.</p>

14. Work with other youth and PENZA leaders from the nations for the production and hosting of youth ministry resources to enhance global youth ministry work.	Youth Ministry Director	x	x	x	x	x	Nature and types of Youth ministry resources that are produced and hosted in collaboration with other youth and PENZA leaders from the nations in any particular year to enhance global youth ministry work, beginning from the last quarter of 2023.
15. Foster fraternal relationships with sister Christian youth organisations for the purpose of mutual growth and support.	Youth Ministry Director	x	x	x	x	x	Number and identity of sister Christian youth organisations working with the CoP Youth Ministry in any particular year for the purpose of mutual growth and support, beginning from the last quarter of 2023.

Youth Ministry (Schools Outreach Ministry)

16. Work hard to build on the solid foundation laid from 2021 to date.	Youth Ministry Director/ Youth workers at all levels	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to build on the solid foundation laid for the Schools Outreach Ministry, beginning from the last quarter of 2023.
17. Conduct a comprehensive review of the first three years of operation in 2024 using the guidelines outlined in the Monitoring and Evaluation Framework for Vision 2028.	Youth Ministry Director/ Youth workers at all levels	x	x				A comprehensive review of the first three years of operation of the Schools Outreach Programme to evaluate its performance conducted by the end of 2024.
18. Introduce Gospel Clubs in basic schools to help maintain and grow the souls won.	Youth Ministry Director/PENTSOS Director	x	x	x	x	x	Number and identity of CoP basic schools operating Gospel Clubs in any particular year, beginning from the last quarter of 2023.
19. Develop other materials and tools for the schools' outreach programme.	Youth Ministry Director/ Youth workers at all levels	x	x	x	x	x	Types of materials and tools developed for the schools' outreach programme in any particular year, beginning from the last quarter of 2023.

Youth Ministry (Campus Ministry - PENZA Ghana)							
20. Give PENZA Ghana the single focus of taking over campuses and schools for the Lord Jesus Christ.	Youth Ministry Director	x	x	x	x	x	Number of souls won for Christ on different campuses of tertiary and pre-tertiary institutions in Ghana by PENZA Ghana in any particular year, beginning from the last quarter of 2023.
21. Open more branches of PENZA in both tertiary and pre-tertiary institutions through active evangelism in schools.	Youth Ministry Director/ NEC, PENZA Ghana	x	x	x	x	x	Number of PENZA branches opened in both tertiary and pre-tertiary institutions in any particular year through active evangelism in schools, beginning from the last quarter of 2023.
22. Pursue one-on-one evangelism on campuses and introduce innovative programmes to promote evangelism as a lifestyle of PENZA students.	Youth Ministry Director/ NEC, PENZA Ghana	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to pursue one-on-one evangelism on campuses and introduce innovative programmes to promote evangelism as a lifestyle of PENZA students, beginning from the last quarter of 2023. Types of innovative programmes introduced in any particular year to promote evangelism as a lifestyle of PENZA students on campus, beginning from the last quarter of 2023.

23. Build up PENZA's capacity for evangelism through training workshops.	Youth Ministry Director/ NEC, PENZA Ghana	x	x	x	x	x	x	Number and frequency of training workshops organised in any particular year to build the capacity of members of PENZA Ghana for evangelism, beginning from the last quarter of 2023.
24. Spread the good news on campuses by taking advantage of strategic avenues such as entertainment periods.	NEC, PENZA Ghana	x	x	x	x	x	x	Number and nature of strategic avenues per campus during which the good news was proclaimed in any particular year, beginning from the last quarter of 2023. Number of souls won per campus when the good news was proclaimed during strategic avenues in any particular year, beginning from the last quarter of 2023.
25. Explore the possibility of creating a new sector out of Bompata and Mampong sectors and another out of the Koforidua and Suhum sectors.	Youth Ministry Director/ NEC, PENZA Ghana	x	x	x	x	x	x	One new sector created out of Bompata and Mampong sectors and one new sector created out of the Koforidua and Suhum sectors beginning from the last quarter of 2023.

26. Scale up the operationalisation of the Pensa Discipleship Project, a discipleship system mounted in Pensa to supply the deficit in personal and small group aspects of discipleship.	Youth Ministry Director/ NEC, Pensa Ghana	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to scale up the operationalisation of the Pensa Discipleship Project for the purposes of supplying the deficit in personal and small group aspects of discipleship, beginning from the last quarter of 2023. Number of persons turned out by the Pensa Discipleship Project in any particular year to supply the deficit in personal and small group aspects of discipleship, beginning from the last quarter of 2023.
27. Organise a biennial forum for all Pensa patrons as a platform for peer learning.	Youth Ministry Director/ NEC, Pensa Ghana	x		x		x	Number of Pensa patrons who participate in each biennial forum for peer learning in any particular year, beginning from the last quarter of 2023.

<p>28. Make efforts to get Sector seat institutions decent places of worship on campus in addition to the Church's commitment to complete the PENSAs building projects of UCC, KNUST, UG, and UEW.</p>	<p>Youth Ministry Director/ NEC, PENSAs Ghana</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of new decent places of worship built or acquired for Sector seat institutions on campus in any particular year, beginning from end of last quarter of 2023.</p>
<p>29. Work with the Project Office of the Church to provide prototype designs for selected PENSAs church building projects based on membership and other considerations.</p>	<p>Youth Ministry Director/ NEC, PENSAs Ghana</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of PENSAs church building projects provided with prototype designs by the CoP Project Office in any particular year, beginning from the last quarter of 2023.</p>
<p>30. Provide grants to fund the purchase of large buses for selected larger PENSAs groups.</p>	<p>Youth Ministry Director/ NEC, PENSAs Ghana</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of selected larger PENSAs groups provided grants to purchase large buses in any particular year, beginning from the last quarter of 2023.</p>

Youth Ministry (Political Chamber and Business and Entrepreneurship Chamber)							
31. Continue to upgrade the Political, Business and entrepreneurship chambers.	Youth Ministry Director/ NEC, PENZA Ghana	x	x	x	x	x	Types of measures put in place and implemented in any particular year to upgrade the Political, Business and entrepreneurship chambers beginning from the last quarter of 2023.
32. Take proactive and intentional steps to groom young aspiring politicians, businesspersons, and entrepreneurs.	Youth Ministry Director/ NEC, PENZA Ghana	x	x	x	x	x	Number and gender of young aspiring politicians, businesspersons, and entrepreneurs groomed to excel in their respective spheres of endeavour in any particular year, beginning from the last quarter of 2023.
33. Provide support to young aspiring politicians to settle with their preferred political divides and disciple them to push through with their aspirations.	Youth Ministry Director/ NEC, PENZA Ghana	x	x	x	x	x	Number and gender of young aspiring politicians supported and disciplined in any particular year to settle with their preferred political divides and to push through with their aspirations beginning from the last quarter of 2023.

Men's Ministry (PEMEM)							
1. Complete the review process of the PEMEM study Guide to realign with the objective of Vision 2028.	Director, PEMEM	×	×				The review of the PEMEM study Guide to realign with the objective of Vision 2028 completed by the end of 2024.
2. Organise activity-based evangelistic programmes such as PEMEM keep-fit clubs (PEMFIT), health walks, medical outreach, Community information centres broadcasts, Men's Conner programme, etc. to actively spread the gospel, mentor the young adult and to improve on the general personal health of members.	Director PEMEM/ Area Head/District Minister/PEMEM Leaders at all levels/ Presiding Elder	×	×	×	×	×	Number, types, and frequency of activity-based evangelistic programmes organised per Area (disaggregated by district) in any particular year to actively spread the gospel, mentor the young adult and to improve on the general personal health of members, beginning from the last quarter of 2023.

3. Organise intentional spiritual retreats and leadership programmes to empower men, including the Faithful Giants, for effective capacity building to be unleashed.	Director PEMEM/ Area Head/District Minister/PEMEM Leaders at all levels/ Presiding Elder	x	x	x	x	x	Number and frequency of intentional spiritual retreats and leadership programmes organised per Area (disaggregated by district) in any particular year to empower men, including the Faithful Giants, for effective capacity building to be unleashed, beginning from the last quarter of 2023. Number of people per Area (disaggregated by district) who participate in the intentional spiritual retreats and leadership programmes organised by PEMEM in any particular year, beginning from the last quarter of 2023.
4. Ensure effective participation in the Men Ministry's activities at the grassroots level.	Director PEMEM/ Area Head/District Minister/PEMEM Leaders at all levels/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to ensure effective participation in activities organised by the Men Ministry's at the local assembly level beginning from the last quarter of 2023. Number of persons per Area (disaggregated by district) who participate in activities organised by the Men Ministry's at the level of the local assembly in any particular year, beginning from the last quarter of 2023.
5. PEMEM shall make intentional efforts to reach out to politicians.	Director PEMEM/ Area Head/District Minister/PEMEM Leaders at all levels	x	x	x	x	x	Number and types of politicians who are engaged by PEMEM at the national, Area and District level in any particular year, beginning from the last quarter of 2023.
6. Collaborate with the Youth Ministry to mobilise young people for the Youth Ministry's Political Chamber activities.	Director PEMEM	x	x	x	x	x	Number of young people per Area (disaggregated by district) mobilised for the Youth Ministry's Political Chamber activities through collaboration between PEMEM and the Youth Ministry, beginning from the last quarter of 2023.

7. Encourage small groups for effective shepherding and for outreach purposes.	Director PEMEM/ District Minister/ PEMEM Leaders at all levels	x	x	x	x	x	Number of small groups formed by PEMEM at the level of the local assembly in any particular year for the purposes of effective shepherding and outreach, beginning from the last quarter of 2023. At least 75% of male members of the local church commit themselves to the Vision 2028 agenda in any particular year beginning from the last quarter of 2023.
8. Design and implement programmes to provide a clear understanding of the biblical definition of manhood to make men effective as we release them to impart morality. This is in response to the confusion around ungodly worldviews, such as Comprehensive Sexuality Education (CSE) and other LGBTQ+ concepts promoted by some people.	Director PEMEM/ District Minister/ PEMEM Leaders at all levels	x	x	x	x	x	Number, types and frequency of programmes implemented at the Area, District, and Local levels of the church in any particular year to provide a clear understanding of the biblical definition of manhood in response to the confusion around ungodly worldviews, such as Comprehensive Sexuality Education (CSE) and other LGBTQ+ concepts, beginning from the last quarter of 2023.

<p>9. Adopt an Action Point Visitation (APV) strategy for effective monitoring and evaluation of ministry activities at the local level in line with the monitoring and evaluation procedure outlined in the Monitoring & Evaluation Framework for Vision 2028.</p>	<p>Director PEMEM/ District Minister/ PEMEM Leaders at all levels</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number and frequency of reviews of PEMEM activities at the local level conducted in any particular year and results used to improve performance at the local level, beginning from the last quarter of 2023.</p>
<p>10. Establish Pentecost Men's Partnership Forum to connect all men in the local assemblies and the DiM-Net (Men in Diaspora Network) in the CoP to share ideas on contemporary issues, experiences and skills to harness the knowledge base of men for the Vision 2028 agenda of the Church.</p>	<p>Director PEMEM/ District Minister/ PEMEM Leaders at all levels/Presiding Elder</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of PEMEM members at the local level who are connected with the DiM-Net (Men in Diaspora Network) in the CoP in any particular year for the purposes of sharing ideas on contemporary issues, experiences and skills and to harness the knowledge base of men, beginning from the last quarter of 2023.</p>

<p>11. Initiate projects such as “Men in Agriculture”, “Men in Aquaculture”, “Men in Agro-processing”, “Men in Micro-enterprises”, and “Men in Poultry Production” to create job opportunities for people in the community.</p>	<p>Director PEMEM/ PENTSOS Director/ District Minister/ PEMEM Leaders at all levels</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of men at the district level who participate in PEMEM-sponsored job creation projects such as “Men in Agriculture”, “Men in Aquaculture”, “Men in Agro-processing”, “Men in Micro-enterprises”, and “Men in Poultry Production” in any particular year beginning from the last quarter of 2023.</p>
<p>12. Establish the PEMEM Volunteers’ Network comprising professionals, retired ministers, and other senior citizens of the Church to engage in activities such as mentorship, leadership support and development, and adult literacy training in collaboration with the NDLDC Literacy project.</p>	<p>Director PEMEM</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>A PEMEM Volunteers’ Network comprising professionals, retired ministers, and other senior citizens of the Church established to enable them to engage in activities such as mentorship, leadership support and development, and adult literacy training in collaboration with the NDLDC Literacy project, beginning from the last quarter of 2023. Number of the various categories of professionals, retired ministers, and other senior citizens of the Church who participate in the PEMEM Volunteers’ Network in any particular year, beginning from the last quarter of 2023.</p>

13. Collaborate with the Church's Prison Ministry to embark on "Ex-Convicts Rehabilitation Programme" for reintegration into society.	Director PEMEM/ District Minister/ PEMEM Leaders at all levels/Presiding Elder	x	x	x	x	x	Number of ex-convicts per prison camp covered by the Ex-Convicts Rehabilitation Programme in any particular year, beginning from the last quarter of 2023.
14. Men at all levels will be encouraged to take the prison ministry seriously.	Director PEMEM/ District Minister/ PEMEM Leaders at all levels/Presiding Elder	x	x	x	x	x	Number of men at National, Area, District, and Local level who participate in the prison ministry in any particular year, beginning from the last quarter of 2023.
Women's Ministry							
1. Design programmes to empower women in the management of their homes, raising godly children and being good examples for other women in their neighbourhood and the workplace.	Director, Women's Ministry/Leaders of the Women's Ministry at all levels.	x	x	x	x	x	Nature and types of programmes designed and implemented by the Women's Ministry at the Area, District and Local level in any particular year to empower women in the management of their homes, raise godly children and be good examples for other women in their neighbourhood and the workplace, beginning from the last quarter of 2023. Number of women per Area (disaggregated by district) who participate in programmes organised by the Women's Ministry in any particular year to empower women in the management of their homes, raising godly children and being good examples for other women in their neighbourhood and the workplace, beginning from the last quarter of 2023.

<p>2. The Ministry shall be committed to raising godly women who will exemplify decency and modesty in appearance.</p>	<p>Director, Women's Ministry/Leaders of the Women Ministry at all levels.</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature, types, and frequency of programmes designed and implemented by the Women's Ministry at the Area, District and Local level in any particular year to raise godly women who will exemplify decency and modesty in appearance, beginning from the last quarter of 2023.</p>
<p>3. Unleash the women and young ladies to evangelise in institutions by extending and establishing chaplaincy initiatives at the workplace through morning devotions, prayer sessions, and other spiritual growth activities.</p>	<p>Director, Women's Ministry/Chaplaincy Ministry/Leaders of the Women Ministry at all levels.</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number, identity, and location of institutions/workplaces that receive chaplaincy services from members of the Women's ministry in any particular year, beginning from the last quarter of 2023. Number and gender of persons won for Christ in any particular year as a result of the workplace chaplaincy initiatives organised by the Women's Ministry, beginning from the last quarter of 2023.</p>

<p>4. Reach out to all people groups at healthcare facilities through continuous institutionalised hospital visitations and the adoption of maternity wards or units at various health facilities to communicate the love of Christ visibly.</p>	<p>Director, Women’s Ministry/Leaders of the Women Ministry at all levels.</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of hospital visitations by the Women’s Ministry at the Area, District and Local level in any particular year beginning from the last quarter of 2023. Number and location of maternity wards or units at various health facilities adopted by the Women’s Ministry in any particular year, beginning from the last quarter of 2023. Number and gender of people won for Christ per Area (disaggregated by district) in any particular year through continuous institutionalised hospital visitations and the adoption of maternity wards or units at various health facilities by the Women’s ministry, beginning from the last quarter of 2023.</p>
<p>5. Champion the “Women in Excellence” initiative by targeting, supporting, appreciating, and celebrating women across all levels who make significant achievements in their spheres of life.</p>	<p>Director, Women’s Ministry/Leaders of the Women Ministry at all levels.</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of women at the National, Area, and district levels who are supported, appreciated, and celebrated by the Women’s Ministry in any particular year for making significant achievements in their spheres of life, beginning from the last quarter of 2023.</p>

<p>6. Mobilise and unleash women to engage in street, market, peer-to-peer evangelism, rallies, and crusades to win souls for Christ at the local, District and Area levels.</p>	<p>Director, Women's Ministry/Leaders of the Women Ministry at all levels.</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of souls (by gender) won for Christ at the Area, district and local level in any particular year as a result of street, market, peer-to-peer evangelism, rallies, and crusades undertaken by the Women's Ministry beginning from the last quarter of 2023.</p>
<p>7. Intensify the Wednesday prayer meetings to meet the spiritual needs of members and ground them for Christ.</p>	<p>Director, Women's Ministry/Leaders of the Women Ministry at all levels.</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of women per Area (disaggregated by district) who participate in the Wednesday prayer meetings organised by the Women's Ministry in any particular year, beginning from end of last quarter of 2023.</p>
<p>8. Establish and strengthen small groups (squads) as vital platforms for mobilisation, fellowship, accountability, and mutual support in spiritual growth.</p>	<p>Director, Women's Ministry/Leaders of the Women Ministry at all levels.</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of small groups (squads) that are established by the Women's Ministry at the local level in any particular year to serve as platforms for mobilisation, fellowship, accountability, and mutual support beginning from the last quarter of 2023.</p>

<p>9. Implement economic livelihood interventions such as Women in Agriculture, Women in Aquaculture, Women in Agro-processing, Women in Horticulture, Women in Micro Enterprises, and Women in Poultry Production to enhance the income levels of women in deprived areas.</p>	<p>Director, Women's Ministry/PENTSOS Director/Leaders of the Women Ministry at all levels.</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of women per Area (disaggregated by district) who participate in Women's Ministry-sponsored income generating livelihood interventions such as Women in Agriculture, Women in Aquaculture, Women in Agro-processing, Women in Horticulture, Women in Micro Enterprises, and Women in Poultry Production in any particular year, beginning from end of last quarter of 2023.</p>
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<p>10. Collaborate with the Prisons Ministry Committee of the Church to embark on visits to the prisons to evangelise to inmates, meet some of their basic needs, and contribute to the rehabilitation, reformation, and integration of inmates.</p>	<p>Director, Women's Ministry/Prisons Ministry Committee/ Leaders of the Women Ministry at all levels.</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number and gender of prison inmates (per location) who give themselves to Christ in any particular year as a result of prison-related activities by the Women's Ministry, beginning from the last quarter of 2023.</p>
<p>11. Initiate programmes and actions that provide a response to safeguarding proper Ghanaian family and Christian values against LGBTQ+ ideologies among women and young ladies.</p>	<p>Director, Women's Ministry/Leaders of the Women Ministry at all levels</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number, types, and frequency of programmes and actions initiated by the Women's Ministry at the National and Area levels in any particular year to safeguard proper Ghanaian family and Christian values among women and young ladies as against LGBTQ+ ideologies beginning from the last quarter of 2023.</p>

<p>12. Organise Area-level Girl Child boot camps (Stepping into the Future) by leveraging the celebration of the International Day of the Girl Child to equip, model and unleash the girl child to transform their spheres of life.</p>	<p>Director, Women's Ministry/Director, Youth Ministry/ Leaders of the Women Ministry at all levels</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of girls per Area who participate in the annual Girl Child boot camps (Stepping into the Future) organised by the Women's Ministry in any particular year to equip, model and unleash the girl child to transform their spheres of life, beginning from the quarter of 2023.</p>
<p>13. Enrich the content of the Complete Woman Series, which is aired on Pent TV with a focus on programmes that build the productive capacities of women and young ladies in the Church.</p>	<p>Director, Women's Ministry</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Types of programmes introduced to enrich the content of the Complete Woman Series in any particular year to build the productive capacities of women and young ladies in the Church, beginning from the last quarter of 2023.</p>

<p>14. Enhance the spiritual growth of the women and young ladies in the CoP by promoting the observance of personal devotion, strengthening family altars, and participation in church activities.</p>	<p>Director, Women's Ministry/Leaders of the Women Ministry at all levels</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Types of programmes introduced and implemented by the Women's Ministry in any particular year to promote the observance of personal devotion, strengthen family altars, and increase participation in church activities by women and young ladies in the CoP, beginning from the last quarter of 2023.</p>
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<p>15. Collaborate with PENTSOS to retool and revamp the Pentecost Vocational Schools established by the women's ministry to provide employable skills training to young ladies and vulnerable women.</p>	<p>Director, Women's Ministry/PENTSOS Director</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Types of measures introduced and implemented by the Women's Ministry in any particular year to retool and revamp the Pentecost Vocational Schools established by the Women's Ministry to provide employable skills training to young ladies and vulnerable women, beginning from the last quarter of 2023.</p>
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Evangelism Ministry							
1. Focus the ministry's programmes and activities on evangelism training, proclamation of the Gospel, mobilisation, awareness creation, effective follow-up, new converts care, digital evangelism, creation of materials and literature for sharing the gospel, engaging in effective intercessory prayer for global evangelisation, financial mobilisation, informative quiz and Bible knowledge on evangelism and evaluation, monitoring and research.	Director, Evangelism Ministry/Evangelism Ministry leaders at all levels	×	×	×	×	×	Nature and types of programmes, activities and events carried out at the District/Local church level in any particular year in pursuit of the objectives of the Evangelism Ministry, beginning from the last quarter of 2023.

2. Intensify efforts to encourage every member of the CoP to be an automatic member of the Evangelism Ministry by effectively participating in the monthly evangelism classes.	Evangelism Ministry leaders at all levels	x	x	x	x	x	x	Types of measures introduced and implemented at the National, Area, District, and Local level in any particular year to encourage every member of the CoP to be an automatic member of the Evangelism Ministry beginning from the last quarter of 2023.
3. Put together a training manual to train every member of the church on the basics or the “hows” of evangelism.	Director, Evangelism Ministry	x	x	x	x	x	x	Nature and types of measures implemented in any particular year to put together a training manual to train every member of the church on the basics or the “hows” of evangelism, beginning from the last quarter of 2023. Number and gender of church members per Area who receive training in the basics or the “hows” of evangelism in any particular year, beginning from the last quarter of 2023.

4. We shall intentionally raise young people as gospel heralds in all the assemblies to spearhead personal evangelism, digital evangelism, and effective follow-up.	Director, Evangelism Ministry/ Evangelism Ministry leaders at all levels	x	x	x	x	x	x	Nature and types of measures implemented in any particular year to raise young people as gospel heralds in all the assemblies, beginning from the last quarter of 2023. Number and gender of young church members per Area enlisted as gospel heralds in any particular year to spearhead personal evangelism, digital evangelism, and effective follow-up, beginning from the last quarter of 2023.
5. We will spearhead massive gospel crusades in the Areas, Regions and Nations.	Director, Evangelism Ministry/ Evangelism Co-ordinating Committees at the Areas, Regions and Nations	x	x	x	x	x	x	Number of gospel crusades organised per Area, Region, and Nation in any particular year beginning from the last quarter of 2023. Number, gender, and age of souls won per Area, Region, and Nation through gospel crusades in any particular year, beginning from the last quarter of 2023.
6. Support all the ministries in the church to understand and engage effectively in their scope and sphere of evangelism.	Director, Evangelism Ministry/ Evangelism Co-ordinating Committees at all levels	x	x	x	x	x	x	Nature and types of measures implemented at all levels of the church in any particular year to support all the ministries in the church to understand and engage effectively in their scope and sphere of evangelism, beginning from the last quarter of 2023.

7. Use some of the Evangelism Ministry's Friday joint services for outreach programmes at all levels during Ministries Week.	Evangelism Co-ordinating Committees at all levels	x	x	x	x	x	x	Number of outreach programmes carried out at the district level in place of the Evangelism Ministry's Friday joint services in any particular year, beginning from the last quarter of 2023.
8. Intensify efforts to provide guidance on how to improve leadership skills and effectiveness within the Evangelism Ministry through the "Leadership Consult" platform developed at the national level.	Director, Evangelism Ministry	x	x	x	x	x	x	Types of measures introduced and implemented by the Directorate of the Evangelism Ministry in any particular year to provide guidance on how to improve leadership skills and effectiveness within the Evangelism Ministry, beginning from the last quarter of 2023.

<p>9. Put in place mechanism to monitor and evaluate the effectiveness of actions to improve leadership skills and effectiveness within the Evangelism Ministry at all levels in line with the procedures outlined in the Monitoring and Evaluation Framework for Vision 2028. Area Heads would demand a report on how this was carried out.</p>	<p>Director, Evangelism Ministry</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Types of measures introduced and implemented by the Directorate of the Evangelism Ministry in any particular year to assess the effectiveness of actions to improve leadership skills and effectiveness within the Evangelism Ministry at all levels, beginning from the last quarter of 2023.</p>
<p>10. Explore all avenues to enhance the operations of the annual “All Ministries Rallies” in collaboration with the other Ministries.</p>	<p>Director, Evangelism Ministry</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Types of measures introduced and implemented by the Directorate of the Evangelism Ministry in any particular year to enhance the operations of the annual “All Ministries Rallies”, beginning from the last quarter of 2023.</p>

11. Make intentional efforts to reach communities without vibrant churches or assemblies in our church planting activities.	Evangelism Coordinating Teams at all levels	x	x	x	x	x	Types of measures introduced and implemented Evangelism Coordinating Teams at all levels in any particular year to reach communities without vibrant churches or assemblies in our church planting activities, beginning from the last quarter of 2023.
12. Develop evangelism tracts and other training materials to facilitate personal evangelism in the local church.	Director, Evangelism Ministry	x	x	x	x	x	Types and number of evangelism tracts and other training materials developed in any particular year to facilitate personal evangelism in the local church, beginning from the last quarter of 2023.

<p>13. Leverage the Evangelism Ministry App, website, and the establishment of Media Evangelists to develop strategic media campaigns and other media promotional activities for crusades and outreaches as a way of stimulating interest in evangelism among the youth.</p>	<p>Director, Evangelism Ministry/Media Ministry Pastor/Pent TV.</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of strategic media campaigns and other media promotional activities developed in any particular year for crusades and outreaches as a way of stimulating interest in evangelism among the youth, beginning from the last quarter of 2023.</p>
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FOCAL AREA: POSSESSING THE NATIONS THROUGH CHAPLAINCY

SPECIFIC OBJECTIVE:

To promote godliness and the use of godly values and principles in decision-making at the workplace or marketplace, palaces, security services and other spheres of society.

PLANNED ACTIONS	RESPONSIBILITY 2023/24	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ¹⁵
		2025	2026	2027	2028		
Operational Structure for the Chaplaincy Ministry							
1. Encourage District Chaplaincy Committees to coordinate all chaplaincy activities at the district and local levels in order to provide a grassroots movement to meet the needs of the various marketplaces at the district and local levels.	Chaplaincy Board	x	x	x	x	x	Types of measures introduced and implemented by the Chaplaincy Board in any particular year to encourage District Chaplaincy Committees to coordinate all chaplaincy activities at the district and local level, beginning from the last quarter of 2023.

¹⁵ The product or service which will result from the completion of planned actions (or activities) in an intervention.

2. Liaise with the Pentecost School of Theology and Mission (PSTM) to develop course and certification procedures for CoP Chaplains, particularly at the graduate level.	Chaplaincy Board	x	x	x	x	x	Graduate-level course and certification procedures for CoP Chaplains developed by PTSM beginning from the last quarter of 2023.
3. Engage internal and external professionals to help the Pentecost School of Theology and Mission run the faculty and the course for CoP chaplains for effective training.	Chaplaincy Board	x	x	x	x	x	Number of CoP Chaplains who receive training in chaplaincy at the graduate level at the Pentecost School of Theology and Mission beginning in any particular year, from the last quarter of 2023.

<p>4. Continue to build the basic knowledge in chaplaincy of all Ministers of the Church of Pentecost, and encouraged them to avail themselves to offer chaplaincy services to institutions and marketplaces within their jurisdiction when necessary.</p>	<p>Chaplaincy Board/Area Head/National Head</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of CoP Ministers (per Area) who receive training in basic knowledge in chaplaincy in any particular year, beginning from the last quarter of 2023. Number of CoP Ministers (per Area) who offer chaplaincy services to institutions and marketplaces within their jurisdiction in any particular year, beginning from the last quarter of 2023.</p>
<p>Security Agencies/Institutions Chaplaincy</p>							
<p>5. Continue to deepen the rapport and collaboration with the Security Services and agencies where the Church already has Chaplaincy footprints.</p>	<p>Chaplaincy Board</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to deepen the rapport and collaboration between the CoP and Security Services and agencies where the Church already has Chaplaincy footprints, beginning from the last quarter of 2023.</p>

<p>6. Strengthen grassroots prison ministry as a strategy for reaching out to every prison inmate with the transforming power of the Gospel, using our District and Area Prisons Committees.</p>	<p>Chaplaincy Board</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to strengthen grassroots prison ministry as a strategy for reaching out to every prison inmate with the transforming power of the Gospel, beginning from the last quarter of 2023.</p> <p>Number of prison inmates (per location) who are won for Christ in any particular year through the grassroots prison ministry, beginning from the last quarter of 2023.</p>
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<p>7. Provide pastoral care, facilitate Bible studies and mentoring programmes, and offer practical assistance to support the reintegration of inmates' into society upon release.</p>	<p>Chaplaincy Board/Area Chaplaincy Committee/District Chaplaincy Committee</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of prison inmates (per location) who receive pastoral care, participate in Bible studies, and receive assistance from Area/District Chaplaincy Committees in any particular year as a means to support their reintegration into society, beginning from the last quarter of 2023.</p>
<p>8. Intensify efforts to gain space in the remaining security agencies, such as the Ghana Immigration Service, Ghana Fire Service, and others, for the in-plant of full-time clergy Chaplains.</p>	<p>Chaplaincy Board</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number and identity of other security agencies, such as the Ghana Immigration Service, Ghana Fire Service, etc., that receive the services of in-plant full-time clergy Chaplains in any particular year, beginning from the last quarter of 2023.</p>

Hospital and Hospice Chaplaincy

<p>9. The Chaplaincy Ministry shall seek to gain access to all the five major Teaching Hospitals in Ghana and in-plant full-time clergy Chaplains into these institutions who will meet the spiritual, emotional, and social needs of both staff and clients. These hospitals are known to be “communities” on their own with huge numbers of staff and patient traffic who need to be cared for pastorally.</p>	<p>Chaplaincy Board</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p>	<p>Number and identity of Teaching Hospitals in Ghana that receive the services of in-plant full-time clergy Chaplains in any particular year to meet the spiritual, emotional, and social needs of both staff and clients, beginning from the last quarter of 2023.</p>
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<p>10. Train, certify, and deploy responsible members of the Church who are interested in chaplaincy, to work with the hospitals as chaplain assistants to minister to patients, hospital staff and families of patients.</p>	<p>Chaplaincy Board</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of responsible members of the Church who are trained, certified, and deployed to hospitals as chaplain assistants in any particular year to minister to patients, hospital staff and families of patients, beginning from the last quarter of 2023.</p>
<p>11. Train hospice chaplains to offer spiritual and emotional care and minister to people who are terminally ill in both hospital and domestic hospice settings. They will also minister to affected people around the terminally ill people.</p>	<p>Chaplaincy Board</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of hospice chaplains trained and deployed in any particular year to offer care to people who are terminally ill in both hospital and domestic hospice settings, as well as their caregivers, beginning from the last quarter of 2023.</p>

Workplace Chaplaincy							
12. Enlist, train, certify, and unleash Lay Chaplains from the various Pentecost Workers' Guilds to provide the needed pastoral chaplaincy care in the workplace.	Chaplaincy Board	x	x	x	x	x	Number and gender of members of the Pentecost Workers' Guilds trained, certified, and unleashed in any particular year to provide the needed pastoral chaplaincy care in the workplace, beginning from the last quarter of 2023.
Schools Chaplaincy							
13. Strengthen the chaplaincy ministry in all Church of Pentecost Schools.	Chaplaincy Board/ PENTSOS Secretariat	x	x	x	x	x	Types of measures introduced and implemented in any particular year to strengthen the chaplaincy ministry in all Church of Pentecost Schools, beginning from the last quarter of 2023.
14. Work closely with the PENTSOS Secretariat, the School Outreach Ministry (SOM) and the Chaplaincy Ministry at the Local, District and Area levels to provide Schools Chaplaincy within all local Assemblies, Districts and Areas.	Chaplaincy Board/PENTSOS Secretariat/ School Outreach Ministry/ Area Chaplaincy Committee/ District Chaplaincy Committee/Local Chaplaincy Committee	x	x	x	x	x	Number and identity of schools per Area (disaggregated by District and local assembly) that receive chaplaincy services in any particular year, beginning from the last quarter of 2023.

<p>15. Offer Lay Chaplaincy Training to PENSA Travelling Secretaries to enhance their chaplaincy services in Senior, Junior High Schools, and Primary Schools within their respective areas, using the teeming zealous and youthful Tertiary PENSA Students as a vital resource.</p>	<p>Chaplaincy Board</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of PENSA Travelling Secretaries who receive Lay Chaplaincy Training in any particular year to enhance their chaplaincy services in Senior, Junior High Schools, and Primary Schools within their respective areas, beginning from the last quarter of 2023.</p>
<p>Sports Chaplaincy</p>							
<p>16. Work with the Ministry of Youth and Sports for the in-plant of a full-time clergy-chaplain to provide Pastoral and Spiritual care to the stall of the Ministry of Youth and Sports, the Ghana Football Association and the National Teams and subsequently engage at various levels of sports administration.</p>	<p>Chaplaincy Board</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>The number of in-plant full-time clergy Chaplains who are attached to the Ministry of Youth and Sports, the Ghana Football Association, the National Teams, and sports administrators in any particular year, beginning from the last quarter of 2023.</p>

<p>17. Train and encourage Area Chaplaincy Committees, District Chaplaincy Committees, and Local Chaplaincy Committees to offer Sports Chaplaincy to football clubs and keep-fit clubs that operate within their jurisdiction.</p>	<p>Chaplaincy Board</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of persons from the Area Chaplaincy Committees, District Chaplaincy Committees, and Local Chaplaincy Committees who receive training in any particular year to offer Sports Chaplaincy to football clubs and keep-fit clubs that operate within their jurisdiction, beginning from the last quarter of 2023. Number of football clubs and keep-fit clubs per Area (disaggregated by district) that receive chaplaincy services from the CoP in any particular year, beginning from the last quarter of 2023.</p>
<p>18. Encourage Areas, Districts, Locals and Ministries to continue to pursue the formation of Community Keep-Fit Clubs to serve as avenues for chaplaincy services and thereby creating quality health advantages for members of the Church while strategically mobilising and discipling the communities.</p>	<p>Chaplaincy Board</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of Community Keep-Fit Clubs formed per Area (disaggregated by District) in any particular year to serve as avenues for chaplaincy services while strategically mobilising and discipling the communities, beginning from the last quarter of 2023.</p>

First Responder/ Emergency Services Chaplaincy							
19. Forge partnerships with NADMO, Ghana National Ambulance Service, and Ghana National Fire Service with the view to providing chaplaincy service for their staff and clients.	Chaplaincy Board	x	x	x	x	x	Number of offices of NADMO, Ghana National Ambulance Service and Ghana National Fire Service that receive chaplaincy services from the CoP in any particular year, beginning from the last quarter of 2023.
Chaplaincy to Orphanages and the Aged and Nursing Homes							
20. Deploy trained Chaplains to pay active visits to identified aged homes and orphanages to provide spiritual and emotional care to them.	Chaplaincy Board/Area Chaplaincy Committee/ District Chaplaincy Committee	x	x	x	x	x	Number of aged homes and orphanages per Area (disaggregated by District) that receive chaplaincy services in any particular year, beginning from the last quarter of 2023.
Chaplaincy to Refugee and Migrant camps							
21. Provide chaplaincy services to refugee and migrant camps where feasible and appropriate.	Chaplaincy Board/Area Chaplaincy Committee/ District Chaplaincy Committee	x	x	x	x	x	Number and location of refugee and migrant camps receiving chaplaincy services from the CoP in any particular year, beginning from the last quarter of 2023.

FOCAL AREA: MINISTRY TO THE CHIEFTAINCY INSTITUTION							
SPECIFIC OBJECTIVE:							
<ul style="list-style-type: none"> To deepen engagements with the chieftaincy institution in order to impart principles of the Kingdom of God to traditional authorities. To collaborate with the Chieftaincy institution for community development. To win and disciple royals for Christ. 							
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT¹⁶
		2023/24	2025	2026	2027	2028	
1. Invite royals to Church services on special occasions and during Gospel Sundays.	Area Executive Committee/District Executive Committee/Local Presbytery	x	x	x	x	x	Number and categories of royals per Area (disaggregated by district) who are invited to church services on special occasions and during Gospel Sundays in any particular year, beginning from the last quarter of 2023.

¹⁶ The product or service which will result from the completion of planned actions (or activities) in an intervention.

<p>2. Commence a weekly series on PENT TV known as Royals Corner, to spread the gospel, examine the Chieftaincy institution from the biblical perspective, and to telecast chieftaincy-related activities such as Palace Services and Royals Crusades.</p>	<p>National Executive Committee for Chieftaincy Ministry / PENT TV</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p> <p>Nature and types of measures put in place and implemented in any particular year to work with PENT TV to telecast the “Royals Corner” and chieftaincy-related activities such as Palace Services and Royals Crusades on PENT TV, beginning from the last quarter of 2023. The number and frequency at which the “Royals Corner” is telecast on PENT TV in any particular year, beginning from the last quarter of 2023.</p>
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<p>3. Appoint Regional Coordinators for the Ministry to the chieftaincy institution at all Regional levels to serve as a link between the Area and the National, and to map out strategies on how to win more souls, especially the royals, follow up on them and disciple them.</p>	<p>National Executive Committee for Chieftaincy Ministry/ RCC Coordinator</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Regional Coordinators for the Ministry to the chieftaincy institution appointed at all Regional levels to serve as a link between the Area and the National beginning from the last quarter of 2023. Number of souls, especially the royals, won for Christ per Region and retained in the church in any particular year, beginning from end of last quarter of 2023.</p>
<p>4. Organise a national Royal Conference and regional conferences at least once in three years.</p>	<p>National Executive Committee for Chieftaincy Ministry/ RCC Coordinator</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of national Royal Conferences and regional conferences organised in any particular year during the life of Vision 2028, beginning from the last quarter of 2023.</p>

5. Collaborate with the Chaplaincy Ministry to train and deploy royals and other members of the Church who are interested in providing chaplaincy services in palaces.	National Executive Committee for Chieftaincy Ministry/ Chaplaincy Board	x	x	x	x	x	Number of royals and other members of the Church who receive training and are deployed in any particular year to provide chaplaincy services in palaces, beginning from the last quarter of 2023.
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FOCAL AREA: PENTECOST WORKERS' GUILDS (PEWG)

SPECIFIC OBJECTIVE: To raise workers of the Church to be the salt of the earth and the light of the world at their workplaces and other spheres of endeavour.

PLANNED ACTIONS	Responsibility	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUTS ¹⁷
		2023/24	2025	2026	2027	2028	
1. Work closely with the traditional ministries to ensure that all workers of the Church register with a guild through an intensive membership drive.	National Executive Committee for PEWG/Ministry Directors/Area Head/ District Minister/ Presiding Elder	x	x	x	x	x	Number and gender of church members who register with a guild per Area (disaggregated by district) in any particular year, beginning from the last quarter of 2023.

17 The product or service which will result from the completion of planned actions (or activities) in an intervention

<p>2. Organise activities geared towards morality and Christian principles to ensure that every member of the Church becomes an agent of transformation in their respective spheres.</p>	<p>National Executive Committee for PEWG/Ministry Directors/Area Head/District Minister/Presiding Elder</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature, types, and frequency of activities related to morality and Christian principles organised for PEWG members per Area (disaggregated by district) in any particular year to ensure that every member of the Church becomes an agent of transformation in their respective spheres, beginning from the last quarter of 2023.</p>
<p>3. Provide orientation for members of the Guilds to understand that they are the visible manifestation of the body of Christ (salt and light to the world) in their various workplaces and that whatever capacity they find themselves in is an opportunity and a setting for ministry.</p>	<p>National Executive Committee for PEWG/Ministry Directors/Area Head/District Minister/Presiding Elder</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature, types, and frequency of activities organised for PEWG members per Area (disaggregated by district) in any particular year to help them appreciate the fact that: a. They are the visible manifestation of the body of Christ (salt and light to the world) in their various workplaces; and b. That whatever capacity they find themselves in is an opportunity and a setting for ministry, beginning from the last quarter of 2023.</p>

4. Create opportunities for workers of the respective guilds at all levels of the church to be involved in ministry beyond the church.	National Executive Committee for PEWG/Ministry Directors/Area Head/District Minister/Presiding Elder	x	x	x	x	x	Nature, types, and frequency of activities organised for PEWG members per Area (disaggregated by district) in any particular year to create opportunities for them to be involved in ministry beyond the church, beginning from the last quarter of 2023.
5. Institute professional and career development service for members where successful Christian Professionals shall be used to grow young professionals.	National Executive Committee for PEWG/Ministry Directors/Area Head/District Minister/Presiding Elder	x	x	x	x	x	Nature, types, and frequency of activities organised for PEWG members per Area (disaggregated by district) in any particular year to institute professional and career development counselling and mentorship services to grow young professionals, beginning from the last quarter of 2023.

<p>6. Extend invitation to successful Christians in and outside the Church to serve as mentors and coaches for the youth to develop their God-given talents and potential to become people of influence in society.</p>	<p>National Executive Committee for PEWG/Ministry Directors/Area Head/District Minister/Presiding Elder</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number and identity of successful Christians in and outside the Church who accept invitation in any particular year to serve as mentors and coaches for the youth to develop their God-given talents and potential to become people of influence in society, beginning from the last quarter of 2023.</p>
<p>7. Encourage the various guilds to embark on soul-winning activities using diverse, innovative means such as medical outreaches and entrepreneurial campaigns as part of the transformation agenda.</p>	<p>National Executive Committee for PEWG/Ministry Directors/Area Head/District Minister/Presiding Elder</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of souls won for Christ per category of worker's guild in any particular year, beginning from the last quarter of 2023.</p>

FOCAL AREA: HOME AND URBAN MISSIONS							
SPECIFIC OBJECTIVE: To expand the scope of Home and Urban Missions for greater impact in societal transformation.							
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUTS¹⁸
		2023	2024	2025	2026	2027	
Outreaches and Discipleship							
1. Encourage each HUM sector to undertake at least two major annual mega crusades targeting one specific HUM target group (per each crusade) each year.	Director, HUM/HUM Sector Coordinator	x	x	x	x	x	Number of souls won for Christ per HUM sector in any particular year as a result of sector-level annual mega crusades targeting one specific HUM target group (per each crusade), beginning from the last quarter of 2023.
2. Organise “Christ4All Missions” at least once each year at the Area level to mobilise HUM committees and other volunteers from the various Districts within the Areas for massive outreaches to expatriates or foreigners of African and non-African origin, Northerners in the south, and Unreached People Groups (UPGs).	Director, HUM/HUM Sector Coordinator/ HUM Area Coordinator	x	x	x	x	x	“Christ4All Missions” organised at the Area level at least once each year to mobilise HUM committees and other volunteers from the various Districts to embark on massive outreaches to expatriates or foreigners of African and non-African origin, Northerners in the south, and Unreached People Groups (UPGs) beginning from the last quarter of 2023. Number of souls won for Christ at the Area level (by category of target group) in any particular year through the massive outreaches to expatriates or foreigners of African and non-African origin, Northerners in the south, and Unreached People Groups (UPGs), beginning from the last quarter of 2023.

¹⁸ The product or service which will result from the completion of planned actions (or activities) in an intervention

3. Acquire two more Cine Vans specially dedicated to the HUM target groups.	Director, HUM	x	x	x	x	x	Two Cine Vans acquired and dedicated to the HUM target groups beginning from the last quarter of 2023.
4. Pay more attention to outreach in Zongo communities	HUM Sector Coordinator/HUM Area Coordinator	x	x	x	x	x	Number of outreach programmes carried out in Zongo communities per sector (disaggregated by Area and District) in any particular year, beginning from the last quarter of 2023. Number of souls won for Christ per sector (disaggregated by Area and District) in any particular year as a result of outreach programmes carried out in Zongo communities, beginning from the last quarter of 2023.
5. Package and present the gospel within the cultural context of the target groups.	HUM Sector Coordinator/HUM Area Coordinator/HUM District Coordinator	x	x	x	x	x	Number and types of HUM target groups reached with the gospel of Christ per sector (disaggregated by Area and District) in any particular year and the mode in which the gospel message was packaged and presented to them, beginning from the last quarter of 2023.
6. Embark on intentional sector level outreaches to expatriates and African migrants at the various tertiary institutions and surrounding communities in collaboration with PENZA Traveling Secretaries and Campus Ministers.	HUM Sector Coordinators/ PENZA Traveling Secretaries/ Campus Ministers	x	x	x	x	x	Number of outreaches organised at the sector level for expatriates and African migrants at the various tertiary institutions and surrounding communities in any particular year, beginning from the last quarter of 2023. Number and gender of souls won for Christ in any particular year as a result of outreaches organised at the sector level for expatriates and African migrants at the various tertiary institutions and surrounding communities, beginning from the last quarter of 2023.

7. Roll out the “One District, One Fulani Church Planter” project to ensure that at least every district with a Fulani presence has Fulani Church Planters to support the ministry.	HUM Sector Coordinator/HUM Area Coordinator/HUM District Coordinator	x	x	x	x	x	Number of districts with a Fulani presence that have Fulani Church Planters in any particular year to support the ministry, beginning from the last quarter of 2023.
8. Initiate training for all stakeholders at the local level to offer systematic discipleship training for HUM converts.	HUM Sector Coordinator/HUM Area Coordinator/HUM District Coordinator	x	x	x	x	x	Number and categories of stakeholders per Sector (disaggregated by Area and District) who receive training in any particular year to enable them offer systematic discipleship training for HUM converts beginning from the last quarter of 2023.
9. Organise a special “Equippers Conference” each year at sector level for converts won from the UPGs to train and unleash them for ministry to their fellow people groups.	HUM Sector Coordinator/HUM Area Coordinator/HUM District Coordinator	x	x	x	x	x	Number of converts won from the UPGs per Sector (disaggregated by Area and District) who receive training at the special “Equippers Conference” in any particular year and unleashed for ministry to their fellow people groups beginning from end of last quarter of 2023.

10. Integrate HUM converts into all discipleship activities in the church, such as Home Cell and Bible Study, as well as the programmes and activities of the various ministries.	HUM Sector Coordinator/HUM Area Coordinator/HUM District Coordinator	x	x	x	x	x	Number of HUM converts per Sector (disaggregated by Area and District) who are integrated into discipleship activities in the church, such as Home Cell and Bible Study, as well as the programmes and activities of the various ministries in any particular year, beginning from the last quarter of 2023.
Social Interventions and Community Services and Support Systems							
11. Construct a school facility in Yagaba for the broader community, which would be accessible to all people groups.	Director, HUM	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to establish a school facility in Yagaba community, which would also be accessible to all people groups, beginning from the last quarter of 2023.
12. Construct a state-of-the-art multi-purpose ranch in Nakwabi in the Sawla Area, which is technically feasible, financially viable and environmentally sustainable.	Director, HUM	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to establish a technically feasible, financially viable, and environmentally sustainable state-of-the-art multi-purpose ranch in Nakwabi in the Sawla Area, beginning from the last quarter of 2023.

<p>13. Establish a multi-purpose and self-sustaining rehabilitation facility for treatment, rehabilitation, and management of persons with substance use disorders; family and community integration of rehabilitated converts; training and certifying persons in mental health and rehabilitation; and research centre for mental health, rehabilitation, and related fields.</p>	<p>Director, HUM</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to establish a multi-purpose and self-sustaining rehabilitation facility beginning from the last quarter of 2023.</p>
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<p>14. Collaborate with the traditional ministries to organise conferences, seminars, workshops, symposiums, and intergenerational discussions for ministry leaders and church members on the prevention of drug addiction, Streetism and prostitution.</p>	<p>Director, HUM/HUM Sector Coordinator/HUM Area Coordinator/HUM District Coordinator/Ministry Leaders at all levels</p>	x	x	x	x	x	<p>Number of conferences, seminars, workshops, symposiums, and intergenerational discussions on the prevention of drug addiction, Streetism and prostitution organised for ministry leaders and church members per Sector (disaggregated by Area and District) in any particular year, beginning from the last quarter of 2023.</p>
<p>15. Collaborate with the Children’s Ministry and other children’s agencies outside the church to produce children-related content and campaigns on the prevention of drug abuse, prostitution, and Streetism targeting the local church and community.</p>	<p>Director, HUM/ Director, Women’s Ministry/HUM Sector Coordinator/HUM Area Coordinator/HUM District Coordinator/Presiding Elder</p>	x	x	x	x	x	<p>Number and types of children-related content and campaigns on the prevention of drug abuse, prostitution, and Streetism produced and targeted at the local church and the community in each sector in any particular year through collaboration among HUM, the Children’s Ministry, and other children’s agencies outside the church, beginning from the last quarter of 2023.</p>

Specialised Ministry to Children at Risk, Vulnerable Children, and Children of the Unreached People Groups (UPGs):

<p>16. Identify, engage, and share the message of the gospel with children in the street (those who experience extreme child labour, runaway children, sexual abuse, severe hunger, substance use disorders, abandonment, and trafficking) in a way that will offer them opportunities to make decisions for Christ.</p>	<p>Director, HUM/ Director, Children's Ministry/HUM Sector Coordinator/HUM Area Coordinator/ HUM District Coordinator</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p>	<p>Number and gender of street children per Sector (disaggregated by Area and District) who are identified and engaged with the message of the gospel to offer them opportunities to make decisions for Christ in any particular year, beginning from the last quarter of 2023.</p>
<p>17. Offer counselling, prayer, and other therapeutic support that can give children in the street (those who experience extreme child labour, runaway children, sexual abuse, severe hunger, substance use disorders, abandonment, and trafficking) a balanced emotional, spiritual, and psychosocial life.</p>	<p>Director, HUM/ Director, Children's Ministry/HUM Sector Coordinator/HUM Area Coordinator/ HUM District Coordinator</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p>	<p align="center">x</p>	<p>Number and gender of street children per Sector (disaggregated by Area and District) who receive counselling, prayer, and other therapeutic support in any particular year in order to give them a balanced emotional, spiritual, and psychosocial life, beginning from the last quarter of 2023.</p>

<p>18. Implement a programme for the holistic transformation and integration of children in the street (those who experience extreme child labour, runaway children, sexual abuse, severe hunger, substance use disorders, abandonment, and trafficking) into their families or foster homes.</p>	<p>Director, HUM/ Director, Children's Ministry/HUM Sector Coordinator/HUM Area Coordinator/ HUM District Coordinator</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Types of programmes implemented per Sector (disaggregated by Area and District) in any particular year aimed at the holistic transformation and integration of street children into their families or foster homes, beginning from the last quarter of 2023. Number and gender of street children per Sector (disaggregated by Area and District) integrated into their families or foster homes in any particular year, beginning from the last quarter of 2023.</p>
<p>19. Offer training for the identified street children (those who experience extreme child labour, runaway children, sexual abuse, severe hunger, substance use disorders, abandonment, and trafficking) that will usher them into serving as missionaries for their peers.</p>	<p>Director, HUM/ Director, Children's Ministry/HUM Sector Coordinator/HUM Area Coordinator/ HUM District Coordinator</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number and gender of street children per Sector (disaggregated by Area and District) who receive training in any particular year to usher them into serving as missionaries for their peers beginning from the last quarter of 2023.</p>

<p>20. Play advocacy roles for the plight of street children (those who experience extreme child labour, runaway children, sexual abuse, severe hunger, substance use disorders, abandonment, and trafficking) to the church public and the Christian community for their active participation and support.</p>	<p>Director, HUM/ Director, Children's Ministry/HUM Sector Coordinator/HUM Area Coordinator/ HUM District Coordinator</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of engagement sessions organised for the church public and the Christian community per Sector (disaggregated by Area and District) in any particular year to court their participation and support for street children beginning from end of last quarter of 2023. Number and gender of street children per Sector (disaggregated by Area and District) who receive support from the church public and the Christian community in any particular year, beginning from the last quarter of 2023.</p>
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<p>21. Collaborate with other childcare agencies like Compassion International, World Vision, the Ministry for Gender, Children and Social Protection (Social Welfare), One Hope, Awana, and the Global Children Forum to offer various forms of support to street children (those who experience extreme child labour, runaway children, sexual abuse, severe hunger, substance use disorders, abandonment, and trafficking).</p>	<p>Director, HUM/ Director, Children's Ministry/HUM Sector Coordinator/HUM Area Coordinator/ HUM District Coordinator</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number and identity of childcare agencies that partner with the CoP in any particular year to provide various forms of support to street children, beginning from the last quarter of 2023. Number of street children per Sector (disaggregated by Area and District) who receive various forms of support from the CoP and other childcare agencies in any particular year, beginning from the last quarter of 2023.</p>
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<p>22. Collaborate with the Children’s Ministry to organise camp meetings for children in the various sectors once a year with the aim of identifying needs, building spirituality, offering counselling, discipleship, and other support.</p>	<p>Director, HUM/ Director, Children’s Ministry/HUM Sector Coordinator/HUM Area Coordinator/ HUM District Coordinator</p>	x	x	x	x	x	<p>Number and gender of children per Sector (disaggregated by Area and District) who participate in the annual camp meetings in any particular year aimed at identifying their needs, building spirituality, offering counselling, discipleship, and other support beginning from the last quarter of 2023.</p>
<p>23. Reunite rehabilitated street children with good family backgrounds with their families and offer a Christian foster home to the others.</p>	<p>Director, HUM/ Director, Children’s Ministry/HUM Sector Coordinator/HUM Area Coordinator/ HUM District Coordinator</p>	x	x	x	x	x	<p>Number and gender of rehabilitated street children per Sector (disaggregated by Area and District) reunited with their families in any particular year, beginning from the last quarter of 2023. Number and gender of rehabilitated street children per Sector (disaggregated by Area and District) reunited with Christian foster home in any particular year, beginning from the last quarter of 2023.</p>
<p>24. Offer continuous counselling and guidance to the reunited families and foster parents of rehabilitated street children.</p>	<p>Director, HUM/ Director, Children’s Ministry/Director, CoPCOM/HUM Sector Coordinator/HUM Area Coordinator/ HUM District Coordinator</p>	x	x	x	x	x	<p>Number of reunited families and foster parents of rehabilitated street children per Sector (disaggregated by Area and District) who receive counselling services in any particular year, beginning from the last quarter of 2023.</p>

25. Offer educational and apprenticeship scholarships to students in each sector who fall under children at risk, vulnerable children, and children of the Unreached People Groups annually.	Director, HUM/ Director, Children's Ministry	x	x	x	x	x	Number and gender of students classified as children at risk, vulnerable children, and children of the Unreached People Groups per Sector (disaggregated by Area and District) who benefit from educational and apprenticeship scholarships offered by CoP in any particular year, beginning from end of last quarter of 2023.
Effective Equipping and Capacity Building of Stakeholders							
26. Offer some HUM ministers, their wives and other stakeholders in HUM the opportunity to study certificate and diploma programmes at the Pentecost Centre for the Study of the Unreached People Groups in Africa in every 2 years.	Director, HUM	x	x	x	x	x	Number of HUM ministers, their wives and other stakeholders in HUM per Sector (disaggregated by Area) who gain admission to undergo certificate and diploma programmes at the Pentecost Centre for the Study of the Unreached People Groups in Africa in any particular year, beginning from the last quarter of 2023.
27. Encourage HUM Ministers and wives to attend conferences, workshops, or lectures that have a direct bearing on their work.	Director, HUM	x	x	x	x	x	Number of HUM Ministers and wives per Sector (disaggregated by Area) who attend conferences, workshops, or lectures that have a direct bearing on their work in any particular year beginning from the last quarter of 2023.

City Ministry/Urban Ministry to urban poor and marginalised persons (i.e., head porters, commercial sex workers, street dwellers, drug addicts, refugees, and persons trafficked)

<p>28. Identify urban poor and marginalised persons (i.e., head porters, commercial sex workers, street dwellers, drug addicts, refugees, and persons trafficked) in the urban centres and reach out to them.</p>	<p>HUM Area Coordinator/HUM District Coordinator</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number and categories of urban poor and marginalised persons (i.e., head porters, commercial sex workers, street dwellers, drug addicts, refugees, and persons trafficked) per Sector (disaggregated by Area) who are identified and registered in any particular year, beginning from the last quarter of 2023.</p>
<p>29. Organise city outreaches (employing arts, personal evangelism, and proclamation of the gospel) to the identified urban poor and marginalised persons once a year in the following places: Ashaiman, Kumasi, Tamale, Tema, Takoradi and Techiman.</p>	<p>HUM Sector Coordinator/HUM Area Coordinator/HUM District Coordinator</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number and gender of urban poor and marginalised persons who are won for Christ in any particular year as a result of city outreaches (employing arts, personal evangelism, and proclamation of the gospel) organised in Ashaiman, Kumasi, Tamale, Tema, Takoradi and Techiman beginning from the last quarter of 2023.</p>

<p>30. Identify converts from prostitution, Streetism and drug addiction and effectively equip them to reach out to their kind while providing continuous spiritual, theological, and other support to them.</p>	<p>HUM Sector Coordinator/HUM Area Coordinator/HUM District Coordinator</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number and gender of converts from prostitution, Streetism and drug addiction who receive continuous spiritual, theological, and other support in any particular year to enable them to reach out to their kind, beginning from the last quarter of 2023.</p>
<p>31. Collaborate with appropriate government agencies to identify, rescue, reform, and repatriate 100 trafficked persons in partnership with external missionaries where applicable.</p>	<p>Director, HUM/ HUM Sector Coordinator/ HUM Area Coordinator/HUM District Coordinator</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>100 trafficked persons identified, rescued, reformed, and repatriated within a 5-year period through collaboration among the CoP, appropriate government agencies, external missionaries, etc. beginning from the last quarter of 2023.</p>
<p>32. Encourage the Areas to offer needed skills training opportunities for at least 50% of the converted urban poor and marginalised persons in each Area.</p>	<p>Director, HUM/ HUM Sector Coordinator/ HUM Area Coordinator/HUM District Coordinator</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>At least 50% of the converted urban poor and marginalised persons in each Area are offered the opportunity to undergo skills training within a 5-year period, beginning from end of last quarter of 2023.</p>

33. Organise effective and intentional outreaches to Northerners in the South using their heart language, and establish churches for them where they can worship in their language and culture.	Director, HUM/ HUM Sector Coordinator/ HUM Area Coordinator/District Minister/HUM District Coordinator	x	x	x	x	x	Number and gender of Northerners in the South per Sector (disaggregated by Area) won for Christ in any particular year beginning from the last quarter of 2023. Number of churches per Sector (disaggregated by Area) established in any particular year to enable converted Northerners in the South freely worship in their language and culture, beginning from the last quarter of 2023.
Diaspora Missions (Home Missions)							
34. Liaise with PIWCs to offer chaplaincy services for expatriates and African migrants in the country.	Director, HUM/ HUM Sector Coordinator/ HUM Area Coordinator/ PIWC Minister	x	x	x	x	x	Number and nationality of expatriates and African migrants in Ghana who receive chaplaincy services offered by PIWCs in any particular year per Sector (disaggregated by Area), beginning from the last quarter of 2023.
35. Liaise with PIWCs to organise business meetings, breakfasts, and dinners for expatriates as a means of engaging them and exposing them to what the church can offer.	Director, HUM/ HUM Sector Coordinator/ HUM Area Coordinator/ PIWC Minister	x	x	x	x	x	Number and nationality of expatriates per Sector (disaggregated by Area) who participate in meetings, breakfasts, and dinners organised by PIWCs in any particular year as a means of engaging them and exposing them to what the church can offer, beginning from the last quarter of 2023.

<p>36. Form diaspora missions teams who are ready to offer free services such as counselling, guides, and other free services with evangelistic motives to expats and African migrants.</p>	<p>HUM Sector Coordinator/HUM Area Coordinator/ PIWCs</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of diaspora missions teams formed per Sector (disaggregated by Area) by PIWCs in any particular year to offer free services such as counselling, guides, and other free services with evangelistic motives to expats and African migrants, beginning from the last quarter of 2023.</p>
<p>37. Collaborate with the Regional Coordinating Committees (RCCs) to organise special Diaspora Mission seminars for PIWCs at sector levels (at least once a year) to expose them to how they can make their churches attractive to Expats/ Migrants and actively disciple such converts with the necessary tools.</p>	<p>HUM Director/ HUM Sector Coordinator/ Regional Coordinating Committees</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of PIWCs per Sector (disaggregated by Area) that participate in the special Diaspora Mission seminars organised in any particular year by HUM and Regional Coordinating Committees to expose them to how they can make their churches attractive to Expats/Migrants and actively disciple such converts with the necessary tools, beginning from the last quarter of 2023.</p>

<p>38. Collaborate with the PIWCs to organise an annual convention for the expatriate members to build fellowship, sustainable and strong disciples for the Church beyond Ghana.</p>	<p>HUM Sector Coordinator/HUM Area Coordinator/PIWCs</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of PIWCs per Sector (disaggregated by Area) that organise annual conventions for expatriate members in any particular year to build fellowship, sustainable and strong disciples for the Church beyond Ghana, beginning from the last quarter of 2023. Number and nationality of expatriates per Sector (disaggregated by Area) who participate in annual conventions organised by PIWCs in any particular year, beginning from the last quarter of 2023.</p>
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<p>39. Develop a database of CoP members who are expatriates/African migrants to help us know their schedules and trace them as they go back so they can be active members of the church wherever they are.</p>	<p>HUM Director/ HUM Sector Coordinator/ HUM Area Coordinator/PIWCs</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>A database of CoP members who are expatriates/African migrants developed at the national, sector and Area levels beginning from the last quarter of 2023.</p>
<p>40. Collaborate with PENZA International and encourage our expats to join their mission programmes, especially when their home countries are involved, so they can participate actively in the Mission enterprise of the Church.</p>	<p>HUM Director/ PENZA International</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number and nationality of expatriates per Sector (disaggregated by Area) who join mission programmes organised by PENZA International in their home countries in any particular year, beginning from the last quarter of 2023.</p>
<p>41. Prepare expatriates/African migrant converts to be missionaries for the church in Ghana and beyond, as most of them will surely return to their home countries.</p>	<p>HUM Director/ HUM Sector Coordinator/ HUM Area Coordinator/PIWCs</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number and nationality of expatriates/ African migrant converts who are prepared in any particular year to be missionaries for the church in Ghana and beyond, beginning from the last quarter of 2023.</p>

FOCAL AREA: REACHING OUT TO CELEBRITIES							
SPECIFIC OBJECTIVE: To reach out to celebrities with the gospel and disciple and mentor them for societal transformation.							
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT¹⁹
		2023/ 24	2025	2026	2027	2028	
1. Put together a committee led by a minister who has great passion and skill for celebrities, with the mandate to reach out to celebrities and their followers.	General Secretary/ HUM Director	x	x	x	x	x	A committee led by a minister who has great passion and skill for celebrities established with the mandate to reach out to celebrities and their followers beginning from the last quarter of 2023.
2. Adopt various outreach approaches including conferences, seminars, workshops, and breakfast meetings to reach out to celebrities.	HUM Director/ Committee for celebrities	x	x	x	x	x	Nature and types of outreach approaches adopted by the Committee for celebrities to reach out to celebrities in any particular year, beginning from the last quarter of 2023.

¹⁹ The product or service, which will result from the completion of planned actions (or activities) in an intervention.

3. Create a platform for all celebrities in the church and other same-minded believers to position them to take over the social media space with the gospel.	HUM Director/ Committee for celebrities	x	x	x	x	x	Number and identity of celebrities in the church and other same-minded believers who are mobilised and positioned to take over the social media space with the gospel in any particular year, beginning from the last quarter of 2023.
4. Identify needs areas of the celebrities, such as counselling, addiction treatment and management, mental health support systems, and support for celebrities in crises, abuse, guilt, suicidal tendencies, depression, and bipolar disorders.	HUM Director/ Committee for celebrities	x	x	x	x	x	Nature and types of needs of celebrities that are identified and attended to in any particular year, beginning from the last quarter of 2023.

<p>5. Identify upcoming celebrities in the church and other Christian fraternities and offer them logistical, moral, and financial support to pull huge crowds and positively influence the social media space while providing continuous support and supervision for them.</p>	<p>HUM Director/ Committee for celebrities</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of upcoming celebrities in the church and other Christian fraternities that are identified, supported, and supervised in any particular year to pull huge crowds and positively influence the social media space, beginning from the last quarter of 2023. Nature and types of support offered to upcoming celebrities in the church and other Christian fraternities in any particular year to help them pull huge crowds and positively influence the social media space, beginning from the last quarter of 2023.</p>
<p>6. Institute a system that will create spiritual comfort and protection for celebrities through retreats, prayer conferences, and camp meetings.</p>	<p>HUM Director/ Committee for celebrities</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature, types, and frequency of measures put in place and implemented in any particular year to create spiritual comfort and protection for celebrities in the church and other Christian fraternities, beginning from the last quarter of 2023.</p>
<p>7. Put together a team of experts to develop a comprehensive framework to guide the ministry to celebrities.</p>	<p>HUM Director/ Committee for celebrities</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Composition of the team of experts put together to develop a comprehensive framework to guide the ministry to celebrities by end of 2024. Executive Summary of the comprehensive framework developed by the team of experts to guide the ministry to celebrities, beginning from 2024.</p>

FOCAL AREA: MINISTRY TO PERSONS WITH DISABILITIES							
SPECIFIC OBJECTIVE: To continue to intensify ministry to persons with disabilities and to make them avenues for societal transformation.							
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT²⁰
		2023/24	2025	2026	2027	2028	
1. Strengthen the MPWD to carry out its mandate.	Executive Council/ Area Executive Committee/District Executive Committee/Local Presbytery	x	x	x	x	x	Nature and types of measures put in place and implemented at all levels of the church in any particular year to strengthen the MPWD, beginning from the last quarter of 2023.
2. Collaborate with all the Ministries and Departments/ Interventions in the CoP to intensify ministry to persons with disabilities, using a multi-sectoral approach.	MPWD Coordinator/ Area MPWD Committee (Working Group)/District MPWD Committee (Working Group)	x	x	x	x	x	Nature and types of measures put in place and implemented at all levels of the church in any particular year to strengthen collaboration between the MPWD and all the Ministries and Departments/Interventions in the CoP to intensify ministry to persons with disabilities, beginning from the last quarter of 2023.
3. Train interested and committed church members on the best approach to interact with, evangelise and disciple persons with disabilities.	MPWD Coordinator/ Area MPWD Committee (Working Group)/District MPWD Committee (Working Group)	x	x	x	x	x	Number and gender of church members per Area (disaggregated by District) who receive training in the best approach to interact with, evangelise and disciple persons with disabilities in any particular year, beginning from the last quarter of 2023.

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The product or service which will result from the completion of planned actions (or activities) in an intervention.

4. Explore the possibility of using technology to reach out to persons with disabilities.	MPWD Coordinator/ Media Ministry Pastor/Area MPWD Committee (Working Group)/District MPWD Committee (Working Group)	x	x	x	x	x	Nature and types of measures put in place and implemented at all levels of the church in any particular year to adopt the use of technology to reach out to persons with disabilities beginning from the last quarter of 2023.
5. Intensify disability sensitisation (through the use Pent TV, social media, church platforms and other outlets) to create awareness of the needs of persons with various forms of disabilities and how church members can embrace disability and difference.	MPWD Coordinator/ PENT TV/Media Ministry Pastor/ Area Head/District Minister/Presiding Elder	x	x	x	x	x	Nature and types of programmes/ activities carried out at all levels of the church in any particular year to create awareness of the needs of persons with various forms of disabilities, and how church members can embrace disability and difference, beginning from the last quarter of 2023.
6. Showcase the success stories of persons with disabilities to demonstrate their capabilities and God-given talents.	MPWD Coordinator/ PENT TV/ Media Ministry Pastor/Area MPWD Committee (Working Group)/ District MPWD Committee (Working Group)	x	x	x	x	x	Nature and types of programmes/ activities carried out at all levels of the church in any particular year to display the success stories of persons with disabilities and to demonstrate their capabilities and God-given talents, beginning from the last quarter of 2023.

<p>7. Collaborate with government, non-governmental organisations, faith-based and civil organisations to create disability awareness as well as mobilise relevant resources (human, financial, material) in our efforts to reach out to, and effectively integrate persons with disabilities to improve their overall wellbeing.</p>	<p>MPWD Coordinator/ PENT TV/ Media Ministry Pastor/Area MPWD Committee (Working Group)/ District MPWD Committee (Working Group)</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of programmes/ activities carried out at all levels of the church in collaboration with government, non-governmental organisations, faith-based and civil organisations in any particular year to create disability awareness and to mobilise relevant resources to reach out to, and effectively integrate persons with disabilities, beginning from the last quarter of 2023.</p>
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8. Collaborate with PENTSOS to establish a special Skills Development Centre for persons with disabilities to help them reach their highest potential in Christ.	MPWD Coordinator/ PENTSOS Director	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to establish a special Skills Development Centre to help persons with disabilities reach their highest potential in Christ, beginning from the last quarter of 2023.
9. Collaborate with existing institutions that specialise in rehabilitation, to meet the special needs of persons living with disabilities.	MPWD Coordinator/ Area MPWD Committee (Working Group)/District MPWD Committee (Working Group)	x	x	x	x	x	Nature and types of programmes/ activities carried out at all levels of the church in collaboration with institutions that specialise in rehabilitation in any particular year to meet the special needs of persons living with disabilities, beginning from the last quarter of 2023.
10. Support the education of persons with disabilities by providing sponsorship packages for them at all levels.	Executive Council/ MPWD Coordinator/ Area MPWD Committee (Working Group)/District MPWD Committee (Working Group)	x	x	x	x	x	Number of persons with disability per Area (disaggregated by district) who receive educational support in any particular year through sponsorship packages beginning from the last quarter of 2023.

11. Create a disability-friendly church environment and make all church structures accessible by developing and implementing a guide on relevant architecture and access to information (CoP Architectural and Information Accessibility Guide).	MPWD Coordinator/ Area MPWD Committee (Working Group)/District Minister/ District MPWD Committee (Working Group)/ Presiding Elder	x	x	x	x	x	Number of Church building projects per Area (disaggregated by district) that are made disability-friendly in any particular year, beginning from the last quarter of 2023.
12. Establish and implement a monitoring plan to monitor the implementation of the CoP Architectural and Information Accessibility Guide) at all levels of the church.	MPWD Coordinator/ National Estate Committee/National Media Committee	x	x	x	x	x	Nature and types of measures implemented at the National, Area, and District level in any particular year to monitor the implementation of the CoP Architectural and Information Accessibility Guide, beginning from the last quarter of 2023.
13. Encourage all districts, Worship and International Worship Centres to provide Sign Language Interpretation, braille, audio Bibles and other gadgets to ensure that information is accessible for persons with disabilities.	MPWD Coordinator/ Area MPWD Committee (Working Group)/District Minister/ District MPWD Committee (Working Group)	x	x	x	x	x	Number of districts, Worship and International Worship Centres per Area that provide Sign Language Interpretation, braille, audio Bibles and other gadgets to ensure that information is accessible for persons with disabilities in any particular year, beginning from the last quarter of 2023.

14. Collaborate with the Estate and Media Committees to monitor the provision of Sign Language Interpretation, braille, audio Bibles and other gadgets aimed at ensuring that information is accessible for persons with disabilities.	MPWD Coordinator/ National Estate Committee/National Media Committee	x	x	x	x	x	Nature and types of measures put in place and implemented at the Area and District level in any particular year to monitor the provision of Sign Language Interpretation, braille, audio Bibles and other gadgets aimed at ensuring that information is accessible for persons with disabilities, beginning from the last quarter of 2023.
15. Consider establishing at least one MPWD Assembly (Ministry to the Deaf) in each Area of the Church. This could also be at the zonal levels, where two or more Districts could come together to establish the Assembly.	MPWD Coordinator/ Area Head	x	x	x	x	x	Number of Areas that establish at least one MPWD Assembly (Ministry to the Deaf) in any particular year, beginning from the last quarter of 2023.
16. Consider calling two (2) or more persons with hearing impairment into ministry to support the Ministry to the Deaf.	Executive Council	x	x	x	x	x	Number of persons with hearing impairment who are called into ministry in any particular year to support the Ministry to the Deaf persons with hearing impairment, beginning from the last quarter of 2023.
17. Encourage MPWD members to reach out to their kind and to seize their settings for ministry.	MPWD Coordinator/ Area MPWD Committee (Working Group)/District MPWD Committee (Working Group)	x	x	x	x	x	Number of PWDs who are won for Christ in any particular year as a result of the proclamation of the gospel message by CoP PWD members, beginning from the last quarter of 2023.

18. Establish an intentional ministry to the children of Persons with disabilities.	MPWD Coordinator/ Area MPWD Committee (Working Group)/District MPWD Committee (Working Group)	x	x	x	x	x	Number of children of Persons with disabilities per Area (disaggregated by district) who receive intentional ministrations in any particular year, beginning from the last quarter of 2023.
19. Work with the management of the Pentecost University to implement the decision to establish a Centre for Persons with Disabilities Studies within the Pentecost School of Theology and Missions to advance the development of persons with disabilities within the Church, Ghana and beyond through teaching, research, academic studies, training, and advocacy.	MPWD Coordinator	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to ensure collaboration with the Pentecost University to establish a Centre for Persons with Disabilities Studies within the Pentecost School of Theology and Missions, beginning from the last quarter of 2023.

FOCAL AREA: MINISTRY IN THE DIGITAL SPACE – COP MEDIA OUTLETS

SPECIFIC OBJECTIVE: To employ strategic digital tools to propagate the gospel, disciple members of the church and transform society using the Church’s media outlets.

PLANNED ACTIONS	Responsibility	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ²¹
		2023	2024	2025	2026	2027/28	
The CoP E-Church/Digital Church/Online Church (Assembly)							
1. Explore establishing an e-church or digital church (online church), with the primary focus of reaching a targeted online audience who do not know the Lord Jesus Christ, and to disciple them within a CoP church community that operates entirely online.	Executive Council	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to establish an e-church or digital church (online church) with the primary focus of reaching and discipling a targeted online audience who do not know the Lord Jesus Christ, beginning from the last quarter of 2023.

²¹ The product or service which will result from the completion of planned actions (or activities) in an intervention

2. Put together a team of experts to develop a comprehensive framework to guide the implementation of the e-church or digital church initiative.	Executive Council	×	×				A team of experts put together to develop a comprehensive framework to guide the implementation of the e-church or digital church initiative by the end of 2024.
Radio							
1. Establish Christian radio stations in Takoradi, Kumasi and Tamale to propagate the gospel.	Executive Council/ National Media Committee	×	×	×	×	×	Christian radio stations established by the CoP in Takoradi, Kumasi and Tamale to propagate the gospel, beginning from the last quarter of 2023.
2. Recruit professionals with the requisite technical experience to manage the operations of the radio stations established in Takoradi, Kumasi and Tamale.	Executive Council/ National Media Committee	×	×	×	×	×	Number and calibre of professionals that are recruited in any particular year to manage the operations of the radio stations established in Takoradi, Kumasi and Tamale, beginning from the last quarter of 2023.

3. Digitalize contents of the three Pent Radio stations in Takoradi, Kumasi and Tamale to reach out to the virtual global community.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to digitalize contents of the three Pent Radio stations in Takoradi, Kumasi and Tamale, beginning from the last quarter of 2023.
4. Use the platform of our radio stations to lead national discourse.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Nature and types of topical issues of national importance that are discussed in any particular year using the platform of CoP radio stations beginning from the last quarter of 2023.
5. Continue to strengthen the radio ministry programmes in the various Areas.	Media Ministry Pastor/National Media Committee /Area Media Committee	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to strengthen the radio ministry programmes in the various Areas, beginning from the last quarter of 2023.
6. Organise professional training programmes for personnel of the Radio Ministry of CoP.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Nature and types of professional training programmes organised for personnel of the Radio Ministry of CoP in any particular year beginning from the last quarter of 2023. Number and types of personnel working for the Radio Ministry of CoP who receive professional training in any particular year, beginning from the last quarter of 2023.

7. Produce Pentecost Hour recordings and make it available to more radio stations and digital platforms in Ghana and other sister radio stations in Europe, America, Asia, etc.,	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Number and names of radio stations and digital platforms in Ghana and outside Ghana that receive Pentecost Hour recordings in any particular year, beginning from the last quarter of 2023.
8. Design a training manual to guide Area media committees.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	A training manual to guide Area media committees designed and used to train Area media committees beginning from the last quarter of 2023.
9. Collaborate with The CoP online Radio Networks across the globe to share content.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Number and names of CoP online Radio Networks across the globe that are involved in a content sharing arrangement with the National Media Committee in any particular year, beginning from the last quarter of 2023.
10. Collaborate with PENTSOS and PENTVARS RADIO at Pentecost University to hold regular Christian/Social Dialogue Series.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Number and types of Christian/Social Dialogue Series organised in collaboration with PENTSOS and PENTVARS RADIO of Pentecost University in any particular year, beginning from the last quarter of 2023.

Social Media							
11. Conduct periodic upgrade of The CoP Mobile App to reflect on the Vision 2028 Agenda.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to upgrade the CoP Mobile App to reflect the Vision 2028 Agenda, beginning from the last quarter of 2023.
12. Redesign the church's website for unlimited contents to reflect the Vision 2028 Agenda.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to redesign the church's website for unlimited contents to reflect the Vision 2028 Agenda beginning from the last quarter of 2023.
13. Regularly update the church's (headquarters) social media platforms with content tailored to the theme for each year.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Nature, types, and frequency of measures put in place and implemented in any particular year, to regularly update the church's (headquarters) social media platforms with content tailored to the theme for each year, beginning from the last quarter of 2023.
14. Design interactive digital cartoons for the Children's Ministry.	Media Ministry Pastor/National Media Committee/ PENT TV/Director, Children's Ministry	x	x	x	x	x	Number and types of interactive digital cartoons that are designed for the Children's Ministry in any particular year, beginning from the last quarter of 2023.

15. Mobilise digital and technological experts in the church across the globe to upgrade the church's podcast to reflect the Vision 2028 Agenda.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Number of digital and technological experts in the church across the globe who participate in the upgrade of the church's podcast in any particular year to reflect the Vision 2028 Agenda, beginning from the last quarter of 2023. Nature and types of upgrade that are undertaken on the church's podcast in any particular year to reflect the Vision 2028 Agenda, beginning from the last quarter of 2023.
16. Create robust digital archives of photographs of church events for future reference.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Number of digital archives of photographs of church events that are created in any particular year for future reference, beginning from the last quarter of 2023.
17. Create digital and hardcopy photo albums for church events.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Number of digital and hardcopy photo albums for church events that are created in any particular year for future reference, beginning from the last quarter of 2023.
18. Introduce Pent News Video on digital platforms.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Pent News Video introduced on digital platforms beginning from the last quarter of 2023.
19. Set up photo studio at the general headquarters.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	A photo studio set up at the general headquarters of CoP beginning from the last quarter of 2023.

20. Introduce a 15-minute weekly programme on digital platform dubbed: "Tales from the Missions Fields" for missionaries to share their stories with the church populace.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	A 15-minute weekly programme on digital platform dubbed: "Tales from the Missions Fields" introduced for missionaries to share their stories with the church populace beginning from end of last quarter of 2023.
21. Introduce Digital Counselling Hour Programme on Social Media Platforms.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	A Digital Counselling Hour Programme introduced on all CoP Social Media Platforms beginning from end of last quarter of 2023.
22. Organise Tech Conference for Graphic Designers in The CoP fraternity.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Number and frequency of Tech Conferences organised for Graphic Designers in The CoP fraternity in any particular year beginning from the last quarter of 2023.
23. Increase followership of our social media handles by 100%.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	A 100% increase in followership of CoP social media handles within a 5-year period, beginning from the last quarter of 2023.

Publications Unit							
24. Form Mission Reporters from other African countries, Europe, America, and Asia to provide news report on the activities of the church.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to form Mission Reporters to provide news reports on the activities of the CoP in other African countries, Europe, America, and Asia, beginning from the last quarter of 2023.
25. Form Writers' Club at Pentecost University (Department of Communications) and PENZA in other universities to feed the Publication Department with Campus news.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	A Writers' Club formed at Pentecost University (Department of Communications) and at PENZA in other universities to feed the Publication Department with Campus news in any particular year, beginning from the last quarter of 2023.
26. Organise training for CoP print, electronic and digital reporters.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Nature, types, and frequency of training organised for CoP print, electronic and digital reporters in any particular year, beginning from the last quarter of 2023.

27. Partner Pentecost University, UniMAC- University of Media, Arts and Communication, and Journalism Training Institutions in the country to get students for internship.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Number of students from Pentecost University, UniMAC- University of Media, Arts and Communication, and other Journalism Training Institutions in the country who undergo internship at CoP media organisations in any particular year, beginning from the last quarter of 2023.
28. Produce incisive reports on the church's activities in various countries with interviews of church members and outsiders concerning the Vision 2028 Agenda.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Number of reports produced from interviews of church members and outsiders on CoP's activities in various countries and on the Vision 2028 Agenda in any particular year, beginning from the last quarter of 2023.
29. Conduct research into new media production processes and designs.	Media Ministry Pastor/National Media Committee	x	x	x	x	x	Number and types of new media production processes and designs researched into by the National Media Committee in any particular year, beginning from the last quarter of 2023.

PENT TV							
30. Organise PENT TV Community Dialogue programme - a Biblical response to some trending societal issues.	Manager, PENT TV	x	x	x	x	x	A PENT TV Community Dialogue programme to provide a Biblical response to some trending societal issues instituted beginning from the last quarter of 2023. Number of community dialogue programmes telecast on PENT TV in any particular year to provide a Biblical response to some trending societal issues beginning from the last quarter of 2023.
31. Introduce “PENT Business” on PENT TV to create a business hub in the Church.	Manager, PENT TV	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to introduce “PENT Business” on PENT TV to create a business hub in the Church, beginning from the last quarter of 2023. Number of times “PENT Business” is telecast on PENT TV in any particular year, beginning from the last quarter of 2023.
32. Organise “Agents of Change” Annual Awards to acknowledge individuals who make significant impact in their various spheres.	Manager, PENT TV/ National Media Committee	x	x	x	x	x	Number and frequency at which the “Agents of Change” Annual Awards is organised to acknowledge individuals who make significant impact in their various spheres, beginning from the last quarter of 2023.
33. Expand the reach of the PENT TV channel on DSTV to West, East and South Africa.	Manager, PENT TV/ National Media Committee	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to expand the reach of the PENT TV channel on DSTV to West, East and South Africa, beginning from the last quarter of 2023.

34. Establish Pent Movie House (a one-stop creative centre to bring together the various Christian stakeholders in the creative arts industry).	Manager, PENT TV/ National Media Committee	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to establish a one-stop creative centre (Pent Movie House) to bring together the various Christian stakeholders in the creative arts industry, beginning from the last quarter of 2023.
35. Intensify training, and development of personnel at PENT TV.	Manager, PENT TV/ National Media Committee	x	x	x	x	x	Number of personnel of PENT TV who receive job-related professional training to develop their career in any particular year beginning from the last quarter of 2023.
36. Introduce Social Action, Advocacy and Governance Ministry (a biblical response to matters on social action, advocacy, and governance).	Manager, PENT TV/ National Media Committee	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to introduce a Social Action, Advocacy and Governance Ministry to provide a biblical response to matters on social action, advocacy, and governance, beginning from the last quarter of 2023.

<p>37. Consider improving the infrastructure development of the PENT TV station: - Construction of an ultra-modern PENT Media Studio. - Acquisition of state-of-the-art equipment</p>	<p>Manager, PENT TV/ National Media Committee</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to construct an ultra-modern PENT Media Studio to improve the state of infrastructure of the PENT TV station, beginning from the last quarter of 2023. Nature and types of state-of-the-art equipment acquired in any particular year to improve the state of infrastructure of the PENT TV station, beginning from the last quarter of 2023.</p>
<p>The Press</p>							
<p>1. Enhance the building facility of the Press, which will include re-modelling of the facility.</p>	<p>Executive Council</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to enhance the building facility of the Press, beginning from the last quarter of 2023.</p>
<p>2. Invest in digital printing and Print-on-Demand machinery and technology.</p>	<p>M.D. Pentecost Press</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to Invest in digital printing and Print-on-Demand machinery and technology, beginning from the last quarter of 2023.</p>

3. Embark on electronic conversion of printed publications as well as audio publications of some selected print publications.	M.D. Pentecost Press	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to embark on electronic conversion of printed publications as well as audio publications of some selected print publications, beginning from the last quarter of 2023.
4. Improve the online presence of the Press through the effective use of social media and the PPL website.	M.D. Pentecost Press	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to improve the online presence of the Press through the effective use of social media and the PPL website, beginning from the last quarter of 2023.
5. Embark on staff capacity enhancement and training.	M.D. Pentecost Press	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to embark on staff capacity enhancement and training, beginning from the last quarter of 2023.
6. Consider acquiring Computer-to-Plate (CTP) machinery, an 8-colour SM102 Heidelberg offset machinery to boost production and machinery for fabric printing and other substrate printing to handle cloth/T-shirt printing and souvenir production in the Church.	M.D. Pentecost Press	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to acquire Computer-to-Plate (CTP) machinery, an 8-colour SM102 Heidelberg offset machinery to boost production, beginning from the last quarter of 2023. Nature and types of measures put in place and implemented in any particular year to acquire machinery for fabric printing and other substrate printing to handle cloth/T-shirt printing and souvenir production in the Church, beginning from the last quarter of 2023.

7. Modernise and improve the Bookshop.	M.D. Pentecost Press	×	×	×	×	×	Nature and types of measures put in place and implemented in any particular year to modernise and improve the Bookshop, beginning from the last quarter of 2023.
8. Consider establishing a Research and Development (R&D) unit at the Press.	M.D. Pentecost Press	×	×	×	×	×	Nature and types of measures put in place and implemented in any particular year to establish a Research and Development (R&D) unit at the Press, beginning from the last quarter of 2023.
9. Invest in Artificial Intelligence (AI) to enhance the print and publish ventures of the Press and the Church.	M.D. Pentecost Press	×	×	×	×	×	Nature and types of measures put in place and implemented in any particular year to invest in Artificial Intelligence (AI) to enhance the print and publish ventures of the Press and the Church, beginning from the last quarter of 2023.

FOCAL AREA: PENTECOST INTERNATIONAL WORSHIP CENTRES (PIWCS) AS STRATEGIC PARTNERS IN POSSESSING THE NATIONS

SPECIFIC OBJECTIVE: To build Spirit-filled PIWCs that are multi-racial, multi-national and multi-cultural churches in Ghana and beyond.

PLANNED ACTIONS	RESPONSIBILITY 2023/24	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ²²
		2025	2026	2027	2028		
1. Employ creative and intentional evangelistic strategies to reach out to people of non-Ghanaian nationalities.	Area Head/National Head/ PIWC Resident Minister	x	x	x	x	x	Nature and types of creative and intentional evangelistic strategies adopted per Area/Nation in any particular year to reach out to people of non-Ghanaian nationalities beginning from the last quarter of 2023. Number and nationality of people of non-Ghanaian nationalities won for Christ per Area/Nation in any particular year beginning from the last quarter of 2023.
2. Encourage PIWCs to convert to city churches built intentionally to attract people of other nationalities, while creating the right spiritual and socio-cultural atmosphere to maintain and grow them.	Area Head/National Head/ PIWC Resident Minister	x	x	x	x	x	Number of PIWCs per Area/Nation that convert to city churches in any particular year beginning from the last quarter of 2023. Number and nationality of members in each of the city churches created per Area/Nation in any particular year beginning from the last quarter of 2023.

²² The product or service which will result from the completion of planned actions (or activities) in an intervention

3. Encourage PIWCs who have the capacity, to adopt assemblies in the mission areas for regular support in the form of finance, outreach, etc.	Area Head/National Head/ PIWC Resident Minister	x	x	x	x	x	Number of PIWCs per Area/Nation that adopt assemblies in the mission areas in any particular year for regular support in the form of finance, outreach, etc. beginning from the last quarter of 2023.
4. Encourage the strategic and intentional planting of PIWCs across the nations.	National Head	x	x	x	x	x	Number of PIWCs strategically planted per nation in any particular year beginning from the last quarter of 2023.
5. Discourage PIWCs from running assemblies that speak vernacular.	Area Head/National Head/ PIWC Resident Minister	x	x	x	x	x	Number of PIWCs that stop running vernacular-speaking assemblies per Area/Nation in any particular year, beginning from end of last quarter of 2023.
6. Provide periodic cross-cultural orientation for PIWC ministers and officers to enable them to address the needs of the various cultural groups excellently.	Area Head/National Head	x	x	x	x	x	Number and frequency of cross-cultural orientation sessions organised for PIWC ministers and officers per Area/nation in any particular year, beginning from the last quarter of 2023.

7. Encourage PIWCs and assemblies that have the required capacity, to consciously reach out to non-Ghanaian nationals within their jurisdictions.	Area Head/National Head	x	x	x	x	x	Number of PIWCs and other assemblies per Area/Nation that are able to reach out to non-Ghanaian nationals within their jurisdictions in any particular year, beginning from the last quarter of 2023. Number and nationality of non-Ghanaian nationals that are won for Christ by PIWCs per Area/Nation in any particular year, beginning from the last quarter of 2023.
8. Integrate non-Ghanaian nationals won for Christ into the church or have separate Assemblies opened for them.	Area Head/National Head/ PIWC Resident Minister	x	x	x	x	x	Number and nationality of non-Ghanaian nationals that are won for Christ in any particular year and are integrated into the church or have separate Assemblies opened for them per Area/Nation, beginning from the last quarter of 2023.
9. Encourage PIWCs to deploy innovative technological approaches to aid the organisation of programmes and activities.	Area Head/National Head/ PIWC Resident Minister	x	x	x	x	x	Number of PIWCs per Area/nation that deploy innovative technological approaches in any particular year to aid the organisation of programmes and activities beginning from end of last quarter of 2023. Nature and types of innovative technological approaches deployed by PIWCs per Area/Nation in any particular year to aid the organisation of programmes and activities, beginning from the last quarter of 2023.

English Assemblies							
13. Encourage districts to continue to plant English assemblies. Where possible, a district may have more than one English Assembly.	Area Head/ National Head	x	x	x	x	x	Number of districts per Area/Nation that plant an English assembly in any particular year, beginning from the last quarter of 2023
14. Recruit youth-friendly officers to lead the English Assemblies.	Area Head/ National Head/ District ministers	x	x	x	x	x	Number of youth-friendly officers per Area/Nation recruited to lead English assemblies in any particular year, beginning from the last quarter of 2023.
15. Organise periodic orientation programmes for officers on how to run the English Assemblies effectively.	Area Head/ National Head/ District ministers	x	x	x	x	x	Number and frequency of orientation programmes per Area/Nation organised for officers in any particular year on how to run the English Assemblies effectively, beginning from the last quarter of 2023.
16. Encourage District Ministers to remain sensitive to the cross-cultural potential of the English Assemblies in their programming.	Area Head/ National Head	x	x	x	x	x	Number of English Assemblies per Area/Nation that assume the status of cross-cultural assemblies in any particular year, beginning from the last quarter of 2023.

17. Encourage Area Heads to organise joint conventions and conferences for the English Assemblies in their respective Areas.	General Secretary	x	x	x	x	x	Number of joint conventions and conferences organised for English Assemblies per Area in any particular year beginning from end of last quarter of 2023.
18. Refrain from starting English Assemblies at the expense of Children's ministry meetings.	Area Head/ National Head/ District ministers	x	x	x	x	x	Number of new English assemblies that have a place of worship for the Children's ministry in any particular year, beginning from the last quarter of 2023.

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STRATEGIC APPROACH #3: HARNESSING OUR SOCIAL MINISTRY FOR SOCIETAL TRANSFORMATION

FOCAL AREA: ENHANCING CHURCH AND STATE RELATIONS							
SPECIFIC OBJECTIVE: To roll out programmes to strategically engage/disciple the nation's existing governance structures.							
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT¹
		2023/24	2025	2026	2027	2028	
1. Establish a database of all members of the Church of Pentecost who occupy sensitive positions within the nation's governance and political space ² .	General Secretary/ Area Head/District Minister	x	x	x	x	x	Number and gender of members of the Church of Pentecost who occupy sensitive positions within the nation's governance and political space that are captured in the database created at the National and Area levels in any particular year, beginning from the last quarter of 2023.
2. Organise periodic forums on the church's transformation agenda for members of the church who occupy sensitive positions within the nation's governance and political space.	Executive Council/ Area Head	x	x	x	x	x	Number and frequency of forums on the church's transformation agenda organised space in any particular year per Area for members of the church who occupy sensitive positions within the nation's governance and political, beginning from the last quarter of 2023.

¹ The product or service which will result from the completion of planned actions (or activities) in an intervention.

² Such as Ministers of State, Members of Parliament, Metropolitan/Municipal/District Chief Executives, Judges, leaders of political parties, etc.

3. Organise national conferences/ dialogues on moral vision and national development involving all relevant stakeholders in all sectors of the nation's economy and governance structure.	Executive Council	x	x	x	x	x	Number and designation of stakeholders who participate in the national conferences/dialogues on moral vision and national development in any particular year, beginning from the last quarter of 2023.
4. Explore collaboration with the National Commission on Civic Education to institute an annual "Patriotic Week", where the nation will be sensitised on issues of patriotism and work ethics.	Executive Council	x	x	x	x	x	Number and designation of participants in the annual "Patriotic Week" organised in any particular year to sensitise the entire nation on issues of patriotism and work ethics, beginning from the last quarter of 2023.

5. Consider extending chaplaincy services to state and corporate institutions.	Chaplaincy Board/ Area Head/National Head	x	x	x	x	x	Number and identity of state and corporate institutions per Area that receive chaplaincy services from the CoP in any particular year, beginning from the last quarter of 2023.
6. Give special attention to the “The Political Chamber”, a platform created by the Youth Ministry to raise godly politicians for the nation.	Executive Council	x	x	x	x	x	Nature and types of support extended to the “The Political Chamber” of the Youth Ministry in any particular year to raise godly politicians for the nation, beginning from the last quarter of 2023.

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FOCAL AREA: THE CHURCH AND SOCIO-ECONOMIC DEVELOPMENT

SPECIFIC OBJECTIVES:

- To exhibit the love of God by providing the basic necessities of life to persons in deprived communities.
- To contribute to enhancing the socioeconomic and spiritual well-being of members of The Church of Pentecost and the citizenry of the Nations.
- To strengthen PENTSOS to function as a corporate organisation to deliver on its mandate.

PLANNED ACTIONS	RESPONSIBILITY 2023/24	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ¹
		2025	2026	2027	2028		
Education							
1. Operationalise the CoP Educational Unit to manage CoP schools.	National PENTSOS Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to operationalise the CoP Educational Unit, beginning from the last quarter of 2023.

¹ The product or service which will result from the completion of planned actions (or activities) in an intervention.

<p>2. Forge partnerships with Government, development partners, groups, and individuals to improve soft and hard infrastructure at less endowed CoP pre-tertiary schools, and where necessary, establish public schools at strategic places to improve access to education.</p>	<p>National PENTSOS Board</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number and identity of less endowed CoP pre-tertiary schools that receive infrastructural support in any particular year, beginning from the last quarter of 2023. Nature and types of infrastructural support extended to less endowed CoP pre-tertiary schools in any particular year through partnership arrangements between CoP and Government, development partners, groups, and individuals, beginning from the last quarter of 2023.</p>
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3. Establish model basic schools in selected RCCs with the objective of training children in Godly values and principles.	National PENTSOS Board/ RCCs	x	x	x	x	x	Number and location of model schools established in any particular year with the objective of training children in Godly values and principles, beginning from the last quarter of 2023.
4. Encourage Area heads, district ministers and presiding elders to provide sponsorship to students into Pentecost vocational and technical institutes to enhance the acquisition of employable skills among the youth of the church and also improve enrolment and strengthen those institutions.	National PENTSOS Board/ Area Head/ District Minister/ Presiding Elder	x	x	x	x	x	Number and gender of youth of the CoP per Area that receive sponsorship to be enrolled in Pentecost vocational and technical institutes in any particular year to acquire employable skills, beginning from the last quarter of 2023.
5. Establish a system that will enable beneficiaries of the church's educational scholarship scheme to network and contribute to human capital development in PENTSOS Institutions (Schools and Healthcare facilities).	National PENTSOS Board/ Area Head/ Pentecost University	x	x	x	x	x	Nature and type of system put in place and implemented in any particular year to enable beneficiaries of the church's educational scholarship scheme to network and contribute to human capital development in PENTSOS Institutions (Schools and Healthcare facilities), beginning from the last quarter of 2023. Number and gender of beneficiaries of the CoP's educational scholarship scheme that are enrolled in the network of beneficiaries in any particular year, beginning from the last quarter of 2023.

6. Organise training programmes to build the capacity of all categories of staff of PENTSOS educational institutions to ensure efficiency in service delivery and effectiveness, at least once a year.	National PENTSOS Board/ Headquarters/ GES/Area PENTSOS Committee	x	x	x	x	x	Nature and types of training programmes organised in any particular year to build the capacity of all categories of staff of PENTSOS educational institutions, beginning from end of last quarter of 2023. Number and designation of staff of PENTSOS educational institutions that participate in capacity-building training programmes in any particular year, beginning from end of last quarter of 2023.
Health							
7. Collaborate with the Christian Health Association of Ghana (CHAG) to improve infrastructure at the Pentecost Hospitals at Tarkwa and Ayamfuri, to enable them to offer improved services.	National PENTSOS Board/ CHAG	x	x	x	x	x	Nature and types of infrastructure improvements made at the Pentecost Hospitals at Tarkwa and Ayamfuri in any particular year to enable them to offer improved services, beginning from the last quarter of 2023.
8. Collaborate with the Christian Health Association of Ghana (CHAG) to upgrade facilities at the Kpassa, Yawmatwa, Kasapin and Abesiwa Clinics into full Hospitals to enable them to offer improved services.	National PENTSOS Board/ CHAG	x	x	x	x	x	Nature and types of facilities provided to the Kpassa, Yawmatwa, Kasapin and Abesiwa Clinics in any particular year to upgrade them to Hospital status, beginning from the last quarter of 2023.
9. Strengthen the CoP Health Unit to deliver on its coordination and supervisory role.	National PENTSOS Board/ CHAG	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to strengthen the CoP Health Unit to deliver on its coordination and supervisory role beginning from the last quarter of 2023.

<p>10. Organise training programmes to build the capacity of all categories of staff at CoP health facilities to ensure efficiency in service delivery and effectiveness, at least once a year.</p>	<p>National PENTSOS Board/ CHAG</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of training programmes organised in any particular year to build the capacity of all categories of staff of CoP health facilities, beginning from the last quarter of 2023. Number and designation of staff of CoP health facilities that participate in capacity-building training programmes in any particular year, beginning from the last quarter of 2023.</p>
<p>Continue with expansion work at the Pentecost Hospital, Madina</p>	<p>Executive Council</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to continue expansion works at the Pentecost Hospital, Madina, beginning from the last quarter of 2023.</p>
<p>Construct a state-of-the-art specialist Hospital in Accra to serve both the church and the public.</p>	<p>Executive Council</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to Construct a state-of-the-art specialist Hospital in Accra to serve both the church and the public, beginning from the last quarter of 2023.</p>

Livelihood Enhancement							
11. Forge partnerships with Christian development-oriented organisations to implement specific initiatives for the development of society.	National PENTSOS Board/ Area PENTSOS Coordinating Committee	x	x	x	x	x	Number and identity of Christian development-oriented organisations that enter into partnership with PENTSOS in any particular year to implement specific initiatives for the development of society, beginning from the last quarter of 2023. Nature, types, and location of initiatives implemented in partnership with other Christian development-oriented organisations in any particular year, beginning from the last quarter of 2023.
12. Provide economic livelihood training and support to members through irrigation farming and the establishment of agro-processing centres such as gari and shea butter production.	National PENTSOS Board/ Area PENTSOS Coordinating Committee / District Executive	x	x	x	x	x	Number and gender of church members per Area who participate in economic livelihood training and support (irrigation farming and the establishment of agro-processing centres such as gari and shea butter production) in any particular year, beginning from the last quarter of 2023.
13. Implement alternative livelihood programmes (apiculture, heliculture, fungiculture, among others) to support members in the cocoa growing Areas of the church	National PENTSOS Board/ Area PENTSOS Coordinating Committee	x	x	x	x	x	Number and gender of church members per Area who participate in alternative livelihood programmes (apiculture, heliculture, fungiculture, among others) in any particular year, beginning from the last quarter of 2023.

<p>14. Forge partnerships with CoP Areas and experts to organise training to encourage members to start their own integrated aquaculture businesses.</p>	<p>National PENTSOS Board/</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number and gender of church members per Area who participate in training in integrated aquaculture business in any particular year, beginning from the last quarter of 2023.</p>
<p>15. Introduce special programmes to provide training, mentorship, and resources to enable young people to establish and sustain small businesses in order to foster economic empowerment and self-reliance. While we provide them with work, we would be evangelising and discipling them for the transformation we are seeking in society.</p>	<p>PENTSOS Board/ Area PENTSOS Coordinating Committee</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of special programmes put in place and implemented in any particular year to provide training, mentorship, and resources to enable young people to establish and sustain small businesses, beginning from the last quarter of 2023. Number and gender of young people per Area who receive training, mentorship, and resources in any particular year to enable them to establish and sustain small businesses, beginning from the last quarter of 2023.</p>

Provision of Water							
16. Forge partnerships with government (at all levels) and non-governmental organisations to sink at least 30 mechanised boreholes per annum to provide potable drinking water for selected healthcare facilities, schools, and deprived communities.	PENTSOS Board/ Area PENTSOS Coordinating Committee	x	x	x	x	x	Number of and location of mechanised boreholes provided per Area in any particular year to provide potable drinking water for selected healthcare facilities, schools, and deprived communities, beginning from the last quarter of 2023. Identity of government institutions and non-governmental organisations that enter into partnerships with PENTSOS to provide potable drinking water for selected healthcare facilities, schools, and deprived communities in any particular year, beginning from the last quarter of 2023.
Agriculture							
17. Initiate sustainable economic empowerment interventions in the Agricultural sector, referred to as “Juapong Agricultural Intervention”, geared towards providing sustainable income and employment to the youth in the Church.	National PENTSOS Board/ Headquarters	x	x	x	x	x	Nature and types of economic empowerment interventions implemented under the “Juapong Agricultural Intervention” in any particular year, beginning from the last quarter of 2023. Number and gender of young church members who participate in the “Juapong Agricultural Intervention” in any particular year, beginning from the last quarter of 2023.

18. Explore the possibility of setting up Farm Service and Mechanisation Centres in selected administrative Regions to support agriculture production in collaboration with the Ministry of Food and Agriculture.	PENTSOS Board/ Headquarters	x	x	x	x	x	Number and location of Farm Service and Mechanisation Centres established in collaboration with the Ministry of Food and Agriculture in any particular year, beginning from the last quarter of 2023.
19. Collaborate with public and private sector operators to pursue an agenda of “Accelerated Modernisation of Agriculture and Sustainable Natural Resource Management” to improve food security, offer employment opportunities and increase household income for poor farmers.	PENTSOS Board/Headquarters	x	x	x	x	x	Nature and types of interventions implemented under the “Accelerated Modernisation of Agriculture and Sustainable Natural Resource Management” programme in any particular year, beginning from the last quarter of 2023. Number and gender of church members per Area who participate in the “Accelerated Modernisation of Agriculture and Sustainable Natural Resource Management” programme in any particular year, beginning from the last quarter of 2023.

Restructuring and Stakeholder Engagement							
20. Complete the process of process to restructuring PENTSOS to work effectively as a corporate organisation.	National PENTSOS Board/ Headquarters	x	x	x	x	x	Nature and types of activities undertaken in any particular year in pursuit of the objective to restructure PENTSOS to work effectively as a corporate organisation, beginning from the last quarter of 2023.
21. Strengthen the human resources and operational logistics capacity of PENTSOS to enable it function as development oriented corporate organisation.	National PENTSOS Board/ Headquarters	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to strengthen the human resources and operational logistics capacity of PENTSOS to enable it function as a development oriented corporate organisation, beginning from the last quarter of 2023.
22. Conduct a thorough needs assessment ² of the intended beneficiaries of all social interventions to ensure proper targeting for optimum results.	PENTSOS Director	x	x	x	x	x	Number of intended beneficiaries per intervention taken through needs assessment in any particular year, beginning from the last quarter of 2023. Results of needs assessment carried out per intervention in any particular year, beginning from the last quarter of 2023.

² state. A needs assessment is the process of identifying and determining how to fill in the gaps between intended beneficiaries' current and desired

<p>23. Encourage PIWCs to develop befitting infrastructure for worship that will incorporate facilities for children and teens services, adequate car parking spaces, modern washrooms, a library and resource centres.</p>	<p>Area Head/National Head/ PIWC Resident Minister</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of PIWCs per Area/Nation that develop facilities for children and teens services, adequate car parking spaces, modern washrooms, a library and resource centres in any particular year, beginning from the last quarter of 2023.</p>
<p>24. Encourage PIWCs to work with the Chaplaincy Ministry to institutionalise and manage periodic weekly morning devotions with various corporate institutions across the spectrum.</p>	<p>Area Head/National Head/ PIWC Resident Minister</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of PIWCs per Area/Nation that work with the Chaplaincy Ministry to institutionalise and manage periodic weekly morning devotions with various corporate institutions across the spectrum in any particular year beginning from the last quarter of 2023.</p>

<p>25. Encourage collaboration between PIWCs at the regional level, where older and established PIWCs shall mentor newer ones to enable them to build their capacity.</p>	<p>Area Head/National Head/PIWC Resident Minister</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of new PIWCs per Area/Nation that receive mentorship from older and established PIWCs in any particular year to enable them to build their capacity, beginning from the last quarter of 2023. .</p>
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FOCAL AREA: COMMUNITY TRANSFORMATION							
SPECIFIC OBJECTIVE: To position the local church as an agent for community transformation.							
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT²³
		2023/24	2025	2026	2027	2028	
1. Show interest in the life of the communities within which the CoP at all levels operates.	Area Head/National Head/District Minister/Presiding Elder	x	x	x	x	x	Nature and cost of social interventions initiated per Area (Disaggregated by district) in any particular year to address the real needs of the community within which the church operates, beginning from the last quarter of 2023.
2. Revise the programme for ministers in training to include compassionate ministry/community development.	Pentecost University (STML)	x	x	x	x	x	The programme for ministers in training at the Pentecost University revised to include compassionate ministry/community development, beginning from the last quarter of 2023. Number of ministers in training who benefit from the course in compassionate ministry/community development in any particular year, beginning from the last quarter of 2023.

²³ The product or service which will result from the completion of planned actions (or activities) in an intervention.

3. Encourage leaders and members of the church to actively participate in community activities and to become known figures in community development and transformation.	Area Head/District Minister/Presiding Elder	x	x	x	x	x	Number and types of community-based activities that attract the participation of Leaders and individual members of the church per Area (disaggregated by District) in any particular year, beginning from the last quarter of 2023. Number of Leaders and individual members of the church per Area (disaggregated by District) who participate in community-based activities in any particular year, beginning from the last quarter of 2023.
4. Identify community challenges that the church can work on as part of the transformation agenda.	Area Head/District Minister/Presiding Elder	x	x	x	x	x	Nature and types of community challenges identified and addressed by the church per Area (disaggregated by District) in any particular year, beginning from the last quarter of 2023.
5. Make the proclamation of Christ a part of all development activities.	Area Head/District Minister/Presiding Elder	x	x	x	x	x	Number and nature of development activities per Area (disaggregated by District) in any particular year during which the gospel message is proclaimed, beginning from the last quarter of 2023.

6. Encourage members to take up leadership roles ²⁴ in their respective communities to help impart Christian values in the affairs of leadership in the community.	Area Head/District Minister/Presiding Elder	x	x	x	x	x	Number and gender of members of COP per Area (disaggregated by District) who take up leadership roles in their respective communities in any particular year, beginning from the last quarter of 2023.
7. Embark on sanitation campaigns at the district and the local levels to sensitize church members and community members on good sanitation practices.	Area Head/District Minister/Presiding Elder	x	x	x	x	x	Number and frequency of sanitation campaigns per Area (disaggregated by District) undertaken in any particular year, to sensitize church members and community members on good sanitation practices beginning from the last quarter of 2023.
8. Collaborate with the Chieftaincy Ministry to empower chiefs to lead the Environmental Care campaign in their respective communities.	Area Head/District Minister	x	x	x	x	x	Number of chiefs per Area (disaggregated by District) who play a leading role in the Environmental Care campaign in their respective communities in any particular year, beginning from the last quarter of 2023.

24 Such as Unit Committee, political parties, family Headship and chieftaincy.

9. Celebrate the annual World Environment Day to trumpet the Environmental Care Campaign goals.	Headquarters/ Area Head/District Minister	x	x	x	x	x	Nature and types of activities per Area (disaggregated by District) organised to commemorate the annual World Environment Day in any particular year, beginning from the last quarter of 2023.
10. Include topics on sanitation in the annual Bible study manual to educate our members on the importance of sanitation.	NDLDC	x	x	x	x	x	Number of topics on sanitation included in the Bible study manual in any particular year to educate church members on the importance of sanitation beginning from the last quarter of 2023.
11. Collaborate with the Pentecost Workers' Guild to promote volunteerism by encouraging individuals to dedicate their free time to help implement community-based projects. This can serve as a valuable opportunity for unemployed graduates to gain practical experience and develop skills for future employment through experiential learning.	Area Head/District Minister/Presiding Elder	x	x	x	x	x	Number of individual church members per Area (disaggregated by District) who serve as volunteers in any particular year by dedicating their free time to help implement community-based projects, beginning from the last quarter of 2023.

STRATEGIC APPROACH #4: STRENGTHENING AND RE-ALIGNING CHURCH INSTITUTIONS AND STRUCTURES

FOCAL AREA: PENTECOST UNIVERSITY							
SPECIFIC OBJECTIVE: To provide leadership in producing graduates of integrity, character and skill underpinned by Christian values.							
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT²⁵
		2023/24	2025	2026	2027	2028	
1. Continue to train CoP ministers to match the current and emerging demands of ministry.	Vice Chancellor, Pentecost University	x	x	x	x	x	Number of CoP ministers who are enrolled to take refresher courses at the Pentecost University in any particular year to keep them abreast with current and emerging demands of ministry, beginning from the last quarter of 2023.
2. Explore the possibility of including ministers of other denominations in our Formation programmes.	Vice Chancellor, Pentecost University	x	x	x	x	x	Number of ministers of other denominations who are enrolled in ministerial formation programmes at the Pentecost University in any particular year, beginning from the last quarter of 2023.
3. Maintain an intensive spirit-filled environment for the training of CoP ministers and lay leaders, and for all who enrol on PU's programmes.	Vice Chancellor, Pentecost University	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to create an intensive spirit-filled environment for all who are enrolled on PU's programmes beginning from the last quarter of 2023.

²⁵ The product or service which will result from the completion of planned actions (or activities) in an intervention

4. Position the Pentecost University to serve as a mentor and an 'available training hub' for other denominations and para-church groups who may need our services.	Vice Chancellor, Pentecost University	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to position the Pentecost University to serve as a mentor and an 'available training hub' for other denominations and para-church groups, beginning from the last quarter of 2023.
5. Continue to provide training for CoP Elders and Ministers' wives and provide training in executive leadership programmes for experienced CoP ministers.	Vice Chancellor, Pentecost University	x	x	x	x	x	Number of CoP Elders and Ministers' wives per Area who get enrolled on training programmes at the Pentecost University in any particular year, beginning from the last quarter of 2023. Number of CoP ministers per Area who get enrolled in training in executive leadership programmes at the Pentecost University in any particular year, beginning from the last quarter of 2023.
6. Collaborate with the Missions office to provide training in missions for newly called missionaries and ministerial students.	Vice Chancellor, Pentecost University	x	x	x	x	x	Number of newly called missionaries and ministerial students who are enrolled on training in missions at the Pentecost University in any particular year, beginning from the last quarter of 2023.

7. Develop and introduce advanced theological and leadership programmes (certificate to doctoral levels) characterising the CoP's distinctiveness, in order to maintain our brand and authority in these disciplines.	Vice Chancellor, Pentecost University	x	x	x	x	x	Levels of advanced theological and leadership programmes developed and introduced at the Pentecost University in any particular year, beginning from the last quarter of 2023.
8. Equip and influence theological and pastoral education by establishing research and learning centres in these domains.	Vice Chancellor, Pentecost University	x	x	x	x	x	Number of research and learning centres established in any particular year to enhance theological and pastoral education at the Pentecost University, beginning from the last quarter of 2023.
9. Play host to international conferences and seminars in Pentecostalism.	Vice Chancellor, Pentecost University	x	x	x	x	x	Number of international conferences and seminars in Pentecostalism organised by the Pentecost University in any particular year, beginning from the last quarter of 2023.
10. Equip Research Fellows and Professors to lead national and global debates and learnings in Pentecostalism.	Vice Chancellor, Pentecost University	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to equip Research Fellows and Professors at the Pentecost University to lead national and global debates and learnings in Pentecostalism, beginning from the last quarter of 2023. Number of Research Fellows and Professors at the Pentecost University who lead national and global debates and learnings in Pentecostalism in any particular year, beginning from the last quarter of 2023.

11. Expand PU's reach across the globe and strategically collaborate with other institutions and organisations to maintain our Pentecostal influence and drive to possess the nations.	Vice Chancellor, Pentecost University	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to enable the Pentecost University to expand its reach across the globe and to strategically collaborate with other institutions and organisations to maintain our Pentecostal influence and drive to possess the nations, beginning from the last quarter of 2023.
An outstanding Research-Led University							
12. Equip postgraduate studies and research by establishing research units and centres across all Faculties and Schools to deal with emerging national and global issues.	Vice Chancellor, Pentecost University	x	x	x	x	x	Number of research units and centres established at the Pentecost University in any particular year to equip the various Faculties and Schools to deal with emerging national and global issues, beginning from the last quarter of 2023.
13. Establish a highly-resourced skills training centre dubbed, "Pentecost Engineering Village" (PEV) to provide the necessary skills required for national development. In addition to character formation, PEV shall become the hub for training and unleashing graduates with enhanced operational, tactical and strategic skills.	Vice Chancellor, Pentecost University/ External partners	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to establish a "Pentecost Engineering Village" (PEV) at the Pentecost University to provide the necessary skills required for national development, and for training and unleashing graduates with enhanced operational, tactical and strategic skills, beginning from the last quarter of 2023.

<p>14. Establish a fully-resourced Pentecost Institute for Leadership and Governance to provide distinguished training in integrity and skills issues associated with Traditional (Chieftaincy) and Corporate Leadership, Politics, Governance, Philosophy, Economics, etc.</p>	<p>Vice Chancellor, Pentecost University</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to establish a fully resourced Pentecost Institute for Leadership and Governance at the Pentecost University to provide distinguished training in integrity and skills issues associated with Traditional (Chieftaincy) and Corporate Leadership, Politics, Governance, Philosophy, Economics, etc., beginning from the last quarter of 2023.</p>
<p>15. Equip Academics to become a voice in national and global discussions so that Christian values would be introduced at the early stage of decision making.</p>	<p>Vice Chancellor, Pentecost University</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to equip Academics at the Pentecost University to become a voice in national and global discussions so that Christian values would be introduced at the early stage of decision-making, beginning from the last quarter of 2023.</p>

<p>16. Collaborate with relevant organisations and institutions to solve real life problems thereby building a generation of academics and students who are solution centred.</p>	<p>Vice Chancellor, Pentecost University</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to collaborate with relevant organisations and institutions to solve real life problems thereby building a generation of academics and students who are solution centred, beginning from the last quarter of 2023. Number and identity of organisations and institutions that partner with the Pentecost University in any particular year to solve real life problems thereby building a generation of academics and students who are solution centred, beginning from the last quarter of 2023.</p>
<p>17. Continue expansion initiatives at the Pentecost University to unleash graduates who would possess their various fields of influence with the principles of the Kingdom of God.</p>	<p>CoP Headquarters</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to continue expansion initiatives at the Pentecost University to unleash graduates who would possess their various fields of influence with the principles of the Kingdom of God, beginning from the last quarter of 2023.</p>

<p>18. Build the necessary infrastructure and facilities to facelift the university into an international status.</p>	<p>CoP Headquarters</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to build the necessary infrastructure and facilities at the Pentecost University to facelift the university into an international status, beginning from the last quarter of 2023.</p>
<p>19. Continue to develop programmes that are research-based and of national and global relevance so that the university leads in the formulation of ideas and principles that impact governance.</p>	<p>Vice Chancellor, Pentecost University</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of research-based programmes of national and global relevance that are developed by the Pentecost University in any particular year to make the University a leader in the formulation of ideas and principles that impact governance, beginning from the last quarter of 2023.</p>
<p>20. Organise international conferences and seminars in the following areas and intentionally build research and teaching capacity in them.</p> <ul style="list-style-type: none"> • Pentecostal Theology and Pastoral Ministry • Pure and Applied Sciences (e.g., Health and Allied Sciences, Engineering and Agriculture) • Leadership & Governance • Law and Business. 	<p>Vice Chancellor, Pentecost University</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of international conferences and seminars on Pentecostal Theology and Pastoral Ministry organised by the Pentecost University in any particular year to build research and teaching capacity in that area beginning from the last quarter of 2023.</p>

21. Continue to ensure that a percentage of the Areas' IGF would be used as scholarship and bursaries for students enrolled at PU.	CoP Headquarters	x	x	x	x	x	Number and monetary value of scholarships and bursaries awarded by each Area to students to be enrolled at the Pentecost University in any particular year, beginning from the last quarter of 2023.
22. Encourage well-endowed Areas, Districts and Locals to sponsor students to PU to benefit from the unique PU education.	CoP Headquarters	x	x	x	x	x	Number and identity of well-endowed Areas, Districts and Locals that sponsor students to PU in any particular year, beginning from the last quarter of 2023.
23. Encourage our churches to promote the activities of PU and sponsor at least one member from each District every year to enrol at PU.	CoP Headquarters	x	x	x	x	x	Number of districts per Area that sponsor at least one of its members every year to enrol at PU, beginning from the last quarter of 2023.
24. Promote the activities of the Church of Pentecost Chairman Education Foundation (COPCEF) and encourage regular announcements and follow-ups at the churches to ensure full contribution and maximum benefits from the Foundation.	CoP Headquarters	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year, to encourage the entire church to make regular announcements and follow-ups on the Church of Pentecost Chairman Education Foundation (COPCEF) to ensure full contribution and maximum benefits from the Foundation, beginning from the last quarter of 2023.

25. Promote PU offering Day as an important element in the funding of our university.	CoP Headquarters	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year, to promote the PU offering Day in the entire church as an important element in the funding of our university, beginning from the last quarter of 2023.
26. Support PU to institute an 'Open Day' concept where the university introduces prospective students and their sponsors to their activities and programmes.	CoP Headquarters/ Pentecost University	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year, to support PU to institute an 'Open Day' concept where the university introduces prospective students and their sponsors to their activities and programmes, beginning from the last quarter of 2023.

The Training Nerve for the ministries in CoP							
27. Collaborate with the various CoP ministries and committees to design programmes and provide training in specific areas of the ministries and committees' interest (e.g., Counselling, HUM, Chieftaincy, Chaplaincy, Children, Women, etc.)	Vice Chancellor, Pentecost University	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year, to collaborate with the various CoP ministries and committees to design programmes and provide training in specific areas of the ministries' and committees' interest, beginning from the last quarter of 2023. Number and identity of CoP ministries and committees that enter into agreement with the Pentecost University in any particular year to design programmes and provide training in specific areas of the ministry or committee's interest, beginning from the last quarter of 2023.
28. Establish research and learning centres specifically for the advancement of activities within the ministries. These centres would become the knowledge hub for the ministries and provide learning resources for equipping people for their specialised ministries.	Vice Chancellor, Pentecost University	x	x	x	x	x	Number of research and learning centres established by the Pentecost University in any particular year for the advancement of activities within specific CoP ministries and committees, beginning from the last quarter of 2023.

29. Equip the research and learning centres to collaborate with external entities and drive the agenda of CoP and the Christian faith in all stakeholder engagements	Vice Chancellor, Pentecost University	x	x	x	x	x	
CoP Higher Educational Institutions outside Ghana							
30. Continue to liaise with sister branches abroad to provide a unified theological and pastoral training that represents our Pentecostal distinctiveness, yet context aware.	Vice Chancellor, Pentecost University	x	x	x	x	x	Nature and types of measures put in place and implemented by the Pentecost University in any particular year, to liaise with sister branches abroad to provide a contextual unified theological and pastoral training that represents our Pentecostal distinctiveness, beginning from the last quarter of 2023.
31. Support CoP's external theological institutions without full accreditation to gain accreditation and mentor them to their full capacity.	Vice Chancellor, Pentecost University	x	x	x	x	x	Nature and types of measures put in place and implemented by the Pentecost University in any particular year, to support CoP's external theological institutions without full accreditation to gain accreditation and mentor them to their full capacity, beginning from the last quarter of 2023.

<p>32. Collaborate with CoP's external Theological institutions: Birmingham Christian College to serve Europe and Asia; Pentecost Biblical Seminary (PBS-USA) to serve the Americas; Pentecost Theological Institute (PTI-SA) to serve the SADC region; and Pentecost Francophone Theological Bible School (PFTBS- La Cote D'Ivoire) to serve the Francophone nations, if applicable.</p>	<p>Vice Chancellor, Pentecost University</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented by the Pentecost University in any particular year, to collaborate with the Birmingham Christian College to serve Europe and Asia, beginning from the last quarter of 2023.</p> <p>Nature and types of measures put in place and implemented by the Pentecost University in any particular year, to collaborate with the Pentecost Biblical Seminary (PBS-USA) to serve the Americas, beginning from the last quarter of 2023.</p> <p>Nature and types of measures put in place and implemented by the Pentecost University in any particular year, to collaborate with the Pentecost Theological Institute (PTI-SA) to serve the SADC region, beginning from the last quarter of 2023.</p> <p>Nature and types of measures put in place and implemented by the Pentecost University in any particular year, to collaborate with the Pentecost Francophone Theological Bible School (PFTBS- La Cote D'Ivoire) to serve the Francophone nations, beginning from the last quarter of 2023.</p>
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<p>33. Establish new learning centres at agreed locations to meet the mission intent of the church and provide training for emerging nations in their respective languages.</p>	<p>Vice Chancellor, Pentecost University</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number and location of new learning centres established by the Pentecost University in any particular year to meet the mission intent of the church and provide training for emerging nations in their respective languages, beginning from end of last quarter of 2023.</p>
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FOCAL AREA: PENTECOST CONVENTION CENTRES							
SPECIFIC OBJECTIVE: To expand the facilities at the Centres to provide Christian-centred hospitality services with excellence.							
PLANNED ACTIONS	Responsibility	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT²⁶
		2018/ 19	2020	2021	2022	2023	
1. Construct a five (5) Storey building to augment the current accommodation stock at PCC at Gomoa-Fetteh.	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to construct a five (5) Storey building to augment the current accommodation stock at PCC at Gomoa-Fetteh, beginning from the last quarter of 2023.
2. Refurbish the Brofoyedru Convention Centre, to bring it to a standard comparable to other facilities within the enclave and make it self-sustaining and profitable.	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to refurbish the Brofoyedru Convention Centre, to bring it to a standard comparable to other facilities within the enclave and make it self-sustaining and profitable, beginning from the last quarter of 2023.
3. Convert the Agogo hostel facility into a day Senior High School (SHS).	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to convert the Agogo hostel facility into a day Senior High School (SHS), beginning from the last quarter of 2023.

²⁶ The product or service which will result from the completion of planned actions (or activities) in an intervention

4. Construct a modern clinic close to the Centre at Gomoa-Fetteh to cater for the community, guests and staff.	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to construct a modern clinic close to the Centre at Gomoa-Fetteh to cater for the community, guests and staff, beginning from the last quarter of 2023.
5. Embark on a Solar Project to increase power generation and cut down on the amount of money spent on the traditional sources of energy at the Centre.	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to install solar panels at the Centre at Gomoa-Fetteh to increase power generation and cut down on the amount of money spent on the traditional sources of energy at the Centre, beginning from the last quarter of 2023.
6. Construct a top of the range Fitness Centre or Gymnasium for use by guests and staff at Gomoa-Fetteh.	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to construct a top of the range Fitness Centre or Gymnasium for use by guests and staff at Gomoa-Fetteh, beginning from end of last quarter of 2023.
7. Liaise with the Ghana Water Company to extend a dedicated pipeline to the Centre (at Gomoa-Fetteh), thereby cutting down on the high cost of water supply.	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to extend a dedicated pipeline to the Centre (at Gomoa-Fetteh), thereby cutting down on the high cost of water supply, beginning from the last quarter of 2023.

8. Start the production of sachet and bottled water at the Centre at Gomoa-Fetteh as a source of additional income for the Centre.	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to start the production of sachet, and bottled water at the Centre at Gomoa-Fetteh, beginning from the last quarter of 2023.
9. Construct a fire station at a nearby location to serve the Centre at Gomoa-Fetteh and the community.	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to construct a fire station at a nearby location to serve the Centre at Gomoa-Fetteh and the community, beginning from the last quarter of 2023.
Other Initiatives Envisioned for PCC - Gomoa-Fetteh							
10. Pay attention to renovation and upgrades of safety and security enhancements at the centre at Gomoa-Fetteh.	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to renovate and upgrade safety and security enhancements at the centre at Gomoa-Fetteh, beginning from the last quarter of 2023.
11. Incorporate technology solutions to enhance guest experience by providing the following: <ul style="list-style-type: none"> • mobile check-in/out • in-room automation • interactive information systems • electronic key access 	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to incorporate technology solutions at the centre at Gomoa-Fetteh by providing mobile check-in/out, in-room automation, interactive information systems, and electronic key access to enhance guest experience, beginning from the last quarter of 2023.

12. Consider building a 15,000-seater capacity auditorium.	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to construct a 15,000-seater capacity auditorium at the centre at Gomoa-Fetteh, beginning from end of last quarter of 2023.
13. Invest in staff recruitment and training, to enhance the skills of staff, to ensure that staff offer excellent customer service and are efficient in their operations.	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to invest in staff recruitment and training, enhance the skills of staff, ensure that staff at the centres offer excellent customer service, and are efficient in their operations, beginning from the last quarter of 2023.
14. Re-evaluate compensation packages for staff and make them competitive to attract and retain top-notch professionals for the Centre.	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to re-evaluate compensation packages for staff at the centres in order to make them competitive to attract and retain top-notch professionals for the Centres, beginning from the last quarter of 2023.

<p>15. Implement sustainable practices such as energy-efficient lighting, solar power generation, waste management facility, water conservation initiatives, aggressive greening of bare areas, and a regular and sustained tree planting exercise to maintain an ecological balance at the Centre.</p>	<p>PCC Board</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to introduce sustainable environmental practices at the centres, beginning from the last quarter of 2023.</p>
<p>16. Build a shopping arcade, including a variety of shops selling Christian merchandise, books, gifts, and other products within the Convention Centre environs.</p>	<p>PCC Board</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to build a shopping arcade that includes a variety of shops selling Christian merchandise, books, gifts, and other products within the Gomoa-Fetteh Convention Centre environs, beginning from the last quarter of 2023.</p>
<p>17. Develop the surrounding area of the Centre into a recreational space, which includes walking trails, botanical gardens, sports facilities, and picnic areas for guests to enjoy.</p>	<p>PCC Board</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to develop the surrounding area of the Centre at Gomoa-Fetteh into a recreational space, which includes walking trails, botanical gardens, sports facilities, and picnic areas, beginning from the last quarter of 2023.</p>

18. Establish a farm within the Convention Centre to provide fresh produce to meet some of the fresh fruits and vegetable needs of the Centre.	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to establish a farm within the Convention Centre at Gomoa-Fetteh to provide fresh produce to meet some of the fresh fruits and vegetable needs of the Centre and to serve as raw materials for the proposed juice-producing factory, beginning from the last quarter of 2023.
19. Establish a juice-producing factory to provide fresh and healthy juices, drinks and refreshing smoothies to cater for guests, visitors and patrons and serve as a source of income for the Centre.	PCC Board	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to establish a juice-producing factory at Convention Centre at Gomoa-Fetteh to provide fresh and healthy juices, drinks and refreshing smoothies to cater for guests, visitors and patrons and serve as a source of income for the Centre, beginning from the last quarter of 2023.

<p>20. Make guest feedback a key means by which relevant information is solicited for, by regularly refining and updating customer feedback forms, and incorporating feedback into the day-to-day running of the Centre for improved service, and quality assurance standards.</p>	<p>PCC Board</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to institute a guest feedback system at the Centres for improved service and quality assurance standards, beginning from the last quarter of 2023.</p>
<p>21. Foster relationships with the local community through outreach programmes, charity events, health screening exercises and strategic partnerships with some local businesses.</p>	<p>PCC Board</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to improve the relationship between the Centres and the local community, beginning from the last quarter of 2023.</p>

FOCAL AREA : PROJECTS AND INFRASTRUCTURAL DEVELOPMENT

SPECIFIC OBJECTIVES:

- To accelerate the provision of conducive worship environment for all our local assemblies.
- To ensure that all building projects meet the value for money requirement, and are compliant with international and inclusive construction standard and local statutory requirements.
 - To enhance church visibility and branding at all times.

PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ²⁷
		2023/ 24	2025	2026	2027	2028	
1. Review the sizes of the existing CBCB and UACB projects to make provision for varied prototype sizes that include places of meeting for children and washrooms as well as a disability-friendly environment.	National Estate and Development Committee	x	x	x	x	x	Number of new designs and prototype sizes of CBCB and UACB projects completed in any particular year beginning from the last quarter of 2023.
2. Distribute the new CBCB and UACB designs to all areas and districts with the idea of encouraging their use in the local areas to reduce the design cost and buildability challenges.	National Estate and Development Committee	x	x	x	x	x	Number of completed new designs and prototype sizes of CBCB and UACB projects distributed to all areas and districts in any particular year beginning from the last quarter of 2023.

²⁷ The product or service which will result from the completion of planned actions (or activities) in an intervention

3. Encourage the use of prototype designs (depending on certain classifications and indicators) nationwide due to its enormous socio-economic benefit to the church.	National Estate and Development Committee /CoP Headquarters	x	x	x	x	x	Number of church auditorium building projects completed per Area in any particular year that are based on prototype designs, beginning from the last quarter of 2023
4. Continue categorising the grant allocation for CBCB, UACB and other special initiatives for urban and peri-urban centre projects to guide the allocation of grants to community churches and zonal centres based on needs.	National Estate and Development Committee	x	x	x	x	x	Number and value of grants allocated for CBCB, UACB and other special initiatives for urban and peri-urban centre projects per Area in any particular year because of need-based categorisation of grants, beginning from the last quarter of 2023.
5. Give approval for the application of CBCB and UACB grants to accelerate the completion of on-going special building projects such as Central Assemblies and Zonal Centres.	CoP Headquarters	x	x	x	x	x	Number of special building projects such as Central Assemblies and Zonal Centres per area completed in any particular year using CBCB and UACB grants, beginning from the last quarter of 2023.

6. Place a request for an aggregate blend of CBCB and UACB grants based on the annual development budgetary allocation for the Area. Based on the level of infrastructure deficit and classification of Areas, the funding focus may either be skewed to CBCB or UACB allocation.	Area Head	x	x	x	x	x	Number of Areas that request for an aggregate blend of CBCB and UACB grants in any particular year beginning from the last quarter of 2023.
7. Encourage all churches to factor a maximum of 100% increment over their existing overall membership when considering the reconstruction or construction of their edifices in order to reduce overdesigns in terms of capacity, and reduce the long periods spent in the construction of church buildings.	National Estate and Development Committee /Area Head/District Minister	x	x	x	x	x	Number of churches that comply with the advice to factor a maximum of 100% increment over their existing overall membership when considering the reconstruction or construction of their edifices in any particular year beginning from the last quarter of 2023.
8. Explore the possibility of constructing additional retreat centres in the Northern, Volta, Ashanti and Central Regions of Ghana for the purposes of improving accessibility to CoP retreat centres.	National Estate and Development Committee /CoP Headquarters	x	x	x	x	x	Number and location of additional retreat centres constructed in other parts of the country in any particular year beginning from the last quarter of 2023.

9. Encourage adherence to maintenance procedures of real estate properties and assets in the Church in accordance with the Church's Estate and Asset Maintenance Manual.	National Estate and Development Committee	x	x	x	x	x	Number and location of the church's real estate properties and assets that are maintained in accordance with the Church's Estate and Asset Maintenance Manual in any particular year beginning from the last quarter of 2023.
10. Construct a new fit-for-purpose Headquarters Complex to meet the growing needs of the Church and to improve the church's visibility and branding effects. The construction shall commence in the last quarter of 2023.	CoP Headquarters/ National Estate and Development Committee	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year towards the construction of a new fit-for-purpose Headquarters Complex for the Church of Pentecost beginning from the last quarter of 2023.
11. Continue with expansion work at the Pentecost Hospital, Madina.	CoP Headquarters/ National Estate and Development Committee	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year in relation to the expansion works at the Pentecost Hospital, Madina, beginning from the last quarter of 2023.

<p>12. Encourage locals, districts, and Areas to strictly comply with the directives in the new Estate and Asset Maintenance Manual to enhance value for money during the procurement of construction projects.</p>	<p>National Estate and Development Committee</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Identity of local assemblies, districts, and Areas that strictly comply with the directives in the new Estate and Asset Maintenance Manual in any particular year beginning from the last quarter of 2023.</p>
<p>13. Encourage all stakeholders in the church at all levels to adhere to the construction procurement guidelines and processes leading to the award of contracts and its general management. This includes:</p> <ul style="list-style-type: none"> • Scoping, conceptualization and development of brief by the owners. • Design development by an architect/experienced draftsman. • Project approval by approving authority. • Works procurement/tendering by at least 3 contractors. • Construction Supervision. 	<p>National Estate and Development Committee</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Identity of local assemblies, districts, and Areas that adhere to the construction procurement guidelines and processes, leading to the award of contracts and its general management in any particular year beginning from the last quarter of 2023.</p>

<p>14. Make a deliberate effort to identify, engage and use the services of Built Environment Guild members at all levels during project scoping, designing, procurement, construction and project controlling stages. These professionals may be given recognition at area and district presbytery meetings for the services rendered.</p>	<p>Area Estate Committee/District Estate Committee/ Local Estate Committee</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Identity of Areas, districts and local assemblies that engage and use the services of the Built Environment Guild during project scoping, designing, procurement, construction and project controlling stages in any particular year beginning from the last quarter of 2023.</p>
<p>15. Encourage all Areas to recruit competent Project Officers to assist in the supervision of projects at the area levels. Where necessary, Areas may combine resources to recruit one Project Officer to oversee their projects.</p>	<p>National Estate and Development Committee</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Identity of Areas that recruit competent Project Officers to assist in the supervision of construction projects in any particular year beginning from the last quarter of 2023.</p>
<p>16. Encourage all Areas to engage the services of qualified technical experts to offer the needed technical support services for the construction, inspection and supervision of new medium and large-scale projects as well as the maintenance of existing facilities.</p>	<p>National Estate and Development Committee</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Identity of Areas that engage the services of qualified technical experts in any particular year to offer the needed technical support services for the construction, inspection and supervision of new medium and large-scale projects as well as the maintenance of existing facilities beginning from the last quarter of 2023.</p>

17. Actively involve the National Estate and Development Committee in the execution of all the stages (project life cycle) of sensitive projects of national character.	Area Estate Committee/District Estate Committee/ Local Estate Committee	x	x	x	x	x	Identity of Areas, Districts and Locals that develop a well-designed path, which automatically involves the National Estate and Development Committee for the execution of projects of national character in any particular year, beginning from the last quarter of 2023.
18. Administer special grants to accelerate the completion of ongoing church-building projects depending on project urgency, justification and duration.	CoP Headquarters/ National Estate and Development Committee	x	x	x	x	x	Number and location of church building projects completed with special grants (based on urgency, justification and duration) in any particular year beginning from the last quarter of 2023.
19. Accelerate the completion of all ongoing CBCB projects rolled out from 2014 to 2024 by the year 2025.	Area Estate Committee/District Estate Committee/ Local Estate Committee	x	x	x			Number and location of ongoing CBCB projects (rolled out from 2014 to 2024) that are completed by the year 2025.

<p>20. Encouraged Locals to own the CBCB and UACB projects through community- based support and assist in their execution to completion. In very deprived areas, the Districts and Areas are encouraged to assist the acceleration of the completion of these projects.</p>	<p>Area Estate Committee/District Estate Committee/ Local Estate Committee</p>						<p>Number and location of CBCB and UACB projects that are executed and completed in any particular year through community-based support beginning from the last quarter of 2023.</p>
<p>21. Design church building projects in the urban and peri-urban centres to be disability-friendly and have a meeting place for the children’s ministry before the commencement of construction.</p>	<p>Area Estate Committee/District Estate Committee/ Local Estate Committee</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Number of church building projects in the urban and peri-urban centres per Area that are designed in any particular year to be disability-friendly and have a meeting place for the children’s ministry before commencement, beginning from the last quarter of 2023.</p>

22. Seek formal authorization from the office of the Chairman of CoP prior to redesigning, demolition and reconstruction of building projects for the purposes of ensuring the efficient use of church resources.	Area Head	x	x	x	x	x	Number and location of church buildings whose redesign, demolition and reconstruction have the prior approval of the Chairman of CoP in any particular year, beginning from the last quarter of 2023.
23. Coordinate and consolidate efforts meant to perfect all land documentation for landed assets.	Area Estate Committee/District Estate Committee/ Local Estate Committee	x	x	x	x	x	Number and location of all CoP landed assets whose documentation are perfected in any particular year, beginning from the last quarter of 2023.
24. Organise periodic training for key stakeholders to refresh local artisans on emerging trends and construction technologies and church policies on building.	National Estate and Development Committee	x	x	x	x	x	Number of training programmes organised per Area in any particular year to refresh local artisans on emerging trends, construction technologies, and church policies on building, beginning from the last quarter of 2023.

25. Coordinate the Procurement of PENZA projects through a concerted effort by all relevant stakeholders (where it is a joint effort) in order to enhance stakeholder engagement on the projects and the quality delivery of PENZA Ghana projects.	Director, Youth Ministry, National/ Area Estate and Development Committee/ Local PENZA Project Committee/Local church	x	x	x	x	x	Identity of stakeholders who are actively engaged during the entire life cycle of procurement of specific PENZA projects in any particular year, beginning from the last quarter of 2023.
26. Assist PENZA institutions in the acquisition of designs for the various PENZA projects (through the PDEM) based on congregational size and locations.	National/Area Estate and Development Committee	x	x	x	x	x	Identity of PENZA institutions assisted by the National/Area Estate and Development Committee to acquire designs for their building projects in any particular year, beginning from the last quarter of 2023.
27. Provide assistance for the execution of PENZA projects and to accelerate the completion of some major PENZA institution projects.	CoP Headquarters	x	x	x	x	x	Number and location of PENZA projects completed with the assistance of the CoP Headquarters in any particular year beginning from the last quarter of 2023.

28. Encourage the church at various levels to acquire strategic lands for future use in order to enhance the strategic future project initiatives.	CoP Headquarters/ National Estate and Development Committee	x	x	x	x	x	Identity of Areas, Districts, and Local assemblies that acquire strategic lands in any particular year for strategic future project initiatives beginning from the last quarter of 2023.
29. Provide ramp access at all CoP facilities (area offices, mission houses, church buildings, etc.) in order to make them disability friendly.	National Estate and Development Committee /Area Estate Committee/ District Estate Committee/Local Estate Committee	x	x	x	x	x	Number and location of CoP facilities per Area that have been provided ramp access to make them disability friendly in any particular year, beginning from the last quarter of 2023.
30. Encourage all Assemblies to complete statutory requirements for their church buildings and register their church buildings as a place of worship with the local authorities.	National Estate and Development Committee /Area Estate Committee/ District Estate Committee/Local Estate Committee	x	x	x	x	x	Number and location of local assemblies that complete statutory requirements for their church buildings and register their church buildings as a place of worship with the local authorities in any particular year, beginning from the last quarter of 2023.

31. Assist all Assemblies to perfect titles to their landed properties.	Area Estate Committee/District Estate Committee	x	x	x	x	x	Number and location of local assemblies that are able to perfect titles to their landed properties in any particular year, beginning from the last quarter of 2023.
Green Building Initiative by the Estate Committee							
32. Introduce Green Building Technology to contribute positively to environmental stewardship through the operations of infrastructure and physical development within the built environment.	National Estate and Development Committee	x	x	x	x	x	Number and location of CoP facilities (National/Area offices/ Mission houses/Church buildings, etc.) where the Green Building Technology is adopted in any particular year, beginning from the last quarter of 2023.

FOCAL AREA: GENERAL HEADQUARTERS ADMINISTRATION AND FINANCE							
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ²⁸
	2023/24	2025	2026	2027	2028		
HEADQUARTERS ADMINISTRATION							
SPECIFIC OBJECTIVE: To keep improving the administration and the finance functions of the Church in providing a strong backbone for ministry both within and outside the Church.							
1. Ensure that all headquarters staff and management continue to exhibit Christian values in their work.	General Secretary/ Management Team	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to ensure that all headquarters staff and management continue to exhibit Christian values in their work, beginning from the last quarter of 2023.
2. Continue to organise tailor-made programmes for the staff to promote high-level professionalism in their work.	General Secretary/ Management Team	x	x	x	x	x	Nature and types of training programmes organised in any particular year to promote high-level professionalism in the work of Headquarters staff beginning from the last quarter of 2023.

²⁸ The product or service which will result from the completion of planned actions (or activities) in an intervention

3. Ensure strict implementation of the reviewed administration manual of the headquarters	General Secretary/ Finance and Administration Director	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to ensure strict implementation of the reviewed administration manual of the headquarters, beginning from the last quarter of 2023.
4. Maintain optimum staff numbers for the headquarters' operations and periodically review their work schedules to achieve their full engagement.	General Secretary/ Finance and Administration Director/ Human Resource Manager	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to maintain optimum staff numbers for the headquarters' operations and to review their work schedules to achieve their full engagement, beginning from the last quarter of 2023.
5. Strengthen periodic working visits to subsectors of the Church to inspect work being done by these institutions to ensure increased efficiency.	Headquarters Administration	x	x	x	x	x	Number and frequency of working visits undertaken to subsectors of the Church in any particular year to inspect work being done by those institutions, beginning from the last quarter of 2023.
6. Invite the Heads of the Subsectors and their responsible Finance officers to the quarterly management meetings to share knowledge and experience as a way of improving performance and efficiency.	General Secretary/ Headquarters Administration	x	x	x	x	x	Number and identity of the Heads and Finance officers of Subsectors that are invited to the quarterly management meetings at the CoP Headquarters in any particular year, beginning from the last quarter of 2023.

<p>7. Augment the Audit Monitoring and Evaluation capacity of the Church at all levels especially, the Area Monitoring and Evaluation Audit teams to reposition them to be proactive in the discharge of their mandate in assessing the achievement of set targets of the Vision 2028 document.</p>	<p>General Secretary</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to augment the Audit Monitoring and Evaluation capacity of the Church at all levels to reposition them to be proactive in the discharge of their mandate in assessing the achievement of set targets of the Vision 2028 document, beginning from the last quarter of 2023.</p>
<p>8. Ensure that the Church Management System, which is currently being developed by the IT developers is fully deployed for implementation to facilitate efficient church statistics and membership management at all levels.</p>	<p>General Secretary</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to ensure that the Church Management System is fully deployed for implementation to facilitate efficient church statistics and membership management at all levels, beginning from the last quarter of 2023.</p>

Finance								
9. Ensure regular teaching on tithes, sacrificial giving and freewill offerings while ensuring that the policies on tithes and offerings are fully observed and implemented at all levels.	General Secretary/Finance and Administration Director/Area Heads/National Heads/District Ministers	x	x	x		x	x	Nature and types of measures put in place and implemented in any particular year to ensure regular teachings on tithes, sacrificial giving and freewill offerings, and to ensure that the policies on tithes and offerings are fully observed and implemented at all levels of the church, beginning from the last quarter of 2023.
10. Continue to discourage over-ambitious projects that do not meet the value for money criteria.	General Secretary/Finance and Administration Director/Area Heads/National Heads/District Ministers	x	x	x		x	x	Nature and types of measures put in place and implemented in any particular year to discourage over-ambitious projects that do not meet the value for money criteria, beginning from the last quarter of 2023.
11. Continue to maintain financial discipline by ensuring that expenditures are purely within the budget at all levels.	General Secretary/Finance and Administration Director/Area Heads/National Heads/District Ministers	x	x	x	x		x	Nature and types of measures put in place and implemented in any particular year to maintain financial discipline and to ensure that expenditures are purely within the budget at all levels, beginning from the last quarter of 2023.

12. Continue to discourage raising more than two offerings in a given service is not acceptable.	General Secretary/Finance and Administration Director/Area Heads/ National Heads/District Ministers	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to discourage Areas, Districts, and Local Assemblies from raising more than two offerings in a given service, beginning from the last quarter of 2023.
13. Ensure that the reviewed financial manual of the Church is fully implemented to maintain high-level financial discipline at all levels.	General Secretary/Finance and Administration Director/Area Heads/ National Heads/District Ministers	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to ensure that the reviewed financial manual of the Church is fully followed to maintain a high-level financial discipline at all levels of the church, beginning from the last quarter of 2023.

<p>14. Ensure that development funds, including all grants released at all levels, are used for their originally intended purposes.</p>	<p>General Secretary/Finance and Administration Director/Area Heads/National Heads/District Ministers</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to ensure that development funds, including all grants released at all levels are used for their originally intended purposes, beginning from the last quarter of 2023.</p>
<p>15. Organise orientation and sensitization sessions on the need to reduce expenditure on over-elaborated decorations and maintenance of mission houses and offices at all levels.</p>	<p>Finance and Administration Director/Area Heads/National Heads/District Ministers</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to help reduce expenditure on over-elaborated decorations and maintenance of mission houses and offices at all levels, beginning from the last quarter of 2023.</p>

16. Take the necessary steps to support the new ministries through budgetary allocations at all levels.	General Secretary/Finance and Administration Director/Area Heads/National Heads/District Ministers	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to ensure that the new ministries are supported through budgetary allocations at all levels, beginning from the last quarter of 2023.
17. Fully deploy the Enterprise Resource Plan (ERP) as a tool to strengthen the financial recording and reporting system.	General Secretary/Finance and Administration Director	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to fully deploy the Enterprise Resource Plan (ERP) as a tool to strengthen the financial recording and reporting system, beginning from the last quarter of 2023.

18. Continue with the Tertiary Educational Support for Ministers' Children, an initiative of Vision 2023.	General Secretary/Finance and Administration Director	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to continue implementation of the Tertiary Educational Support for Ministers' Children, beginning from the last quarter of 2023. Number of Ministers' Children who benefit from the Tertiary Educational Support for Ministers' Children in any particular year beginning from the last quarter of 2023.
19. Ensure that a percentage of the Areas' IGF would be used as scholarship and bursaries for students enrolled at PU.	General Secretary/Finance and Administration Director	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to ensure that a percentage of the Areas' IGF would be used as scholarship and bursaries for students enrolled at PU, beginning from the last quarter of 2023.

FOCAL AREA: DIGITAL TRANSFORMATION							
SPECIFIC OBJECTIVE: To strategically position the church on a sound digital path as it strives to possess the nations and transform lives with Godly principles.							
PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT²⁹
		2023/ 24	2025	2026	2027	2028	
Digitalising the Administrative Operations of the Church							
1. Develop a bespoke Enterprise Resource Planning (ERP) tool that will serve as a one-stop platform for all corporate software applications of the church. This software shall comprise: <ul style="list-style-type: none"> • Financial Management System • Human Resources Management System • Inventory Management System • Asset Management System • Project Management System 	General Secretary/IT Manager	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to develop and activate a bespoke Enterprise Resource Planning (ERP) tool (comprising Financial Management System, Human Resources Management System, Inventory Management System, Asset Management System, and Project Management System) that will serve as a one-stop platform for all corporate software applications of the church, beginning from the last quarter of 2023.

²⁹ The product or service which will result from the completion of planned actions (or activities) in an intervention

<p>2. Develop and implement a tailor-made Church Information Management System across all levels of the church to standardise information and reports. This system will serve as an automated platform for report submission, starting with reports from Local to Headquarters.</p>	<p>General Secretary/IT Manager</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to develop and activate a tailor-made Church Information Management System across all levels of the church to standardise information and reports, and to serve as an automated platform for submission of reports to Headquarters, beginning from the last quarter of 2023.</p>
<p>3. Develop customised web applications to handle other administrative and ministerial tasks. The following systems shall be developed:</p> <ul style="list-style-type: none"> • Ministerial Interview Management System • Conference Management System • Appraisal Management System 	<p>General Secretary/IT Manager</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to develop and operationalise customised web applications (comprising Ministerial Interview Management System, Conference Management System, and Appraisal Management System) to handle other church-related administrative and ministerial tasks, beginning from the last quarter of 2023.</p>

4. Collaborate with all departmental heads to create a matrix of requirements for the various applications they may need to use.	General Secretary/IT Manager	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to assess the requirements of all departmental heads for the various applications they may need to use, and to develop a matrix of requirements, beginning from the last quarter of 2023.
5. Digitise all relevant documents of the church, starting with the Headquarters.	General Secretary/IT Manager	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to digitise all relevant documents of the church at all levels, beginning from the last quarter of 2023. Number and types of church documents that are digitised in any particular year, beginning from the last quarter of 2023.

6. Create user manuals and short videos to train various stakeholders on how to use the various applications.	General Secretary/IT Manager	x	x	x	x	x	Number and types of user manuals and short videos created in any particular year to train various stakeholders on how to use the various IT applications, beginning from the last quarter of 2023. Number and identity of stakeholders who receive training on how to use the various IT applications in any particular year, beginning from the last quarter of 2023.
7. Continue to implement Microsoft 365 across the nation.	General Secretary/IT Manager	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to sustain the implementation of Microsoft 365 across the church, beginning from the last quarter of 2023.
8. Assign each minister a corporate email address and train ministers on how to use Microsoft 365	General Secretary/IT Manager	x	x	x	x	x	Number of CoP ministers who are assigned a corporate email address in any particular year, beginning from the last quarter of 2023. Number of CoP ministers who receive training in how to use Microsoft 365 in any particular year, beginning from the last quarter of 2023.

9. Introduce and implement an online payment system across the church.	General Secretary/ FAD/IT Manager	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to introduce and operationalise an online payment system across the church, beginning from the last quarter of 2023.
10. Extend the Church Geographical Information System (GIS) project to other nations.	General Secretary/IT Manager	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to extend the Church Geographical Information System (GIS) project to other nations, beginning from the last quarter of 2023.
Expanding the IT Infrastructure to Support Vision 2028							
11. Implement a Wide Area Network backbone that includes internet connectivity, aiming to establish a dependable and high-speed communications network. The network would be economically viable and enable effective interconnectivity between the Areas, Districts, and Locals.	General Secretary/ IT Manager	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to introduce and operationalise a Wide Area Network backbone/high-speed communications network that will enhance effective interconnectivity between all levels of the church, beginning from the last quarter of 2023.

12. Equip church offices with the best tech devices for effective work.	General Secretary/ IT Manager	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to equip church offices with the best tech devices for effective work, beginning from the last quarter of 2023. Number and location of church offices that are equipped with the best tech devices in any particular year, beginning from the last quarter of 2023.
13. Initiate the necessary consultations and administrative processes to procure the needed IT equipment.	General Secretary/ FAD/IT Manager	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to undertake the necessary consultations and administrative processes to procure the needed IT equipment, beginning from the last quarter of 2023.

<p>14. Facilitate the acquisition of a dedicated cloud server for the hosting of all official church websites and applications with appropriate security protocols implemented on it. This is in line with best practices for the proper alignment and management of ministry-centred IT activities of the church. All data of the church will be centralised to avoid silos.</p>	<p>General Secretary/IT Manager</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to acquire and operationalise a dedicated cloud server for hosting all official church websites and applications with appropriate security protocols, beginning from the last quarter of 2023.</p>
<p>15. Liaise with telecom companies to offer cost-effective IT solutions tailored for the church.</p>	<p>General Secretary/IT Manager</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to get telecom companies to offer cost-effective IT solutions tailored for the church, beginning from the last quarter of 2023. Number and types of tailor-made cost-effective IT solutions procured from telecom companies in any particular year, beginning from the last quarter of 2023.</p>

Equipping Ministers with needed information and skills to align IT best practices with Ministry							
16. Liaise with the leadership of Pentecost University to have a short course in IT for ministers.	General Secretary/IT Manager	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to collaborate with the leadership of Pentecost University to introduce a short course in IT for CoP ministers, beginning from the last quarter of 2023. Number of CoP ministers who enrol in a short course in IT at the Pentecost University in any particular year, beginning from the last quarter of 2023.
17. Visit Areas to interact with ministers on the digital transformation of the church with a focus on their peculiar situation.	General Secretary/IT Manager	x	x	x	x	x	Number of Areas visited by the CoP IT team in any particular year to interact with ministers on the digital transformation of the church with a focus on their peculiar situation, beginning from the last quarter of 2023.

<p>18. Create avenues for the IT Guild and IT teams to support the digitisation agenda of the church at all levels where it operates.</p>	<p>General Secretary/IT Manager</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to create avenues for the IT Guild and IT teams to support the digitisation agenda of the church at all levels where it operates, beginning from the last quarter of 2023. Number and identity of CoP Headquarters Ministries/ Departments/Sectors/ Areas/Districts/Local assemblies that receive support from the IT Guild and IT teams on the CoP digitisation agenda in any particular year, beginning from the last quarter of 2023.</p>
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<p>19. Encourage the leadership of the IT Guild at Area level to offer IT support and training to ministers that need such services.</p>	<p>General Secretary/IT Manager</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented in any particular year to operationalise technical support and training offered by the IT Guild at the Area level to CoP ministers that need such services, beginning from the last quarter of 2023. Number of CoP ministers per Area who receive IT support and training from the IT Guild in any particular year, beginning from the last quarter of 2023.</p>
<p>20. Train ministers on Global Data Protection Regulations (and the Data Protection Act of Ghana for those operating in the country) and its applications in the ministry.</p>	<p>General Secretary/IT Manager</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of CoP ministers per Area who receive training in Global Data Protection Regulations (and the Data Protection Act of Ghana for those operating in the country) and its applications in the ministry in any particular year, beginning from the last quarter of 2023.</p>

<p>21. Liaise with the Media Ministry Pastor to train ministers on the best use of social media for ministry. This will help the church to strategically influence discussions and transform some worldviews and trends on those social media platforms as envisaged in the Possessing the Nations Agenda.</p>	<p>General Secretary/IT Manager</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of CoP ministers per Area who receive training in the best use of social media for ministry in any particular year, beginning from the last quarter of 2023.</p>

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FOCAL AREA: THE EXECUTIVE COUNCIL

SPECIFIC OBJECTIVE: To continue to render effective and efficient administrative oversight of the church towards the success of the Vision 2028 agenda.

PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ³⁰
		2023/24	2024/25	2020/21	2021/22	2022/23	
1. Ensure the effective dissemination of the content of Vision 2028 across the Church.	General Secretary	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to disseminate the content of Vision 2028 across all levels of the Church, beginning from the last quarter of 2023.
2. Ensure adequate resources (human, financial, and material) are made available for the successful implementation of Vision 2028.	General Secretary	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to make adequate human, financial, and material resources available for the successful implementation of Vision 2028, beginning from the last quarter of 2023.

³⁰ The product or service which will result from the completion of planned actions (or activities) in an intervention

3. Strengthen RCC Coordinators to play effective coordinating roles as expected in their respective regional blocs.	General Secretary	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to strengthen RCC Coordinators to play effective coordinating roles as expected in their respective regional blocs, beginning from the last quarter of 2023.
4. Ensure that National/Area Heads and Directors prepare annual work plans that are aligned with the Vision 2028 Implementation Framework.	General Secretary	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to get National Heads/Area Heads/Ministry Directors/ Sector Heads to prepare annual work plans that are aligned with the Vision 2028 Implementation Framework, beginning from the last quarter of 2023.

5. Ensure a robust coordination and monitoring of Vision implementation at all levels of the church as spelt out in the Vision 2028 Implementation Framework.	General Secretary	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to operationalise a robust coordination and monitoring of Vision implementation at all levels of the church in accordance with the Vision 2028 Implementation Framework, beginning from the last quarter of 2023.
6. Ensure that reporting on the implementation of Vision 2028 by the Areas, Nations and Ministries is result-oriented.	General Secretary	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to get Areas, Nations, Ministries and Departments to submit semi-annual and annual reports on the implementation of Vision 2028 that reflect the expected outputs (or the product/service which resulted from the completion of planned actions), beginning from the last quarter of 2023.

7. Pray continuously for missionaries and other field workers of the church.	General Secretary	x	x	x	x	x	Number and frequency of prayer meetings organised in any particular year to pray for missionaries and other field workers of the church, beginning from the last quarter of 2023.
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FOCAL AREA: GENERAL COUNCIL MEETINGS

SPECIFIC OBJECTIVE: To continue to make the General Council more functional.

PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ³¹
		2023/ 24	2024/ 25	2025/ 26	2026/ 27	2027/ 28	
1. Ensure decisions and budgetary allocations of the church are in line with the promotion of the Vision 2028 agenda.	Executive Council	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to ensure that decisions and budgetary allocations of the church are in line with the promotion of the Vision 2028 agenda, beginning from the quarter of 2023.
2. Scrutinize reports from the Areas, nations and sectors through the lenses of Vision 2028.	Executive Council	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to scrutinize reports from the Areas, nations and sectors through the lenses of Vision 2028, beginning from the last quarter of 2023.

³¹ The product or service which will result from the completion of planned actions (or activities) in an intervention

3. Ensure the prevalence of a conducive atmosphere for councillors to contribute freely on the floor during Council meetings.	Executive Council	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to assure the prevalence of a conducive atmosphere for councillors to contribute freely on the floor during Council meetings, beginning from the last quarter of 2023.
FOCAL AREA: REGIONAL COORDINATING COMMITTEES (RCCs) SPECIFIC OBJECTIVE: To continue to strengthen the RCCs to play their critical role in the decentralised administrative structure of the church.							
1. Continue to empower and give more room to the RCCs to effectively carry out their constitutionally assigned mandate, especially in providing effective supervisory role at the grassroots level towards the effective implementation of the Vision 2028 agenda in their respective blocs.	Executive Council	x	x	x	x	x	Nature and types of measures put in place and implemented in any particular year to empower and give more room to the RCCs to effectively carry out their constitutionally assigned mandate, beginning from the last quarter of 2023.

2. Co-opt the global leadership team members of PENZA International into the various blocs into RCC meetings to facilitate the work of PENZA International in the various regional blocs.	Executive Council	x	x	x	x	x	Global leadership team members of PENZA International in the various blocs co-opted into RCC meetings in the various regional blocs in any particular year to facilitate the work of PENZA International, beginning from the last quarter of 2023.
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FOCAL AREA: STRENGTHENING OUR ECUMENICAL RELATIONS							
SPECIFIC OBJECTIVE: To contribute to the existence of a community of believers poised to promote the values and principles of the Kingdom of God towards societal transformation.							
PLANNED ACTIONS	Responsibility	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT³²
		2023/24	2024/25	2025/26	2026/27	2027/28	
1. Organise national and international interdenominational conferences that are in line with our transformation agenda where necessary.	Executive Council	x	x	x	x	x	Number and frequency of national and international interdenominational conferences organised by the CoP in any particular year to highlight the transformation agenda of CoP, beginning from the last quarter of 2023.

32 The product or service which will result from the completion of planned actions (or activities) in an intervention

2. Liaise with the Ghana Pentecostal and Charismatic Council and other ecumenical councils to dialogue with the state apparatus on sensitive national issues.	Executive Council	x	x	x	x	x	Number and frequency of dialogues between the Ghana Pentecostal and Charismatic Council and other ecumenical councils on one hand, and the state apparatus on the other one hand, on sensitive national issues in any particular year, beginning from the last quarter of 2023.
3. Continue to play a leading role in supporting para-church and other Christian organisations such as Ghana Pentecostal and Charismatic Council (GPCC), Scripture Union, Bible Society of Ghana, Ghana Institute of Linguistics, Literacy and Bible Translation and Ghana Evangelism Committee.	Executive Council	x	x	x	x	x	Number and identity of para-church and other Christian organisations that receive support from the CoP in any particular year, beginning from the last quarter of 2023.
4. Continue to exchange visits, interact and share ministry with leaders of some Christian churches in Africa and other parts of the world.	Executive Council	x	x	x	x	x	Number of exchange visits and interactive events held between CoP and leaders of some Christian churches in Africa and other parts of the world in any particular year to share ministry, beginning from the last quarter of 2023.

<p>5. Continue to maintain relationships with global para-church and Pentecostal organisations such as Elim Pentecostal Churches, “Empowered 21”, Links International, Lausanne Movement, World Pentecostal Fellowship, and the Apostolic Faith Mission (AFM).</p>	<p>Executive Council</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>×</p>	<p>Nature and types of measures put in place and implemented in any particular year to maintain the relationship between CoP and global para-church and Pentecostal organisations such as Elim Pentecostal Churches, “Empowered 21”, Links International, Lausanne Movement, World Pentecostal Fellowship, and the Apostolic Faith Mission (AFM), beginning from the last quarter of 2023.</p>
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FOCAL AREA: FUNDING VISION 2028**SPECIFIC OBJECTIVE:** To improve upon the already existing spirit of sacrificial giving in the church relative to all offerings for the effective funding of the Vision 2028.

PLANNED ACTIONS	RESPONSIBILITY	IMPLEMENTATION SCHEDULE					EXPECTED OUTPUT ³³
		2023/24	2025	2026	2027	2028	
1. Improve tithing through biblical teachings, Bible Studies and other relevant means, to encourage and deepen the spirit of sacrificial giving among the entire membership of the church. This shall be consciously done at least once in a month, preferably during the Lord's Supper week.	National Head/ Area Head/District Minister/Presiding Elder	x	x	x	x	x	Monthly biblical teachings, Bible Studies and other relevant activities held at the Nations, Area, District and Local levels of the church (preferably during the Lord's Supper week) to encourage and deepen the spirit of sacrificial giving among the entire membership of the church, beginning from the last quarter of 2023.

³³ The product or service which will result from the completion of planned actions (or activities) in an intervention

<p>2. Continue to promote Missions offering in all assemblies to improve members' awareness on raising offerings for missions work.</p>	<p>National Head/Area Head/District Minister/ Presiding Elder</p>	<p>X</p>	<p>X</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Nature and types of measures put in place and implemented at the Nations, Area, District, and Local level in any particular year to promote Missions offering in all assemblies to improve members' awareness on raising offerings for missions work, beginning from the last quarter of 2023.</p>
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Pursue financial education at the local church in the area of financial empowerment and management.	District Minister/ Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented at the District and Local level in any particular year to achieve financial education at the local church in the area of financial empowerment and management, beginning from the last quarter of 2023.
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<p>Organize a national business forum coordinated by the office of the Chairman towards supporting the growth and development of key businessmen and women in the church through. This forum will provide a platform for prayer, mentorship, discipleship, and pastoral care, all aimed at empowering and nurturing the potential of these leaders.</p>	<p>General Headquarters</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Number of national business forum organised in any particular year in support of the growth and development of key businessmen and women in the church, beginning from the last quarter of 2023. Number and gender of CoP businessmen and women per Area who participate in the national business forum in any particular year, beginning from the last quarter of 2023.</p>
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Empower businessmen and women in the church to navigate the intersection of faith and business, emphasising a sense of responsibility towards the Kingdom business beyond profit.	National Head/Area Head/District Minister	x	x	x	x	x	Nature and types of measures put in place and implemented at the Area, Regional, and District level in any particular year to empower businessmen and women in the church to navigate the intersection of faith and business, emphasising a sense of responsibility towards the Kingdom business beyond profit.
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3. Ensure that designated offerings are given due attention through teachings and awareness creation.	National Head/ Area Head/District Minister/Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented at the Nations, Area, District, and Local level in any particular year to ensure that designated offerings are given due attention through teachings and awareness creation, beginning from the last quarter of 2023.
4. Make provision in the annual budget of the church at all levels to finance the relevant outputs of Vision 2028.	National Head/Area Head /Directors/ Sector Head/District Minister/ Presiding Elder	x	x	x	x	x	Quantum of budget allocated to finance the relevant outputs of Vision 2028 at the Nations, Area, District, and local level in any particular year, beginning from the last quarter of 2023.

5. Offer fervent prayers for God to continue to prosper the work of our hands (Ps. 90:17).	National Head/Area Head/District Pastor/Presiding Elder	x	x	x	x	x	Number and frequency of prayer meetings organised at the Nations, Area, District, and Local level in any particular year to offer prayers for God to continue to prosper the work of our hands, beginning from the last quarter of 2023.
6. Offer fervent prayers for the prosperity of the nations (Jer. 29:7).	National Head/Area Head/District Minister/Presiding Elder	x	x	x	x	x	Number and frequency of prayer meetings organised at the Nations, Area, District, and Local level in any particular year to offer prayers for the prosperity of the nations, beginning from the last quarter of 2023.

7. Ensure prudent financial management at all levels of the church.	National Head/Area Head/Directors/ Sector Heads/District Minister/Presiding Elder	x	x	x	x	x	Nature and types of measures put in place and implemented at the Nations, Area, District, and Local level in any particular year to ensure prudent financial management at all levels of the church, beginning from the last quarter of 2023.
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THE CHURCH OF PENTECOST

VISION 2028

TEMPLATE FOR 2024 ANNUAL WORK PLAN FOR NATIONAL/AREA HEADS

Kindly note the following:

- The annual work plan deals with planned actions, activities, and expected outputs in a given year, as marked out in the implementation framework. The purpose is to help each implementation unit or level of the church to effectively plan for a given year within the five-year period.
- In designing the annual work plan by the “responsible agency or unit”, the focus should be on the planned activity assigned to the agency or unit as indicated in the implementation framework.

SL. NO.	EXPECTED OUTPUT(S)	PLANNED ACTIVITY	SUB-ACTIVITIES ³⁴	SCHEDULE ³⁵											
				1st Quarter			2nd Quarter			3rd Quarter			4th Quarter		
FOCAL AREA: THE REPOSITIONED LOCAL CHURCH AS A DISCIPLING AND UNLEASHING CENTRE				Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
1.	Number and frequency of teaching sessions organised in any particular year to help the local church to pursue its role as the salt of the earth and light of the world beginning from the last quarter of 2023.	Through well-tailored teachings guided by the annual themes, the local church shall be taught to understand her role as salt of the earth and light in the world.		x											
					x	x									
						x									

³⁴ Each planned activity should have a minimum of one sub-activity and a maximum of three sub-activities as the case may be.
³⁵ Indicate in which month (s) of the year each of the sub-activities will be undertaken

2	Number and frequency of teaching sessions on values, ethics, and morals which align with the principles of the Kingdom of God that are organised for members of the local church in any particular year, beginning from the last quarter of 2023.	Provide the local church basic teachings on values, ethics, and morals that align with the principles of the Kingdom of God.																				
3	Number and frequency of teaching sessions organised in any particular year to help the local assembly to see their secular jobs as opportunities for ministry and a call to serve, beginning from the last quarter of 2023.	Teach the local church to see their secular jobs as opportunities for ministry and a call to serve - a call to be a teacher, lawyer, banker, medical doctor, etc.																				
4	Number and frequency of teaching sessions and other forms of training organised in any particular year to teach the local church the Gospel message and its presentation, beginning from the last quarter of 2023.	Through teachings and other forms of training, the local church should be taught the Gospel message and its presentation.																				

5	<p>Nature and types of measures put in place and implemented at the district and local level in any particular year to evangelise neighbouring communities, beginning from the last quarter of 2023.</p> <p>Nature and types of measures put in place and implemented at the district and local level in any particular year, to remind every church member to consider himself/herself as an agent of transformation and embark on evangelism, beginning from the last quarter of 2023.</p>	<p>The local church shall intensify its efforts in evangelising its community - every church member will be required to do the work of an evangelist and see him or herself as an agent of transformation.</p>													

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6	<p>Nature and types of measures put in place and implemented at the district and local level in any particular year to identify ministry opportunities outside the church, beginning from the last quarter of 2023.</p> <p>Nature, types, and frequency of activities organised by the local church in any particular year to minister to persons and identifiable groups within the communities with particular needs, beginning from last quarter of 2023.</p>	<p>Since our communities are a collection of target groups, the local church as a body will be encouraged to go beyond the existing ministries in the church and consciously target groupings within their communities and minister to them. Examples of such ministry opportunities may include brothels, international students on our campuses (for PENSA), putting together Non-Governmental Organisations by individual members who are well-resourced to minister to persons with particular needs in the community, etc.</p>																			

7.	<p>Nature and types of ministry opportunities outside the church that are identified by individual members of the local church in any particular year, beginning from the last quarter of 2023.</p> <p>Nature, types, and frequency of activities organised by individual members of the local church in any particular year to minister to persons and identifiable groups within the communities with particular needs, beginning from the last quarter of 2023.</p>	<p>Individual members of the local church should identify groups within their communities and spheres and initiate specific ministries for them with their lifestyles in mind.</p>														

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8.	<p>Number and frequency of prayer sessions organised by the local church in any particular year, to keep the church vibrant and supply the needed strength and zeal for the unleashing agenda, beginning from the last quarter of 2023.</p> <p>Number of active small prayer groups established within the local church in any particular year to keep our churches vibrant and supply the needed strength and zeal for the unleashing agenda, beginning from the last quarter of 2023</p>	<p>The local church shall be made a house of prayer while also encouraging active small prayer groups within it. This will help keep our churches vibrant while supplying the needed strength and zeal for the unleashing agenda.</p>																			
9.	<p>Number of officers and members of the local church that actively use their talents and gifts to serve their communities and spheres in any particular year, beginning from the last quarter of 2023.</p>	<p>Officers and members of the local church should use their gifts and talents to serve their communities and spheres.</p>																			
10.	<p>Number and frequency of dawn services organised by the local church (in settings where applicable) in any particular year, beginning from the last quarter of 2023.</p>	<p>Organize dawn services in settings where applicable</p>																			

11.	<p>Nature and types of measures put in place and implemented to resource the local presbytery and other local leaders in any particular year to enable them to train and teach church members to become people called out of the world's lifestyle to subdue their spheres to God beginning from the last quarter of 2023.</p> <p>Number and frequency of sessions organised by the Local presbytery and other local leaders in any particular year to train and teach church members to enable them to become people called out of the world's lifestyle to subdue their spheres to God through the application of the principles of the Kingdom of God in all their dealings, beginning from the last quarter of 2023.</p>	<p>Resource the local presbytery and other local leaders to train and teach their members to become people called out of the world's lifestyle to subdue their spheres to God through applying the principles of the Kingdom of God in all their dealings.</p>															
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	Number and frequency of teaching sessions and prayer retreats organised for the Local presbytery and other local leaders in any particular year, beginning from the last quarter of 2023.	Hold periodic teaching sessions and prayer retreats for the Local presbytery and other local leaders.																											
	Number and frequency of training sessions organised for local presbytery members in any particular year, beginning from the last quarter of 2023.	Conduct regular training programmes for members of the presbytery.																											
	Number and frequency of inspections of the minutes books and other church records of the local presbytery by the District Minister and the Area or National Head in any particular year, beginning from the last quarter of 2023.	Inspect minutes books and other church records of the local assemblies regularly.																											

Sl. No.	EXPECTED OUTPUT(S)	PLANNED ACTIVITY	SUB-ACTIVITIES ³⁶	SCHEDULE ³⁷											
				1st Quarter			2nd Quarter			3rd Quarter			4th Quarter		
	FOCAL AREA: Closing the Backdoor of the Local Church			Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
1															
2															
3															

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The Local Presbytery

11.	<p>Nature and types of measures put in place and implemented to resource the local presbytery and other local leaders in any particular year to enable them to train and teach church members to become people called out of the world’s lifestyle to subdue their spheres to God beginning from the last quarter of 2023.</p> <p>Number and frequency of sessions organised by the Local presbytery and other local leaders in any particular year to train and teach church members to enable them to become people called out of the world’s lifestyle to subdue their spheres to God through the application of the principles of the Kingdom of God in all their dealings, beginning from the last quarter of 2023.</p>	<p>Resource the local presbytery and other local leaders to train and teach their members to become people called out of the world’s lifestyle to subdue their spheres to God through applying the principles of the Kingdom of God in all their dealings.</p>																		

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	Number and frequency of teaching sessions and prayer retreats organised for the Local presbytery and other local leaders in any particular year, beginning from the last quarter of 2023.	Hold periodic teaching sessions and prayer retreats for the Local presbytery and other local leaders.													
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	Number and frequency of training sessions organised for local presbytery members in any particular year, beginning from the last quarter of 2023.	Conduct regular training programmes for members of the presbytery.													
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<p>Number and frequency of inspections of the minutes books and other church records of the local presbytery by the District Minister and the Area or National Head in any particular year, beginning from the last quarter of 2023.</p>	<p>Inspect minutes books and other church records of the local assemblies regularly.</p>													

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Sl. No.	Expected Output(S)	Planned Activity	Sub-Activities ¹	SCHEDULE ²											
				1st Quarter			2nd Quarter			3rd Quarter			4th Quarter		
		Focal Area: Closing The Backdoor Of The Local Church		Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
1															
2															
3															

¹ Each planned activity should have a minimum of one sub-activity and a maximum of three sub-activities as the case may be
² Indicate in which month (s) of the year each of the sub-activities will be undertaken

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