



STRATEGIC PLAN

FOR

2018 - 2022

Introduction

This strategic plan is the formalized road map that describes how the church executes the chosen strategy within its vision and mission. This document has been developed by carrying out a comprehensive denominational SWOT analysis and environmental scanning and by choosing the relevant strategies that builds into the corporate strategy. This Strategic plan helps the church to focus on aligning the unique gifts and resources that God has given to Africa Gospel Church to take advantage of available opportunities. The Holy Scriptures say, “*Be very careful, then, how you live—not as unwise but as wise, making the most of every opportunity*” (Ephesians 5:15–16). As we do the planning, we let God do the directing. This is not just a simple projection-based planning but the realization that through prayer and obedience we can be a catalyst to help bring about a future that is in alignment with God’s will. Through much prayer and planning the Africa Gospel Church hopes to accomplish much for the Kingdom of God.

This Strategic Plan is the second plan to be developed after the accomplishment of the 2013-17 strategic plan and builds upon the foundation that has been laid in the past five years. It is a detailed navigational tool indicating where Africa Gospel Church will go in the next five years. It identifies the mission of the Church, the vision, the values, the areas of strategic focus, strategic objectives, and the goals to achieve these objectives. It also outlines various responsibilities and a concrete way to determine if we are on course. The strategic planning committee, which is the Central Church Council Executive, gratefully thanks all the church structures from the local churches, Districts, Areas, Regions, and the Central Office that has participated in the development of this document. Appreciation goes to our Bishop Rev. Dr. Robert Langat, administration, departmental heads, Regional and Area Directors and the AGC Management Council for their support, hard work, creative contributions, and prayerful discernment.

HISTORY OF THE AFRICA GOSPEL CHURCH

Africa Gospel Church is an evangelical denomination in Kenya. The church traces its roots back to the work of missionaries from World Gospel Mission starting in 1905. From its registration as an autonomous entity in 29th August 1961, the church has grown to close to 1700 congregations spread in different parts of the country. It has seen remarkable growth and development in rural and urban areas as well as in sending its own missionaries to remote areas and unreached tribes in Kenya, Uganda, Tanzania, and Sudan.

The church is a sponsor to a number of institutions in the country including Kenya Highlands Evangelical University; Tenwek Hospital and Tenwek School of Nursing; The Africa Gospel Church Baby Centre; Kaboson Pastors Training College; the Olderkesi, Nandi and Kapenguria Ministry Training Institutes, Theological Education by Extension (TEE), over 100 high schools, over 500 primary schools among other ministries and community development projects. Through, these institutions, the AGC has had a strong emphasis on holistic approach to ministry and on well trained leadership. For many years, this denomination has played a vital role in discipleship programs that reach all ages: men, women, youth, and children. The Vacation Bible School and Sunday school ministries for children have played a major role in creating a distinctive identity for AGC.

The Africa Gospel Church is a mission-oriented denomination and has churches spread to the southern Kenya to the borders of Kenya-Tanzania along the Maasai land of Narok; some other churches are in the North-west of Kenya among the Ilchamus, the Turkana and the Pokot and across the border to Eastern Uganda among the Karamojong. We have established mission fields reaching Muslims and Muslims background people in Garissa in the North-eastern part of Kenya and Witu in Lamu county along the northern coast. Work has been started among the Samburu, the Rendille in Laisamis, the Duruma in Kinango Kwale County in the southern coast, among the Sabaot in Mt. Elgon and among the Maasai of Kajiado. Currently, we have 17 mission fields, 43 urban churches with 7 in Nairobi city. There is hope that this growth will continue, with God's grace and help, for the next five years.

STRATEGIC PLANNING PROCESS

The time lines from the past resolutions were to develop a Strategic Plan to be ready for presentation to the Central Church Council by November 2017. The earlier part of 2017 was spent gathering information and opinions from all the church levels and there have been several Management Council and Central Church Council Executive meetings to review the progress. As well, the departmental heads, administration, and heads of AGC institutions and facilitators have met extensively over much of 2017 to review the materials, and to put the plan together. The process included:

- A review of the SWOT analysis, which include reviewing the strengths and weaknesses of the church and an environmental scan of the opportunities and threats to establish the extent to which the church has fared in relation to the last strategic plan period.
- The development of 1 to 5-year strategic objectives for each of the five Es and administration

Our Vision:

The Whole Church taking the Whole Gospel to the Whole world
(Swahili: Kuona KANISA LOTE, Likichukua INJILI YOTE, kwa ULIMWENGU WOTE)

Our Mission:

The purpose of the Africa Gospel Church is to fulfill the Great Commandment and Great commission of the Lord Jesus Christ according to the Great Plan (Mark 12: 30,31 Mathew 28:19,20 Acts 1:8).

Our Core Values

- Accountability
- Biblical Authority
- Commitment
- Diversity
- Excellence
- Faith
- Family
- Fellowship
- Holiness
- Servant hood

Our Strategies

- Evangelizing the Unsaved
- Establishing Churches
- Edifying Believers
- Equipping Leaders
- Exercising Compassion

Our SWOT Analysis

The SWOT analysis led to the identification of the strengths and weaknesses that are found within the internal environment of the church and the opportunities and threats that are found in the external environment. The internal environment took stock and covered the areas of spiritual maturity and growth, numerical growth, finance and investment, human resources, intellectual development, and church programs. The external environment took stock of the political, economic, social, technological, ecological, and legal (PESTEL) environment.

In this strategic plan, the SWOT analysis helps the Church to maximize its strengths, minimise its weaknesses, address the threats and take the greatest possible advantage of the opportunities. In this process, it was discovered that the Africa Gospel Church has many strengths which included a well-defined organizational structures and operational departments. The Church is served by a visionary leadership in the Head office with historic good relationship with the government and its leadership. The Church has also established many strong ministry partners, strong mission fields in the Rift Valley. AGC has readily available land as assets in various strategic regions of Kenya. The availability of a university, a leading mission hospital, an FM radio station, Publication Unit, several ministry training programs, and institutions, Bookshop facilities, and a major Baby Centre for rescuing children were also seen as strengths. The Church is also strong in its presence in Rift Valley with great loyalty of its members enabling the church to have self-propagating ability. That AGC has registered key presence in strategic towns and cities was considered a strength. The encouragement of volunteer service in the church and the availability of several trained ministers are credit to the Church. The AGC has had a consistent ministry to all ages, especially children and the youth. The overall holistic approach to ministry positions AGC in a strategic position for future growth and development.

Alongside these strengths, the church has weaknesses in a number of areas. Although the organizational administrative structures are well defined, the new Regional structures are still insufficiently equipped with basic facilities. There is unequitable and low compensation of staff. The denomination has a poor stewardship system and is not well funded by the giving of the members. The Church is also weak in its investment development. The Church has inadequacies in trained leadership, leadership transitions, and management of partners. It does not have well-defined development policies. The spiritual growth of members is slow. Because of its main base in rural Rift Valley, AGC faces the challenge of rural-urban divide as well as ethnic and geographical imbalance in its leadership structures. It was also found that AGC has no clear mission exit strategy, and insufficient understanding of the Compassion ministries of the Church. The Church has weaknesses of inadequate discipleship tools and insufficient spiritual support and supervision of AGC sponsored institutions. The church has yet to develop church planting and up-to-date evangelistic strategies. AGC members generally fear change and there is gender imbalance in key leadership positions. There is also poor communication and public relations, accountability, underutilized FM radio station, and ICT.

This process also led to the discovery of opportunities that are available for the Africa Gospel Church, Kenya. The location of AGC Head Office at Kenya's major city provides opportunity for the church to have a global interaction and impact through its ministries. Availability of AGC professionals locally and in the diaspora, provide great opportunity for evangelistic as well as for building stronger support base for the Church. The growing population in and outside Rift Valley provide new opportunities for ministry. There are many like-minded potential local and International partners that can work with AGC. The availability and emergence of urban set-ups for urban missions, migration, refugees, internally displaced persons, receptive communities outside Rift Valley, growing number of public and private primary schools, high schools, colleges, and universities provide unique opportunities for ministry. The fact that about 50% of African population will be living in cities by 2030 according to World Bank report and growth in Kenyan population, this provides an opportunity for AGC Urban missions. The fact that there is freedom of worship in Kenya, relatively stable political leadership and environment of peace. The improved money transfer systems, social media, e-ministries and e-commerce, clean and affordable energy infrastructure, communication, and technological knowledge provides new platforms for doing ministries effectively. The new leadership strategies from WGM to reach out to Muslim communities in Africa and beyond is also an opportunity for the Church. The opportunities for investment encouraged by the free market economy were also seen as a great possibility for the Church. The recent five-year growth of the Kenyan economy provides opportunities for strengthening the financial base of the church. The two levels of government provide opportunities for private public partnerships (PPP).

The external environment poses several threats to the Africa Gospel Church, Kenya. The growing post-modern secularism as well as loss of respect for the Church is a threat. The consequence of this has been erosion of moral values and ethics, liberalism, religious hypocrisy and declining meaning of church marriages and family values. Competition from other Christian traditions, negative cultural practices, Islam, and non-Christian alternative religions is still a major threat in the society. Frequent acts of terrorism in Kenya also bring a major threat to the Church. The Church is also threatened by the growing levels of unemployment among the youths, negative mass media, ethnicity, influx of drugs and substance abuse and prevalence of HIV/AIDS and other terminal illnesses. The high poverty rates impact negatively on the overall effectiveness of church ministries. The weakening of Kenya shillings and high inflation rates poses an economic threat to AGC Ministries. The negative ethnicity, inequality, frequent labour, and political unrest are potential threats to the ministries of the church. The aspects of the new Kenyan constitution and subsequent legislations may have negative impact on the legal environment which the church operates. The shifting educational policies and declining interest in theological training pose a threat as well. The global and national environmental changes and the non-compliance on environmental conservation best practises are likely to impact negatively on the church operations and existence.

The issues that emanated from the SWOT analysis are addressed in the formulation of these strategies. In order to achieve the church's vision, therefore, in the next five years ministry activities and projects will be developed and implemented under the five key strategies as elaborated under Areas of Strategic Focus.

Areas of Strategic Focus

E1: Evangelizing the Unsaved (Missions and Evangelism).

A. Missions

Strategic Objective 1: Establishment and development of mission fields

Strategies

- 1.1 Identify, survey, and establish 7 new local and 3 new International mission fields.
- 1.2 Establish new and expand existing Urban mission opportunities.
- 1.3 Develop local leadership in all AGC mission fields.
- 1.4 Establish a strategy of developing mission fields.
- 1.5 Develop an exit strategy for missionaries.
- 1.6 Develop a strategy for turning mission fields to become mission forces.

Strategic Objective 2: Establish Missionary care and development processes.

Strategies

- 2.1 Establish a fully functional care unit.
- 2.2 Employ a full time missionary pastor/counselor.
- 2.3 Develop and implement strategies for consistent missionary care.
- 2.4 Identify the needs among the missionary kids and develop solutions.
- 2.5 Identify missionary developmental needs and strategize on solutions.

Strategic Objective 3: Revitalize missions resource mobilization strategies.

Strategies

- 3.1 Complete Bethany Missions center and ensure it is fully functional.
- 3.2 Develop and implement a comprehensive adopt a mission field strategy.
- 3.3 Inform, inspire, and involve every AGC local church and institutions in missions.
- 3.4 Establish procedures for managing visiting teams and projects implementation in the mission fields.
- 3.5 Establish AGC missionary deputation programs to enhance resource mobilization.
- 3.6 Consolidate the existing and raise 10 new key partners in missions.
- 3.7 Develop Income Generating Activities to support mission work.
- 3.8 Provide adequate accountability mechanisms for channeling and use of mission resources.

Strategic Objective 4: Mobilize and Manage missions human Resources.

Strategies

- 4.1 Develop robust mission human resource mechanisms in line with AGC overall Human Resource policies.
- 4.2 Recruit and train 50 new missionaries.

- 4.3 Adequately deploy missionaries to all mission fields.
- 4.4 Mobilize, train, and deploy short term missionaries and volunteers.
- 4.5 Establish a missionary emergency and rescue network.
- 4.6 Utilize AGC Pastors and leaders in missionary personnel recruitment.

Strategic Objective 5: Engagement in Diaspora Ministries, Global Outreach, and International partnerships in missions

Strategies

- 5.1 Establish AGC International Ministries Outfit.
- 5.2 Start ministries targeting AGC in Diaspora and engage them in global missions.
- 5.3 Initiate new and strengthen existing refugee and migrant ministries.
- 5.4 Develop and implement local and International Muslim ministry strategy.
- 5.5 Second AGC missionaries to work with International mission agencies.

B. Evangelism

The Africa Gospel church, Kenya targets to win 1 million souls to Christ by 2022. This can be done through the following strategic objectives and strategies:

Strategic Objective 6: Turn local churches to be evangelistic avenues

Strategies

- 6.1 Re-engage each one win one strategy across the denomination.
- 6.2 To develop a follow up mechanism for new converts.
- 6.3 Establish effective evangelism reporting mechanisms throughout AGC
- 6.4 Empower the local churches to initiate church based evangelistic programs.
- 6.5 Mobilize Pastors to preach intentional evangelistic sermons.

Strategic Objective 7: Develop community, market place and corporate evangelism

Strategies

- 7.1 Equip AGC members on initiating evangelistic friendships and relationships in communities, the market place and corporate.
- 7.2 Initiate AGC professional groups with the aim of reaching their colleagues.
- 7.3 Mobilize AGC members to form cell groups for purposes of evangelism.
- 7.4 Train AGC members to use social groups such as Chama as evangelism outreach opportunities.
- 7.5 Mobilize AGC members to be agents of transformation as a witness for Christ.

Strategic Objective 8: Utilize Academic institutions as evangelistic avenues

Strategies

- 8.1 Enhance AGC congregations for outreach to primary, High Schools, Colleges, and Universities

- 8.2 Partner with KSCF, Christian Unions and other Christian students' groups to organize evangelistic campaigns.
- 8.3 Mobilize AGC Congregations to reach out compassionately to learning institutions.
- 8.4 Equip teachers and other staff members to reach out to their students and non-Christian colleagues.
- 8.5 Train AGC on how to use educational forums to foster Christian values.

Strategic Objective 9: Use major evangelistic campaigns and mass media

Strategies

- 9.1 Mobilize AGC members to organize major evangelistic campaigns in every Area
- 9.2 Enhance outreach through Radio, TV, and print media.
- 9.3 Develop a strategy of using social media and digital platforms as evangelistic avenues.

Strategic Objective 10: Develop training programs and mobilize evangelistic resources.

Strategies

- 10.1 Resource the AGC Congregations with evangelism materials for soul winning
- 10.2 Develop partnerships with like-minded churches and para-church organizations in implementing outreach activities.
- 10.3 Facilitate the establishment of AGC Evangelism Resource Centres
- 10.4 Recruit and train all AGC Evangelism leaders
- 10.5 Mobilize and ensure AGC has adequate evangelistic outreach resources.
- 10.6 Research and disseminate throughout AGC new evangelistic strategies.

E2: Establishment of Churches

Strategic Objective 1: To establish quality Congregational life practices in AGC

Strategies

- 1.1 Establish firm AGC liturgical practices for all services.
- 1.2 Revitalize prayer as a major component in all AGC services and foster prayer networks.
- 1.3 Equip and encourage all Pastors on sound hermeneutics and homiletic principles
- 1.4 Ensure that all AGC Congregations adhere to biblical stewardship as a way of worship
- 1.5 Reestablish theological sound music ministry throughout the church.
- 1.6 Ensure every AGC Congregation has effective pastoral and lay leadership
- 1.7 Strengthen and expand Urban ministry strategies

Strategic Objective 2: Revive existing struggling and plant new churches

Strategies

- 2.1 Finalize, publish, and implement the AGC church planting strategy
- 2.2 Reengage each 'Congregation plant one Congregation' strategy

- 2.3 Plant an AGC Church in every County Headquarters in Kenya and every sub County Headquarters within the Rift valley.
- 2.4 Revitalize and ensure sustainability of all existing AGC congregations
- 2.5 Equip all AGC leaders on church planting strategies
- 2.6 Ensure that Church Planting Institute is fully implemented by AGC

Strategic Objective 3: Ensure all AGC churches congregate in suitable physical locations with appropriate facilities.

Strategies

- 3.1 Assist every congregation to acquire land for the sanctuary or design an alternative place of worship.
- 3.2 Ensure that all AGC churches acquire appropriate sound and music equipment
- 3.3 Provide appropriate guidelines for construction of quality and affordable church buildings/sanctuaries across the church.

E3: Edifying Believers (Discipleship, Children, Youth, Women, and Men)

Strategic Objective 1: To develop discipleship as an intentional movement in AGC

Strategies

- 1.1 Research, benchmark, and implement the best discipleship models
- 1.2 Establish new and enhance existing small groups
- 1.3 Create a comprehensive discipleship multiplication network
- 1.4 Develop AGC customized discipleship structure for all groups, ages, and stages in life
- 1.5 Develop a comprehensive strategy for increasing members participation in Church ministries

Strategic Objective 2: To fully equip the entire church with discipleship resources

Strategies

- 2.1 Develop and publish in house discipleship materials
- 2.2 Maximize the use of media for discipleship

Strategic Objective 3: To establish family as the primary discipleship base

Strategies

- 3.1 Develop and implement comprehensive marriage and family programs
- 3.2 Design and implement programs for widowers, widows, orphans and singles
- 3.3 Develop and implement a comprehensive parenting programs

Strategic Objective 4: To offer children friendly discipleship opportunities and resources that are welcoming, fun, safe, educational, spiritually sound, and well planned.

Strategies

- 4.1 Develop, update, publish and distribute appropriate Sunday School resources for all AGC children.
- 4.2 Develop children workers who are creative and passionate, valued, empowered, and equipped to effectively minister to children.
- 4.3 Facilitate the development, production, and distribution of variety VBS materials for all AGC children annually.
- 4.4 Increase the number of bible clubs from 250 to 1000.
- 4.5 Conduct annual Children's Rallies and outreach activities in all the 9 Regions of AGC
- 4.6 Organize annual instructional workshops, seminars, and conferences for all AGC children workers
- 4.7 Establish an AGC National Children's Resource Center
- 4.8 Identify special groups such as single parent children, orphans and clergy's children and organize appropriate discipleship ministries and support networks for them
- 4.9 Establish children concerts, crazy Olympics and music extravaganzas and other similar children enriching activities throughout AGC
- 4.10 Develop and implement Child Safety Policy and to ensure all Children's workers and worship environments are safe for all AGC children
- 4.11 Equip parents with parenting tools and to organize parenting seminars throughout AGC on safety and holistic development of children
- 4.12 Foster intentional involvement of children in church services, evangelistic and mission activities, community services and leadership programs
- 4.13 Pursue partnership with the government at all levels, benchmarking with the best children ministry practices, and partnerships with like-minded children ministry organizations.

Strategic Objective 5: To empower AGC youth to become effective disciples of Christ in their homes, communities, institutions of learning, and the market place.

Strategies

- 5.1 Develop age appropriate and youth friendly discipleship/mentorship programs and resources.
- 5.2 Develop and implement curricula to support youths during their various periods of transitions in life

- 5.3 Enhance AGC Congregations' outreach to students in Primary Schools, High Schools, Colleges, and Universities
- 5.4 Regulate and use electronic media as a means of discipling the youths
- 5.5 Organize annual youths' recreational activities, concerts, and adventurous tours to enrich the social, leadership and spiritual development of youth
- 5.6 Ensure that all AGC congregations and institutions have safe recreational activities and fellowship space for the youth
- 5.7 Organize annual workshops, training seminars and conferences for youth leaders and workers throughout AGC
- 5.8 Partner with the parents, the government, and other like-minded agencies in advocating against youth destructive vices, substances, and practices in providing rehabilitative services
- 5.9 Organize AGC youth entrepreneurship workshops, investment seminars, economic empowerment programs and mechanisms for creating employment opportunities.
- 5.10 Organize annual parental workshops for parents of teens and young adults
- 5.11 Benchmark, partner and appropriate the best practices in youth ministries
- 5.12 Get AGC youths intentionally involved in church services, outreach activities, and leadership opportunities

Strategic Objective 6: To offer comprehensive women friendly opportunities for wholistic growth, leadership development and dedication to the serve of God, family, church, and community.

Strategies

- 6.1 Establish AGC specific ministries to single mothers, widows, elderly women, women professionals, women in crisis and other groups of women in need of specialized discipleship ministries.
- 6.2 Research, partner, and appropriate best practices and establish discipleship resources for AGC women ministry.
- 6.3 Develop women leadership in all church levels through formal training, quality annual conferences, retreats, camps, and workshops.
- 6.4 Equip women with biblical values and principles in their home building, career, and professional development
- 6.5 Foster intentional and comprehensive participation of women in church leadership, evangelistic and mission activities, community services and societal leadership opportunities
- 6.6 Build partnerships, networks and engage women in intentional participation in business and other economic empowerment programs
- 6.7 Engage women in wholistic approach to mentoring, equipping, and restoration of vulnerable women and girls.
- 6.8 Initiate training programs to foster good health practices for women throughout AGC.

Strategic Objective 7: To provide comprehensive fora for men of all ages to be disciplined and to develop as leaders of integrity in family, church, and society

Strategies

- 7.1 Establish AGC specific ministries to single fathers, widowers, elderly men, men professionals, men in crisis, and other groups of men in need of specialized discipleship ministries.
- 7.2 Develop comprehensive discipleship structure, work on partnership with the best practices in men's discipleship and provide resources for men's discipleship programs.
- 7.3 Use conferences, breakfast meetings, nyama choma fellowships, camp meetings, retreats, and various seminars to grow men as disciples and develop them as leaders.
- 7.4 Target to enroll all AGC men in small groups for weekly Bible studies, prayers, fellowships, and theological training
- 7.5 Intentionally involve AGC men in church services, missions and community outreach ventures, compassionate ministries, church development projects, and societal leadership roles
- 7.6 Develop programs throughout AGC to foster quality fatherhood and to equip fathers to be priests and leaders in their own families.
- 7.7 Develop and implement curricula for rites of passage for boys in transition to manhood
- 7.8 Foster AGC men's structure of "Paul-Timothy" model for men to mentor boys and older men to mentor younger men throughout AGC
- 7.9 Develop mechanism to ensure all men in AGC practice the spirit of generosity and tithing.
- 7.10 Empower AGC men to develop viable economic ventures for sustainable family livelihoods, investments, and retirement benefit schemes.
- 7.11 Initiate training programs to foster good health practices for men throughout AGC.

E4: Equipping Leaders (Education – Leadership development & School Ministries)

A. Leadership Development

Strategic objective 1: Identify potential leaders and denominational capacity building needs and provide effective training facilities, scholarships, mentorship programs and internship opportunities.

Strategies

- 1.1 Mobilize all AGC Regions to identify and facilitate theological training of at least 500 pastors.
- 1.2 Adequately equip the training institutes and to expand from the current 6 to 10.
- 1.3 Mobilize AGC and partners to provide adequate scholarships for the training of pastors and other church leaders.

- 1.4 Identify and develop strategic leaders for all AGC enterprises and major Institutions.
- 1.5 To develop a mechanism for identifying capacity building gaps and make appropriate recommendations for formal or in-service training.
- 1.6 To develop and implement an AGC Internship policy throughout the denomination.
- 1.7 Develop strategies to attract high school, college, and university graduates for ministry training.
- 1.8 Facilitate review of the current curricula of AGC theological training Institutions to be in keeping with the AGC Constitution and the contemporary ministry training needs.
- 1.9 Develop and implement a mentoring emerging leaders (MEL) strategy.
- 1.10 Identify, partner, with accrediting agencies and establish Quality assurance mechanisms for AGC theological training institutions.

School Ministries

Strategic Objective 2: To collaborate with other stakeholders in providing sound administrative structures in AGC sponsored schools and initiating new institutions of learning.

Strategies

- 2.1 Ensure all sponsored schools under the guidelines of AGC education policy and Education Act.
- 2.2 Facilitate the establishment and registration of private and public AGC sponsored schools.
- 2.3. Facilitate the training of BOMs for both primary & secondary schools annually.
- 2.4 Organize annual training seminars for all AGC education leaders.
- 2.5 To liaise with other stakeholders to mobilize resources for the development of infrastructure.
- 2.6 Establish AGC Principals' forum and organize consultative meetings annually
- 2.7 Establish a sponsor's or Founder's Day in all sponsored schools.
- 2.8 Mobilize AGC congregations to provide recognition of excellence in all fields of performance in all AGC sponsored schools.
- 2.9 Promote stakeholder involvement in general performance by working closely with church, communities, TSC and Ministry of Education.
- 2.10 Encourage development of leadership skills among students by organizing annual training programs for student leaders.

Strategic Objective 3: To provide for adequate chaplaincy services and to strengthen spiritual life formation in learning Institutions

Strategies

- 2.1 To facilitate the recruitment, training, and placement of chaplains in all AGC sponsored schools

- 2.2 To strengthen the Pastoral Program for Instruction in all our sponsored primary schools
- 2.3 To foster Christian Union activities in all our sponsored secondary schools
- 2.4 To ensure that all appropriate church levels and local churches provide spiritual oversight to all AGC Private sponsored schools on a weekly basis
- 2.5 To facilitate partnership for ministry between AGC congregations and non AGC sponsored schools in their neighborhood through
- 2.6 Raise support for the provision of bibles and other spiritual equipment and resources for all AGC sponsored schools.

E5: Exercising Social Compassion

Address societal needs holistically

Strategic Objective 1: To mobilize AGC Congregations to promote mental, emotional, spiritual and physical health.

Strategies

- 1.1 To fully implement the Health Outreach Program policy
- 1.2 To maintain counseling and crisis intervention programs throughout AGC.
- 1.3 To partner with AGC Tenwek Hospital and other medical facilities to organize annual medical missions, camps, and campaign throughout Agc areas of operations.
- 1.4 To partner with Tenwek Community Health and development to organize preventive medical programs for the church.
- 1.5 To establish at least 5 new health facilities and to expand, renovate and equip all the existing HOP facilities.
- 1.6 To partner with the government in mobilizing all church members towards universal health insurance.
- 1.7 To register new and to update the registration of all existing HOP facilities with Christian Health Association of Kenya (CHAK).
- 1.8 To partner with the government and other private health facilities in matters of health and Christian ministry within these facilities.

Strategic Objective 2: Mobilize all AGC leaders in articulating biblical guidelines on justice, utilize rescue strategies and leverage on existing platforms of advocacy for vulnerable and disadvantaged members of the society

- 2.1 To train all church leaders on advocacy against retrogressive cultural practices and gender-based violence
- 2.2 Develop and implement a policy on social advocacy

- 2.3 Interact with and seek to positively influence relevant legislation in the county and national governments
- 2.4 Identify and partner with like-minded individuals, professionals, and organizations in providing a voice to the vulnerable and disadvantaged children, youth, men, and women
- 2.5 Research, benchmark, and partner with best practices in rescue and defense mechanisms for affected members of the society

Strategic Objective 3: To mobilize AGC congregations to promote the development of programs and facilities for the rehabilitation and re-integration of affected members of the society

Strategies

- 3.1 To develop and implement strategies for rehabilitation of victims of addictions in the society
- 3.2 To develop training programs to sensitize communities on dangers of street life, prostitutions, prison life, alcoholic and drug abuse, and other addictive behaviors
- 3.3 To establish facilities for rehabilitation and re-integration of ex-prisoners and other vulnerable members of the society
- 3.4 To collaborate with like-minded organizations to leverage resources for rehabilitation programs

Strategic Objective 4: To mobilize all AGC congregations to respond and provide sustainable livelihoods empowerment for the vulnerable members of the society

Strategies

- 4.1 Identify the social needs of orphans, widows and other vulnerable members of the society and respond appropriately.
- 4.2 Partner with other organizations to leverage resources towards initiating and running support programs for the vulnerable

Strategic Objective 5: To utilize the creation of awareness throughout AGC as a tool for empowering communities on holistic transformation

Strategies

- 5.1 To train all AGC leaders on strategies of sensitizing communities around them on sustainable transformation programs
- 5.2 To develop training curricula on sustainable community development
- 5.3 To develop and implement strategies for the eradication of illiteracy in the communities
- 5.4 To collaborate with like-minded organizations to mobilize resources for community empowerment trainings

Strategic Objective 6: Develop mechanisms for relief and disaster management.

Strategies

- 6.1 To develop and implement a relief and disaster management policy
- 6.2 Develop and implement an efficient mechanism for timely response to natural crises in communities where the church is operating
- 6.3 To liaise with other partners to mobilize resources for relief

Strategic Objective 7: To mobilize AGC congregations to establish sustainable community development programs

Strategies

- 7.1 Establish a development agency as a vehicle for community transformation
- 7.2 To facilitate access to clean water, food security, and eradication of poverty
- 7.3 To liaise with other partners to mobilize resources for economic empowerment activities

AGC Administration

AGC Administration is responsible for the overall accomplishment vision and mission of AGC-Kenya AGC. This is done through the operationalization of the 5 key strategies of the denomination. The Administration arm provides denominational pastoral oversight and overall coordination, direction, development of required infrastructure, development of personnel, expansion of financial base and continued accountability, development of strong partnerships, and oversight over action plans and implementation of the strategic plan.

Strategic Objective 1. Provide denominational Pastoral oversight

Strategies

- 1.1 Establish and implement revival and revitalization strategies throughout AGC.
- 1.2 Ensure that all AGC leaders have taken courses on AGC history and polity and holiness.
- 1.3 Intentionally involve all AGC Retirees in Ministry.
- 1.4 Strengthen Partnership with Wesleyan Holiness Connection and other like-minded ministries to provide relevant resources on holiness throughout AGC.
- 1.5 Develop a framework on AGC apologetics, ministry ethics and doctrinal positions.

- 1.6 Organize annual pastoral visits to all Areas, Mission fields, Institutions, and Urban churches.

Strategic Objective 2: Provide a strategic direction for the church

Strategies

- 2.2 Align all AGC Churches, Ministries and Institutions to the denominational vision and mission
- 2.2 Ensure all AGC entities operate fully under the revised AGC Constitution.
- 2.3 Ensure that all approved policies and resolutions of the governing Councils are implemented.
- 2.4 Develop all the required policies, manuals, and resources to fully implement the AGC Constitution.

Strategic Objective 3: Establish reliable ministry partners to support the vision of AGC

Strategies

- 3.1 Develop new local and International partners.
- 3.2 Establish Friends of AGC from both local and International networks.
- 3.3 Organize AGC professionals into networks that support the church's vision.
- 3.4 Develop Private Public Partnership between AGC, County and agencies of the National government.

Strategic Objective 4: Provide efficient and effective administrative systems and structures

Strategies

- 4.1 Ensure that AGC HQ in Nairobi and all Regional Offices are fully established.
- 4.2 Develop and Implement Central Church Council Governance manual.
- 4.3 Train all AGC Leaders on Governance.
- 4.4 To re-engineer Holder International as an AGC relief and development agency.
- 4.5 Strengthen the Regional structures to enhance their capacity to supervise all Urban, Area and Mission churches.
- 4.6 Expand Radio Injili to cover the entire East Africa with quality programs that support the strategic objectives of the Church.
- 4.7 Upgrade Publications department to a Printing Press.
- 4.8 Develop a fully-fledged Communications and Public Relations department.
- 4.9 Establish an office of asset and estate Manager.
- 4.10 Put in place a comprehensive asset and estate management system.
- 4.11 Ensure and facilitate all AGC churches and entities to acquire legal documentation of land and other assets.

Strategic Objective 5: Establish a sound financial base for the church.

Strategies

- 5.1 Ensure that all churches, ministries, and institutions contribute faithfully every level of the church.
- 5.2 Increase income from investment ventures to meet at least 50% of the annual.
- 5.3 Enshrine the culture of audit and accountability in all church entities.
- 5.4 Develop and implement new ministry resource mobilization strategies.
- 5.5 Explore, develop, and implement new business opportunities.

Strategic Objective 6: Develop and deploy sufficient strategic human resources

Strategies

- 6.1 Develop strategic leaders for all key levels and entities of the church
- 6.2 Ensure proper succession planning is carried out in all strategic ministries and institutions
- 6.3 Develop competitive benefit programs to enhance performance and increase staff retention.
- 6.4 Develop and Operationalize the AGC Human Resource Policy.
- 6.5 Strengthen existing and establish new programs and training Institutions.
- 6.6 Develop welfare strategies to care for all current and retired church officers in the denomination.
- 6.7 Establish performance review mechanisms and tools to be implemented across the church