



**NEW APOSTOLIC CHURCH**

**CHIPATA APOSTLE AREA**

Insert Picture of Chipata Apostle Area Youth Centre

**DRAFT COPY**

**STRATEGIC PLAN**

**2016 - 2020**

# 

CHIPATA APOSTLE AREA

**CHIPATA APOSTLE AREA Strategic Plan**

**2016 to 2020**

**Drafted: November 2015**

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**FOREWORD**

In 2009 District Apostle Area 28 (Zambia, Malawi, and Zimbabwe) developed its strategic plan. This was in line with the New Apostolic Church International’s Twenty-Year Master Plan. Both the Master Plan and the DAA 28 Strategic Plan acknowledge the fact that God has blessed the New Apostolic Church with consistent growth over many years of its existence; therefore there is need to sustain this growth and plan against the worldwide decline of Christianity. The Strategic Plan of District Apostle Area 28 is formulated around four pillars, namely, ***self-governance, self-education, self-sustenance,*** and ***self-propagation***. The goal of the plan is to position the Church at all levels in strategic position for further spiritual and material development that supports all those that are under our care to remain steadfast in faith and in following; while being prepared for the eminent return of the Lord.

The Strategic Plan of District Apostle Area 28 gives a general framework and strategic direction which cannot meet specific needs and challenges of each apostle area. It however gives a broad and strong motivation and guidance to the apostle areas to develop their own specific strategic plans. I am therefore pleased that Chipata Apostle Area has developed their Strategic Plan for the period 2016 to 2020.

The Lord has blessed this area with highly motivated and united congregations, human and natural resources, coupled with the willingness to offer and sacrifice of the members. This wonderful picture places this apostle area at a good advantage to excel in their efforts towards self-sustenance and propagation of God’s word and will. With this strategic plan the Apostle area has good chances of developing beyond current levels, if the leadership and all members will show commitment to its implementation while at the same time allowing the Lord to be at the centre of every decision and action. I am aware too that the Apostle area has a number of challenges highlighted in the document. These include provision of adequate care to all members, especially in density areas where church halls cannot accommodate all the members of the congregation; low literacy levels among both ministers and members; poverty, especially in rural areas where most, if not all, the families depend on subsistence farming. With God’s help, and our own efforts we can succeed and achieve the goals of this Strategic Plan despite the challenges.

Let me commend the Apostle Kububa Soko, the ministers and members of the Apostle Area for their efforts, resources, and time put into developing this Strategic Plan. I urge everyone to do everything within their capacity to put this document to good use and thereby achieve the set goals and even go beyond and ensure that the mission and Vision of the New Apostolic Church become reality in the Apostle Area.

Charles S. Ndandula

**District Apostle**

**ACKNOWLEDGEMENT**

We have made noticeable strides as an Apostle Area towards self-sustenance, especially in the areas of infrastructure development where 8 churches were dedicated and 122 are under construction at different levels.In addition, the Apostle Area has a committee in place tasked to ensure that all church structures are iron sheet roofed.Moreover, the area has eye marked three(3) main churches for dedication , whilst Chipata Central church plans are also underway as a plot and a title deed have been secured .On the other hand, the construction of chalets have been done in five(5) Elder Districts.Not only that but also the area has established a Youth Centre in Kapundi Elder District where the Youth Centre has been electrified and plans have reached an advanced stage to seek a bore hole and construct a big church at sairi where even Youth Coordinator’s office will be situated. In the area of resource mobilization , the sisters’ fellowship has been very instrumental whilst assisted by the Youth fund, Ministers’ fund and the willingness of the members to offer and sacrifice.Through fundraising conducted by sister’s fellowship, the Area successfully hosted 2015 National Apostles’ council in Mfuwe Elder District. This was a delegation consisting of 21 Apostles and their Spouses ,including five(5) staff from church office. A number of committees headed by District Elders have been put in place to spearhead developmental activities in the Area .In Self Education , the Area has done the following, opening of Pre School in Kapara Elder District. In catechism , the committee has gone round the Apostle Area Training Ministers and forming committes at Elder Districts. Furthermore Sunday School lessons, confirmation, Religious instruction and Youth lessons are conducted in all Elder Districts. The Area has supplemented the church office donation to orchestra group by procuring a new organ.

This strategic plan will be used by the District Ministers to develop annual action plan; Rectors to develop quarterly work plan; and committees and functionaries will use it as a reference point for their programmes and activities. I am pleased to see that the document is simple enough to be understood by the users, especially after some orientations .On my part ,I will support activities for dissemination of the contents, and also capacity building for effective implementation at all levels of our Apostle Area.

Let me take this opportunity to sincerely thank all the members and ministers for their valuable support to me and to the work of God .It is my belief and expectationthat the oneness in the past will continue by embracing the strategic direction we are taking in the bid to sustain our strengths and minimize the weaknesses.

I wish to thank the District Ministers and the writing team for their time and effort put into the production of this document . My tribute also goes to all individuals ,committees and congregations that participated in the development process of this strategic plan.

Last but not the least , my heartfelt thanks go to the District Apostle for his guidance and support.

KUBUBA SOKO

AREA APOSTLE

# ACRONYMS AND DEFINITION OF TERMS

NAC New Apostolic Church

HIV Human immune Virus

AIDS Acquire Immune- Deficiency Syndrome

Apostle Area A number of congregations constituted into elder districts; and under the care of an Apostle

Elder District A number of Elder districts constituted into an Area Apostle and under the care of an Apostle

Minister A lay preacher ordained by an Apostle of the New Apostolic Church; and commissioned by him to care for souls under his charge

TACC Technical Advisory Committee on Chapels

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**INTRODUCTION**

Chipata Apostle Area is located in the Eastern part of Zambia stretching from Luangwa river in the west up to Chama District in Muchinga Province, in the North , Malawi in the North-east and Mozambique in the South. The Apostle Area is made up of urban, peri-urban and rural Elder Districts ; to a total of twenty four(24). The geographical area is vast with rough terraines in most Elder Districts that make travelling challenging and expensive.

The Elder Districts vary in many aspects, ranging from population sizes to socio-economic differences .In all Elder Districts. , There is unity and zeal for God’s work. This achievement has been as a result of oneness created through annual planning and fellowship meetings of the District Ministers and the Apostle, in turn the Elder Districts meet regularly with congregational Ministers and functionaries to plan implementation of decisions coming from the District Ministres’ meeting.

This strategic plan is a consolidation of future plans; for a period of five(5) years. It is a step towards building on past successes while at the same time venturing into new area of taking God’s work forward to accommodate even generations of God’s children.

The strategic plan will contribute to the goal of Self sustenance embarked upon by the District Apostle Area 28 towhich this Apostle Area belongs. In this regard therefore, the pillars of this strategic plan are the same as those of vision 2013, namely Self governance, Self propagation, self education and self sustenance.

Our **vision** is to be a church in which people feel at home and inspiredby the Holy Spirit and their love for God,align their lives to the gospel of Jesus Christ and thus prepare themselves for His return and eternal life.

Our **mission** is that of reaching out to all people inorder to teach them the gospel of Jesus Christ and to baptize them with water and the Holy Spirit.Providing soul care and cultivating a warm fellowship in which everyone shall experience the love of God and the joy of serving Him and others.

To achieve our vision and mission ,we shall restructure our congregation and recreate our approach to congregation fellowship in order to create an enabling environment for our congregations to grow both in statistics and spiritually maturity. In our vision for the future we want all our members to experience the presence of God in their lives individually and collectively as congregations .Hence experiencing the activity of the Holy Spirit, in process of being prepared for the return of our Lord Jesus Christ .

Inorder to create a spiritually healthy congregations with the unity and zeal for God’s word and work –with the longing for sacraments, and warm fellowship of Christ’ love ,we shall promote the following values : worshipping only God ; respect for all people ; humility;honest; living a morale life; generosity with time and money; forgiving and loving .

The targeted primary user of the document are District ministers and their planning committees ,who include the rectors of the congregations The document has outlined strategies that could be adopted by Elder Districts and congregations when planning and implementing their annual work plans and various congregation activities. Furthermore, guidance has been provided on budgeting for implementation of programmes and activities outlined in this document. Since resources mobilization and utilization will largely be done at district and congregation levels, this document has not provided detailed budgets ,but guidance ob critical budget items only.

While discussing the critical factors for successful implementation of this strategic plan, suggestions have been made on the leadership and organization of the congregations .Restructuring may be necessary inorder to change the retrogressive mindset , attitude and behaviours, and inappropriate management style that hinder prosperity needed to advance the Apostle Area to sustainable growth within the planned five year period

# EXECUTIVE SUMMARY

# Background

# Chipata Apostle Area is part of the District Apostle 28 of the districts of New Apostolic Church International in Zambia. New Apostolic Church has been in existence since 1865. In 19… the mission commenced in Zambia by the late Apostle George Henwood Mkandawire. Today the Apostle Area has grown and provides spiritual support and services to 22 Elder Districts with about congregations .

# Direction and Results

# The strategic direction and goals included in this plan are New Apostolic church’s response to its understanding of what its membership values most about the NAC DOCTRINE, and current opportunities and challenges for offering a high quality system of spiritual and moral support in the community for the preparation of the bridal congregation of our Lord Jesus Christ.

# The five-year period of this strategic plan will be a time of implementation, deepening and assessing Chipata Apostle Area approaches to its spiritual work. The strategic plan will align its strategies under the four pillars; Self-Governance, Self-Education, Self-Sustenance and Self-Propagation. Concurrently, the Apostle Area will take more of a leadership role in working with Ministers, Brothers and sisters as available resources, and it will explore actively engaging all elder districts and their congregations.

# With a fresh perspective on its mission, understanding the four pillars of the church, and the environment in which it operates, the Apostle Area will pursue the following strategic direction by incorporating the goals of the four pillars as stated below respectively:

*Adopt leadership styles and practices that embrace the involvement of members and structures at lower levels in decision making and taking up responsibility in matters of governance in the Church in accordance with the NAC DOCTRINE.*

*Promote, amongst the ministers and members, the internalization and propagation of vision, mission, and values of the NAC as articulated in the Catechism and other Church literature.*

*Promote an enabling environment and culture for the survival of the Apostle Area; within its own means or resources.*

*Create conducive environment for attracting, developing and retaining members for sustainable growth*

# Organization of the Strategic Plan

# This strategic plan is intended to be a management tool for the Chipata Apostle Area. This plan has two purposes. Firstly, it presents the most comprehensive compilation of the plan and its focused component parts. It is a record of the strategic planning process and the decisions reached by the Apostle Area leadership. Second, it is a reference guide for strategic planning. The components of the plan are the Foreword by the District Apostle and Acknowledgement from the Area Apostle, the elaboration of the Mission and Vision, Situational analysis, Building blocks and goals, Strategies, Infrastructure, Activity input criteria, Critical factors for the future challenges, Ministerial roles and functions and Evaluation. Appendices have been provided as additional helpful tips about how Apostle Area can use the information in the plan. In the future the Apostle Area may opt to produce a summary version of the plan for distribution to its primary and supporting partners and other stakeholders.

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| --- |
| VISION A church in which people feel at home and inspired by the Holy Spirit and their Love for God, align their lives to the Gospel of Jesus Christ and thus prepare themselves for His return and eternal life |

|  |
| --- |
| **MISSION**  Reaching out to all people in order to teach them the gospel of Jesus Christ and to baptise them with water and the Holy Spirit.  Providing soul care and cultivating a warm fellowship in which everyone shall experience the Love of God and the Joy of serving Him and others |

# 

# SITUATIONAL ANALYSIS

**SWOT**

Following the development of District Apostle Area 28(DAA28) Strategic Plan which was developed in 2009 in line with the New Apostolic Church International twenty-year master plan, a situational analysis was conducted to establish the current status of the church in Chipata Apostle Area. The research findings are based on the observations and interviews of church members belonging to Chipata Apostle Area.

The operational plan (strategy) is based on the four strategic pillars derived from the District Apostle Area 28 strategic plan document. The pillars are; ***self- governance***, ***self-education***, ***self-sustenance*** and ***self-propagation***, and represent key areas and building blocks for developing a sustainable competitive advantage and have been defined below. The four pillars have been analyzed to give the Apostle and his team of district ministers and indeed those holding positions of responsibilities a realistic perspective of the church in their respective districts – pointing foundations on which they can build future strengths and obstacles that they must overcome for the work of God to grow in the Chipata Apostle Area.

In order to comprehend and enhance sustainability in the Apostle Area the following situational analysis was carried out in each pillar;

**1.0 Self-Governance**

Using SWOT analysis we can deduce the following about self-governance in the Chipata Apostle Area;

* **Strengths**
* There are existing leadership structures in the Apostle area. Districts Elders superintend the day to day operations of the Elder Districts with the assistance of the District Evangelists, shepherds, Community Evangelists, Priests and Deacons respectively. Decisions are made through the hierarchy ascribed by the church. Consensus on some congregational matters of the respective congregations is reached through meetings called upon by the senior leaders.
* Introduction of catechism has sown a seed of knowledge of the New Apostolic Church doctrine and values.
* The church as a whole is a registered entity and the Apostle Area is covered under the umbrella of the parent organizational legal status. This presents an irrevocable corporate status with rooted assurance.
* The creation of the Apostle Area has cultivated custom and cultural tendencies that are inherent; such as congregational activities that build on the spiritual well-being and have been transferred from generation to generation and hence creating an incessant flow of values of the church as per its vision.
* There are a set of written guidelines such as rectors guide, questions and answers etc. that direct the church members and leaders in their daily conduct, assertions, and general performance. These guide and concretize the doctrinal values of the entire church. However, management of these regulations and rules requires outlining parameters that would draw a solid value chain for long term sustainability.
* **Weaknesses**

There are several Gaps within the existing congregations despite the existing leadership structures. In the general perspective the following describe the situation:

* The management system is porous with leakages in succession processes (no properly designed leadership takeover process), low levels of management practices and skills in some areas, unfocussed and unplanned leadership roles and responsibilities despite having the church leadership guidelines.
* There is weak flow of mechanisms that enhance efficient management practices as it fails to trickle down to the intended people.
* Most of the ministers and leaders are not equipped with the specific adequate knowledge on how to manage the congregations- e.g. Basic Human Resource and financial management skills.
* Generally ministers and leaders do not have intuitional interest and adequate access to appropriate literature such as Bibles, etc. that could enhance their knowledge , congregational and organizational culture – where ministers and members must be encouraged to read and research the appropriate knowledge and skills within and without the church.
* No stringent mechanisms and systems to ensure accountability in the operational segments of the congregations i.e. finance (offering), congregational membership (demography for both would be, new and old/existing members).
* **Opportunities**

The following present the vast opportunities for this Apostle Area:

* Abundant human resource (availability of well-learned and educated members) in both intellectual and spiritual dimensions-An acceptable number of brothers and sisters do have the abundant knowledge and skills to assist foster the grains of management in the congregations. These brothers and sisters can, at no cost or little at all, help the congregations harness valuable talents, skills for the enhancement of general leadership and management skills of individual members and collective congregations in attaining open acceptance and use of those acquired skills and knowledge towards self-governance (self-management in all aspects of life in the congregations).
* With dynamic technologies across the globe-opportunities for enhancing governance tenets are huge. Through technology - with strong doctrinal values in place and need for charity works in hospitals, prisons and orphanages - spur several circles of the church
  + Membership growth translating into growth of the bridal congregation for the Lord and possible increase in the church’s revenue base – offering etc.
  + Faith and trust in the church by the general public and
* Increase in the social and technological needs i.e. education, health, agriculture can culminate into a favorable platform for investment for the benefits of the members and public at large.
* **Threats**

The faith industry is viewed as lucrative by so many opportunists who have apparently ventured into using God’s name as a business and source of living-they offer emotional and deceptive services to the general public in a view to entice them towards their faith. Many of the brothers and sisters have fallen prey to such doctrines. It is a threat when

* Members do not have a sense of ownership – which shakes their inner spiritual turbine of understanding in depth the apostle ministry.
* Members feel less cared for – both naturally and spiritually – they tend to incline to where safety and love is seemingly appealing
* There is strong competition in the faith industry as evidenced by the many mushrooming of self- imposed spiritual leaders and churches offering various unknown assurances of natural life; enticing many members – healing, riches etc.

**2.0- Self-Education**

Using SWOT analysis we can deduce the following about self-education in the CHIPATA Apostle Area;

* **Strengths**
* The introduction of the Catechism has indeed sown a seed of Knowledge of the New Apostolic church doctrine and values. Ministers and some members can access the catechism from church office or from the church website.
* There are workshops/seminars organized for ministers by individual elder districts to help ministers deliver meaningful sermons and lessons in their respective congregations.
* Congregations have members who are teachers byprofession, these are engaged to teach Sunday school and confirmation classes. The young members of the church form a good nursery for future ministers and congregational leaders because they learn about the church doctrine and culture when they are still young.
* **Weaknesses**
* Although the catechism is available at church office and on the website, not all members have access and can comprehend it. There is no deliberate program to ensure that all members are knowledgeable of the doctrine of the church as outlined in the catechism.
* The level of education of our brothers and sisters is a bit low and requires adult literacy classes in our congregation
* **Opportunities**
* Most of the brothers and members are still young, full of energy and able to change without much problem, therefore, there is a lot of room for improvement in that they could enhance their skills in service delivery through further studies, coming together and sharing of ideas.
* The Apostle Area already has many brothers and sisters in various technical and commercial fields such as teaching/lecturing fields. These may be engaged and form working groups to help teach members life sustaining skills and enhance the doctrine of the church.

**3.0 Self-Sustenance**

Using SWOT analysis we can deduce the following about self-sustenance in the CHIPATA Apostle Area;

* **Strengths**
* There is steady growth in general annual offering; i.e. thanksgiving, and departed offering.
* Sisters’ fund raising functions are contributing significant financial resources for building new church halls; thereby enhancing growth in membership.
* Project Management Committees (PMT) are active. The Apostle Area does not hire consultancy services outside the church because there are members who are experts in various disciplines.
* Resource mobilization for any form of activity does not take long as structures are already in existence to raise funds for such activities in the area.
* Members are very much willing to contribute to the success of the church, therefore if income generating ideas are sold to members, they would easily buy such ideas and consequently implement them.
* **Weaknesses**
* Monthly offering among members and ministers is generally low.
* Lack of entrepreneurship activities ,programmes and skills implementation.
* Funds are kept in the bank account for a long time. Money today is no longer the same tomorrow. (It loses value).Funds should be channeled to planned activities as soon as they are raised.
* **Opportunities**
* We could access more plots for church construction and income generating ventures such as agriculture (poultry etc.) so that we could raise sufficient funds for the Apostle Area.
* We could also engage brothers and sisters who are already established in sound businesses to enlighten other brothers and sisters so that more may venture in businesses to boost their personal income levels. This may also improve offerings in congregations and other contributions.
* The Apostle Area could also invest in Joint Ventures or partnerships with already established or upcoming entrepreneurs since natural and human resources with high potential and low risk are abundant.
* **Threats**

Lack of individual member self-reliance poses as a threat. Members lack means to earn their livelihood. If the opportunities mentioned above are not utilized, financial bases for the members may not grow, the reaction to this is that members may not offer and contribute to God’s work effectively.

**4.0 Self- Propagation**

Using SWOT analysis we can deduce the following about self-propagation in the CHIPATA Apostle Area;

* **Strengths**
* Doctrine is strong for it focuses on the return of our Lord Jesus Christ.
* Catechism could be accessed by some members through the NAC website.
* There are enough ministers to conduct divine services, bible studyand vineyard activities as there is a strong culture.
* **Weaknesses**
* Educational levels of most ministers is low, hence affecting their ability to assimilate the contents and intent of the divine service and the doctrinal matters of the New Apostolic Church. This leads to poor performance at delivering e.g. sermons, testifying in the community. The resultant effect is poor attendance of divine services, failure to recruiting and retaining new members.
* Lack of coherent relationship between ministers and members - Soul care is very poor. Members may have problems but ministers may not know of such problems; because the usual, and sometimes only, contact between members and ministers is during divine services.
* Congregations do not have Action Plans to follow. This leads to good initiatives aimed sometimes at development of the congregation and members not lasting long because they lack direction, focus and targets that motivate members to work together in a result-oriented manner.
* **Opportunities**
* The exemplary charity works in hospitals, prisons help maintain good image of the church.
* A willing and readily available reservoir of brothers waiting for ministers to incorporate them in vine yard programmes.
* There are many brothers and sisters with necessary talents and experience to offer seminars for ministers and members with the goal of helping to internalize the vision and mission of the church, as well as, being convinced of the doctrine of the church to the extent of living and sharing it effectively.
* The potential to build more chapels, for the holy activities, is very high because of the culture of self-reliance in terms of raising financial resources. The need to move to construction of other facilities, such as schools, hospitals, youth hostels, homes for the aged, etc., has been identified actively and receiving consideration by some congregations.
* **Threats**
* Membership may not grow as expected if leadership does not meet the accepted standard of service delivery.
* Vulnerable members could leave the church if not taken care of by the church, especially through regular and ongoing support and congregation, or even at section, level.

The above analysis shows that the four pillars form the strong foundation enveloped in diverse perspectives for the growth and sustainability of Chipata Apostle Area. It can also be deduced that the four pillars could be sustained by having reliable and well informed congregations. The success of any organization is dependent on well-equipped membership and leadership. Therefore, all the ministers must first understand and appreciate the current situation so that corrective measures are taken where improvements are needed and strengthen those areas which are doing well. It is inevitable that the Apostle Area scans for better means of improvement in all areas of activities beyond the usual boundaries. There is also need to enhance consultation involving ministers and members at lower structures, such as sections and congregation, in order to draw everyone into active participation in the development of the Apostle Area

# BUILDING BLOCKS AND GOALS

# The plan will help us meet our vision by keeping us focused on four key goals- the Building Blocks: these blocks provide a road map for fulfilling the strategic direction.

**Self-Governance**

Governance is a body of knowledge and leadership and is integral to the survival of an organization. The New Apostolic Church, even at the level of an apostle level, needs proper and effective systems of governance. By embracing self-governance tenets, the apostle will relook at the organizational structures including leadership responsibilities, legal status, the process of decision-making and the process by which decisions are implemented, the set of processes, customs, policies, regulations and institutions affecting the way congregations are directed, administered or controlled. The main reason for adopting self-governance is involve lower structures and members in the administrative and spiritual affairs of the church. Participation and involvement of the members and ministers at lower levels will promote the sense of ownership of the church, and zeal to profess their faith in God and the New Apostolic doctrine; leading to confidence in the vineyard and recruitment of new members.

*Goal: Adopt leadership styles and practices that embrace the involvement of members and structures at lower levels in decision making and taking up responsibility in matters of governance in the Church.*

**Self- Education**

Self-education refers to the readiness of the leaders and members of the organization to internalize and propagate the vision, mission and values of the organization. Under this pillar of the strategic plan the focus will be on internalization and propagation by the ministers and members of New Apostolic Church doctrine. The competence of ministers will be enhanced through capacity building programs in order to promote selfless and committed leadership at all levels of the apostle area. The ministers and members will receive appropriate support to enhance doctrinal knowledge and competences essential for carrying out effective and productive evangelism.

*Goal: Promote, amongst the ministers and members, the internalization and propagation of vision, mission, and values of the NAC as articulated in the Catechism and other Church literature.*

**Self-Support**

This is the ability of the church to survive within its own means and resources. By embracing self-sustenance the apostle area wishes to realign the sources of income such general offering, thanksgiving, departed offering, and sacrifices – which include financial contributions of the members towards projects and charity works. There is need for general offering - including tithe, to be greater than Thanksgiving and Departed service offerings. This will measure will mitigate the risk of drastic loss of income should anything happen to disrupt the one-off offerings.

*Goal: Promote an enabling environment and culture for the survival of the Apostle Area; within its own means or resources.*

**Self-Propagation**

The apostle area has adopted this pillar in order is to **c**reate and nurture an enabling environment which will enthuse potential and existing members to come and remain loyal and committed to the church.

*Goal: Create conducive environment for attracting, developing and retaining members for sustainable growth.*

# STRATEGIES

# Self-Governance

# Strategy: Put in place mechanisms for ministers and members to become more involved in the planning, programming and implementation, and monitoring and reporting to ensure that there is accountability at all levels of both spiritual and administrative matters of the apostle area.

## Activities

**2016 (A)**: Review guidelines given to districts and congregations on governance structures and working relationships amongst ministers and members with the aim of identifying gaps in the methods used to enable involvement and participation of ministers and members in decision making processes of both spiritual and administrative matters of the districts and congregations.

**2016 (B)**: Develop guidelines on appointment of rectors; and create a data base for rectors.

**2017**: Develop a manual and training materials for ministers and leaders of brothers, sisters groups, youth leaders and teachers on self-governance by enhancing capacity in participatory management and leadership.

**2018**: Train ministers and leaders of brothers, sisters and youth groups in leadership and management.

**2019**: Set up Appraisal system for district and congregation leadership.

**2021**: Monitor and evaluate contribution of self-governance activities to self-sustenance of the apostle area.

# Self-Education

# Strategy 1: Put in place mechanisms for identifying, developing, deploying and retaining ministers and other leaders to ensure effective service delivery.

## Activities

**2016 (A)**: Review the criteria districts use to identify and assign responsibilities to ministers and leaders, and the programmes used for inducting them into their roles, and keeping them motivated and active in serving those under their care.

**2016 (B)**: Develop guidelines on selection of ministers and leaders; and procedures for dealing with non-performance and indiscipline among ministers and leaders of various groups.

# Strategy 2: Create structures and methodologies for enhancing doctrinal knowledge among all members.

## Activities

**2017**: Review the criteria districts use to identify and assign responsibilities to ministers and leaders, and the programmes used for inducting them into their roles, and keeping them motivated and active in serving those under their care.

**2018**: Develop guidelines on selection of ministers and leaders; and procedures for dealing with non-performance and indiscipline among ministers and leaders of various groups.

**2019**: Develop guidelines for districts and congregations to own and manage schools and other institutions of learning.

**2020**: Monitor and evaluate contribution of self-education activities to self-sustenance of the apostle area

# Self-Propagation

# Strategy 1: Create and nurture an enabling environment which will enthuse potential and existing members to come and remain loyal and committed to the Church by being active in congregation life.

## Activities

**2016 (A)**: Review current testifying and pastoral care programmes to assess their effectiveness and impact on congregation life and propagation of the gospel.

**2016 (B)**: Develop guidelines for ministers and leaders on testifying and pastoral care.

# Strategy 2: Create structures and systems for congregations, and individual members, to respond to community and humanitarian needs; thereby enhancing the Church’s relevance and acceptance in the communities.

## Activities

**2017**: Develop guidelines for assessing community needs, and for promoting community relations; and humanitarian work.

**2018**: Train ministers and leaders in humanitarian work.

**2019**: Set up community and humanitarian projects.

**2020**: Monitor and evaluate contribution of self-propagation activities to self-sustenance of the apostle area.

# Self-Support

# Strategy 1: Put in place mechanisms for effective resource mobilization; by enhancing the willingness to offer and sacrifice among all members.

## Activities

**2016 (A)**: Review current programmes and activities for mobilizing resources, including offerings and fundraising projects.

**2016 (B)**: Develop guidelines for ministers, leaders and finance committees on financial discipline and accountability.

# Strategy 2: Broaden the income base of the congregations in order to support Church programs at all levels.

## Activities

**2017**: Develop training guides on basic financial literacy business skills; and on education on willingness to offer and sacrifice.

**2018**: Train ministers, leaders and committees on basic financial literacy, basic financial management, income generation, offerings and sacrifices, and role of Christian values in wealth creation.

**2019**: Set up electronic system of recordkeeping, and communication among the elder districts.

**2020**: Monitor and evaluate contribution of self-support activities to self-sustenance of the apostle area.

**INFRASTRUCTRURE**

The Chipata Apostle Area must ensure that the physical infrastructure exists to enable it to carry out its mission. By infrastructure, we mean all of the physical church buildings that are necessary to support our programs, including: office space; conference halls; Computing and communications services; distribution systems (e.g., electricity, water, and sewer).

Some of these, such as the construction and operation of the Church buildings for Chipata Apostle Area, are the direct responsibility of the Apostle Area-with the guidance of the instituted Technical Committee (Technical Advisory Committee on Chapels –TACC) responsible. The TACC shall provide all necessary technical and commercial direction on the activities of the elder districts Project Management Committees in order to provide apostle area strategic guidance on infrastructure management. The entire provision and maintenance of sufficient and adequate church buildings for worshiping God with associated units such as caretakers, guests, and visitors housing, are the direct responsibility of the elder district Project Management Committees and their respective congregation committees. Utilities such as computing, networking, and communications, represent a shared responsibility of the elder districts with their congregations. We work in partnership with the church office to ensure that our facilities are mission ready and that they are maintained to provide an environment conducive to the most innovative spiritual life from present to the future.

We must meet the demanding, and often rapidly changing requirements imposed by our physical earthly socio-economic programs; accommodate high-volatile social needs; provide appropriate cultural guidance for the general membership and provide spiritual support required to carry out our dynamically changing mix of projects and programs. It is vital that these systems provide the modern capabilities that today’s and tomorrow’s spiritual programs require, such as adequate cleanliness, safe and peaceful worshipping space and others. Our worshipping environments should co-locate serene facilities, staff, and workflow to the maximum extent possible to enhance organizational efficiency and to promote the exchange of ideas, with resulting improvements in innovation. Use of unsatisfactory space not only reduces the comprehension of our faith in the Lord and increases in costs but can also require stressful reliance on administrative controls to ensure that safety standards and environmental compliance requirements are maintained. We must provide for the safe conduct of our work and protection of the environment while optimizing the functionality and serviceability of our infrastructure throughout its life cycle.

**ACTIVITY INPUT CRITERIA;**

**Key areas**

* Identifying communications mechanisms to keep the congregations well informed on all matters of general natural life and faith-e.g. Doctrinal, Health, Social.
* Growth strategy Creating marketing plans – essence for retaining new and old members of congregations – how members can be energized to reflect on their identity and goals.
* Identifying the Key Focus Areas for tactical and strategic issues identified and prioritized during the development meeting/workshop.
* Management of human resource, budgets, worship style, leadership methods, or doctrinal issues – to create a unified and focused congregation in meeting the set objectives.
* Crafting and Publishing annual schedules for Strategic Planning Development.
* Formulate appropriate methods of effective participation of all committees; such as Sunday scholars, youths, luyando sisters, and brothers’ fellowship in the daily affairs/activities of the church – preparing them for the current and future leadership roles and responsibilities in the congregations.

**Activity Resources;**

Videos; e.g. Management - Planning, implementation, monitoring and evaluation procedures and processes, spiritual upliftment stories, individual efforts translating to communal success etc. Portable Computer, Printer, Projector

Literature – Cultural integration-individualism – collectivism; essence of social and economic growth;

Flip charts, Situational examples

Resource persons –Available appropriate resource (Internal, External) etc.

# CRITICAL FACTORS: PLANNING FOR FUTURE CHALLENGES

Competent and well cultured leadership and adequate resources such as finances besides other necessary resources are critical to the successful implementation of the Strategic Plan.

However, the effective implementation of the Strategic Plan will largely depend on the consideration that shall be given to leadership, resources, and capacity building.

**Quality Leadership is needed**. The strategies in this plan are aimed at strengthening the faith of the members and promoting the joy of receiving the word of the Lord and participating in His work. The implementation of the Strategic Plan therefore will require unreserved commitment and efforts of ministers and their functionaries who are knowledgeable and fully convinced of the doctrine of the church. Their leadership skills, motivation and commitment to their callingwill also be of paramount importance. The quality of leadership in the Apostle Area will need to be enhanced through both self-motivation and external motivation measures, such as performance appraisals- instruments aimed at identification of non-performing ministers and leaders as an entry point to provision of care and support, including mentoring into effective leadership.

**Adequate Resources will need to be mobilized**. The projects and programmes to be embarked upon when implementing this plan will require adequate financial and other resources. The resources that finance local programmes and projects, including infrastructure development, and contributing to activities of the District Apostle Area come from offerings and contributions of the members. Therefore, mobilization of resources will anchor on the willingness of members to offer and sacrifice. The more the members will be convinced of the initiatives as contribution to the growth of God’s work, the more willing they will be able to offer and sacrifice.

**Capacity building is needed**. Long term planning; and writing assessment reports are undertakings that are not common in our Apostle Area, especially at congregation level. Furthermore, not many of those in the ministries and leadership positions have the capacity to implement any of the strategies in this plan. It is therefore essential to conduct training, provide materials and offer on-going support to all concerned in order to increase the chances of having this Strategic Plan accepted and succeed. Capacity building will also create oneness and uniformity in activity undertakings and outputs in the Apostle Area.

# MINISTERIAL ROLES AND FUNCTIONS

Knowledge of the roles and functions of the ministers is essential to the implementation of the Strategic Plan.

**Apostle:**

He is the Chief Executive Officer (CEO) of the Apostle Area representing the District Apostle and the Chief Apostle respectively. The Apostle formulates, manages and coordinates all Apostle Area activities for the District Apostle and the Chief Apostle respectively. Reports to the District Apostle and carries out all functions and directives for and from the District Apostle. He transmits and delegates impulses of corporate direction; information and activities. He has no defined and fixed corporate abode for members to easily access him and draw necessary nutrients of strengths, courage, motivation and blessings. He operates on a full time basis, but may be very difficult to access.

**Current status quo –** Chipata Apostle Area has an Apostle.

***Strategic Focus***

Comprehending the importance of the Apostle ministry as commissioned by the Lord Jesus Christ, the Apostle must have a corporate office and be an accessible bearer always. Having fixed abode culminates into instilling confidence into the members on the church mission and vision. All aides/deputies (ministers who report to the Apostle), brothers and sisters and would be members should have easy and an undeniable access to him. Being a true ambassador of our Lord Jesus Christ. He will continue to assist to reduce the pressures and workloads exerted on the District and Chief Apostle Ministry which has the corporate responsibility of preparing the pride of Jesus Christ. The Apostle ministry would continue to radiate the light and hope of productivity and efficiency – all doctrinal and natural matters would have adequate attention.

Corporate strategy must be formulated to try to build this ministry to have a reliable, tangible and efficient positional alignment of its functions and delivery system that supports in full the corporate policies of the church in order to enhance mission, vision achievement and have a sustainable organisation. Such a strategy would be to provide an allowable and decent livelihood through e.g. pay/remunerations, sustainable gratuity and capacity building –further training.

***Functions:*** Drawing from the prevailing church’s guidelines on this ministry functions to include all church existing set guidelines. The ministry to continue being all open in embracing and integrating all culture; formulating structures, systems and policies that bear productive ministry integration, support and growth. Peer capacity building and development. Effective implementation, monitoring and evaluation of activities.Strategic focus on the Pillars of the church for sustainability.

***Strategic thinking***.

**Bishop:**

He represents the immediate support element as deputy/aide to the Apostle. The Bishop collaborates all district activities on behalf of the Apostle. Reports to the Apostle and carries out all functions and directives for and from the apostle. He transmits and delegates impulses of corporate and operative information and activities. He has no defined and fixed corporate abode for members to easily access him and draw necessary nutrients of strengths, courage, motivation and blessings. He operates on a part time basis and may be very difficult to access.

**Current status quo –** Chipata Apostle Area has no Bishop.

***Strategic Focus***

Comprehending the importance of the Bishop ministry, there is need for the Apostle Area to have this ministry in place. Bishop must have a physical corporate office and be an accessible bearer. Fixed corporate abode culminates into instilling confidence into the members on the church mission and vision. All aides/deputies (ministers who report to the Bishop), brothers and sisters and would be members should have easy and an undeniable access to him. Being a true representative of the apostle and his ministry. He will assist to reduce the pressures and loads exerted on the apostle ministry which has about nineteen (19) elder districts. The Bishop ministry would reinstate the light and hope of productivity and efficiency – all doctrinal and natural matters would have adequate attention.

Deliberate corporate strategy must be formulated to try to motivate this ministry to have reliable, tangible and efficient positional alignment of its functions and delivery system that supports in full the corporate policies in order to enhance mission and vision achievement and have a sustainable organisation. Such a strategy would be to provide an allowable and decent livelihood through pay/remunerations. Sacrifice from this ministry would also add external value to the inputs versus outputs.

***Functions:*** Drawing from the prevailing church’s guidelines on this ministry functions may include:

The Bishop ministry, which is the chief priestly ministry may superintend on all priestly ministries from District elder, District Evangelist, Shepherd, Community Evangelist, Priest, Deacon to Sub-deacon;

Managing the priestly ministry through District elder, District evangelist, Shepherds:

* Coordination and controlling of Apostle Area daily activities such as – monthly, quarterly, yearly priestly management meetings and activities – implementation (e.g. strategic planning, budgeting, implementation)
* Formulate and implement ways for resource mobilisation – (identifying potential and critical resource avenues e.g. revenue, ministers - integrating existing and new methods. Create base line for annual cash flow management (understand sources of revenue and allocate prudent expenditure for sustainable Apostle Area development.
* Be directly responsible for strategic teams such as Apostle Area sisters’ fundraising committee, Apostle Area bible study teams (formulate), Apostle Area Planning and coordinating committee (formulate). All Apostle Area coordinators in various peer groups.
* Roles of the Bishop ministry- Creating and effectively managing portfolios in each elder district that would stir growth and add value towards sustainability and efficiency of Apostle Area.
* Cultural integration towards one common culture of the whole priestly ministry is key to bringing together forms, kinds and skills of people, with diversity in attitude, values, norms, behaviours (All focussing toward imminent change for growth both spiritually and naturally with utmost bias to spiritual; natural for balance of life), with shared vision, with common objective.
* Resource identification and mobilisation - lock to commencement of any activity
* Implementation of activities through effective planning, monitoring and evaluation forms an integral part of the apostle area activities.
* Strategic thinking (natural and spiritual) - enhances adequate and effective usage/ implementation of all strategies.
* Realigning strategy with volatile, changing and dynamic environment.

**District elder:**

He represents the immediate support of the Bishop and Apostle. The district elder coordinates all district activities on behalf of the bishop and/or apostle. Reports to the Bishop and/or apostle and carries out all functions and directives for and from the Bishop and/or apostle. He transmits and delegates impulses of corporate and operative information and activities. He has no defined corporate abode for members to easily access him and draw necessary nutrients of strengths, courage, hope, motivation and blessings. He operates on a part time basis and may be very difficult and elusive to locate.

***Strategic focus***

Recognising the importance of this ministry, the district elder must have a physical office and be an accessible bearer. All aides/deputies, brothers and sisters and would be members should have an undeniable access to him. Being a true representative of the Bishop and Apostle ministry.

***Functions:*** Drawing from the prevailing church’s guidelines on this ministry functions may include:

The District Elder ministry, which is a priestly ministry may superintend on all priestly ministries from District Evangelist, Shepherd, Community Evangelist, Priest, Deacon to Sub-deacon;

Managing the priestly ministry through District evangelist, Shepherds, Community Evangelists, Priests and Deacons:

* Coordination and controlling of elder district daily activities such as – monthly, quarterly, yearly priestly management meetings and activities – implementation (e.g. strategic planning, budgeting)
* Formulate and implement ways of resource mobilisation – (identifying potential and critical resource avenues e.g. revenue, ministers - integrating existing and new methods. Create base line for annual cash flow management (understand sources of revenue and allocate prudent expenditure for sustainable apostle area development.
* Be directly responsible, with the supervision of the Bishop, for strategic teams such as Apostle Area sisters’ fundraising committee, Apostle Area bible study teams (formulate), Apostle Area Planning and coordinating committee (formulate).
* Roles of the District Elder ministry- Creating and effectively managing portfolios in his elder district that would stir growth and add value towards sustainability and efficiency of apostle area.
* Cultural integration towards one common culture of the whole priestly ministry is key to bringing together forms, kinds and skills of people, with diversity in attitude, values, norms, behaviours (All focussing toward imminent change for growth both spiritually and naturally with utmost bias to spiritual; natural for balance of life), with shared vision, with common objective.
* Hold monthly planning meetings with ministers, coordinators/teachers. Teach and educate district workers (District evangelists, shepherds, community evangelists) on how to spiritual and management matters (e.g. conducting and effective and rich sermon, management of resources i.e. finance, human, materials etc.)
* create strategic groups that would necessitate and enhance congregational spiritual intimacy and cohesion
* Resource identification and mobilisation - lock to commencement of any activity and forecasting. Vigorous creation of congregation revenue generating source e.g. district project – farming; poultry, piggery etc.
* Implementation of activities through effective planning, monitoring and evaluation forms an integral part of the Apostle Area activities.
* Strategic thinking (natural and spiritual) - enhances adequate and effective usage/ implementation of all strategies.
* Realigning strategy with volatile, changing and dynamic environment

**District Evangelist:**

He represents the immediate support of the District Elder, Bishop and Apostle. The District Evangelist coordinates all centre activities on behalf of the District Elder, Bishop and/or Apostle. Reports to the District Elder and carries out all functions and directives for and from the District Elder, Bishop and/or Apostle. He transmits and delegates impulses of corporate and operative information and activities. He has no defined corporate abode for members to easily access him and draw necessary nutrients of strengths, courage, hope, motivation and blessings. He operates on a part time basis and may be very difficult and elusive to locate.

***Strategic focus***

Recognising the importance of this ministry, the District Evangelist must have a physical corporate office and be an accessible bearer. All aides/deputies, brothers and sisters and would be members should have an undeniable access to him. Being a true representative of the District Elder, Bishop and Apostle ministry.

***Functions:*** Drawing from the prevailing church’s guidelines on this ministry functions may include:

The District Evangelist ministry, which is a priestly ministry may superintend on all priestly ministry from Shepherd, Community Evangelist, Priest, Deacon to Sub-deacon;

Managing the priestly ministry through Shepherds, Community Evangelists, Priests and Deacons:

* Coordination and controlling of daily centre activities in the elder district such as – monthly, quarterly, yearly priestly management meetings and activities – implementation (e.g. strategic planning, budgeting)
* Formulate and implement ways of resource mobilisation – (identifying potential and critical resource avenues e.g. revenue, ministers - integrating existing and new methods. Create base line for annual cash flow management (understand sources of revenue and allocate prudent expenditure for sustainable apostle area development.
* Be directly responsible for strategic teams such as Apostle Area sisters’ fundraising committee, Apostle Area bible study teams (formulate), Apostle Area Planning and coordinating committee (formulate).
* Roles of the District Elder ministry- Creating and effectively managing portfolios in his elder district that would stir growth and add value towards sustainability and efficiency of Apostle Area.
* Cultural integration towards one common culture of the whole priestly ministry is key to bringing together forms, kinds and skills of people, with diversity in attitude, values, norms, behaviours (All focussing toward imminent change for growth both spiritually and naturally with utmost bias to spiritual; natural for balance of life), with shared vision, with common objective.
* Hold monthly planning meetings with ministers, coordinators/teachers. Teach and educate district workers (District evangelists, shepherds, community evangelists) on how to spiritual and management matters (e.g. conducting and effective and rich sermon, management of resources i.e. finance, human, materials etc.)
* create strategic groups that would necessitate and enhance congregational spiritual intimacy and natural cohesion
* Ensure congregational preparedness on all avenues- spiritual activities and comprehension (bible study, catechism etc.), natural and physical needs of members. All inputs as per leader’s direction and guidance.
* Resource identification and mobilisation - lock to commencement of any activity and forecasting. Vigorous creation of congregation revenue generating source e.g. district project – farming; poultry, piggery etc.
* Implementation of activities through effective planning, monitoring and evaluation forms an integral part of the apostle area activities.
* Strategic thinking (natural and spiritual) - enhances adequate and effective usage/ implementation of all strategies.
* Realigning strategy with volatile, changing and dynamic environment

**Shepherd (Rector):**

He represents the immediate support of the District Evangelist, District Elder, Bishop and Apostle. The Shepherd coordinates all centre and congregational activities on behalf of the District Evangelist, District Elder. Reports to the District Evangelist and carries out all functions and directives for and from the District Evangelist, District Elder. He transmits and delegates impulses of corporate and operative information and activities. He has no defined corporate abode for members to easily access him and draw necessary nutrients of strengths, courage, hope, motivation and blessings. He operates on a part time basis and may be very difficult and illusive to locate. Motivation would be an incentive that would enable him to cover some lean costs such as talk time etc. The greatest motivating factor must be the greatest of understanding by the rector himself that he is a servant who should serve God’s children- working for blessing and salvation.

***Strategic focus***

Recognising the importance of this ministry, the Shepherd (Rector) must have a physical corporate office at his congregation and be an accessible bearer. All aides/deputies, brothers and sisters and would be members should have an undeniable access to him. Being a true representative of the District Elder, Bishop and Apostle ministry.

The rector ministry should be reflective of all his spiritual and natural exhibits of the entire congregation. The whole foundation both spiritually and naturally should be built on this ministry. It wholly represents the District Evangelist, District Elder, Bishop and Apostle. The whole congregation is entrusted into the hands and care of the rector. An ambassador of shepherd hood and peace, reconciliator and builder and motivator of the individual members of the congregation. He crafts and maintains the sole essence of the congregation in the Apostles’ doctrine.

Adequate authority of managing the congregation must be vested in the rector. He must be an exemplary leader and follower of his leaders. Teaching the congregation all virtues of the Lord Jesus Christ. He must always find better means and ways – creative and innovate, serving God’s children and leading, unifying all priestly ministries that are under his care, with an array of fairness, love and unity. Treating each and every member of the congregation as equal to all.Listening to their needs and pleas. Delivering all concerns to his leaders i.e. District Evangelist and District Elder. The rector is symbolic of a true leader and servant just as the Lord is a good shepherd and so the rector must follow the Lord’s steps -creating a conducive atmosphere and environment with assurance and hope; being proactive, alert, honest, humble, obedient and striving to lead a just life as per the Apostles’ doctrine.

***Functions:*** Drawing from the prevailing church’s guidelines (Rector’s guide) on this ministry functions may include the following:

The Shepherd ministry, which is a priestly ministry may superintend on all priestly ministries Community Evangelist, Priest, Deacon to Sub-deacon; ability to work harmoniously with fellow shepherds who are true helpers and co-workers in his rectorship.

Managing the priestly ministry through Community Evangelists, Priests and Deacons:

* Coordination and controlling of daily central activities of the congregation such as – monthly, quarterly, yearly priestly management meetings and activities – implementation (e.g. strategic planning, budgeting)
* Formulate and implement ways of resource mobilisation – (identifying potential and critical resource avenues e.g. revenue, ministers - integrating existing and new methods. Create base line for annual cash flow management (understand sources of revenue and allocate prudent expenditure for sustainable Apostle Area development.
* Be directly responsible for strategic teams such as congregational committees – Project Management Teams (PMTs) congregation fundraising committee, bible study teams (formulate), congregational Planning and coordinating committee (formulate).
* Roles of the Shepherd (Rector) ministry- Creating and effectively managing portfolios in his congregation that would stir growth and add value towards sustainability and efficiency.
* Cultural integration towards one common culture of the whole congregation and priestly ministry is key to bringing together forms, kinds and skills of people, with diversity in attitude, values, norms, behaviours (All focussing toward imminent change for growth both spiritually and naturally with utmost bias to spiritual; natural for balance of life), with shared vision, with common objective.
* Hold weekly, monthly and yearly planning meetings with ministers, coordinators/teachers. Teach and educate congregational ministers (community evangelists, Priests, Deacons) on how to spiritual and natural management matters (e.g. conducting an effective and rich sermon, management of resources i.e. finance, human, materials etc.)
* Produce clear, unbiased and detailed reports (quarterly and yearly) that would enable the District Evangelist and District Elder understand on various issues of the congregation that would necessitate effective decision making and implementation.
* Create strategic groups that would necessitate and enhance congregational spiritual intimacy and cohesion – e.g. consistent involvement of brothers in different activities; brothers’ fellowship – to build and concretise the sole intricacies of congregational growth.
* Ensure congregational preparedness on all avenues- spiritual activities and comprehension (bible study, catechism etc.), natural and physical needs of members. All inputs as per leader’s direction and guidance.
* Resource identification and mobilisation - lock to commencement of any activity and forecasting. Vigorous creation of congregation revenue generating source e.g. district project – farming; poultry, piggery etc.
* Implementation of activities through effective planning, monitoring and evaluation forms an integral part of the apostle area activities.
* Strategic thinking (natural and spiritual) - enhances adequate and effective usage/ implementation of all strategies.

Shepherds and Community Evangelists in the congregation MUST be the true assistants and co-workers of the Shepherd (Rector). Working in a circle of trust and love that would cultivate hope and assurance of congregational growth. Focusing to the goal of the Lord Jesus Christ. Re-aligning strategy with changing, volatile and dynamic environment.

**Community Evangelist:**

He represents the immediate peer support of the Shepherd, District Evangelist, District Elder, Bishop and Apostle. The Community Evangelist coordinates all centre and congregational activities on behalf of the Shepherd, District Evangelist District Elder. Reports to the Shepherd or Rector and carries out all functions and directives for and from the Shepherd and District Evangelist. He transmits and delegates impulses of corporate and operative information and activities. He has no defined corporate abode for members to easily access him and draw necessary nutrients of strengths, courage, hope, motivation and blessings. He operates on a part time basis and may be very difficult and illusive to locate. Motivation, where possible, could be an incentive that would enable him to cover some lean costs such as talk time, transport etc. The greatest motivating factor must be the greatest of understanding by the Community Evangelist himself that he is a servant who should serve God’s children- working for blessing and salvation.

***Strategic focus***

Recognising the importance of this ministry, the Community Evangelist must be an accessible bearer of the congregation. All aides/deputies, brothers and sisters and would be members should have an undeniable access to him. Being a true representative of the Shepherd, District Evangelist and District Elder, Bishop and Apostle Ministry.

The Evangelist ministry should be reflective of all his spiritual and natural exhibits of the entire congregation. Since this ministry assists the shepherd or rector, the whole foundation both spiritually and naturally should be built on this ministry. It is a true ministry of evangelism,; sowing the word of God into the hearts and souls of the People and children of God - wholly representing the Shepherd, District Evangelist, District elder, Bishop and Apostle. The whole congregation is entrusted into the hands and care of the Evangelist. An ambassador of evangelism, shepherd hood and peace, reconciliator and builder, moulder and shaper of the individual members of the congregation through the Lord’s word. He crafts and maintains the sole essence of the congregation in the Apostles’ doctrine.

All authority of managing the congregation is vested in the rector. He must be an exemplary leader and follower of his leaders. Teaching the congregation all virtues of the Lord Jesus Christ. He must always find better means and ways – creative and innovate, serving God’s children and leading, unifying all priestly ministries that are under his care, with an array of fairness, love and unity. Treating each and every member of the congregation as equal to all.Listening to their needs and pleas. Delivering all concerns to his leaders i.e. Shepherd, District Evangelist and District Elder. The Community Evangelist is symbolic of a true leader and servant just as the Lord is a good shepherd and so the Evangelist must follow the Lord’s steps -creating a conducive atmosphere and environment with assurance and hope; being proactive, alert, honest, humble, obedient and striving to lead a just life as per the apostles’ doctrine.

***Functions:*** Drawing from the prevailing church’s guidelines on this ministry functions may include:

The Community Evangelist ministry, which is a priestly ministry may superintend on all priestly ministries Community Evangelist, Priest, Deacon to Sub-deacon;

Managing the priestly ministry through Priests and Deacons:

* Coordination and controlling of daily centre activities of the congregation such as – monthly, quarterly, yearly priestly management meetings and activities – implementation (e.g. strategic planning, budgeting)
* Formulate and implement ways of resource mobilisation – (identifying potential and critical resource avenues e.g. revenue, ministers - integrating existing and new methods. Create base line for annual cash flow management (understand sources of revenue and allocate prudent expenditure for sustainable apostle area development.
* Be directly responsible for strategic teams such as congregational committees – Project Management Teams (PMTs) congregation fundraising committee, bible study teams (formulate), congregational Planning and coordinating committee (formulate).
* Roles of the Community Evangelist ministry- Creating and effectively managing portfolios in his congregation that would stir growth and add value towards sustainability and efficiency.
* Cultural integration towards one common culture of the whole congregation and priestly ministry is key to bringing together forms, kinds and skills of people, with diversity in attitude, values, norms, behaviours (All focussing toward imminent change for growth both spiritually and naturally with utmost bias to spiritual; natural for balance of life), with shared vision, with common objective.
* Hold weekly, monthly and yearly planning meetings with ministers, coordinators/teachers. Teach and educate congregational ministers (community evangelists, Priests, Deacons) on how to spiritual and natural management matters (e.g. conducting an effective and rich sermon, management of resources i.e. finance, human, materials etc.)
* Produce clear, unbiased and detailed reports (quarterly and yearly) that would enable the District Evangelist and District Elder understand on various issues of the congregation that would necessitate effective decision making and implementation.
* Create strategic groups that would necessitate and enhance congregational spiritual intimacy and cohesion – e.g. consistent involvement of brothers in different activities; brothers’ fellowship – to build and concretise the sole intricacies of congregational growth.
* Ensure congregational preparedness on all avenues- spiritual activities and comprehension (bible study, catechism etc.), natural and physical needs of members. All inputs as per leader’s direction and guidance.
* Resource identification and mobilisation - lock to commencement of any activity and forecasting. Vigorous creation of congregation revenue generating source e.g. district project – farming; poultry, piggery etc.
* Implementation of activities through effective planning, monitoring and evaluation forms an integral part of the apostle area activities.
* Strategic thinking (natural and spiritual) - enhances adequate and effective usage/ implementation of all strategies.

Priests and deacons in the congregation MUST be the true assistants and helpers of the Community Evangelists. Working in a circle of trust and love that would cultivate hope and assurance of congregational growth. Focusing to the goal of the Lord Jesus Christ.Realigning strategy with changing, volatile and dynamic environment.

**Priest:**

He represents the true priesthood of the Lord Jesus Christ. The holy dispenser of holy sacraments other than Holy sealing. He is the support of the Community Evangelist, Shepherd, District Evangelist, District Elder, Bishop and Apostle. The Priest coordinates all congregational activities on behalf of the Community Evangelist, Shepherd, District Evangelist and District Elder. Reports to the Community Evangelist, Shepherd or Rector and carries out all functions and directives for and from the Community Evangelist, Shepherd and District Evangelist. He transmits and delegates impulses of corporate and operative information and activities. He has no defined corporate abode for members to easily access him and draw necessary nutrients of strengths, courage, hope, motivation and blessings. He operates on a part time basis and may be very difficult and illusive to locate. Motivation, where possible, would be an incentive that would enable him to cover some lean costs such as talk time, transport etc. The greatest motivating factor must be the greater of understanding by the priest himself that he is a servant who should serve God’s children- working for blessing and salvation.

***Strategic focus***

Recognising the importance of this ministry, the Priest must be an accessible bearer of the congregation. All deacons, brothers and sisters and would be members should have an undeniable access to him. Being a true representative of the Community Evangelist, Shepherd, District Evangelist and District Elder, Bishop and Apostle Ministry.

The Priestly ministry should be reflective of all his spiritual and natural exhibits of the entire congregation. Since this ministry assists the Community Evangelist and shepherd or rector, the whole foundation of priesthood both spiritually and naturally should be built on this ministry. It is a true ministry of priesthood; dispensing permissible holy acts, sowing the word of God into the hearts and souls of the People and children of God - wholly representing the Community Evangelist, Shepherd, District Evangelist, District elder, Bishop and Apostle. For spiritual dispensation including sacramental activities, the whole congregation is entrusted into the hands and care of the Priest. An ambassador of the holy priesthood, shepherd hood and peace, reconciliator, builder and shaper of the individual members of the congregation. He crafts and maintains the sole essence of the congregation in the Apostles’ doctrine.

All priestly authority of managing the congregation is vested in the Priest. He must be an exemplary leader and follower of his leaders. Teaching the congregation all virtues of the Lord Jesus Christ. He must always find better means and ways – creative and innovate, serving God’s children and leading, unifying deacon ministry that are under his care, with an array of fairness, love and unity. Treating each and every member of the congregation as equal to all.Listening to their needs and pleas. Delivering all concerns to his leaders i.e. Community Evangelist, District Evangelist and District Elder. The Priest is symbolic of a true leader and servant just as the Lord is a good shepherd and so the priest must follow the Lord’s steps -creating a conducive atmosphere and environment with assurance and hope; being proactive, alert, honest, humble, and obedient and striving to lead a just life as per the Apostles’ doctrine.

***Functions:*** Drawing from the prevailing church’s guidelines on this ministry functions may include:

The priestly ministry superintends on all Deacon Ministries;

Managing the priestly ministry through Deacons:

* Coordination and controlling of daily congregational activities such as – monthly, quarterly, yearly priestly management meetings and activities – implementation (e.g. strategic planning, budgeting)
* Formulating and implementing ways of resource mobilisation – (identifying potential and critical resource avenues e.g. revenue, ministers - integrating existing and new methods. Create base line for annual cash flow management (understand sources of revenue and allocate prudent expenditure for sustainable apostle area development.
* Be directly responsible for strategic teams such congregational committees – Project Management Teams (PMTs), congregation fundraising committee, bible study teams (formulate), congregational Planning and coordinating committee (formulate).
* Roles of the Priestly ministry- Creating and effectively managing portfolios in his congregation that would stir growth and add value towards sustainability and efficiency.
* Cultural integration towards one common culture of the whole congregation and priestly ministry is key to bringing together forms, kinds and skills of people, with diversity in attitude, values, norms, behaviours (All focussing toward imminent change for growth both spiritually and naturally with utmost bias to spiritual; natural for balance of life), with shared vision, with common objective.
* Hold weekly, monthly and yearly planning meetings with ministers, coordinators/teachers. Teach and educate Deacons and congregational sections on spiritual and natural management of matters (e.g. conducting an effective and rich sermon, bible study, management of resources i.e. finance, human, materials etc.)
* Produce clear, unbiased and detailed reports (quarterly and yearly) that would enable the Shepherd or Rector, District Evangelist and District Elder understand on various issues of the congregation that would necessitate effective decision making and implementation.
* Create strategic groups that would necessitate and enhance congregational spiritual intimacy and cohesion – e.g. consistent involvement of brothers in different activities; brothers’ fellowship – to build and concretise the sole intricacies of congregational growth.
* Ensure congregational and sectional preparedness on all avenues-spiritual activities and comprehension (bible study, catechism etc.), natural and physical needs of members. All inputs as per leader’s direction and guidance.
* Resource identification and mobilisation - lock to commencement of any activity and forecasting. Vigorous creation of congregation revenue generating source e.g. district project – farming; poultry, piggery etc.
* Implementation of activities through effective planning, monitoring and evaluation forms an integral part of the apostle area activities.

Priest in the congregation must be the true assistants and helpers of the Community Evangelist and Shepherd or Rector. Working in a circle of trust and love that would cultivate hope and assurance of congregational growth.Focusing to the goal of the Lord Jesus Christ.Realigning strategy with changing, volatile and dynamic environment.

**Deacon:**

The deacon is the first sight and step of the congregation in all spiritual and natural matters. Members must have undeniable access at all times to the Deacon. He must perform his duties unquestionably with zeal and joy always. The absence of a proactive Deacon entails that the congregation is vehemently neglected by this ministry. A sorrowful congregation

He represents the immediate support of the Priest, Community Evangelist, Shepherd, District Evangelist, District Elder, Bishop and Apostle. The Deacon coordinates all congregational activities on behalf of the Priest, Community Evangelist, Shepherd, District Evangelist and District Elder. Reports to the Priest, Community Evangelist, Shepherd or Rector and carries out all functions and directives for and from the Priest, Community Evangelist, Shepherd and District Evangelist. He transmits and delegates impulses of corporate and operative information and activities. He has no defined corporate abode for members to easily access him and draw necessary nutrients of strengths, courage, hope, motivation and blessings. He operates on a part time basis and may be very difficult and illusive to locate. Motivation would be an incentive that would enable him to cover some lean costs such as talk time, transport etc. The greatest motivating factor must be the greatest of understanding by the priest himself that he is a servant who should serve God’s children- working for blessing and salvation.

***Strategic focus***

Recognising the importance of this ministry, the Deacon must be an accessible bearer of the congregation. All brothers and sisters and would be members should have an undeniable access to him. Being a true representative of the Priest, Community Evangelist, Shepherd, District Evangelist and District Elder, Bishop and Apostle Ministry.

The Deacon ministry should be reflective of all his spiritual and natural exhibits of the entire congregation. Since this ministry assists the Priest, Community Evangelist and shepherd or rector, the whole foundation both spiritually and naturally should be built on this ministry. It is a true ministry of invitation and reception; sowing the word of God into the hearts and souls of the People and children of God - wholly representing the Priest, Community Evangelist, Shepherd, District Evangelist, District elder, Bishop and Apostle. For spiritual dispensation including some sacramental activities, the whole congregation is entrusted into the hands and care of the Deacon. An ambassador of holy priest hood, shepherd hood and peace, welcomer, reconciliator, builder and motivator of the individual members of the congregation; visitors, old and would be members. He crafts and maintains the sole essence of the congregation in the Apostles’ doctrine.

All authority of receiving, guiding and caring for God’s children is vested in the deacon ministry. He must be an exemplary leader and follower of his leaders. Teaching the congregation all virtues of the Lord Jesus Christ. He must always find better means and ways – creative and innovate, serving God’s children and leading, unifying brothers and sisters that are under his care, with an array of fairness, love and unity. Treating each and every member of the congregation as equal to all.Listening to their needs and pleas. Delivering all concerns to his leaders i.e. Priest, Community Evangelist, District Evangelist and District Elder. The Deacon is symbolic of a true leader and servant just as the Lord is a good shepherd-an angel of the Lord and so the deacon must follow the Lord’s steps -creating a conducive atmosphere and environment with assurance and hope; being proactive, alert, honest, humble, obedient and striving to lead a just life as per the apostles’ doctrine.

***Functions:*** Drawing from the prevailing church’s guidelines on this ministry functions may include:

The Deacon ministry takes special cares of all brothers and sisters;

Managing the deacon ministry through Priests, Community Evangelists, Priests and Deacons:

* Coordination and controlling of daily centre activities of the congregation such as – monthly, quarterly, yearly priestly management meetings and activities – implementation (e.g. strategic planning, budgeting)
* Formulate and implement ways of resource mobilisation – (identifying potential and critical resource avenues e.g. revenue, ministers - integrating existing and new methods. Create base line for annual cash flow management (understand sources of revenue and allocate prudent expenditure for sustainable apostle area development.
* Be directly responsible for strategic teams such congregational committees – Project Management Teams (PMTs) congregation fundraising committee, bible study teams (formulate), congregational Planning and coordinating committee (formulate).
* Roles of the Shepherd (Rector) ministry- Creating and effectively managing portfolios in his congregation that would stir growth and add value towards sustainability and efficiency.
* Cultural integration towards one common culture of the whole congregation and priestly ministry is key to bringing together forms, kinds and skills of people, with diversity in attitude, values, norms, behaviours (All focussing toward imminent change for growth both spiritually and naturally with utmost bias to spiritual; natural for balance of life), with shared vision, with common objective.
* Hold weekly, monthly and yearly planning meetings with ministers, coordinators/teachers. Teach and educate the congregation on spiritual and natural management of matters (e.g. conducting; personal door to door visitations; effective and rich sermon; management of resources i.e. finance, human, materials etc.)
* Produce clear, unbiased and detailed reports (quarterly and yearly) that would enable the Priest, Community Evangelist, Shepherd or Rector, District Evangelist and District Elder understand on various issues of the congregation that would necessitate effective decision making and implementation.
* Create strategic groups that would necessitate and enhance congregational spiritual intimacy and cohesion – e.g. consistent involvement of brothers in different activities; brothers’ fellowship – to build and concretise the sole intricacies of congregational growth.
* Ensure congregational and sectional preparedness on all avenues- spiritual activities and comprehension (bible study, catechism etc.), natural and physical needs of members. All inputs as per leader’s direction and guidance.
* Resource identification and mobilisation - lock to commencement of any activity and forecasting. Vigorous creation of congregation revenue generating source e.g. district project – farming; poultry, piggery etc.
* Implementation of activities through effective planning, monitoring and evaluation forms an integral part of the apostle area activities.

Deacons in the congregation MUST be the true assistants and helpers of the Priests, Community Evangelist and Shepherd or Rector. Working in a circle of trust and love that would cultivate hope and assurance of congregational growth.Focusing to the goal of the Lord Jesus Christ.Realigning strategy with changing, volatile and dynamic environment.

**Overview**

There are currently twenty two (22) elder districts in the Chipata Apostle Area. The sustainability of the Apostle Area is largely dependant on each elder district providing tangible social, economic and spiritual support. The Apostle Area is to be zoned into five groups; four (4) zones to have five (5) elder districts and the last Zone with two (2) elder districts. Elder districts are to formulate five year strategic plans that would define in synergy - forecast on social, economic and spiritual matters-outlining cardinal tips on sustainable growth in the focused areas.

In case of project identification and implementation zoning would ensure that at least five elder districts on the maximum could have related projects to split revenue generation. Other districts would have different projects. Creating both internal and external broader markets for resource mobilisation on the social and economic platform. Spiritual matters would be harmonised through doctrinal provisions.

In order to build strong strings and blocks of management - Relationships between and among leaders should be amicable, cordial, and brotherlyand friendly with Godly love – forgiveness, Openness and frankness. Consistent brothers’ fellowship would spice the spiritual and natural intimacy of brothers and ministers. Meetings such as annual Apostle Area conferences at Apostle Area level, quarterly, monthly and weekly at congregational level would yield collective decision making-where all members feel part of decisions made and participate in the entire planning and implementation processes.

# EVALUATION (PERFORMANCE REVIEW)

This Strategic Plan summarises the focus on enhancing sustainable systems and processes through existing and forecasted structures on the foundation of the four Pillars of the Church and its doctrine. It is envisaged that rolled steam to propel the turbine of success of this Strategic Plan is dependent on consistent and reliable infusion of organisational culture and good management practices in all hemispheres of the church by ministers, leaders and general membership.

Therefore, it is expected that the strategic plan shall produce, through its implementation process, various aspects of tangibles besides anticipated flops due to unidentifiable and uncontrolled constraints. Evaluation of the performance drives the entire strategic plan to eagle’s eye scrutiny in the critical areas of focus for improvement and growth. The Apostle Area will use the Strategic Plan Technical Team to entomb diverse hovels that may be unearthed in the implementation process. Technical analysis on the strategies and their outcomes will ensure concrete delivery of quality service to the district and congregations by all stakeholders such as ministers and leaders of various groups including the entire membership.

# Performance Monitoring

The annual planning and review meetings attended by all district ministers; and chaired by the Apostle, will continue to review performance and assess implementation of the strategic plan.

# Review of the Strategic Plan

The terminal review of the Strategic Plan will take place on 1st January, 2020.

# Resource Mobilisation

Elder districts will be responsible for mobilizing resources for Apostle Area and District activities. The Apostle Area Finance Committee will pool these resources together and allocate them accordingly. District and congregation activities will continue to be funded locally. Besides any other, specific resource persons, will be drawn from the Technical Committee responsible for the writing and editing of the Strategic Plan.

SUMMARY OUTLOOK

# The next decade will be exciting for the Chipata Apostle Area. It will be a crucial time period for the Apostle area to achieve its vision, to accomplish its characteristic capabilities goals, to develop and mature its strategic programs, to demonstrate its spiritual and societal impact, and position Chipata Apostle Area as a model in locally and internationally recognized areas in the New Apostolic community countrywide and worldwide.

# This Strategic Plan consolidates much of the many interactions in the past decade between Chipata Apostle Area and the membership at large, and summarizes our strategy and approach, our spiritual priority programs, our supporting facilities and developmental programs to meet the spiritual welfare. Challenges in our daily natural needs and wants will be mitigated through the integration of various activities that may foster our society integrated with the natural wants, and our initiatives to enhance the impact of the Apostle Area in preparing the Lord’s bridal congregation.

# For the next 5 years, our strategic goals are:

# To build the Apostle office at Chipata Central Church.

# To renovate the buildings at the Youth Centre to better standards.

# To make sure the intended dedication of the 3 Elder District chapels become a reality.

# To enhance the money raising systems and the putting of the money making projects in place.

# To enhance the teaching of the NAC catechism, Doctrinal teaching and Bible study.

# We look forward to working with our community and stakeholders to make these goals a reality.

# APPENDICES

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## GENERAL OFFERING 2015

Total annual general offering for 2015:**K170,777.05**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Elder District** | **IST Q** | **2ND Q** | **3RD Q** | **4TH Q** | **TOTAL** |
| Chadiza | 5,943.85 | 5,031.65 | 10,527.20 | 8,706.90 | 30,209.60 |
| Chama | 2,299.00 | 1,867.00 | 1,273.50 | 1,207.50 | 6,647.00 |
| Chitandika | 1,031.40 | 1,335.40 | 1,499.50 | 424.65 | 4,290.95 |
| Chiwoko | 2,595.15 | 3,387.65 | 2,703.00 | 1,332.50 | 10,018.30 |
| Kanjala | 13,261.55 | 14,127.43 | 14,783.75 | 9,997.45 | 52,170.18 |
| Kapara | 1,034.20 | 4,243.15 | 1,478.00 | 1,023.30 | 7,778.65 |
| Kapata | 7,823.60 | 6,607.10 | 7,610.80 | 5,273.00 | 27,314.50 |
| Kapundi | 2,907.20 | 2,561.25 | 7,677.00 | 5,624.00 | 18,769.45 |
| Katete | 5,056.70 | 4,529.50 | 5,184.00 | 6,080.00 | 20,850.20 |
| Kazimule | 1,935.85 | 2,100.90 | 1,953.10 | 2,301.70 | 8,291.55 |
| Kumadzi | 3,040.85 | 4,659.00 | 3,015.00 | 4,517.00 | 15,231.85 |
| Lumezi | 2,093.20 | 2,771.00 | 4,408.50 | 2,222.00 | 11,494.70 |
| Lundazi | 5,365.00 | 6,159.00 | 6,335.50 | 6,278.00 | 24,137.50 |
| Mfuwe | 5,270.60 | 42,760.30 | 6,675.10 | 7,448.10 | 62,154.10 |
| Mphamba | 2,934.00 | 2,328.00 | 2,922.50 | 3,497.00 | 11,681.50 |
| Msandile | 7,985.95 | 7,994.00 | 7,284.20 | 4,635.00 | 27,899.15 |
| Msanzala | 600.00 | 727.00 | 480.00 | 565.00 | 2,372.00 |
| Msuzi | 915.50 | 1,113.50 | 976.00 | 1,550.50 | 4,555.50 |
| Nyimba | 16,520.00 | 2,647.00 | 3,944.00 | 5,920.50 | 29,031.50 |
| Petauke | 6,069.50 | 7,879.30 | 9,119.00 | 5,978.00 | 29,045.80 |
| Sinda | 1,957.75 | 1,865.00 | 1,539.50 | 1,236.00 | 6,598.25 |
| Luampmba |  |  |  |  |  |
| Mnukwa |  |  |  |  |  |
| Vumbwi | 3,589.05 | 3,007.45 | 2,698.60 | 2,790.00 | 12,085.10 |
| **TOTAL** | 45,268.35 | 52,174.40 | 51,517.60 | 21,816.70 | 170,777.05 |

# 

## DEPARTED OFFERING 2015

Total annual departed offering 2015:**K111,928.05**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Elder District** | **March** | **July** | **November** | **TOTAL** |
| Chadiza | 2,834.55 | 4,207.00 | 3,291.00 | 10,332.55 |
| Chama | 366.50 | 501.00 | 425.50 | 501.00 |
| Chitandika | 528.20 | 1,485.00 | 728.00 | 2,741.20 |
| Chiwoko | 1,464.40 | 2,819.00 | 2,591.00 | 4,283.40 |
| Kanjala | 10,763.80 | 15,182.00 | 11,142.00 | 37,087.80 |
| Kapara | 538.50 | 1,325.50 | 1,630.00 | 3,494.00 |
| Kapata | 9,393.30 | 9,626.65 | 9,133.40 | 19,019.95 |
| Kapundi | 3,614.50 | 4,803.50 | 5,194.00 | 13,612.00 |
| Katete | 2,015.70 | 3,213.50 | 2,946.50 | 5,229.20 |
| Kazimule | 2,208.50 | 3,859.10 | 3,788.50 | 9,957.10 |
| Kumadzi | 4,706.40 | 4,685.00 | 8,736.05 | 18,127.45 |
| Lumezi | 970.00 | 1,440.00 | 1,145.00 | 3,555.00 |
| Lundazi | 2,120.50 | 3,500.50 | 3,050.00 | 3,500.50 |
| Mfuwe | 2,426.50 | 3,557.50 | 3,414.05 | 9,398.05 |
| Mphamba | 693.00 | 997.00 | 824.00 | 2,514.00 |
| Msandile | 5,270.70 | 5,775.00 | 4,343.50 | 15,389.20 |
| Msanzala | 500.00 | 700.00 | 600.00 | 1,800.00 |
| Msuzi | 296.50 | 614.50 | 464.50 | 911.00 |
| Nyimba | 2,101.00 | 2,883.00 | 3,355.00 | 2,101.00 |
| Petauke | 2,383.50 | 3,024.60 | 2,721.50 | 8,129.60 |
| Sinda | 762.50 | 748.00 | 416.00 | 1,510.50 |
| Luampmba(New) |  |  |  |  |
| Mnukwa(New) |  |  |  |  |
| Vumbwi | 1,158.00 | 1,055.00 | 1,034.00 | 2,198.00 |

|  |  |  |
| --- | --- | --- |
|  |  |  |
|  |

## MEMBERSHIP STATISTICS 2015

The total membership for the apostle area:……………………

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Serial  No. | District | | **Membership** | | | | **Movement** | | | | | | Net  movements | **Remarks** |
| January | December | Variance | | sealing | Transfer  in | Transfer  out | Deaths | Resigned | others |
| 1 | ChipataChadiza | | 2426 | 2603 | 177 | | 189 | 49 | 40 | 13 | 06 | 00 | 177 | Good growth |
| 2 | Chipata Chama | | 895 | 966 | 71 | | 54 | 23 | 05 | 01 | 00 | 00 | 71 | Minimal growth |
| 3 | ChipataChitandika | | 2343 | 2589 | 246 | | 215 | 31 | 00 | 00 | 00 | 00 | 246 | Good growth |
| 4 | ChipataChiwoko | | 3123 | 3737 | 614 | | 374 | 50 | 10 | 30 | 00 | 226 | 614 | Good growth |
| 5 | ChipataKanjala | | 2018 | 2172 | 154 | | 109 | 79 | 17 | 06 | 00 | 00 | 154 | Good growth |
| 6 | ChipataKapara | | 4023 | 4154 | 131 | | 120 | 11 | 00 | 00 | 00 | 00 | 131 | Good growth |
| 7 | ChipataKapata | | 3929 | 4661 | 732 | | 634 | 129 | 11 | 09 | 01 | 00 | 732 | Good growth |
| 8 | ChipataKapundi | | 3927 | 4184 | 257 | | 252 | 05 | 03 | 05 | 06 | 00 | 257 | Good growth |
| 9 | Chipatakatete | | 2024 | 2074 | 50 | | 88 | 17 | 29 | 16 | 00 | 00 | 50 | Minimal growth |
| 10 | ChipataKumadzi | | 4039 | 4514 | 475 | | 469 | 06 | 01 | 06 | 00 | 00 | 475 | Good growth |
| 11 | ChipataKazimule | | 3754 | 3859 | 105 | | 98 | 17 | 06 | 04 | 00 | 00 | 105 | Good growth |
| 12 | ChipataLumezi | | 3605 | 3899 | 294 | | 294 | 00 | 00 | 00 | 00 | 00 | 294 | Good growth |
| 13 | ChipataLundazi | | 5584 | 6407 | 823 | | 483 | 350 | 06 | 04 | 00 | 00 | 823 | Good growth |
| 14 | ChipataMfuwe | | 2702 | 3554 | 852 | | 748 | 30 | 27 | 13 | 06 | 00 | 852 | Good growth |
| 15 | ChipataMphamba | | 2819 | 2923 | 104 | | 216 | 06 | 04 | 13 | 01 | 00 | 104 | Good growth |
| 16 | ChipataMsandile | | 3475 | 3727 | 252 | | 281 | 05 | 16 | 17 | 00 | 00 | 252 | Good growth |
| 17 | ChipataMsanzala | | 1201 | 1411 | 210 | | 1 82 | 44 | 02 | 04 | 00 | 00 | 210 | Good growth |
| 18 | ChipataMsuzi | | 4781 | 5011 | 230 | | 284 | 14 | 49 | 19 | 00 | 00 | 230 | Good growth |
| 19 | ChipataNyimba | | 1630 | 1663 | 33 | | 00 | 18 | 13 | 02 | 00 | 00 | 33 | Minimal growth |
| 20 | ChipataPetauke | | 1843 | 1798 | 45 | | 00 | 00 | 41 | 04 | 00 | 00 | 45 | decreased |
| 21 | ChipataSinda | | 1876 | 2016 | 140 | | 136 | 04 | 00 | 00 | 00 | 00 | 140 | Minimal growth |
| 22 | ChipataVubwi | | 885 | 951 | 76 | | 35 | 49 | 15 | 03 | 00 | 00 | 76 | Minimal growth |
| The net movement in annual membership should agree with the figure for variance revealed by difference between the opening and the closing figure. “Others’’ may entail ‘Fallen “or members who cannot be accounted by the congregations .Apostle’s remarks will be required for this category. | | | | | | | | | | | | | | |
| **Total** | | | **58 973** | **68 873** | **9 900** | | **5 261** | **937** | **291** | **187** | **20** | **226** | **9 900** |  |
|  | |  | | | |  | | | | | | | | |

**THANKS GIVING OFFERING 2015**

Total Thanks giving offering for the year 2015:**K1,099,125.35**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **ELDER DISTRICT** | **2013** | **2014** | **2015** | |
| **CHADIZA** | 70 606.50 | 80,745.50 | 100,985.50 | |
| **CHAMA** | 15 573.00 | 18,193.50 | 20,219.00 | |
| **CHITANDIKA** | 8 438.35 | 9,671.50 | 9,595.00 | |
| **CHIWOKO** | 12 812.00 | 19,806.55 | 26,096.00 | |
| **KANJALA** | 101 673.00 | 121,252.65 | 125,244.35 | |
| **KAPARA** | 15 871.80 | 16,660.00 | 19,100.00 | |
| **KAPATA** | 115 867.00 | 136,578.95 | 174,147.50 | |
| **KAPUNDI** | 41 798.95 | 41,724.95 | 35,864.00 | |
| **KATETE** | 42 690.30 | 50,489.00 | 51,326.50 | |
| **KAZIMULE** | 26 461.30 | 19,645.00 | 36,498.50 | |
| **KUMADZI** | 16 570.50 | 43,190.00 | 46,383.00 | |
| **LUMEZI** | 24 000.00 | 25,542.00 | 35,095.50 | |
| **LUNDAZI** | 60 350.60 | 47,477.40 | 73,822.00 | |
| **MFUWE** | 34 468.75 | 51,464.60 | 65,820.00 | |
| **MPHAMBA** | 9 183.00 | 17,257.00 | 29,244.00 | |
| **M'SANDILE** | 79,848.75 | 69,822.90 | 93,931.00 | |
| **MSANZALA** | 14 600.00 | 12,300.00 | 9,670.00 | |
| **MSUZI** | 19 263.50 | 20,385.00 | | 22,552.00 |
| **NYIMBA** | 29 569.00 | 37,661.50 | | 39,452.00 |
| **PETAUKE** | 51 347.50 | 47,345.00 | | 50,621.50 |
| **SINDA** | 10 238.00 | 16,863.00 | | 12,356.00 |
| **VUBWI** |  | 17,642.50 | | 20,218.00 |
| **TOTAL** | 798, 466.95 | **921,718.50** | | **1,099,125.35** |

# 

# TOTAL OFFERING AREA 2015

Total annual offering for 2015:K1,381,830.45

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Activity** | **1ST Quarter** | **2ND Quarter** | **3RD Quarter** | **4TH Quarter** | **TOTAL** |
| General Offering | 45,268.35 | 52,174.40 | 51,517.60 | 21,816.70 | 170,777.05 |
| Departed Offering | 37,047.25 |  | 47,889.75 | 26,905.05 | 111**,**928.05 |
| Thanks Giving offering |  |  |  | 1,099,125.35 | 1,099,125.35 |
| **Total** | **82,315.60** | **52,174.40** | **99,407.35** | **1,147,847.10** | **1,381,830.45** |