

**CHOMA CENTRAL SDA CHURCH**

**STRATEGIC PLAN**

**[(2022/2023)-(2025/2027)]**

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1. **INTRODUCTION**

Choma Seventh-Day Adventist Church has developed a Strategic Plan that would run for three/five years from 2022 to 2023/5. This document provides the Church with a three/five-year road map for executing its Commission to win and prepare souls for the imminent return of our Lord Jesus Christ. This document is a property of Choma Central SDA Church and as such it is desirable that it be embraced by every member. The Church leadership prays that everyone would take part in programs that are aligned to the goals and objectives set out in this document. The Church Board should review and update the progress bi-annually through the outlined monitoring and evaluation program. Choma Central SDA Church, a part of the world wide Seventh - day Adventist (SDA) Church, is found in the Southern part of Zambia. Choma central Church was established as a Company in 1973 at New Hind Hall in Mochipapa Choma District. It was then organized into a Church in 1974 and continued to have its services at Community Hall (Shampande) and st Patricks Primary school by then. It was not until May 1975 that it moved to its current premises, Plot 9329, along Livingstone Road. The Church grew over a period of 3 years to a membership of 500 in 1975. It is notable though that despite the growth in membership, active members as at now 2022 are only XXXX out of the registered 1026. The Choma community is generally a mixture affluent and non-affluent, densely populated.

GENERAL STRATEGIC IS:

i. Equip members with what they need to embrace their call to mission

ii. Provide members with indicators to track their progress.

1. **BACKGROUND**

Choma Central is situated along Livingstone Road between Medium Cost Compound and Choma Trades Training Institute- Mawaggali. Choma Central SDA Church is the oldest and the mother to all the other main urban SDA Churches in Choma Mission District. The lineage is as follows; Choma Central begat Swani SDA church first then Mwapona SDA and finally Kasensa SDA. From there onwards these churches begat other churches, Companies and Branches.

Today Choma Central is an independent Church District. The first church District pastor was Antony Chongo from 2018 to 2021 and then Pastor Dr. Muvwimi Maxwell goes in history as the second Choma Central District SDA church pastor.

The emerging of Choma Central SDA church started as far back as in 1973 and possibly even before. As a branch central was under Mandala SDA church falling in Dimbwe Mission District of South Zambia Field by then.

The pioneers for the growth of central church consists of a long list. However, some notable ones are: Late Ps. B. Mulombwa, Late Elder J.F Ng’andu others include, Late M.O Mubita, Elder T Masuka, J.B Mbulo, Elder Sijamba and Elder J. Moonga while the sisters that were influential were Mulomba, Sinvubwa, Ngwenya and Mudenda. It will be unfair to leave out names of Enos Mazuka and S. Mpofu.

Work would be incomplete without mentioning of outstanding youths by then. These were: elder Charles Siazweni- Humba, Late Maxon Passi-Central and Elder A. Simaambo-Maleba.

In 1974 became a company that time fell under Kabula SDA Churches. At some point, Elder SWB Hamweene became Company leader adding value in pushing for the growth and to be weaned out from being under Mutaba and Kabula leadership. By the way all the camp-meeting activities at Mandala Camp site.

In the year 1975, became an organized church meeting in New Hind Hall but later the Hall was sold to SAMAJ Association and the members were congregating in the community Hall (Shampande) and also at ST Patricks Primary School now Basic School. This gave impetus to church members to secure their own place and elect an independent building. Pastor Mulomba played an important role in this area. As work continued to better the church, several engineers and contractors were engaged such as Mawaggali Trades Training Institute, Nakambala Sugar Estate Engineers ZNS under the supervision of Major Zulu and finally J.J Lowe. The current roof was done by J.J Lowe who introduced the rail pillars to support the roof. This is the company that replaced the asbestors for Iron sheets.

The present nature of the Central church cannot be fully concluded if the following cannot be mentioned. Pastor Thomas-USA, Late Edwin Mweemba for wiring and ligting the church. H.D Hamaleka, The Neil family of Lilly Ponds, J. Moonga Late Dr. Siamukayumbu Siamujaye, Mr. Walken, Sr. Judith Nalishebo, Elder Munyandi and Br. Chama.

Underway, the Church has embarked on to construct a modern church. Funds, Contractors and logistics are almost maturing, it’s just the matter of time.

3. **OUR VISION**

3.1. In harmony with Bible revelation, Seventh-day Adventists see as climax of God’s Plan the restoration of His creation to full harmony with His perfect will and righteousness.

3.2. To manifest a growing faith in God and grow deeper in love for Jesus and for others and mobilize to serve the Lord according to our gifts waiting for the Second Advent when God restores all His creation to full harmony with His perfection.

4. **MISSION STATEMENT**

* 1. Proclaim to our congregation and others, the everlasting gospel of God’s love in the context of the Three Angels messages of Revelation 14:6-12
  2. To Proclaim the gospel message to all the world as a witness, starting in our Church ( Mat 24:14)
  3. To lift up Jesus and invite people to a life of faith in Him through the proclamation of the gospel, building up their faith through systematic teaching of God’s word and equipping them for a faith that works in the real world and sending them to serve the Lord according to their gifts.
  4. Focus Area
* Mission
* Spiritual growth
* Leadership

1. **VALUE STATEMENT**

Choma Central SDA Church shall abide by values as set by the global church to seek and serve God. The Church shall strive to have a membership that shall uphold among the values, the following; **Commitment, Equity, faithfulness, brotherly love, focus and Punctuality.**

1. **Commitment**

The Church as a body shall be called upon in the value of commitment to the mission in God’s vineyard. The general membership shall be expected to be committed to excellence and high standards of performance. This shall be done with the understanding that God's ideal for His children is higher than the highest human thought.

**ii) Equity**

Equity will be a value that shall guide every church member’s livelihood both during worship and day to day activities. This will be based on the understanding that we are all equal and precious in the sight of God. For that reason, all members will be expected to have mutual respect among all levels of the Church membership through their interaction.

**iii) Faithfulness**

Choma Central SDA Church as founded on the word of God shall uphold faithfulness and obedience to God and encourage its members to do so. Law and order shall be a guide to its operation and management. In this vain, it shall be in conformity with the State law to an extent that does not conflict with the Law of God. It shall also uphold the guide of the latest edition of the SDA Church manual.

**iv) Brotherly love**

Our Church membership as a body of Christ shall treat each other as of one family of Christ. It shall be the responsibility of each Church member’s welfare. This shall be based on the understanding that we are a family and a body of Christ that is responsible and should care of each other.

**v) Focus**

The Church shall put its focus on the Mission. No amount of destructors and misleads from the church doctrine shall add value to its mission and the spiritual growth of its members. In line with other set values, it shall remain focused on its calling as it seeks to serve God.

**vi) Punctuality**

For success and order, the church shall endeavour to keep time as a critical value in worship. To that effect, the general membership shall be encouraged to be time conscious both in their worship and execution of day to day activities.

**vii) Integrity**

As a value of honesty and strong moral principles, Choma Central SDA Church will strive express its integrity as a united body of the creator. Besides this, lifestyle is the greatest of all sermons that one can ever preach. The world expects the Church to walk the talk even as Jesus Christ walked the talk.

1. **GOAL STATEMENT**

To deepen the church membership’s relationship with God and participation in God’s transformation of individual lives and community through mentored discipleship.

1. **LOGFRAME MATRIX**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Operational Objective** | **Action Activities** | **Desired Out-put/Out-come** | **Key Performance indicator (KPI)** | **Means of Verification** | **Responsible Department** |
| 1. To spiritually uplift church members to meet their individual spiritual needs | 1. Involve members in daily bible study through personal bible devotion | 1) Have 80% of church members keep a yearly devotional journal  2) Have 80% of church members complete the devotional guide encounter series  3) Encourage total member involved in personal and public evangelism | 1) number of devotional journals submitted at the end of the year  2) number encounter series leaflets collected and submitted to the church  3) increased number of church members participating in both personal and public evangelism | Quarterly reports | Personal ministries  Family life department  Pastor |
| b) Encourage use of technology to enhance personal devotional life | 1) Have 70% of church members receiving daily devotional manna on phone  2) Increase the number of members using Adventist social media to 80% | 1) Number of daily devotional manna sent to church members weekly  2) number of Adventist accessing the church website | Quarterly reports | Communications  Personal ministry  Publishing  Youth Ministries  Pastor |
| c) Facilitate the teaching of fundamental beliefs and prophecy for both newly baptized and longtime members | 1) Conduct workshops on fundamental beliefs  2) Encourage 80% of church members to attend seminars on spirit of prophecy  3) Evidence of new members nurtured through active discipleship | 1) Number of workshops conducted  2) Number of seminars conducted  3) Number of church members actively participating in various church programs | Quarterly reports | Personal ministries  Sabbath school  Youth Ministry |
| d) Nurture the spirituality of Children | 1) Plan and Arrange for Worship in the Children’s Chapel for the whole year.  2) Ensure that 90% of all children in the church are registered with children ministry  2) Have 90% of children participate in all church activities meant for children | 1. Evidence of preaching and Music Rota in place every first week of every quarter 2. Number of services held in Children’s Chapel 3. Number of children registered with Children Ministries   4) Number of children who are actively involved in church programs | Quarterly Reports | Elder’s Board/Pastor  Children’s Ministry  Personal Ministry  Sabbath School |
| e) Encourage members to participate in all revival meetings planed by the church such as camp meetings, week of prayer meetings etc | 1) Achieve at least  70% of church  Members camp during camp meeting  2) Achieve at least  40% of church membership  attending  weeks  of prayer and other church activities   1. increase the number of those who have accepted our SDA beliefs through baptism | 1. Average number of active participants      1. Number of church members attending church programs 2. Increased number of members participating in revival church meetings | Reports | Personal Ministries  All Departmental  Heads |
| f) Facilitate the accessibility of Spirit of Prophecy (SOP) writings to all church members | 1) Conduct a week of prayer once a year on SOP and distribute SOP writings to church members  2) Increased availability of Ellen G. White writings in print, local language as well as mobile devices and social media plate forms  3) To have a Church library corners for Children and Adults books including SOP and other spiritual books | 1) Number of church members attending the Week of Prayer  2) Number of tract on SOP distributed  3) number of Ellen G. White writings distributed  4) Number of SOP books in the Church Library and other Spiritual Books | Yearly Reports | Personal Ministry  Youth Department  Pastor  Communication  Publishing |
| 1. TTo strengthen the Church leadership structure to promote Christlike leadership qualities in serving Officers | a) Plan and conduct leadership seminars for serving Officers | 1) Conducted leadership seminars twice a year for all serving officers | 1) Number Leadership seminars conducted  2) Number of participants  3) Feedback from participants | Yearly Reports | Administration (Pastor & Church Clerk) |
| b) Facilitate the formulation of job descriptions for all serving Officers | 1) Formulate job description for serving officers | 1. Presence of formulated job description 2. Number of departments/officers with job description | Yearly Reports | Administration |
| c) Identify the various professions, skills set and spiritual gifts among the serving Officers | 1) Identified members with various profession, skills set and spiritual gifts  2) Encourage church leaders to volunteer in tasks in which their skills lie    3) Encourage 90% of church leaders to discover their spiritual gifts by taking the spiritual gift test | 1) Number of members with various spiritual gifts, profession and skills set   1. number of church leaders volunteering in different church activities   3) number of spiritual gifts results submitted | Quarterly Reports | Administration (Pastor)  Personal Ministries |
| 3.To increase the engagement of church members in biblical authentic spiritual practices | a) To help 80% of members participate in long-lasting, supportive and authentic for kingship groups (MIKOWA) | 1) Multiply and divide the church into kinship groups of about 25 members each | 1. Number of Kinship groups formed | Quarterly Reports | Administration  (Pastor’s office) |
| b) Formulate and implement a program guide for Kingship groups | 1) Formulated a job description and program guide for kinship groups | 1. Evidence of job description or program guide | Quarterly Reports | Administration  Family Life  Personal Ministries |
| c) Conduct seminars for Kingship group leaders | 1) Conducted seminars for kinship group leaders at least twice every year. | 1. Number of kinship seminars conducted   1. Feedback from kinship group leaders | Yearly Reports |  |
| d) Encourage all Church members to take an active role in church programmes | 1) Encourage all church members to actively participate in all church programmes | 1) Number of church members active in church programs | Yearly reports | Personal Ministries |
| 4. To enhance unity and fellowship among members and nurture believers in true discipleship | a) Build Christ-centered Adventist homes that serve as the primary discipleship units of local church | 1. Encourage families to conduct family devotions every morning and evenings 2. Draw a deliberate program to visit inactive church members at least once a month 3. Organise luncheons for fellowship among church members 4. Encourage recreational and other interactive programs i.e. youths activities | 1. Family devotions conducted 2. Number of visits made to inactive members 3. Number of luncheons held 4. Number of recreations conducted | Quarterly reports | Personal ministries  The pastor &  Elders  Sabbath school  Youth ministries  Deacons |
| b) Engage newly baptized members in intentional nurturing initiatives for biblical, spiritual and church doctrinal growth | 1) Identify mentors for newly baptized members  2) Encourage New members to participate in church programs | 1. Number of newly baptized members identified and mentored 2. Members involved in church activities | Quarterly reports | Personal ministries  The pastor &  Elders  Sabbath school  Youth ministries    Deacons |
| c) Engage longtime members in international nurturing initiatives for biblical spiritual growth | 1) Conduct fellowship week of prayer at least once per two quarters  2) Encourage inter- family visits for fellowship and bible studies | 1) Number of week prayers     1. Number of visits made | Quarterly reports | Personal ministries  The pastor &  Elders  Sabbath school  Youth ministries  Deacons |
| d) Strengthen all Weekly Worship Sections | 1) Encourage and strengthen weekly section prayers | 1. Section prayers conducted | Quarterly reports | Personal ministries  The pastor &  Elders  Sabbath school  Youth ministries  Deacons |
| e) Enhance and strengthen weekly vespers | 1) Encourage and strengthen weekly section prayers | 1) Weekly section prayers conducted | Quarterly reports | Personal ministries  The pastor &  Elders  Sabbath school  Youth ministries    Deacons |
| 5. To Enhance Church relevance in the community of operation | a) Involve all members in personal evangelism/witnessing | 1) Conduct bible studies on evangelism   1. Encourage departments to identify means of evangelism i.e. efforts 2. Organize church crusades at least annually 3. Organise and distribute evangelistic material every quarter   5) Conduct a guest day every quarter | 1) Bible studies conducted  2)Evangelistic efforts conducted by departments  3)Crusades conducted  4)Evangelistic materials distributed  5) Guest days conducted | Quarterly reports | Personal ministries  The pastor  Elders  Youth ministries  AMO  Dorcas  Publishing  Voice of prophecy  Sabbath school |
| b) Participate in community social responsibility activities | 1) Conduct community services at least once per two quarters through identifying the vulnerable    2) Visitation of the sick, poor and disadvantaged monthly by departments | 1. Number of community services conducted 2. Number of visits to the sick made | Quarterly reports | Personal ministries  The pastor  Elders  Youth ministries    AMO  Dorcas  Publishing  Voice of prophecy  Sabbath school |
| c) Mobilize church members and train them in all phases of evangelism and outreach | 1) Conduct evangelistic seminars at least beginning every year.   1. Conduct a week of prayer on evangelism annually.   3) Identify Sabbath afternoons for physical outreach in witnessing. | 1) Number of evangelistic seminars conducted   1. week of prayer conducted   3) Number of physical outreaches done | Quarterly reports | Personal ministries  The pastor  Youth ministries  AMO  Dorcas  Publishing  Voice of prophecy  Sabbath school |
| 6. To construct a modern place of worship and maintain the infrastructure | a) Mobilisation of resources through member engagement | 1) Encourage members to contribute building funds per month  2) Give families monthly targets towards building | 1) Number of Church members engaged in contributions towards building  2. Monies realized every month against family targets | Monthly financial reports and Building promotions | Building committee  Elder in charge |
| b) Engagement of other stakeholders in the construction of the church | 1) Engage potential members in the diaspora   1. Identify corporates for donations   3) Engage the office of the South Zambia Conference for financial support as per their policy | 1) Number of Members engaged in the diaspora  2) Number of cooperating partners engaged in each month  3) South Zambia Conference office engaged | Monthly reports and building promotions | Building committee  Elder in charge |
| c) Facilitate the formulation of maintenance policy guidelines | 1) Put in place a maintenance committee annually   1. Formulation of maintenance policy for the strategic period   3) Inventory monitoring at least monthly | 1) Maintenance committee put in place annually  2)Maintenance policy developed and put in place at the beginning of each year  3) Inventory monitored every month | Monthly and quarterly reports | Deacons  Building committee  Elders  Strategic committee team |
|  | d) Create a fixed asset policy and facilitate the formulation of assets policy guidelines | 1) Empower the maintenance committee to oversee all assets and formulate guidelines in keeping church assets annually | 1) Maintenance committee empowered  2) All church asset stock recorded | Monthly and quarterly reports | Deacons  Building committee  elders |
| 7. To strengthen the member’s commitment (both baptized and longtime) to enhance operational sustainability | a) Encouragement of faithfulness in stewardship by members | 1) Form Stewardship groups by end of Fourth quarter of every year    2) Have each group visit at least Six (10) families per quarter    3) Conduct Bible studies on Stewardship at least Once every quarter  4) Sabbath offertory readings (every Sabbath) | 1. Presence of active Stewardship groups      1. Number of families visited      1. Number of Bible studies conducted      1. Offertory readings offered every Sabbath worship. | Quarterly Reports | **Stewardship**  Elders |
|  | b) Encourage adoption of the systematic giving plan | 1) Study on systematic giving at the beginning of the first quarter of each year.  2) Have at least 70% of the members give systematically by end of 2023.  3) Remitting of conference trust funds consistently  . | 1. Conducted a study on systematic giving 2. Monitored ratio of members giving systematically | Quarterly Reports | **Stewardship**  Elders |
|  | c) Encourage members to venture in income generating activities | 1) Support at least and conduct periodic skills training seminars involving church members and the community  2) Facilitate youth entrepreneurship trainings at least 1 per two quarters | 1. Number of seminars conducted 2. Number of participants   Number of member youths involved in the trainings. | Quarterly Reports | The pastor  Stewardship department  Personal ministries  Youth ministries  AMO  Dorcas |

1. **ACTION PLAN**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Goal (what) | Action Steps (how) | Responsible Person (who) | Due Date (when) | Cost/Input |
| Train and Equip members on basic Evangelism which is congruent to TMI total Member Involvement | Conduct training seminars for church members | Person Ministries/ Elders | 02/01/2023 |  |
| Encourage members to support church programs | Give weekly offertory readings to encourage TMI | Stewardship Department/ Elders | 02/01/2023 |  |

1. **PRE-CONDITION**

This strategic plan’s successful implementation will be solemnly dependent on the outlined conditions;

1. Church members commitment to individual spiritual growth and God’s work
2. Stakeholders awareness, acceptance and ownership to the Strategic plan
3. Timely and adequate funding of church programs and departmental activities
4. Successful l8inkage of the budget to the strategic plan and
5. Harmonization of departmental work activities with the strategic plan
6. **MONITORING AND EVALUATION**

The Strategic Plan will be monitored and evaluated on a bi-annual basis. The Stewardship Department will have the responsibility of monitoring and evaluation.