



**THE ANGLICAN CHURCH OF KENYA**

**DIOCESE OF MASENO SOUTH**

**ACK ALL SAINTS' CHURCH-MASENO**

**STRATEGIC PLAN 2024-2028**

## **FOREWORD**

The evangelical sphere is rapidly undergoing technological and infrastructural transformations and the church cannot continue to solely rely on the traditional sources of finance namely; the offertory, tithes, thanksgivings and donations to meet her financial obligations. The contemporary church is change driven and focusing on sustainable means to mobilize resources to meet her expanded financial demands. There is also the need to employ modern technology in supporting liturgy and worship to satisfy the ever dynamic needs of congregants. The church must therefore, integrate and embrace change process in how it broadcasts and evangelizes the gospel for sustained growth, effectiveness, efficiency, and relevance.

In conducting her affairs and meeting her aspiration, All Saints' Church will always strive to promote the true ideals and identity of the Anglican community that fosters love, discipleship, discernment, compassion and stewardship. The Congregants are thus called upon to progressively normalize practicing Anglicanism in regards to liturgy and general worship. It is also prudent that they join and identify with ministries and departments like the Sunday school, boys and girls brigade, teens ministry, youth ministry, praise and worship, the choir, mothers' union and or the Anglican christian women fellowship (ACWF), KAMA, scheme fellowships, lay-readership and other ministries within the church, the parish, the arch-deaconry and the diocese as it appropriately befits an individual's calling

It is therefore hoped and anticipated that this strategic plan, 2024-2028 will act as a guide, a work-plan, and motivating framework to spur and foster spiritual and socio-economic transformation of ACK All Saints' Church-Maseno in line with the Anglican Church doctrines, the regulatory policies of the government and our faith based belief in the trinity as inspired by the biblical full armor of God (Ephesian 6:10)

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## **ABBREVIATIONS AND ACRONYMS**

<b>ACK:</b>	Anglican Church of Kenya
<b>ACWF:</b>	Anglican Christian Women Fellowship
<b>ASCM:</b>	All Saints' Church- Maseno
<b>CMS:</b>	Church Missionary Society
<b>FGDs:</b>	Focus Group Discussions
<b>KAMA:</b>	Kenya Anglican Men Association
<b>KPIs:</b>	Key Performance Indicators
<b>MU:</b>	Mothers Union
<b>SWOT:</b>	Strengths, Weaknesses, Opportunities and Threats

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## INTRODUCTION

### 1.1 Background of the Anglican Church of Kenya in Kenya and in Maseno

The Anglican Church of Kenya (then Church Province of Kenya) traces her roots in the country through the early Church Missionary Society activities by Dr. Johann Ludwig Krapf in 1844 with notable stations being in Rabai-Coast (1844); Frere Town-Kisauni (1875); Kabete-Nairobi (1900); Weithaga Mission - Muranga (1900); Maseno and Kima mission work- Kavirondo (1906); and Kigari- Embu (1910). Other established missionary stations during the pre-colonial era were; Koru, Fort Ternan, Kipkelion, Gilgil, Naivasha, Njoro, Eldama Ravine, Ol Kalau, Rongai, Maji Mazuri, Nakuru Kericho, Londiani and Subukia. The birth of Anglican Church of Kenya was through the concerted efforts and the selfless gospel evangelical works of Dr. Ludwig Krapf, Johann Rebman, James Hannington, Canon Leakey and Mc Gregor among other missionaries. Their works and philosophy epitomized on spreading the gospel, promoting literacy to teach the local Africans how to read and write; and establishing stations in strategic areas as centres of coordination of their missionary works.

In 1961, the church made a significant milestone as the dioceses of Fort Hall, Maseno and Nakuru were carved out of the initial solitary diocese of Mombasa and later in 1964, diocese of Nairobi was carved out of the diocese of Mombasa. The church Province of Kenya underwent rapid growth and ecumenical transformation in its organizational structures after Kenya gained her independence with its first Arch-Bishop being elected in 1970, the most Rev. Festus Olang' as the Kenya leader of the church. In 1970, the diocese of Maseno South, Maseno North and Eldoret were created. The church leadership has so far been headed by 6 elected arch-bishops namely; most Rev. Festus Olang 1970-1979; most Rev. Manasses Kuria 1979-1985; Most Rev. David Gitari 1985-1984; Most Rev. Benjamin Nzimbi; 1994-2003; Most Rev. Dr. Eliud Wabukala 2003-2015 and the Most Rev. Dr Jackson Ole Sapit 2015 to date. In 1998; the church was "baptized" from the Church Province of Kenya and christened the Anglican Church of Kenya which has remained her name to date.

The Maseno South diocese since its inception, so far has been led by 4 Bishops namely; Rev. Evan Agola 1970-1973; Rev. Dr. Henry Okullu 1974-1994; Rev. Mwai Abiero 1994-2018 and Rev. Charles Ong'injo 2018- date. Currently the diocese is made up of 5 archdeaconries namely; Cathedral, Maseno, Ndiru, Ngere and St. Luke's and a total of 39 Parishes with its cathedral domiciled at St. Stephens Cathedral in Kisumu City. Since its inception in 1970, five other dioceses have been carved out of it namely; diocese of Maseno East; diocese of Maseno West; Dioceses of Bondo, diocese of Southern Nyanza and the most recently the Diocese of Kisii. This tremendous growth of the church has been reflected in the other parts of the country as the Anglican Church of Kenya today has a total of 37 dioceses in Kenya under the leadership of Rev. Dr. Jackson Ole Sapit

The history of the Anglican Church of Kenya cannot be told without referring to Maseno, and the dioceses of Maseno South as the inaugural pillars of the church. By 1906 the church in Maseno was domiciled under a large deciduous indigenous tree (*Cordia monoica*) called "Oseno" in local Luo dialect and "Luseno" in Luhya dialect from which the name "Maseno" is derived. The Church

was later constructed around the same time which has stood the test of time as is known as “Rock of Ages” which is domiciled at the present day Maseno School. The church for many years housed both the diocese of Maseno South and Maseno North, up until in the 1980’s when All Saints’ Church was founded and constructed where it currently stands.

Although Maseno, Maseno South diocese and All Saint’s Church hold a rich history of how the Anglican Church was founded in the Kavirondo region and Kenya at large, All Saint’s Church has lurked behind in terms of her evangelistic orientations and infrastructural development. All Saints’ church today is the parish headquarter and together with six other churches namely ACK St Andrews Mbalawandu, ACK St. James Marera, ACK St. Johns Ong’iyo, ACK St. Anne’s Huma, ACK Mama Rebecca Memorial Church- Nyawita, and ACK Christ the King-Mirunda forms Maseno Parish. Quite a number of churches in diocese are so much a head of All Saints’ Church in initiating income generating activities for sustainability and self-reliance as well as in infrastructural development to support their evangelical and liturgical activities as mandated in the Anglican Church of Kenya constitution.

## **1.2 Rationale**

It is there against this elaborate background that the All Saints’ Church 5-year strategic plan is developed to fast track the church development and transformation agenda so that as the church grows in numbers, there is an equal proportionate growth in her infrastructure both physical, human and digital to meet the ever dynamic demands in supporting liturgy, worship, evangelism, pastoral and related services that are prerogative of the church to her congregants, the Anglican and Christian community. The strategic plan thus highlights through key action specific strategic objectives what are required to be undertaken within projected timelines, with the resources required and the defined scope of action so that the development goal and transformational agenda of the church are not only progressively and rapidly realized but also sustained.

The strategic plan 2024-2028 will act as a blue print that will prioritize key development areas and align them to the church calendar of activities to enhance synergy and compatibility in their implementation. It will thus act as a decision making tool to support the church’s decision making process and to guide proportionate allocation of resources to the key strategic objective areas. It will further act as an important resource mobilization tool when presented to potential donors and well-wishers to support selected key strategic objective areas. The strategic plan 2024-2028 will equally be used to galvanize and seek stakeholder support, promote and seek partnerships in areas of common interests and to foster transparency and accountability in the course of implementation of church the projects. Finally, the strategic plan 2024-2028 will also be important in forecasting and projecting future trends and opportunities and proactively identify and mitigate potential risks and uncertainties that may arise and negatively affect the church and the church community. It will go along in promoting good governance and accountability in all the church departments and ministries

## **1.3 Methodology**

The conceptualization and development of this strategic plan was based on qualitative approaches and stakeholder participation in identification, needs assessment and prioritization of the strategic objective areas

## 1.4 Data Collection

Data was collected qualitatively through FGDs and key informant interviews to elaborate on the church history and to prioritize key development areas. The process was conceptualized in the church council meetings, recommended in the development committee meetings, and seconded in select departmental meetings that drove the need to develop and launch this 5-year strategic plan for All Saints Church-Maseno.

## 1.5 Situational and Feasibility Analysis

In order to ascertain and ensure that the proposed key strategic objective areas are economically, socially, and ethically feasible and do not in any way conflict with the overall evangelistic and ecumenical mandate of the church and without compromising and jeopardizing the structural operational mandate of the church, situational analysis was undertaken to determine the strengths, weaknesses, available opportunities and possible threats (SWOT) as highlighted here-in;

<b>Strengths</b>	<b>Weakness</b>	<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"><li>• Readily available expertise from the professionally diverse congregation of ASCM</li></ul>	<ul style="list-style-type: none"><li>• Non-permanent residency as some congregants keep moving in and out of the church</li></ul>	<ul style="list-style-type: none"><li>• Ready market from the University community for the commercial projects</li></ul>	<ul style="list-style-type: none"><li>• Rapid proliferation of evangelical churches around Maseno leading to poaching of members</li></ul>
<ul style="list-style-type: none"><li>• Existing vibrant church systems and structures</li></ul>	<ul style="list-style-type: none"><li>• Lack of commitment in supporting and strengthening the church systems and structures</li></ul>	<ul style="list-style-type: none"><li>• Growth of Maseno from a town to municipality</li></ul>	<ul style="list-style-type: none"><li>• Growing insecurity around Maseno</li></ul>
<ul style="list-style-type: none"><li>• Existing infrastructure</li></ul>	<ul style="list-style-type: none"><li>• Stalled infrastructural projects</li></ul>	<ul style="list-style-type: none"><li>• Good transport and communication Networks around Maseno</li></ul>	<ul style="list-style-type: none"><li>• High cost of living leading to socio-economic vulnerability of congregants</li></ul>
<ul style="list-style-type: none"><li>• Fairly big congregation</li></ul>	<ul style="list-style-type: none"><li>• Limited space to initiate development projects</li></ul>	<ul style="list-style-type: none"><li>• Support institutions around Maseno</li></ul>	<ul style="list-style-type: none"><li>• Dynamic youths whose needs and preferences overlap with those of the church</li></ul>
<ul style="list-style-type: none"><li>• Strategic location and accessibility</li></ul>	<ul style="list-style-type: none"><li>• Fluctuating number of congregants especially during university holidays</li></ul>	<ul style="list-style-type: none"><li>• Non-baptized potential converts in the community for pastoral and evangelism</li></ul>	<ul style="list-style-type: none"><li>• Anglicans getting married to non-Anglicans and subsequently joining their spouse churches</li></ul>
<ul style="list-style-type: none"><li>• Socio-culturally diverse congregation</li></ul>	<ul style="list-style-type: none"><li>• Language barriers</li></ul>	<ul style="list-style-type: none"><li>• Innovative ideas and cultural integration</li></ul>	<ul style="list-style-type: none"><li>• Traditional Anglicans resisting change in worship process</li></ul>

Resource Endowment (Land, rainfall and good climatic conditions)	• High land prices	• Land availability around Maseno	• High competition from for enterprises and development projects
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## **1.6 Stakeholder Engagement**

Key stakeholders were involved in the process and various critical issues were raised and discussed. Further stakeholder suggestions, opinions and inputs were incorporated in the draft which was later presented to the church council for final approval and subsequent adoption

## **1.7 Approval and Implementation**

After the strategic plan development processes were completed, it was launched through an official proclamation and effectively begin to be operationalized.

## **1.8 Vision, Mission and Core Values**

### **1.8.1 Strategic Plan Philosophical Framework**

Strategic planning is a blue-print documented process that systematically and progressively attempts to shape and mould the future of an institution or organization. It is conceptualized and developed as guide to project the future of an organization through a well-choreographed framework that enlists strategic objectives, the required inputs and anticipated output and the resources to facilitate their realization. The strategic plan is thus premised on these four fundamental questions;

- i. Where are we, currently? (Situational analysis)
- ii. Where are we going and project to be over a specific period of time, let's say in 5 years as in this case? (Vision, Mission, Objectives)
- iii. What do we need to do to get there? (strategies, resources and timelines)
- iv. How do we map the pathway and know we are on the right track of getting to where we anticipated to be? (Monitoring and evaluation of the five-year strategic objectives)

Through the strategic planning, it is anticipated that the church will deliver on her mandate to her congregants while adopting optimum digitization to promote growth, relevance, efficiency, effectiveness, accountability, transformation and vibrancy in preaching and spreading the gospel and in offering the complementary services. The church will thus be driven by vision, mission and core values.

### **1.8.2 Evaluation Criteria for the 2024-2028 Strategic Plan**

The evaluation criteria will focus on the level of accomplishment of the strategic objective results areas which will include;

- 1 Pastoral and evangelism
- 2 Strengthening existing church structures
- 3 Infrastructure Development
- 4 Enterprise and Sustainability
- 5 Resource Mobilization, Partnerships and Charity



### **1.8.3 Mandate**

The church as a mandate to provide spiritual nourishment to her congregants by conducting the liturgical Anglican church services on worship Sundays and other special occasions that includes but not limited to Christmas, Easter, baptisms, confirmations, weddings, requiem masses, among others.

### **1.8.4 Vision**

To be an exemplary church of believers bound together by the love in Christ

### **1.8.5 Mission**

Rigorously and vigorously evangelize the gospel by witnessing and transforming the spiritual orientation of the congregants and proclamation of the salvation of Jesus Christ to all souls and believers

### **1.8.6 Slogan for the 5 Year Period**

“With Christ we shall conquer all that we purpose to do”

### **1.8.7 Core Values**

- Love
- Discipleship
- Discernment
- Compassion
- Stewardship

## **STRATEGIC OBJECTIVES, EXPECTED OUTCOMES, STRATEGIES TO BE EMPLOYED AND EXPECTED KEY RESULTS**

### **2.1 Strategic Themes**

Strategic themes are the key deliverable targets of the strategic planning process outcome generated from the strategic analysis. Failure to emphasize on these themes will result into an underperformance of the church as an institution. The themes identified for action after situational analysis were:

1. Liturgical Services, Pastoral and evangelism
2. Strengthening the existing church systems and structures
3. Infrastructure Development
4. Enterprise and Sustainability
5. Resource Mobilization, Partnerships and Charity

#### **2.2.1 Liturgical Services, Pastoral and Evangelism**

Liturgical services, pastoral and evangelism forms the core mandate of the church and the principle reason why the church exists in the society. The church must therefore strive at all times to fulfill this mandate by ensuring that the programmed church services are presided over by the clergy and the lay readers as specified in the church calendar. The church will therefore be called upon to fulfill this mandate for it is the basis for which congregants gather to praise and worship God at the All Saints' Church and should even extend beyond to their places of abode as scheme fellowship meetings and pastoral visits.

**Strategic Objective 1:** To offer modern, innovative, enjoyable liturgical, pastoral and evangelical services to her congregants

#### **Strategies**

- i. To be a one church parish by 2025
- ii. Consecrate the ACK All Saints' church by 2025
- iii. Maintain the two services, (christened "the sunrise service" and the "equator service")
- iv. Conduct regular pastoral visits by the clergy and the lay readers
- v. Emphasize on scheme fellowships
- vi. Promote morning and evening devotions
- vii. Organize for worship experience and weekend challenges
- viii. Promote participatory worship with schemes and department assigned particular Sundays to conduct the liturgical worships on their assigned days
- ix. Emphasize on having quarterly Keshas
- x. Organize church evangelistic mission activities
- xi. Undertake churching and baptisms
- xii. Empower and rejuvenate DMAs
- xiii. Officiate and preside over marriages both new and renewal of vows
- xiv. Initiate TEE, baptism, confirmation, bible study and discipleship classes
- xv. Train and commission new lay readers
- xvi. Broadcast the church services live on social media platforms
- xvii. Teach and guide the congregants to observe the doctrines of Anglicanism

### **2.2.2 Strategic Objective 2: Strengthening existing church systems and structures**

In order to ensure that the existing church systems and structures are strengthened for efficiency, effectiveness, and ease of administration, the following strategies can be implemented to achieve this strategic objective;

#### **Strategies**

- i. Undertaking a comprehensive registration and creating a database to all church members
- ii. To cap the number of scheme members at 60 and create an additional scheme
- iii. Strengthen Nyawita scheme by recruiting more members to the scheme
- iv. Ensuring that every resident member of the church is a member of a scheme
- v. Recruit, train and commission new KAMA members
- vi. Recruit, train and commission new Mothers Union members
- vii. Recruit, train and commission Anglican Christian Women Fellowship (ACWF) members as complimentary to Mothers Union
- viii. Strengthen and support Welfare Hospitality, and Special Projects department
- ix. Empower and support the youth department to participate and attend youth activities at various levels
- x. Empower and support the Sunday School to participate and attend organized events and activities
- xi. Training and commissioning Sunday School brigade
- xii. Training and commissioning new Sunday school teachers
- xiii. Maintain and manage a proper succession plan from Sunday school, to teens, to youths' ministry, and to KAMA, MU, and ACWF (goes beyond 5years)

### **2.2.3 Strategic Objective 3: Infrastructure Development**

In order to ensure that the current infrastructure is upgraded to meet the growing infrastructural needs of the congregants, the following strategies can be implemented to achieve this strategic objective;

#### **Strategies**

- i. Complete the vestry project
- ii. Build modern washrooms with flush systems complete and bio digester for the wastes
- iii. Harness the church roof rain water to solve the water problem and install big capacity water tanks
- iv. Construct a modern kitchen with store for the church
- v. Construct a multi-purpose hall
- vi. Develop and implement an infrastructure physical master plan for the church
- vii. Do a proper landscaping for the church compound and lay Cabros for the parking lot
- viii. Do a parameter wall to enclose the church compound
- ix. Construct a modern church gate
- x. Purchase digital technology instruments and gadgets to support church liturgical and evangelical activities

#### **2.2.4 Strategic Objective 4: Enterprise and Sustainability**

In order to ensure that the church generates and diversifies her income streams to avoid overdependence on traditional offertory, tithe, thanksgiving and donations, the following strategies can be implemented to achieve this strategic objective

##### **Strategies**

Drill water and supply to the Maseno community at a fixed cost

- i. Curve and delineate the corner towards the law-courts and build ladies' hostels with their own gate away from the church
- ii. Lease the church academy to a private management so that they pay under contractual agreements to the church or
- iii. Look for an alternative land to build the school and turn the current buildings into shops or
- iv. Turn the classrooms next to Siriba-College campus road into shops and construct a storey classrooms behind the vestry building

#### **2.2.5 Strategic Objective 5: Resource Mobilization, Partnerships and Charity**

In order to ensure that the church achieves her liturgical, pastoral, evangelical mandate and also meets her development agenda besides extending love and compassion to the less fortunate, resource mobilization is critical in the realization of this strategic objective as proposed by the following strategies;

##### **Strategies**

- i. Mobilize enough financial resources to meet her basic financial obligations e.g. paying allocation to the diocese
- ii. Conduct fundraisers to generate funds
- iii. Scheme allocations
- iv. Install more rental containers for schemes and departments
- v. Seek partnerships with charity and humanitarian organizations to undertake joint charity projects
- vi. Conduct hospital, prisons, children's home visitations
- vii. Undertake clean up exercise in the community
- viii. Asks for item donations from the congregants to deliver to less unfortunate
- ix. Extend support to needy student church members through special collections
- x. Support bereaved congregant families

### **2.3 The Logical Framework Matrix**

This is a matrix used in planning and control of planned activities and indicates the key strategic objectives, the expected outcomes, key strategies initiates and the key performance indicators KPIs.

<b>Strategic Objective Area</b>	<b>Expected Strategic Outcomes</b>	<b>Key Strategic Initiatives</b>	<b>Key Performance Indicators</b>
<b>Strategic Objective 1:</b> To offer modern, innovative, enjoyable liturgical, pastoral and evangelical services to her congregants	To create vibrant integrated liturgical, praise and worship Sunday services besides pastoral and evangelical visits to congregants and non-congregants	<ul style="list-style-type: none"> <li>• Modernize the liturgical service</li> <li>• Motivate the Choir</li> <li>• Empower the Praise and worship with modern instruments</li> <li>• Sunday school and brigade</li> <li>• Support Scheme fellowships</li> <li>• Conduct Missions and DMAs pastorals</li> <li>• Organize worship experiences and Keshas</li> <li>• Consecrate the church</li> </ul>	<ul style="list-style-type: none"> <li>• Motivated and empowered clergy and lay readers through trainings and conferences</li> <li>• A strong and performing choir</li> <li>• A strong and growing praise and worship ministry</li> <li>• Upgraded worship instruments</li> <li>• Vibrant and growing youth ministry</li> <li>• Vibrant and growing Sunday school ministry</li> <li>• No. of pastoral visits undertaken</li> <li>• No. of TEEs, baptismal, confirmation and bible study classes conducted</li> <li>• No. of marriages presided over</li> <li>• One church parish</li> <li>• Consecrated ACK All Saints' church</li> </ul>
<b>Strategic Objective 2:</b> Strengthening existing church systems and structures	A complete, functionally autonomous church structure, with departments and ministries combining joining	<ul style="list-style-type: none"> <li>• To electronically register congregants and create a membership database</li> </ul>	<ul style="list-style-type: none"> <li>• No. of congregants registered in the database created</li> </ul>

	up to make efficient and effective church	<ul style="list-style-type: none"> <li>• Empower the clergy and lay readers</li> <li>• Strengthen KAMA</li> <li>• Strengthen MU</li> <li>• Strengthen the youth ministry</li> <li>• Support the choir ministry</li> <li>• Strengthen and support Sunday school, brigade and teens ministry</li> <li>• Strengthen the schemes</li> <li>• Empower the Welfare, Hospitality and Special Projects department</li> <li>• Hold departmental culminating to church AGMs annually</li> </ul>	<ul style="list-style-type: none"> <li>• Clergy and lay readers thanksgiving day observed</li> <li>• No. of KAMA members trained and commissioned</li> <li>• No. of MU and ACWF trained commissioned</li> <li>• Choir day observed</li> <li>• Sunday school, brigade and teens ministry observed</li> <li>• No. of Sunday school brigade commissioned</li> <li>• An additional scheme created</li> <li>• Nyawita scheme membership is seen to be growing</li> <li>• No. of welfare, hospitality and special projects undertaken by the department</li> <li>• AGMs held as scheduled</li> </ul>
<b>Strategic Objective 3:</b> Infrastructure Development	An upgraded modern and dynamic infrastructure able to meet the needs of a growing congregation	<ul style="list-style-type: none"> <li>• To complete the vestry project</li> <li>• To enclose the church compound with a perimeter wall</li> <li>• To build modern flush washrooms</li> <li>• Build a multi-purpose utility hall</li> </ul>	<ul style="list-style-type: none"> <li>• Vestry completed and in use</li> <li>• A completed perimeter wall around the church with a new church gate installed</li> <li>• Modern washrooms in use</li> <li>• Gutters and water tanks installed</li> </ul>

		<ul style="list-style-type: none"> <li>• Harness church roof rainwater</li> <li>• Develop and implement an infrastructure physical master plan for the church</li> <li>• Undertake an expertise driven landscaping for the church compound</li> <li>• Construction of the modern kitchen and kitchen store</li> <li>• Purchase digital technology wares to support church activities</li> <li>• Create and operate official church domain for correspondences</li> </ul>	<ul style="list-style-type: none"> <li>• Existing and in use multi-purpose wall launched</li> <li>• An expert drawn and existing physical master plan launched</li> <li>• A certified and completed landscaping and cabros done</li> <li>• A completed kitchen and store in use</li> <li>• The recommended specifications of instruments and devices delivered and in use</li> <li>• There is a created and operational church domain</li> </ul>
<b>Strategic Objective 4:</b> Enterprise and Sustainability	Income generating activities and sustainability project initiated to generate funds for development	<p>Undertake water drilling and piping project and supply to Maseno community to generate revenue</p> <p>Lady's hostel construction being undertaken on the designated delineated corner</p> <p>Turn around the fortunes of church sponsored academy</p>	<ul style="list-style-type: none"> <li>• Water borehole drilled and water mast installed for water supply</li> <li>• The project initiated and construction of a phase is either ongoing or completed</li> <li>• Amount of revenue generated by the academy posted to the church account</li> </ul>
<b>Strategic Objective 5:</b> Resource Mobilization, Partnerships and Charity	Resource mobilization initiatives undertaken and partnerships entered into to enable the church meet her	<ul style="list-style-type: none"> <li>• Mobilize finances through traditional sources of offertory, tithes, thanksgiving and donations</li> </ul>	<ul style="list-style-type: none"> <li>• Financial report generated indicating the liquidity status of the church</li> </ul>

	financial obligations and support to charity		
		<ul style="list-style-type: none"> <li>• Undertake fundraisers and special collections</li> <li>• Allocations to schemes</li> <li>• Install additional rental containers</li> <li>• Undertake charity and humanitarian projects through partnerships</li> <li>• Conduct hospital, prisons and children home visits</li> <li>• Request for item donations from congregants</li> <li>• Extend support to needy students who are church members</li> <li>• Organize and undertake clean up exercises</li> </ul>	<ul style="list-style-type: none"> <li>• At least 1 fundraiser undertaken every year</li> <li>• Yearly allocations made by the schemes to the church</li> <li>• Monthly rental income collected from the installed containers</li> <li>• No. of charity and humanitarian projects undertaken</li> <li>• Actual number of hospital, prisons and children homes visited</li> <li>• Documented items list received and delivered to charity</li> <li>• Number of needy cases supported</li> <li>• No of clean exercises organized and undertaken</li> </ul>