



THE CHURCH OF PENTECOST

VISION 2018

**FIVE-YEAR VISION FOR THE CHURCH OF
PENTECOST COVERING THE PERIOD
2013- 2018**

THEME: IMPACTING GENERATIONS

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THEME: IMPACTING GENERATIONS

TEXTS: 2 Timothy 1:5-7; 2 Timothy 2:2; Psalm 71:15-18; Psalm 78:1-7

I am reminded of your sincere faith, a faith that dwelt first in your Grandmother Lois and your mother Eunice and now, I am sure, dwells in you as well. ⁶ For this reason I remind you to fan into flame the gift of God, which is in you through the laying on of my hands, for God gave us a spirit not of fear but of power and love and self-control (2 Tim 1:5-7, ESV).

And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others (2 Tim 2:2, NIV).

My mouth will tell of your righteousness, of your salvation all day long, though I know not its measure. ¹⁶ I will come and proclaim your mighty acts, O Sovereign Lord; I will proclaim your righteousness, yours alone. ¹⁷ Since my youth, O God, you have taught me, and to this day I declare your marvellous deeds. ¹⁸ Even when I am old and gray, do not forsake me, O God, till I declare your power to the next generation, your might to all who are to come (Ps 71:15-18, NIV).

O my people, hear my teaching; listen to the words of my mouth. ² I will open my mouth in parables, I will utter hidden things, things from of old — ³ what we have heard and known, what our fathers have told us. ⁴ We will not hide them from their children; we will tell the next generation the praiseworthy deeds of the Lord, his power, and the wonders he has done. ⁵ He decreed statutes for Jacob and established the law in Israel, which he commanded our forefather to teach their children, ⁶ so the next generation

would know them, even the children yet to be born, and they in turn would tell their children.⁷ Then they would put their trust in God and would not forget his deeds but would keep his commands (Ps 78:1-7, NIV).

INTRODUCTION

I am grateful to the Lord for giving me the privilege to serve Him and the church for the second term at the highest office of The Church of Pentecost. Similarly, all the Executive Council members are pleased to have the opportunity to serve the Lord at this level. We consider it a privilege, which carries with it a very great responsibility. Thank you for the trust and confidence reposed in us.

The Lord was very faithful to the Executive Council in enabling us to execute the vision that he led us to put in place for the past five years. We were able, by His grace, to serve the Lord and lead the “Redeemed People of God” to a level that brought many closer to Him. This was demonstrated in many of the activities that took place in the church and in the life of the people. It was also evident in the number of new converts who joined the church and in the increase of our finances. We are indeed grateful to Him and to all of you for your support in diverse ways. Notwithstanding the successes that we chalked, there were other areas that we could not achieve our targets, try as we did.

Against this backdrop, this vision document, dubbed Vision 2018, is a direct follow-up of the previous one. This vision will technically and specifically cover the period, September 2013 to August 2018. However, for the sake of simplicity and common understanding, we will refer to the document as covering the period 2013-2018.

In coming up with this vision, I allowed the outgoing Executive Council to review, for the consideration of the incoming Executive Council, the aspects of the vision which we could not implement. I also requested the incoming Executive Council members to present a paper each on what they felt the council must pursue. Then I summoned a consultative meeting to discuss the issues presented for a consensus to be built, before considering the various suggestions into the document. After this, I personally reviewed Vision 2013 prayerfully and finally compiled the first draft of Vision 2018.

The Executive Council thoroughly discussed this and reviewed it. At the 2013 November Heads' meeting, the document was reviewed by all the heads and their wives, including some national heads. The vision document was then presented to all ministers and their wives during the 2014 ministers and wives' conference. Their input were also collated and used. The document was also tested in the 2014 'apostolisation' programmes in the areas. Their input through interactions such as workshops, questions and answers were factored into the document. This document is therefore a compilation of many ideas believed to have come from the Lord through His servants. I am very grateful to all who contributed from various angles.

I want to acknowledge the work of the past Chairmen, General Secretaries, International Missions' Directors, past Executive Councils and other founding leaders, who have laid the solid foundation upon which has been built such a great church, with Pentecostal distinctiveness.

I particularly want to acknowledge the efforts of Chairman M. K. Yeboah, who initiated the idea of giving annual themes and Chairman M.K. Ntumi who did not only formalise the giving of the annual themes but also introduced vision statements. May the Lord bless both of them and may their legacies live on forever.

I appeal to all ministers and church officers to cooperate and work with us, as we seek to impact the incoming generations through our very lives touched by the Pentecostal fire. The generation, or the people, who started the church have all passed away. A new set of people, that is, a new generation, has emerged. The current leadership is the link between the first generation and the new group of people who have become members of the church. It is the aim of the leadership to pass on the treasure which was received from the founding leaders to this new group of people who have joined the church. It is expected that the impact of the transference of the treasure on their lives will cause them also to pass it on to the next generation. Our mission as a church

is “to establish responsible and self-sustaining churches filled with committed, Spirit-filled Christians of character, who will impact their communities”.

We want to help our children and youth grow in faith and develop the skill to understand the word of God through the leading of the Spirit. To help people grow and mature in the Lord this way demands hard work. Those aiming to do this must themselves be committed disciples of Christ. In other words, we can do this if we are prepared to make some sacrifices for the Lord, including the giving of our lives, time, treasures and privileges.

We cannot speak of commitment while we do not really commit ourselves to the Lord but pursue privileges as if they were rights. For us to impact the incoming generations they must see our commitment, sacrifices, love for the Lord and the Pentecostal fire burning in us. Nothing apart from ‘birth’ can do the job of impartation. We give birth to our likeness. The successful implementation of this vision therefore depends on you and me, going through the agony of pain to give birth to our likeness of Christ. The apostle Paul boldly declared, “Follow my example, as I follow the example of Christ” (1 Cor 11:1, NIV). Again, he told his son Timothy, “You, however, know all about my teaching, my way of life, my purpose, faith, patience, love, endurance, ¹¹ persecutions, sufferings — what kinds of things happened to me in Antioch, Iconium and Lystra, the persecutions I endured. Yet the Lord rescued me from all of them. ¹² In fact, everyone who wants to live a godly life in Christ Jesus will be persecuted” (2 Tim 3:10-12, NIV). Paul, indeed, spiritually gave birth to Timothy, despite the faith that Timothy had from his ancestors, which dwelt in him. Paul did this by following the Lord and living His word as Timothy teamed up with him in ministry. Your cooperation is, therefore, seriously needed.

Together, going through the agony of childbirth in Christ, we can fulfil “our divine responsibility”.

I cherish very much your frank interaction with this document. I plead with you to read it more than once, to fully acquaint yourself with its contents. Then, as a mature person, make conscious efforts to fully understand the contents and the spirit of the whole document in order to give your full support and also offer helpful contributions of your own. I appeal to you, not to follow some of the traits of others who will offer nothing about proposals or policies in the making, which they do not understand, but secretly harbour misunderstanding and misgiving which can lead to bitterness, distrust and the breaking of relationship. Rather, be kind enough to consult it as often as needed, as you reflect on God's vision for The Church of Pentecost in this generation and generations to come.

I want to remind you that this document is not an end in itself. The apostle Paul was right to say, "For we know in part and we prophesy in part..." (1 Cor. 13:9,NIV); thus, this vision document may only be a fragment of what God has for His people in our time. Consequently, the Executive Council and the other organs of the church may need to review the document whenever necessary and consider new issues and ideas as they unfold.

May the Lord God Almighty bless you for your commitment and service.

Opoku Onyinah
Chairman

THE CHURCH OF PENTECOST'S VISION AND MISSION STATEMENTS

In obedience to the Great Commission, The Church of Pentecost comes out with the following vision and mission statements.

Vision Statement

To become a global Pentecostal church that is culturally relevant in vibrant evangelism, church planting, discipleship and holistic ministry.

Mission Statement

We exist to establish responsible and self-sustaining churches filled with committed, Spirit-filled Christians of character, who will impact their communities.

Vision 2018 Goal

Our 5-year goal shall be, “To raise committed and Spirit-filled Disciples to impact generations”.

It is expected that by the end of the five years we should have committed and Spirit-filled disciples who would be able to impact generations.

Vision 2018 Theme

The theme for the five-year period shall be “Impacting Generations”.

Summary of Vision Document

The vision document aims at making a conscious effort to adequately prepare and hand over the leadership of the church to a generation that did not have a direct contact with the founding leaders of The Church of Pentecost. Similar to the book of Deuteronomy, the beliefs and practices of the church are presented from diverse angles, in such ways that together with the exemplary lives of the leaders, the generations following will be impacted. The Pentecostal fire will be fanned through our very lives so as to impact generations now and in the future.

EXECUTIVE SUMMARY

1. We are committed to continue nurturing a sustainable spiritual development of church members by strengthening the local assemblies through teaching and prayers.
2. We are committed to strengthening and committing every area, district, local assembly, ministry, department and individual member to evangelism, discipleship and church planting to achieve 33% growth of overall church membership over the five-year period.
3. We are committed to making a deliberate effort at mentoring the children, the youth and the adults to know Christ in a personal way, grow in Him and also understand the church's beliefs and practices. The tenets of the church will be published into a book as a ready source of our doctrine.
4. We are committed to presenting trust as a very important aspect of mentoring. Attempts will be made through interactions and teachings to increase trust at all levels and everywhere; between adults and youth, heads and the pastors and staff under their jurisdiction, and between the clergy and the laity, for effective implementation of church policies.
5. We are committed to continue providing relevant resources and training opportunities to help ministers upgrade themselves to meet contemporary challenges.
6. We are committed to strengthening Lay-leadership training by tasking the Lay-leadership Committee to come out with basic leadership lessons that all prospective officers will go through before ordination. Existing officers who have not gone through those lessons will be required to do so.
7. We are committed to giving special attention to ministerial training for the external branches in all the regions, that is, the

Francophone, Europe, North America, and Southern African Development Community (SADC).

8. We are committed to challenging ministers to continue to raise ministerial performance and standards.
9. The Executive Council is committed to reviewing the document on Regional Executive Committees and submitting it to the General Council for constitutional amendment.
10. We are committed to requesting the Ministries to review their functions and eventually act on decisions that will make them more functional and relevant. We are committed to pursuing the policy of every member, including officers belonging to, at least, one ministry.
11. We are committed to continue encouraging and strengthening biblical principles on giving and demand good stewardship on church finances. By so doing we expect our tithes and offering to increase to enable us assist local assemblies to eliminate churches under trees and those worshipping in classrooms.
12. We are committed to setting up modalities for transfer and retirement of ministers to make it more dignified.
13. We are committed to consolidating the growth so far achieved in the mission field by nurturing existing churches, while seeking to plant new ones and making use of every opportunity to reach other nations. The review of Missions' policies will continue.
14. After establishing and operating the Northern Outreach Ministry (NOM) for over twenty years, we are committed to carrying out an evaluation to assess its operations to determine the way forward.
15. We are committed to giving special attention to the Pentecost University College (PUC), Pentecost Social Services

- (PENTSOS) and other forms of welfare schemes for members. These will be used as avenues for evangelism.
16. We are committed to strengthening the capacity of Pentecost Press Limited towards the production of church print stationery and other literature. We are committed to assisting the Press to improve its cash flow as well as delivery time and quality of products.
 17. We are committed to making PENTMEDIA an excellent outfit for the church's audio-visual department. The Executive Council has already asked the Finance Board to liaise with PENTMEDIA Board to consider how it can be more viable.
 18. We are committed to ensuring the completion of all on-going projects and other specific ones, including the Pentecost Theological Seminary and Divisional Police Station, earmarked for 2014, after which constructional work on the Pentecost Convention Centre will be put on hold.
 19. We are committed to continue strengthening our fraternal relationship with other churches and para-church organisations through various interactive meetings.
 20. We are committed to continue contributing our church's God-ordained quota and also play a prophetic role for national holistic development.
 21. We are committed to increasing efforts towards making Pentecost International Worship Centres (PIWCs) serve as places of multi-cultural worship.
 22. The Headquarters and its subsidiary organs are committed to continue serving as centres of excellence in the church's administration.

23. We are committed to ensuring that functions and operations of the Executive Council will be explained during interactions with ministers, officers and members.
24. We are committed to ensuring that General Council meetings continue to receive the serious attention they deserve, including spiritual exercises and making proper use of reports from all sectors.
25. We are committed to ensuring the involvement and ownership of all stakeholders for the effective implementation of this document. We shall ensure that the document is uploaded on the church's website for public consumption. The Chairman's office will occasionally send delegations to assess the implementation of this document.

1. NURTURING SUSTAINABLE SPIRITUAL DEVELOPMENT

1.1. Overview (1 Cor. 16:19; Rom. 16:5; Col. 4:15; Phm. 2)

The spiritual life of people is mirrored in their worship (that is, the way they pray, the things they pray for and the exercise of spiritual authority).

Secondly, it is exhibited in their behaviour and lifestyles (that is, the way they dress, speak and act). Thirdly, it is portrayed by their expectations (for example, their genuine belief in the second coming of Jesus Christ or satisfaction with earthly blessing).

The local assembly is the church's focal point for most spiritual life and development activities. The Home Cell is linked with the local assembly. Ministers and all church officers will be encouraged to allow more spiritual activities to take place at the local level.

Emphasis will be placed on genuine conversion, praying for the baptism of the Holy Spirit, the manifestation of spiritual gifts and the bearing of the fruit of the Spirit (2 Tim 1:6-7). These need to be stressed as the evidence of a Pentecostal church. Lukewarm services need to be discouraged.

1.2 Actions to be Employed

- 1.2.1 Fasting and prayer will be strengthened at all levels.
- 1.2.2 A book on basic discipleship lessons will be published.
- 1.2.3 The basic discipleship lessons will be taught in all assemblies.
- 1.2.4 All new converts will also go through the basic discipleship lessons.

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- 1.2.5 Ministers, officers, and members will be equipped to establish and improve the levels of their spiritual growth from conversion to maturity.
 - 1.2.6 Church leaders and members will be encouraged to enrich their devotional lives.
 - 1.2.7 Ministers, officers and all individuals will be encouraged to practise and stress the importance of biblical principles of stewardship.
 - 1.2.8 The importance and centrality of God's word in worship will be stressed.
 - 1.2.9 Family devotion will continue to be encouraged.
 - 1.2.10 Encourage personal devotional life, by encouraging every member who can read, to read a chapter of the Bible a day.
 - 1.2.11 Strengthen the Home Cell and Bible Study systems by conducting quizzes, practical life application and giving awards to winners or high achievers.
 - 1.2.12 Every local assembly will be encouraged to become a house of prayer.
 - 1.2.13 There shall be teaching and prayers for the Holy Spirit baptism and spiritual gifts at local and district levels.
 - 1.2.14 Officers and members will be encouraged to exercise their gifts at the local level. Presiding elders will be admonished to give a place to spiritual gifts, such as prophecies, visions and Holy Spirit inspired songs, at church services. Yet, they will be requested to judge all the manifestations of the Spirit as suggested in the ministers hand book.

- 1.2.15 Wednesday teaching at local level will be encouraged.
- 1.2.16 Friday or weekly prayer meeting will be encouraged and strengthened.
- 1.2.17 Fund raising and financial targets given at prayer meetings will be discouraged.
- 1.2.18 Five (5) days teaching and prayer sessions, at least once a month, will be encouraged to be organised by all ministers and officers. The communion week shall be used for this exercise at local and district levels.
- 1.2.19 Learning and singing hymns and spiritual songs—Christ-centred music—will be encouraged at all levels. Members will be encouraged to meditate and pray on the lyrics of Christians songs, as well own copies of the Church’s song books.
- 1.2.20 Conventions and retreats will be held with all seriousness. Holding conventions for tradition sake will be discouraged.
- 1.2.21 Special attention will be given to teachings on Christian family, especially on marriage, training children and choosing a life partner.
- 1.2.22 Human and other related resources will be harnessed towards bringing down the kingdom and the will of God to impact all spheres of influence of society, including business, economy, education, media, governance, politics, traditional rule, culture and arts, the family, sports, entertainment, and religion.

2. EVANGELISM, DISCIPLESHIP, CHURCH PLANTING AND GROWTH

2.1 Overview (Matt 28: 18-20; Acts 2:47; 1 Cor 9:16-23)

The great commission is central to the church's work. We have been commanded by the Lord to go and make disciples of every nation.

Efforts will be made at all levels and through all possible avenues, to preach the gospel in our communities as well as unreached areas. All special meetings such as funerals, weddings, farewells, and naming ceremonies will have soul-winning activities ingrained. Social services, such as the operations of the University College, Senior High Schools and Junior High Schools, will be evangelism-oriented.

As stated in point 1 above, discipleship of all members and officers unto maturity through sound teachings and fervent prayers will be pursued.

The membership of the Church in Ghana as of December 31, 2012 was 1,938,411. And of the church worldwide was 2,252,228. We expect a 33% growth in the overall membership of the church by 2018. This means we expect an increase to 2,578,087 in Ghana and to 2,995,463 worldwide.

Based on the actual membership figures from 2007 to 2012, the projected membership figures for 2017 will be 2,995,463 overall, 2,045,196 for Adults and 950,268 for Children.

To achieve an overall membership target of at least 2,995,463 by the end of 2017, which is a 33% increase over the 2012 overall membership figure, each assembly, district, area and nation will have to increase its overall membership (adults and children) by 7% each year.

We plan to plant 3,000 new assemblies over the five-year period. That is, 600 new Assemblies every year. The total number of assemblies opened in the past five years (2007-2012) was 3,037. This worked out to an average of 607 new assemblies every year.

We plan to create 300 new districts in the five-year period. This will give an average of 60 new districts every year. The total number of newly created districts for the last five years was 376 with an average of 75 created districts per year.

We plan to create thirteen (13) new areas (in Ghana) over the five-year period. The proposed areas will be carved out of Odorkor area, Teshie-Nugua area, Kwadaso area, Takoradi area, Wa area, Techiman area, Asamankese/Oda areas, Suame area, Mampong area, Berekum area, Assin Foso area, Hohoe area and Dunkwa area.

2.2 Actions to be Employed

- 2.2.1 Assemblies and districts will be strengthened to embark on all forms of evangelism such as open-air rallies, house to house and crusades.
- 2.2.2 Every member will be motivated to adopt evangelism as a lifestyle.
- 2.2.3 Home Cell will be used to reach the unsaved as well as discipleship making. Reporting shall be captured on the statistical (Demography) form.
- 2.2.4 Presiding elders and district pastors will be encouraged to make conscious efforts to reach the unconverted and the unreached people.
- 2.2.5 Every district will be motivated to plant at least one assembly every year. Where constrained by geographical space, the district should support another

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- district to open an additional assembly. Reports must be made on this. Encourage shift systems for places where new assemblies cannot be established.
- 2.2.6 Every assembly and district will be encouraged to take advantage of the radio and television stations available in their localities for the propagation of the gospel.
 - 2.2.7 Modern technology such as text messages, WhatsApp, facebook, twitter and emails would be used for evangelism.
 - 2.2.8 For places where new assemblies cannot be established, shift system will be encouraged.
 - 2.2.9 Ministers will be discouraged from running shift system in big church buildings with small membership.
 - 2.2.10 Annual “discipleship target (souls won and maintained)” will be given to areas and passed on to the local assemblies.
 - 2.2.11 Ministers will be required to get their entire districts involved in the special functions given to the ministries. Districts’ reports to area heads are to include these.
 - 2.2.12 Individuals, assemblies, districts, areas and nations that retain converts baptised will be recognised and awarded prizes at various levels.
 - 2.2.13 All special services as well as social services will be evangelism-oriented.

3. CONSCIOUS EFFORT TO 'PARENT' CHILDREN AND THE YOUTH

3.1 Overview

Since the future of every institution depends on the young generation catching the vision of the leaders or adults, there will be a deliberate attempt to mentor the children and the youth to know Christ in a personal way, grow in Him and also understand the Church's beliefs and practices. Paul tells Timothy, "What you heard from me, keep as the pattern of sound teaching ..." (2 Tim 1:13, NIV). Again, he says, "And the things you have heard me say in the presence of many witnesses entrust to reliable men..." (2 Tim 2:2, NIV). Impacting people greatly depends upon their being with you, doing, seeing, hearing and understanding the rationale behind your actions. Biblical form of 'parenting' such as Moses to Joshua, Naomi to Ruth, Mordecai to Esther, Jesus to the twelve apostles, and Paul to Timothy will be followed.

3.2 Actions to be Employed

- 3.2.1 Children will often be encouraged to attend the main service.
- 3.2.2 Presiding elders, officers and parents will be encouraged to facilitate the participation of children in the main service.
- 3.2.3 Open forum will be organised for children and youth to ask questions on issues they do not understand.
- 3.2.4 Children and youth will be encouraged to bring forth their ideas on how to move the church forward in modern times.
- 3.2.5 Children and youth will be consulted in decisions concerning them and the church.

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- 3.2.6 Children who are gifted in teaching and preaching will be encouraged to teach at Home Cells and other discovery meetings.
 - 3.2.7 Both adults and children/youth must provide enabling environment for one-on-one and small-group discipling, mentoring, coaching, ministering and leading.
 - 3.2.8 Children who excel in teaching and preaching will be asked to preach on children's days.
 - 3.2.9 Youth who are gifted teachers and preachers will be assigned to preach and teach during church services on weekdays and Sundays.
 - 3.2.10 Local assemblies would be encouraged to build multi-purpose church buildings which include both youth and children halls. Prototype drawings shall be developed for rural and urban communities.
 - 3.2.11 The skills and knowledge of the youth who are professionals will be tapped at various levels including serving on committees.
 - 3.2.12 The services of youth who have the gifts of organising will be utilized at all levels.
 - 3.2.13 Home Cell and Bible Study Committee will be tasked to consider the proposal of re-introducing the 'Family Day' into the programme.
 - 3.2.14 Conferences will be organised for singles to encourage a life of chastity and promote healthy marriage relationship among them.
 - 3.2.15 The tenets of the church will be published into a book, to give a clearer picture of what the church believes.

4. TRUST WILL BE SHOWN AS A VERY IMPORTANT ASPECT OF MENTORING

4.1 Overview (Gen. 39:4-9; Dan. 6:4-5; Matt. 25:14-30; Php. 2:19-30)

We can teach what we have learnt or known. We can tell people about our rich experience and the past glories. Nonetheless, we can only give birth to people of our own character. We have the DNA of tomorrow's church in us. What we do now is what the children and the youth will take up in excess in the next generation. Trust is the key to our mentoring process. "Follow my example as I follow Christ". Trust or the lack of it has the potential to facilitate or impede the success of the church's life. For example, lack of implementation of General Council decisions and church policies by any minister or church officer is a betrayal of trust. Implementation of such decisions and policies help to restore trust in places where it is low. Efforts will be made during the period to increase trust among church leaders.

4.2 Actions to be Employed

- 4.2.1 Ministers and church officers must be challenged to raise their spiritual standard and not to compromise their integrity for 'bread'. Not to speak behind their fellow ministers, officers and church members. Must be heavenly minded. Welfare must not be sought at the expense of integrity.
- 4.2.2 Efforts will be made through follow-ups to make existing church policies and procedures work at all levels. Church policies will be explained at district/area officers' retreats.
- 4.2.3 The holding of open forum will be encouraged at various levels of the church, including locals, districts,

- areas and national. Special meetings will be held at various levels to interact with stakeholders, such as deacons, deaconesses and elders. Interactions will be encouraged to take place among the ministries to address issues of concern to them.
- 4.2.4 Leadership at district and local levels will be encouraged to present quarterly accounts to the presbytery.
 - 4.2.5 Modalities for officers assessing the performance of their pastors will be set up by January 2014.
 - 4.2.6 Modalities of assessing the performance of officers will be put in place by May 2014.
 - 4.2.7 Ministers will be encouraged to make time to visit the members at their residences, work places or wherever they may be contacted, such as schools, market places, lorry parks, shops, garages (fitting shops) and farms.
 - 4.2.8 Attempts will be made to prepare a local database and a well structured pastoral care schedule to ensure that every minister and officer visits each of his members at least once in three (3) months.
 - 4.2.9 Transfers of officers from one assembly to another are to be justified. In case there is a need for a transfer, the area Head must be consulted. Reviewable offices shall, however, be reviewed when due.
 - 4.2.10 Ministers will be encouraged to release officers/ members who seek to be transferred to assemblies near their new residential locations, with needed transfer cards and personal information.

- 4.2.11 Disciplinary issues will have to be well explained and executed to prevent rumour mongering and wrong perceptions.
- 4.2.12 Officers will be charged to read circular and pastoral letters.
- 4.2.13 Officers will be required to be transparent on the implementation of church policies including financial issues, the use of grants and reading of circular letters. These must be supported by consistent records keeping and reporting.
- 4.2.14 Funds raised for specific projects shall be used for the intended purpose and reported on accordingly.
- 4.2.15 Ministers/Officers/Members personal assessment on their holistic growth and development will be monitored.
- 4.2.16 Officers will be required to shepherd the members.
- 4.2.17 Ministers and their wives will be encouraged to mentor elders, deacons and deaconesses.
- 4.2.18 Apostles/prophets will be strengthened to coach pastors and elders and mentor young prospective upcoming leaders.

5. MINISTERIAL TRAINING AND DEVELOPMENT

5.1 Overview (2 Tim. 2:15; Acts 17:11; Acts 18: 24-28; Ezra 7:9-11)

The ministry is challenged by the dynamics and trends of the contemporary environment. This calls for a constant upgrading and increasing of knowledge and skills in modern trends for all ministers. To be more effective in today's ministry is to engage in life-long learning processes, which are sharpened through prayer. Provision, therefore, needs to be made for relevant resources and training opportunities for the ministers.

Hands-on training also needs to continue. Since this generation may be the last link between the old and the new, the task of the present leadership among other things is to 'apostolise' those ministers who did not have the opportunity to rub shoulders with the founding leaders within the modern context.

5.2 Actions to be Employed

5.2.1 Establish Pentecostal Theological Seminary (PTS) out of Pentecost University College to take care of pastoral formation and training.

- Establish a Family Life School (FLS) under the Theological Seminary which will run short courses for interested persons, especially marriage couples.
- Sacred Worship Department to be established to run short courses on worship and music.
- PTS would be mandated to establish a research centre.

5.2.2 Upgrading the "New Entrants" ministerial training to two years. One year full-time at Pentecost Theological Seminary and the second year to be taken

- through the School of Theological Education by Extension (STEE) leading to the award of a diploma.
- 5.2.3 PTS must endeavour to pursue the accreditation for the MTh and MA programmes by *September* 2014.
 - 5.2.4 Encourage those who have the ability to pursue the M.Th. or M.A. degrees to enhance their education and ministry.
 - 5.2.5 Identify and sponsor at least five ministers who can pursue M.Phil. and/or Ph.D. degrees in theology and other disciplines such as leadership development, administration and management.
 - 5.2.6 Collaborate with Pentecost Theological Seminary to determine a specific calendar for STEE (preferably May and October) which will be convenient for ministers.
 - 5.2.7 Senior ministers' refresher courses will be revisited and tailored to meet our current needs. Church leaders are to be included in the lecturing.
 - 5.2.8 Ministers' Wives Training will be revisited.
 - 5.2.9 Heads will be encouraged to attend conferences and short courses.
 - 5.2.10 Specialised training in ministry areas, such as children and chaplaincy ministries for educational institutions, hospitals, military forces, prisons, and police will receive special attention.
 - 5.2.11 Apostolisation of ministers at national, regional and area levels, where two or more apostles and prophets team-up in ministry with the aim to impart ministry gifts will be carried out.

- 5.2.12 Efforts shall be made to identify and train a hearing impaired person as a full time minister for the deaf ministry.
- 5.2.13 Ministers and ministers wives' conference to be held once a year.
- 5.2.14 Area apostolisation will continue.
The timing of the area retreats will be announced ahead of time so that officers can schedule their leave during such periods. The duration for officers' participation in the programme will be revisited.
- 5.2.15 Apostles, prophets, evangelists and other heads' meetings will precede ministers and ministers wives' Conference.
- 5.2.16 Monday as a day of rest for ministers will be strengthened.
- 5.2.17 Ministers will be encouraged to take their annual leave. However, ministers will be discouraged from absenting themselves too much from their duty stations and still take their full leave. Those who ask for permission to take some days off will be advised to judiciously deduct them from their leave. Ministers should be available during programmes such as lay leaders' school, officers' retreat, Easter and Christmas conventions, visitation of the Principal officers, etc.
- 5.2.18 The mandatory medical check up for ministers and their wives will continue.
- 5.2.19 Streamline the role of the minister's wife and incorporate it in the minister's handbook.

- 5.2.20 Every director of ministry, area/national head and district minister shall draw a five-year vision document based on the vision 2018 document. This shall be done in consultation with his/her executive committee and presbytery. All ministers/directors who did not do this on assumption of duty at their stations or post will be requested to prepare one with copies sent to their immediate supervisors.

6. LAY LEADERSHIP TRAINING

6.1 Overview (Rom. 16:1-16; 1 Cor. 16:15-18; Eph. 4:11-15; 1 Tim. 3:1-15; 2Tim. 2:2)

The beauty and strength of The Church of Pentecost is its application of the principle of the priesthood of all believers. Every area will be motivated to equip, empower and release lay leaders to serve as ministry partners. Again every area will be encouraged to make provision for the sole purpose of giving regular training to the lay leaders.

Women with ministry gifts will be developed to assist in services. Ministry opportunities should be created for them in all quarters of the church.

6.2 Actions to be Employed

- 6.2.1 Lay-leadership Committee will be tasked to come out with basic lessons that any prospective officer will go through before ordination. Certificates will be given to such officers.
- 6.2.2 Existing officers who have not gone through such lessons already will be required to do so.
- 6.2.3 All officers will be encouraged to attend the Lay Leadership Course.
- 6.2.4 Pentecost Theological Seminary (PTS) shall, in consultation with the respective heads, draw up the programme for the annual Lay Leadership Course and present it to the heads prayer and teaching session in November of the preceding year.
- 6.2.5 Church officers will be encouraged to attend one year STEE programme.

- 6.2.6 Area retreats will be well planned and taken seriously.
- 6.2.7 Officers will be offered appropriate training and will therefore be expected to commit themselves to pray and prepare well for their preaching and teaching assignments at church services.

7. MINISTERIAL TRAINING FOR EXTERNAL BRANCHES: FRANCOPHONE, EUROPE, NORTH AMERICA, CENTRAL, EASTERN AND SOUTHERN AFRICA

7.1 Overview (2 Tim. 2:15; Acts 17:11; Acts 18: 24-28; Ezra 7:9-11)

Special attention will be given to the training of ministers in Missions. Efforts will be made to strengthen this in the next five years. The four training centres will be equipped to carry out the training in mission areas. Some have been identified already and others are yet to be identified. These training centres will be encouraged to affiliate with other relevant theological institutions.

7.2 Actions to be Employed

7.2.1 Francophone Areas

7.2.1.1 In partnership with the church in La Côte D'Ivoire, efforts will be made to extend the duration of the French New Entrants Bible College course at Bonua, La Côte D'Ivoire, to a year.

7.2.1.2 Identify and train four more people to lecture in the college.

7.2.1.3 Identify and sponsor the next Principal for further theological studies.

7.2.1.4 Special collaboration work to be done by Pentecost Theological Seminary and the Bible College at Bonua.

7.2.2 Europe

7.2.2.1 The Bible Training Institute in Birmingham will be equipped to take off as a training centre for the ministers and leaders in Europe.

7.2.2.2 A collaborative work between Pentecost Theological Seminary and Pentecost Training Centre in Birmingham will be pursued.

7.2.2.3 More lecturers will be identified and sponsored for further studies.

7.2.3 North America (USA & Canada)

7.2.3.1 All efforts will be put in to register the facility in Leominster in the USA as a Bible School or training centre.

7.2.3.2 Those in North America will be expected to be trained there.

7.2.3.3 A principal must be appointed to head the school.

7.2.3.4 Plans will be put in place to identify and train future lecturers.

7.2.3.5 A collaborative work will be put in place between Pentecost Theological Seminary and the Leominster centre leadership.

7.2.4 Central, Eastern & Southern Africa

7.2.4.1 The centre bought in South Africa must be registered as a Bible College.

7.2.4.2 Renovation will be done to suit this purpose.

7.2.4.3 A principal will be identified and appointed.

7.2.4.4 Those in South African Development Community (SADC) region will be trained there.

7.2.5 Asia

A proposed Bible School in India will be established for the purpose of training those in the Asia region.

7.2.6 Australia

Those in Australia will continue to be trained in Europe or Ghana for now.

7.2.7 South America

Ministers in South America will be assisted to pursue theological training.

8. RAISE MINISTERIAL PERFORMANCE STANDARDS

8.1 Overview (1 Tim. 4:12; Tit. 1:7-9; 2 Cor. 8:20-21)

Occasional interactions, assessments, and appraisals need to be done at all levels to find out how the work is progressing and how policies of the church are being implemented.

This will improve the checks and balances in the system and to keep all ministers on their toes. Meanwhile, very high level of trust is expected to be maintained among ministers at all levels.

The progress of the minister in his personal life and ministry, the lessons learnt, what he has received from the Lord (visions, dreams, prophecy or the word of God), the challenges he has encountered (direct, indirect and anonymous challenges), successes and best practices need to be shared. Prayer points need to be raised and the way forward will be sought.

8.2 Actions to be Employed

- 8.2.1 Executive Council members will continue to share insights into the work of the council at ministers' gatherings.
- 8.2.2 Calling into the ministry and appointing people into other offices will be strengthened. Some additional information will be incorporated into the ministerial entry form to commit the prospective pastor and wife to the ministry.
- 8.2.3 Area heads and National heads will continue to formally interact with every pastor under their jurisdiction and discuss their appraisal with them.
- 8.2.4 Orientation from the leadership will continue to be organised for newly appointed heads before they assume office. Heads will be encouraged to organise

- orientation for ministers who are posted to their respective areas.
- 8.2.5 The chairman will formally interact with each area head at least once every year.
- 8.2.6 The pastors will continue to assist the chairman to confidentially assess their respective area heads. This confidential assessment will be discussed with the area head during his annual interaction with the chairman.
- 8.2.7 Area heads/directors are to submit their calendars of activities, the minutes of their area executive meetings and their presbytery half-year and end of year meetings to the chairman, with copies to the general secretary and the international missions' director.
- 8.2.8 District ministers/area ministry leaders are to submit their incorporated calendars of activities, the minutes of their area/district executive committee meetings and their presbytery half-year and end of year meetings to their area heads.
- 8.2.9 All ministers and officers will be encouraged to respect and work within specified authority and time limits.
- 8.2.10 The chairman, GS, and IMD will continue to be assessed by the heads.
- 8.2.11 Officiating ministers for farewell services will be expected to submit reports on the service to the area head in case of a district minister, or to the general secretary, with a copy to the chairman in the case of an area head.

- 8.2.12 Reporting format on farewell and welcome services will be revised to incorporate officiating minister's observation.
- 8.2.13 Officiating ministers at welcome services will be expected to submit reports on the situation at the station to the area head in the case of a district minister, and to the general secretary with a copy to the chairman in the case of an area head.
- 8.2.14 At the district level, an officiating minister at a farewell service will have to meet with the outgoing minister and his executive committee, go through the handover notes and report back to the area head.
- At the area level, the officiating minister will have to meet with the outgoing minister and his area executive committee to go through the handover notes and report back to the general secretary with a copy to the chairman.
- 8.2.15 At the district level, an officiating minister of a welcome service will have to meet with the in-coming minister and his executive committee, go through the handover notes and report back to the area head.
- At the area level, the officiating minister will have to meet with the in-coming minister and his area executive committee to go through the handover notes and report back to the general secretary with a copy to the chairman.

9. REGIONAL COORDINATING COMMITTEES (RCC)

9.1 Overview

After implementing the proposals in the document on the RCC on pilot basis for four years, the Executive Council has reviewed the document and recommends that in view of the phenomenal numerical growth and territorial expansion of the Church, the Executive Council be expanded.

9.2 Actions to be Employed

9.2.1 The Executive Council

The membership of the Executive Council shall be increased from the existing 9 to 15. The proposed composition of the Executive Council is as follows:

9.2.1.1. Composition

- The Chairman of the church
- The General Secretary
- The International Missions Director
- Ten (10) Apostles/Prophets in Ghana
- One (1) Apostle/Prophet from the Francophone Zones
- One (1) Apostle/Prophet from the other continental blocks.

9.2.1.2 Justification

- The expansion of the Executive Council is to make room for the heads of the Regional Coordinating Committees. In addition, it is expected that an apostle or a prophet who may not be an area head could be elected to serve as an Executive Council member.

- The presence of the heads of Regional Coordinating Committees on the Executive Council will give better opportunity to articulate the perspectives of respective regions on issues and thus, enable the Executive Council access sufficient grassroots information to make informed decisions.

9.2.2 Guidelines for Regional Coordinating Committees

The following shall constitute the general guidelines for the Regional Coordinating Committees.

9.2.2.1 The Regional Coordinating Committee (RCC) shall be made up of all area heads within a specific region.

9.2.2.2 The Executive Council shall annually appoint one of the area heads from the respective regions as Coordinator to lead the Regional Coordinating Committee for Regions that do not have substantive Executive Council members. This means that the position of the Coordinator shall be an annually reviewable one for the regions that do not have substantive Executive Council members. Reviews could also take place in Regions where there is more than one Executive Council member.

9.2.2.3 The Coordinator who is not an Executive Council member would be invited to attend Executive Council Meetings as a co-opted member.

9.2.3 The committees shall operate within the following limits:

9.2.3.1 Appoint one of the area heads in the region as secretary to the committee.

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- 9.2.3.2 Receive annual and half-year reports from areas within their jurisdiction, discuss them, and present a regional report to the chairman's office with a copy to the general secretary's office.
 - 9.2.3.3 Make recommendations on intra-regional transfers to the Executive Council for consideration.
 - 9.2.3.4 Discuss recommendations for upgrading to overseership and callings to the pastorate from the areas and present same to the Executive Council for consideration.
 - 9.2.3.5 Investigate allegations that may from time to time crop up within the Region and make appropriate recommendations.
 - 9.2.3.6 Receive and discuss memos and present same to the Executive Council. It is expected that all such memos would have been cleared with the Area Executive Committees before they are sent to the RCC. The Regional Coordinating Committees shall have the power to respond to the memos. Copies of such responses should be sent to the chairman's office and the general secretary's office.
 - 9.2.3.7 Coordinate activities of "Head Office Ministers" such as ITI PENZA Travelling Secretaries within the region. Carry out any other duties that might from time to time be assigned it by the chairman or his accredited representative.
- 9.2.4 The Regional Coordinating Committee must also take note of the following:**
- 9.2.4.1 All confidential reports from the areas would still go to the chairman's office with a copy to the general

secretary's office. The Committee shall encourage free discussions at meetings.

- 9.2.4.2 The Coordinator should not lord it over the other area heads.
- 9.2.4.3 The Coordinator must endeavour, at all cost, to build consensus on all matters
- 9.2.4.4 There shall be no Regional administrative structures.
- 9.2.4.5 The RCC is not supposed to organise regional programs and welfare packages. These should be limited to the areas, districts, assemblies and ministries, as the case may be.
- 9.2.4.6 The areas would have to contribute financially to support all regional meetings.
- 9.2.5 The General Council will be called in 2015 for this and other constitutional amendments that may become necessary.

10. RE-ORGANISE THE ROLES OF MINISTRIES TO BE MORE FUNCTIONAL

10.1 Overview (Num. 1:52-53; Num. 2:1-34; Jer. 4:21-22; 2 Tim. 2:1-3)

The Ministries are very important to the growth and development of the church. Although there have been attempts to revitalise the ministries, there is still more to be done. Workshops will be carried out to find out how the members want the ministries to function. Ministries' directorates will be expected to make good use of prepared manuals. It will be expected that through the ministries members will be equipped in practical evangelistic ministry and exhibit discipleship traits.

10.2 ACTIONS TO BE EMPLOYED: All Ministries

- 10.2.1 Review the activities of the ministries and make them more effective and relevant.
- 10.2.2 Role of patrons of ministries to be evaluated and reviewed.
- 10.2.3 Directors of ministries will be tasked to review their operations and make recommendations to the Executive Council by March 2014.
- 10.2.4 Ensure that every member, including officers belong to, at least, one ministry or more.
- 10.2.5 Area heads and district ministers will be required to get more involved in ministries' activities.
- 10.2.6 Persons to be called into leadership positions will have to demonstrate commitment to at least one ministry.
- 10.2.7 Ministries should develop study guides/materials for five years and every year provide specific guidelines regarding what would be handled.

- 10.2.8 Ministries' study materials for the ensuing year will be ready by the end of November each year.
- 10.2.9 Directors will be tasked to present their calendar of activities to the chairman by the end of October each year.
- 10.2.10 Ministries' leadership will be encouraged to attend conferences with the aim to acquaint themselves with contemporary developments and to be equipped to deal with its challenges.
- 10.2.11 The directors will be encouraged to draw an action plan that will augment and be in alignment with this vision document for effective implementation.

10.3 ACTIONS TO BE EMPLOYED: Evangelism Ministry

- 10.3.1 Leadership will be motivated to develop and provide resource materials and incentives for aggressive (corporate and personal) evangelism.
- 10.3.2 Training programmes will be conducted for area/district/local leaders.
- 10.3.3 The ministry will be responsible for sustaining evangelism on the cutting edge as our prime core value.

10.4 ACTIONS TO BE EMPLOYED: Women's Ministry

- 10.4.1 Attempts will be made to mobilise, maximise and utilize the human and other resources of women.
- 10.4.2 Encourage collaborative work between Women's Ministry and Men's Ministry.
- 10.4.3 Periodic training programmes will be organised for them.

10.5 ACTIONS TO BE EMPLOYED: Pentecost Men's Ministry

- 10.5.1 Encourage collaborative work between Men's Ministry and Women's Ministry.
- 10.5.2 Attempts will be made to tap the resources of the majority of the professionals within the areas for the benefit of the entire church.
- 10.5.3 Periodic training programmes will be organised for them.
- 10.5.4 The ministry will be strengthened and tasked to undertake entrepreneurship programmes.
- 10.5.5 Marriage seminars will be organised by the ministry at various levels.

10.6 ACTIONS TO BE EMPLOYED: Youth Ministry

- 10.6.1 Encourage collaborative work between Youth Ministry and Evangelism Ministry.
- 10.6.2 Explore the possibility of establishing youth and evangelism pastors at the area levels.
- 10.6.3 Explore the possibility of PENSAs being handled by a Youth and Evangelism Pastor.
- 10.6.4 Follow-up will be made on the church buildings which ITI PENSAs institutions are constructing.
- 10.6.5 A memo from the Youth Ministry on the appointment of youth pastors, which was approved in 2006 by the Executive Council, will be reviewed. It will be reviewed concurrently with the youth and witness merger report.
- 10.6.6 Executive Council policy of catching the youth while they are young will continue.

- 10.6.7 Some areas will be encouraged to establish youth centres where counselling, recreation and reading facilities will be provided for the youth.
- 10.6.8 The youth centres established to, among other things, provide career counselling and guidance as well as mentor young people will be evaluated to find its current state and viability.
- 10.6.9 Deliberate attempts will be made to address the concerns of the youth.
- 10.6.10 Special forums to interact with the youth will be organised.

10.7 ACTION TO BE EMPLOYED: Children's Ministry

- 10.7.1 Identification and sponsorship of some pastors for training in children's ministry will continue.
- 10.7.2 Periodic training programmes will be organised for the leaders.
- 10.7.3 Areas will be encouraged to provide resource centres for the ministry.
- 10.7.4 Children services will be directed to be held concurrently with adult services.
- 10.7.5 The children will be asked to join the adults' service from time to time.
- 10.7.6 The situation where the children ministry comes to church early and close before the adult service commences will be discouraged.
- 10.7.7 Ministers will be expected to visit children's services.

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- 10.7.8 Ministers and officers will be encouraged to identify, appoint and train gifted and matured teachers to lead the children's services. This will include officers.
 - 10.7.9 Where the children and adult services are held concurrently, ministers and presiding elders must make conscious effort to have the local leadership help teachers attend adult service.

10.8 ACTION TO BE EMPLOYED: Counselling Unit

- 10.8.1 Develop a standardised pre-marital counselling handbook for the church to enhance uniform approach to marriage in the church.
- 10.8.2 The unit will develop an after wedding (post-marital) module to be used by marriage counsellors in the church to sustain marriages.
- 10.8.3 The unit will be strengthened to organise follow-up training for the ministers and ministers' wives on basic counselling skills.
- 10.8.4 The unit will be strengthened to organise training and seminars on emotional intelligence for ministers and leaders. The church is an ideal environment for people to develop their social and emotional skills. As individuals are motivated to develop those capabilities, they will become enhanced in pursuit of success in their Christian life.
- 10.8.5 Create appropriate social platform to meet the numerous counselling needs of the youth.
- 10.8.6 Structure the unit to meet the emotional and psychological needs of the members.

11. ENCOURAGE BIBLICAL PRINCIPLES ON GIVING AND DEMAND GOOD STEWARDSHIP ON CHURCH FINANCE

11.1 Overview (Mal. 3:10; 1 Cor. 9:7-14; 2 Cor. 8:1-21; 2 Cor. 9:6-15; 1 Tim. 6:17-21).

Tithes and offering will remain the main sources of income for the church. Members will be helped through teaching to excel in their various businesses and professions. It is believed that when the incomes of members increase, their giving of tithes and other offerings will also improve accordingly.

Prudent use of church funds will be expected at all levels. The order of top priority expenditure items will be operational costs, evangelism and discipleship, training, construction of places of worship and mission houses. Social obligations such as meeting the needs of society and providing special assistance to some para-church organisations will not be neglected.

Area deacons will be encouraged to continue their traditional and constitutional functions.

11.2 Actions to be Employed

- 11.2.1 The church's financial policies on issues, such as fund-raising, giving of targets for ministries, and free will offerings, will still be pursued. Reports and recommendations of the internal audit and external auditors will be strictly followed.
- 11.2.2 Biblical teaching on tithes and offerings will be organised at local and district levels.
- 11.2.3 Areas/districts/local assemblies will be required to follow church policies with respect to building projects.

- Area heads will ensure that the estate manual is made available in every assembly.
 - It is mandatory for all ministers and officers to consult the estate manual when executing church projects.
 - Ministers and officers concerned will be held responsible for any disasters resulting from non-compliance of the policy on church buildings.
 - Ministers and officers will be encouraged to make church and mission house premises have good landscape and horticulture (e.g. plant trees and green grass).
- 11.2.4 Areas and districts will have to ensure that estate committees have qualified professionals serving on it.
- 11.2.5 Where possible, liberate attempts will be made to post professional ministers to assist church projects in specific areas.
- 11.2.6 Assemblies that worship in classrooms, temporary structures or under trees, which initiate action to put up suitable places of worship, will be given assistance.
- The expansion and renovation of existing area/district mission houses will need to acquire approval from the appropriate authorities.
- Assemblies that have their own places of worship will be requested to support assemblies which were created out of them to put up their own.
 - Instead of having two or more church buildings within a small community, the assemblies may be encouraged to build one bigger central church to accommodate such assemblies, and adopt a good shift system.

- Area heads will be encouraged to include the churches under trees in their annual budgets.
- 11.2.7 Area Deacons and the Area Finance Committees will be encouraged to exercise financial oversight of the districts and assemblies in their areas, in accordance with the Finance and Administrative Manual.
- 11.2.8 District ministers will be expected to study and follow up on the policies of tithes and offering as stipulated in the Financial Manual and put them into practice.
- Policies on tithes and offering as well as mode of offering will be treated at area retreats to remind ministers and officers on same.
 - Ministers will be required to share this with all officers at both district and local levels.
- 11.2.9 District ministers will be strengthened to ensure that presiding elders sometimes ‘exchange platforms’ (swap places) on tithes day.
- 11.2.10 Area heads will be encouraged to explore the possibility of some presiding elders swapping places within the area, where possible.

12. OPERATIONAL GUIDELINES FOR MINISTERS' TRANSFERS AND RETIREMENTS

12.1 Overview

Scripture instructs God's people to take good care of those who minister among them (e.g. 1 Tim 5:17-18; Num 18:21; Deut 25:4). It also directs that such ministers must retire from regular service when they are old (e.g. Num 8:23-26). As the Scripture commands that proper care must be taken of the ministers, so by extension, it is also expected that proper care must be taken of those who go on retirement. While Scripture expects that such ministers must be taken care of properly, so does it also warn that godliness must not be used as a means to financial gain. Against this background and in order to make farewell and retirement of ministers more dignified, the following policy guidelines will apply.

12.2 Transfer of Ministers

The farewell package for transferred ministers shall be funded by offerings structured as follows:

- 12.2.1 If a minister is transferred, adequate preparations shall be made from the time the transfer announcement is made to the time he is to be sent off. Often this is between the months of May and August. The district or area concerned shall endeavour to raise not more than two offerings toward the farewell service. One Sunday of the three weeks allocated to the area/district shall be used to raise funds in addition to the Appreciation Week.
- 12.2.2 The Appreciation Week shall be organised before the week of the farewell service and the proceeds paid to the transferred minister. Besides this, no district, ministry or local assembly, in the area/district

that is seeing off the minister is to raise any additional offering by any means and donate same in their name. Rather, individuals should be encouraged to make personal donations or presentations.

Areas, Districts and Local Assemblies outside the jurisdiction of the transferred minister may make donations.

- 12.2.3 Ministers who served on various Ministry's Executive Committees in the Area, may be given a token from the Ministry's Area account.

12.3 Retirement of Ministers

The retirement package for retiring ministers shall be funded by offerings structured as follows:

- 12.3.1 One Sunday of the three weeks allocated to the area/district shall be used to raise funds in each of the three years preceding the day of retirement in addition to the Appreciation Week.
- 12.3.2 The Appreciation Week should be organised before the week of the retirement service and the proceeds paid to the retiring minister. Besides this, no district, ministry or local assembly, in the area/district that is retiring their minister, is to raise any offering and donate same in their name. Rather, individuals should be encouraged to make their personal donations or presentations.

Areas, Districts and Local Assemblies outside the jurisdiction of the retiring minister may make donations.

- 12.3.3 Ministers who served on various Ministry's Executive Committees in the Area, may be given a token from the Ministry's Area account.

12.3.4 The area may support districts in their efforts to provide a package for the retiring District Minister.

12.4 Farewell/Retirement of Chairman, General Secretary, International Missions Direction

An appreciation week shall be organised and an offering taken on the Sunday of that week. The total proceeds shall be paid to the affected officer.

12.5 Ministry Directors

The Area Ministry Executive Committees concerned shall, in consultation with their Area Heads, present a donation to the officer concerned through the head office.

12.6 Usage of Funds

12.6.1 Designated Funds

No designated funds, such as tithes, missions offering, project funds, LDF, DDF, ADF, AIDF, grants, and proceeds of National Week programmes are to be used to mobilize funds for the transfer or retirement of ministers.

No special funds are to be raised in advance and kept in special accounts in anticipation of using it to farewell a minister.

In addition, assemblies, districts, and ministries are not to be levied or given financial targets for the purpose of transfer or retirement of ministers.

There shall be no quota given to any local assembly or districts during retirement or transfers of ministers.

12.6.2 Control Procedures

12.6.2.1 A Savings Account shall be opened in the name of the church into which the proceeds of all offerings

relating to the retirement of ministers shall be deposited. The church's financial policy regarding signatories to accounts must apply.

Any other account opened for this purpose should be closed. There should be no unofficial or secret account.

- 12.6.2.2 No withdrawals shall be made from the savings account except in a situation, where the retiring minister has no building and is faced with challenges on his on-going building project. In that case, permission could be sought from the area head – in case of a district minister, and the chairman in case of an area head.

If it becomes necessary to purchase a vehicle for the retiring minister, the Executive Committee should consult the chairman or his representative – in case of an area, and the area head in charge in case of a district minister. The matter should be discussed with the retiree and then part of the money accrued from the first two offerings could be used. This must be done within the limits of the funds realised.

The monies could be invested till the day he the minister leaves, and the accounts closed afterwards.

- 12.6.2.3 The Internal Audit Department shall report on the savings account in every area and district during regular and clearance audits.
- 12.6.2.4 The total amount of the offerings in the savings account and the proceeds of the appreciation week shall be paid by the district or assembly individually into the minister's personal bank account latest by the Friday preceding the farewell service and the pay-in-slip presented to the minister.

12.6.2.5 There shall be no quota given to any local assembly or districts during retirement or transfers of ministers.

12.7 Presentation Ceremony on Saturday

12.7.1 This should be made as simple as possible and not to attract the attention of outsiders to the detriment of the minister and family.

12.8 New Entrants

Farewell arrangements for new entrants shall be made at the local level.

12.9 Managing the Transition Period

The following guidelines are concerned with the time between the departure of the outgoing minister and the arrival of the incoming minister.

12.9.1 A minister shall be appointed to act during the transition period.

12.9.2 There shall be a formal handing over by the outgoing minister to the acting minister in the presence of the area or district executive committeemembers and a formal handing over by the acting minister to the incoming minister in the same manner.

12.9.3 The acting minister shall ensure that all assets declared in the handing-over notes are present in the mission house, the office or any other specified location as in the handing over notes and shall confirm the bank balance in the books with cash at bank, and any outstanding or unpresented cheques before signing the handing-over notes.

12.9.4 The acting district minister and the area head shall be responsible for the financial administration of the

district during the transition period. The acting area head and the area executive committee shall be responsible for the financial administration of the area during the transition period. No capital expenditure shall be made during the transition period except in special circumstances with permission granted by the area head in case of a district and the chairman in case of an area.

12.10 Regulation of Expenditure after the Audit Clearance

- 12.10.1 Any major expenditure by the district should be discussed at a meeting of the district executive committee, recorded in the minutes and approved by the area head.
- 12.10.2 In the case of an area, there should be no major expenditure. However, should the need arise; the decision shall be taken by the acting area head in consultation with the area executive committee and approval by the Chairman.
- 12.10.3 Any expenditure by the area when the outgoing area head is still present shall be done as before.
- 12.10.4 No expenditure shall be made on credit.
- 12.10.5 No blank cheques shall be written.

13. INTERNATIONAL MISSIONS

13.1 Overview (Matt. 28:18-20; Acts 1:8; Acts 15:19-21; Ps 2:8; Rom. 15:1-13; 1 Cor. 9:15-23)

The reason for the church's continued existence is Missions. It is the heartbeat of God. The Church of Pentecost therefore has the responsibility and potential of making significant contributions to Christianity worldwide. At the moment, the church is at the threshold of making this global impact. Our excellent success in this direction depends on our ability to rise up and meet the challenges of the contemporary world.

At the moment, The Church of Pentecost is established in 86 nations around the globe. There is the need to consolidate the growth so far achieved, by making conscious and determined efforts to nurture existing churches and seek opportunities to plant new ones as well as reaching other nations.

13.2 Actions to be Employed

- 13.2.1 Missions awareness creation will be strengthened at the local, district, area and national levels through missions promotion activities.
- 13.2.2 Missionaries and church members in mission nations will be inspired to aim at discipling church members.
- 13.2.3 Some missionaries will be sent to specific nations from time to time, to break new grounds for the gospel and church planting.
- 13.2.4 Encourage volunteers for short-term missionary assignments.
- 13.2.5 Teams of professionals or specialised skilled persons will be sent to some nations to meet specific needs.

- 13.2.6 The regionalisation document shall be implemented.
- 13.2.7 Ministerial training in Europe, Asia, Australia, Africa and America shall be vigorously pursued.
- 13.2.8 We shall link up with other missionary training organisations to learn about modern missionary trends.
- 13.2.9 Ministers appointed to new mission stations will have training in vocational skills which they can impart to the local people.
- 13.2.10 The training of newly-called missionaries will be done with the support of Pentecost Theological Seminary, for about four weeks.
- 13.2.11 Missions' orientation for officers in the foreign branches will be pursued.
- 13.2.12 Outreach to indigenous people would be a priority.
- 13.2.13 Missionaries will be encouraged to make a conscious effort to identify, train and call qualified young people into the ministry.
- 13.2.14 The church in mission nations shall be encouraged to use local and appropriate technology to construct places of worship and mission houses.
- 13.2.15 Europe, South African Development Community, and North America Regional bloc conferences will be strengthened.
- 13.2.16 Tent-Making Ministers (TMMs) or Bi-Vocational Ministers shall be called to stand in for full-time Ministers where practicable.
- 13.2.17 Conscious effort will be made to reach foreigners, indigenous people and the youth in the diaspora with

the gospel, taking cognizance of their cultures and making full use of modern technology.

- 13.2.18 Effort will be made to make the church accommodative to non-Ghanaians and Ghanaians who may have different cultures.
- 13.2.19 In Europe, North America, and Australia, second generation Ghanaians and other immigrants will be targeted with the gospel, church planting, and leadership.
- 13.2.20 Youth pastors would be called, trained and equipped to minister to the needs of the youth.
- 13.2.21 The on-going granting of autonomy to nations which meet the appropriate criteria will be continued.
- 13.2.22 PTS would be encouraged to establish a Language Centre to train ministers.

14. NORTHERN OUTREACH MINISTRY

14.1 Overview

The Northern Outreach Ministry has invariably helped the church to reach some of the unreached people-groups of northern Ghana descent in the southern part of Ghana. After establishing the ministry for over twenty years now, a review will be conducted to assess its operations to determine the way forward.

14.2 Actions to be Employed

- 14.2.1 The Northern Outreach Ministry Executive Committee will be requested and facilitated to evaluate the operations of the ministry and submit a report by January 2014.
- 14.2.2 There will be interactions with members of the NOM and other relevant stakeholders as part of the evaluation process.
- 14.2.3 Heads and other ministers will be encouraged to aim at and budget for reaching the unreached people groups in their areas and housing them.

15. PENTECOST UNIVERSITY COLLEGE, SOCIAL SERVICES AND WELFARE

The primary concern of the church is to represent Christ, who meets the spiritual, material and social needs of the people. Consequently, the church's services to society in the areas of education and health will be given special attention. These demonstrations of God's love to society will also be used as a platform for evangelism (Matt. 25:34-35; Acts 4:34-35; Acts 6:1-2; Acts 11: 28-30; 1 Tim. 5:3-5; Gal. 2:10; Isa. 10:1-3).

15.1 Pentecost University College (PUC)

PUC will continue to be assisted to become a university of choice in Ghana, where excellent graduates will be produced to meet the needs and challenges of the fast-changing world. It will be considered a unique mission field of the church with the aim of leading students to the Lord Jesus Christ and discipling them.

We shall do this by:

- 15.1.1 Assisting PUC to continue their infrastructural development.
- 15.1.2 Ensuring that it has both qualified faculty and staff who are academically and spiritually good to prepare people for both Christian ministry and the secular work.
- 15.1.3 Areas and nations within the COP system will be sensitised to contribute toward the above objective, especially during the PUC offering day.
- 15.1.4 Members of the church who are professionals in the various disciplines will be encouraged to render their services to the University College.

- 15.1.5 The COP network will be used to recruit qualified students.
- 15.1.6 It is expected that by the end of the five years, PUC would have been a full-fledged chartered University

15.2 Pentecost Social Service (PENTSOS)

PENTSOS will be empowered to continue to support community-initiated development programmes. Their activities will include the provision of schools, health services, economic empowerment, disaster prevention and management, relief services, educational support schemes and equitable distribution of resources and opportunities for development.

Notable projects that will be given special attention include the following:

- 15.2.1 The expansion project of the Pentecost Hospital at Madina will receive the needed attention. The hospital will also be assisted in terms of facilities and human resources, so as to accommodate its increasing patronage. A centre for HIV and AIDS counselling and the Prevention-of-Mother-To-Child-Transmission (PMTCT) shall be well resourced to continue to provide services to all those who need them.
- 15.2.2 Efforts will continue to be made towards the upgrading of Pentecost clinics at Tarkwa, Kpassa and Ayanfuri to become hospitals in order to respond fully to the growing needs of people in their catchment areas. Attention shall also be paid to the other clinics.
- 15.2.3 Koforidua and Kumasi Pentecost Senior High Schools will be assisted to become senior high schools of choice.

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- 15.2.4 The two Vocational Schools at Gbawe and Goaso shall also receive attention. They will be assisted to become Complex Educational Institutions by introducing technical courses and Junior High Schools to ensure their sustainability.
 - 15.2.5 Those who want to establish new schools must consult the PENTSOS policy guidelines.
 - 15.2.6 The Pentecost Co-operative Mutual Support and Social Services Society Ltd. (PENCO), established in 2009 to grow businesses and improve the socio-economic well being of Ghanaians, shall be given further boost.
 - 15.2.7 The nursing school being established by PUC in collaboration with PENTSOS will be followed.
 - 15.2.8 The annual PENTSOS Awareness Day will be taken more seriously. Area heads will be sensitised in this direction.
 - 15.2.9 The locals, districts and areas will be encouraged to support the education of brilliant but needy students through the Pentecost Educational Support Scheme (PESS).
 - 15.2.10 Some ministers shall be identified and trained in chaplaincy in order to equip them to serve in the church's institutions, such as education and health as well as in state institutions where chaplaincy services shall be needed.
 - 15.2.11 Ministers will be sensitised to help Muslims who accept Christ to grow in the Lord and also live decent lives.

15.3 Welfare of Church Members and other Social Obligations

- 15.3.1 Every local assembly/district will be required to devise special welfare schemes for the less privileged among them.
- 15.3.2 Local assemblies and districts will be tasked to identify the economic situation of each member of the church to identify issues such as unemployment and assist where possible.
- 15.3.3 Local assemblies will be encouraged to create a conducive atmosphere that will enable members to share their economic, educational and other social needs with the church.
- 15.3.4 The offerings raised during the PENTSOS Day will be used by areas, districts and locals to fulfil their social obligations, such as support to the needy as well as educational and health institutions in their areas of operation.
- 15.3.5 Ministers may raise funds to help people who are in need.

15.4 Other Social Contributions and Support for Para-Church Organisations: The Philanthropic Front

The church will continue to donate on humanitarian grounds to assist organisations such as:

- 15.4.1 Ghana Red Cross Society
- 15.4.2 National Disaster and Mobilisation Organisation (NADMO)
- 15.4.3 Ghana Heart Foundation
- 15.4.4 Ghana National Trust Fund

- 15.4.5 Bible Society of Ghana
- 15.4.6 Scripture Union
- 15.4.7 Ghana Evangelism Committee
- 15.4.8 Gideon International
- 15.4.9 Countryside Children's Home.
- 15.4.10 Ghana Institute of Linguistics Literacy and Bible Translation (GILLBT)
- 15.4.11 Mental Care Home
- 15.4.12 African Enterprise

16. PENTECOST PRESS LIMITED

16.1 Overview

The contribution of Pentecost Press Limited towards the production of church print stationery and literature will be strengthened. The Press will be assisted to improve its cash flow as well as improve the delivery time and quality of products.

16.2 Actions to be Employed

- 16.2.1 The current pre-financing arrangement to release LDF/DDF to the press from April tithes, in order for the church diaries and calendars to be printed early and delivered on time will be pursued.
- 16.2.2 The Press will be motivated to apply practical business principles with those who do business with it. These may include requiring advance payment for all jobs done and requiring immediate payment after delivery. This will help to improve the cash flow of the press which is necessary for its smooth operation.
- 16.2.3 The Press will be encouraged to explore other ways and means to expand its market share in the industry.
- 16.2.4 The Press will be expected to expand its production capacity through the acquisition of relevant machinery and expansion in infrastructure, commensurate with the current and anticipated growth of its client base and the sophistication of their demands.
- 16.2.5 The press will be required to pursue prompt delivery of jobs and improve the quality of publications/ printed products.
- 16.2.6 In pursuit of this, staff training and development will be embarked upon.

- 16.2.7 Officers at the Headquarters responsible for gathering and authoring of scripts and all other information required for printing would be encouraged to work with all urgency in order to facilitate the early execution and delivery of jobs.
- 16.2.8 Efforts would be made to expand the operations of the press to include publishing.

17. PENTMEDIA

17.1 Overview

PENTMEDIA is the audio-visual outfit of the church. It produces materials for “Pentecost Hour” television and radio programmes. At the moment it is struggling to operate profitably and sustainably. Efforts will be made to employ a full time Managing Director and also provide funds for acquisition of modern equipment.

These efforts will be pursued until PENTMEDIA becomes an excellent audio-visual outfit for the church.

18. PENTECOST CONVENTION CENTRE

18.1 Overview

The initial concept for the building of the Pentecost Convention Centre has been modified. Most of the structures have been successfully completed and the basic structures required for the smooth take off of the Pentecost Convention Centre has been developed. These structures include accommodation, conference facilities, ministerial training facilities, recreation and service facilities. Some additional structures required to provide a holistic retreat and conference centre would be completed by 2015. The initial concept for the establishment of the Centre has been enhanced to serve as premier Christian Hospitality Centre in West Africa and the hub of spirituality providing an excellent, convenient and serene meeting place for Christian and quasi-Christian events.

Work on the following structures is ongoing; 2,000-seater auditorium, three 3-storey blocks to increase the residential accommodation capacity to 3,000, two 2-storey staff quarters, 9 security watchtowers/observatories, laundry block, internal drains, completion of the 13 km fence, storage block and landscaping.

The following works are to be undertaken in 2014; two 4-storey blocks to serve as the Theological Seminary and Research Centre; Divisional Police Station and residential quarters for Police personnel; Bituminous surfacing of internal roads; and Recreational Facilities. On the completion of the projects earmarked for 2014 and 2015, the constructional works at the centre will be put on hold. The centre will be promoted to be used for all Christian activities, including conventions, conferences, seminars, and personal retreats.

As a non-Profit making organization, with the ultimate aim and objective of practicing and propagating the gospel, the Centre seeks to provide and promote Christ-centred hospitality services to humanity for spiritual development through hosting activities such as, ministerial prayer retreat and conferences, training of ministerial students, council meetings, conventions, revivals, retreats and camps for the COP and other individuals and bodies. It will serve as a suitable facility for Christians to wait before and communicate with God.

The Centre hopes to contribute its quota to national development through its strategic drive as a unique tourist and hospitality centre in the nation.

18.2 Actions to be Employed

- 18.2.1 Work on the seminary will begin by December 2013.
- 18.2.2 Contract on the Bituminous surfacing will be awarded by March 2014.
- 18.2.3 Contract on the Police Station will be awarded by June 2014.
- 18.2.4 Areas/Districts/Locals/Members will be encouraged to utilize the PCC facility for personal as well as group retreats.
- 18.2.5 Promotion will be made to other Christians through Ghana Pentecostal and Charismatic Council (GPCC), the Christian Council and Ghana Evangelism Committee to make good use of the facilities.
- 18.2.6 Promotion will be made to other social groupings whose values do not conflict with that of The Church of Pentecost.

19. STRENGTHENING OUR FRATERNAL RELATIONSHIPS

19.1 Overview (I Jn. 17:20-21; 1 Thes. 3:11-13; Eph. 3:14-21; 1 Cor. 12:12-13)

The rate at which ungodliness is increasing while God is being pushed out of the modern world systems calls for more unity among Christian churches. This will help us to prayerfully consider divine ways of effectively and efficiently presenting the gospel in this post-modern era.

Accordingly, The Church of Pentecost needs to continue to play a leading role in Christianity. The church will attempt to share fraternity with other Christian churches in Africa.

With the expansion of the church into eighty six (86) nations, attempts will be made not only to share fellowship with other Christians across the globe, but also to make more significant contributions to the World Pentecostal Fellowship and other international Christian organisations.

19.2 Actions to be Employed

- 19.2.1 Continue to play a leading role in supporting GPCC.
- 19.2.2 Collaborate with other ecumenical bodies such as the Christian Council and the Conference of the Catholic Bishops to share ideas on national issues.
- 19.2.3 Assist para-church organisations in meaningful ways which will help them accomplish their goals.
- 19.2.4 Exchange visits, interact and share ministry with leaders of some outstanding Christian churches in Africa and other parts of the world.
- 19.2.5 Continue to strengthen our relationship with Elim Pentecostal Churches and Links International.

- 19.2.6 Organise national and international conferences to enable other churches benefit from the church.
- 19.2.7 Make meaningful contributions to Empowered 21.
- 19.2.8 Host Empowered 21 summit in June 2014.
- 19.2.9 Organise an international Apostolisation conference in 2015.

20. CONTRIBUTING TO NATIONAL DEVELOPMENT

20.1 Overview (Jer 29:7; Dan. 2:48-49; Eze. 22:30; Rom. 8:1-13; 1 Tim. 2:1-4)

The church exists within a nation. Without good governance and a harmonious political atmosphere in a nation, the church will not have peace to worship and serve God's purpose.

The church needs to play its prophetic role effectively in order for peace and tranquillity to reign in the nation. This responsibility is heightened by the fact that approximately one of every thirteen Ghanaians is a member of The Church of Pentecost. This means that the church has a very significant influence over the Ghanaian populace.

The church will maintain its political neutrality. Members will be encouraged to accept political appointments to serve in the national interest, provided such appointments are considered by the individuals as God's will and as a calling to divine service.

20.2 Actions to be Employed

- 20.2.1 Release occasional press statements of national interest for national consumption.
- 20.2.2 Pay occasional visits and courtesy calls to political leaders for interaction and prayers.
- 20.2.3 Organise periodic prayer sessions for the nation and at every service of the church.
- 20.2.4 Have periodic prayer and teaching sessions with our members who are politicians and others who influence society.
- 20.2.5 Encourage and guide the youth who are interested in politics to get involved.

- 20.2.6 Arrange occasional visits to the Parliamentary Christian Fellowship.
- 20.2.7 Address some national issues in our TV presentations with the leading of the Holy Spirit.
- 20.2.8 Organise conferences and training programmes for chiefs and traditional rulers.
- 20.2.9 In order to transform certain aspects of our ethnic culture we shall encourage and guide our members who feel called by God to enter into chieftaincy.
- 20.2.10 Ministers should have occasional interaction with our traditional rulers and politicians.

21. THE PENTECOST INTERNATIONAL WORSHIP CENTRES WILL CONTINUE TO SERVE AS A PLACE OF MULTI-CULTURAL WORSHIP

21.1 Overview (1 Cor. 9:19-23; Acts 13:36; Php. 1:12-18)

The rationale behind the establishment of the Pentecost International Worship Centres (PIWCs) was to provide a well-organised, cross-cultural church, primarily for people of non-Ghanaian cultural background (expatriates), who want a place to worship God. Furthermore, our Ghanaian brothers and sisters who prefer to worship in the English language or in a multi-cultural environment (for whatever reasons) were considered in the PIWC formation concept. The centres will continue to serve these purposes.

21.2 Actions to be Employed

- 21.2.1 Periodic seminars will be organised for the officers of the PIWCs from the Chairman's office.
- 21.2.2 Ministers, officers and the church public will continue to be educated about the need and concept for PIWCs.
- 21.2.3 The situation where districts close to PIWCs also establish English assemblies will be reviewed.
- 21.2.4 Those worshipping at the PIWCs will be sent on preaching assignments in other assemblies, districts and worship centres.

22. GENERAL HEADQUARTERS ADMINISTRATION

22.1 Overview

The Headquarters will continue to serve as a centre of excellence in the church's administration. The team of competent administrators will offer administrative leadership and support for the smooth running and progress of the church.

22.2 Actions to be Employed

- 22.2.1 The Headquarters will continue to sharpen its effectiveness by offering periodic and relevant training for the staff.
- 22.2.2 It will improve and update, on a regular basis, the church's website.
- 22.2.3 It will continue with the in-service and other relevant training programmes for the Headquarters management and staff.

23. THE EXECUTIVE COUNCIL

23.1 Overview

The Executive Council will continue to be more focused on its work. There may be the need to take risks in difficult situations, where the body feels it is being led by the Holy Spirit. Efforts will be made to make the operations of the Executive Council more transparent. Modern technology will be used in place of emergency meetings, where possible.

23.2 Actions to be Employed

23.2.1 The Executive Council's officially scheduled five (5) main meetings will continue.

- Where there are no memos, the meetings will be expected to take place and prayer will be said for the church.
- These meetings will take place in January (before the apostles and prophets' prayer meetings), two (2) meetings between March and May (before General Council Meetings), in August (for mid-year evaluation and prayers), and in November (before Heads prayer meetings).

23.2.2 Internet discussions will continue.

23.2.3 The use of Skype for meetings will be explored.

24. GENERAL COUNCIL MEETINGS

24.1 Overview

The General Council is the highest governing body of the Church. Its meeting proceedings will, therefore, continue to be given serious attention.

24.2 Actions to be Employed

- 24.2.1 During General Council meetings, a period shall be set aside for prayer for the Church and the nations.
- 24.2.2 Commendations and queries will continue to be given on areas and nations reports.
- 24.2.3 General Council meetings will continue to be conducted with efficiency and brevity while at the same time ensuring that all issues are adequately addressed.
- 24.2.4 A General Council meeting will be called in 2015 to discuss some constitutional amendments.

25. IMPLEMENTATION OF VISION 2018

25.1 Overview

For the effective implementation of this vision, all stakeholders will be involved to ensure ownership at all levels and within all ranks of the church. The document will be placed on the church's website for public consumption. Stakeholders must teach it and correct those who flout it to make it an integral part of the normal life of the church. Church members must be able to call an officer's attention to it if he/she overlooks it. Church members must be able to report officers/ministers who deliberately flout the principles of this document to their immediate superiors.

25.2 Actions to be Employed

- 25.2.1 Heads will be invited to attend the 2013 November Heads' meeting in Ghana.
- 25.2.2 The document will be thoroughly read and discussed at the heads' meeting. The outcomes of the discussions will be adopted, after which heads must own it.
- 25.2.3 The outcome from the heads' meetings will be presented at the 2014 ministers and ministers wives conference for all ministers to understand and own it.
- 25.2.4 The accepted document will be presented at national and area retreats in 2014, after which everybody must own it.
- 25.2.5 Heads, ministers and officers will be responsible for the implementation of the vision in their respective areas of operation. In other words, at area level, the area head and executive committee shall be responsible; at the district level, the district pastor

and executive committee shall be responsible and at the local level, the presiding elder and local presbytery shall be responsible.

- 25.2.6 Where there are doubts or misunderstanding of the contents of the document, the particular individual (member or officer) must ask his/her next superior officer for clarity.
- 25.2.7 The chairman of the church will, from time to time, whether announced or unannounced, send a delegation to assess how an area, district, ministry, or any sector of the church is applying the principles of this vision document.
- 25.2.8 Whoever deliberately flouts on the content and principles of the document will be brought to book.
- 25.2.9 Fora (forums) will be organised at the district level among all the officers to adopt the vision document. During this forum, the various thematic areas would be discussed thoroughly in context to solicit the support of every officer in the district. The element of personal ownership of the document must be emphasized; i.e. all must be encouraged to own the vision and run with it. This would promote personal commitment towards the effective implementation of the vision document.
- 25.2.10 Each officer would be encouraged to own a copy of the vision document. Individual members should also be encouraged to do same.
- 25.2.11 All presiding elders or leaders must consciously share with their members relevant aspects of the vision document. Where necessary, some aspects of the vision could be adopted as sermons.

During such engagements, members should be made to appreciate the spiritual and physical implications of the vision document as far as the future of the church is concerned.

- 25.2.12 There should be periodic ‘change of platforms’ (swapping of elders) with the view to first ascertain the extent a particular assembly is pursuing the vision and secondly to provide an avenue for other elders (not of the same assembly) to engage the assembly on the vision. This would picture out a collective approach (district-wide) to the successful implementation of the vision document.
- 25.2.13 Officers as well as members must be encouraged to report to the district minister, colleagues who consistently may be flouting the content of the vision for the required action to be taken.
- 25.2.14 All programmes that would be held both at the district and local levels should be made to reflect the “spirit” of the vision. As a matter of fact, any programme that does not have any bearing on the “spirit” of the vision must not be tolerated by the District Pastor or where necessary the Area Head.
- 25.2.15 Quarterly review meetings should be held by the district presbytery to ascertain the level of progress in the implementation of the vision document. This would serve as effective monitoring tool for the district.
- 25.2.16 Committees, at various levels, should be set up to monitor the implementation of the vision document.

- 25.2.17 It could also be monitored through the various reports—half year or annual submitted from the local level to the national level.
- 25.2.18 Punitive measures and rewards would be instituted for those who flout the rules laid out in the vision document or implement them respectively.
- 25.2.19 Unannounced visits by monitoring teams at all levels could be encouraged.
- 25.2.20 Intermittent assessment of the progress of the vision should be encouraged.