

# THE CHURCH OF PENTECOST USA INC.- NEW JERSEY DISTRICT

## THREE TO FIVE-YEAR (VISION) DEVELOPMENT PLAN FROM NOVEMBER 2013-OCTOBER 2018

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**DISTRICT PASTOR-NJD  
10/14/2013**

## **INTRODUCTION**

*“For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do” (Ephesians 2: 10).*

Through the guidance of the Holy Spirit the church of God is moving forward and God will continue to accomplish His purposes with and through the directions which He gives to His servants and officers in New Jersey District. I am convinced in my spirit that the Lord expects us to endeavor to achieve these milestones in the process towards the expansion of His ministry here in the state of New Jersey and even beyond. I believe that the zeal of the Lord, coupled with the commitment of His people, will make the following goals a reality within the spate of time projected. May His name be glorified!

## **A. STRATEGIC PLANS – THREE (3) -FIVE (5) YEAR PERIOD**

### **3-5 YEAR VISION DEVELOPMENT (MAIN AREAS)**

#### **CHRISTIAN FORMATION & DISCIPLESHIP**

- Prayer Strategy for the district and local assemblies
- Well structured & workable Sunday bible studies
- Membership & maturity classes,
- Effective shepherding ministries (Follow-up & in –touch ministries) will be given priority
- Effective and Coordinated ministry for the “Live-In”

#### **CHURCH GROWTH & DEVELOPMENT**

- Internal & External growth through evangelism and church planting.
- Souls targets given and prizes awarded at the end of year (Christmas convention) to enhance motivation and recognition
- The cell system – Main tool for growth

- The laity in Ministry
- Develop and reorganize well coordinated, Spirit-filled District Mass Choir and individual local music ministries in each assembly

#### **DEVELOPING MULTICULTURAL MINISTRIES AND SYSTEMS OF WORSHIP**

- Developing all PIWCs to re-strategize to reach all nationals –Whites, other Africans, African –Americans, Hispanics, Asians etc
- Creating English Assemblies in Newark, Paterson and Staten Island assemblies to reach out to other nationals and vibrant youth in those locations

#### **LEADERSHIP TRAINING & DEVELOPMENT**

The following areas will be focused on


- Training Programs & Mentorship
- Activation of Leadership gifts
- Leadership responsibilities & accountabilities

#### **PERIODIC (QUARTERLY) EVALUATION SYSTEMS**

- Periodic (Quarterly) quantitative and qualitative evaluation of performance will be conducted to assess the achievements of targets and projections of every local assembly. This will help the presiding Elder to know which areas need to be improved upon.
- Financial evaluation done periodically -quarterly

#### **ACQUISITION OF LANDED PROPERTY**

- Procurement of decent places of worship for Newark Central, PIWC East Orange, Paterson and Staten Island Assemblies
- PIWC Princeton and Jersey City Assemblies will be supported to look for a decent and convenient place to rent to suit rate of growth and harmonize weekday services

-  Every local assembly to organize yearly offerings for building projects and 15% remitted to district coffers to support church planting, district developments and projects.

#### **DISTRICT WEBSITE DEVELOPMENT & PUBLICITY OF THE CHURCH**

- Comprehensive website incorporating all local assemblies in linkages
- Effective galleries and capacities to post videos and messages online
- Effective tool for publicity and exposure of the church and evangelism

### **FINANCIAL SUSTAINABILITY AND ADVANCEMENT**

- Comprehensive plan to disciple congregation with sacrificial giving and faithfulness in tithes
- A plan of action to cover at least 80 percent of congregation giving tithes faithfully – 100% increment in tithes/offering
- Quarterly presentation of the financial position of the church – tithe targets & performance, Missionary offering status, Local development funds and Building funds, welfare funds.

### **YOUTH DEVELOPMENT & MINISTRY**

- Youth integration (music/choir, youth camps, sermon delivery/preaching)
- Training youth to become future church leaders
- Appointing some of them into leadership positions
- Career guidance and mentorship programs
- Organization of youth conventions

### **MARRIAGE ENRICHMENT & SOCIAL LIFE PROGRAMS**

- Marriage Seminars
- Bachelors and spinsters Seminar & Orientation
- Educational and Job opportunities
- Health Education Programs
- Financial Solvency and Stability
- Picnics and love feasts at local levels to improve social networking

### **EFFICIENT & EFFECTIVE WELFARE SYSTEM IN PLACE**

- Creation and management of efficient welfare system in each assembly
- Restructuring of already existing local welfare systems which are malfunctioning and inefficient ones
- Strategies to increase the revenue base of their funds

## **B. OPERATIONAL PLANS – FIVE (5) YEAR PERIOD ( 2013-2018)**

ACTIVITY TYPE	RESPONSIBLE PERSON/ORGANIZATION	INDICATORS OF PERFORMANCE	TIME SPAN	COST	COMMENTS
<b><i>1. CHRISTIAN FORMATION &amp; DISCIPLESHIP</i></b>					
a) Prayer Strategy for the district and local assemblies (21 days of prayer and Fasting in Jan, 7-day quarterly district prayer times)	District Pastor, Presiding Elders	<ul style="list-style-type: none"> <li>- Prayer sessions organized</li> <li>- Spirituality of members enhanced</li> <li>- Breakthroughs and mighty hand of God moving in the district</li> </ul>	3-5 years		
b) Well structured & workable Sunday Bible studies	District Pastor, Presiding Elders, Bible Study Teachers	<ul style="list-style-type: none"> <li>- Members equipped with knowledge of the scriptures</li> <li>- Improved stability of members</li> </ul>	3years	10,000	Congregation to show interest in God's word
c) Membership incorporation & maturity classes	Presiding Elders, Sunday school(bible study) teachers	<ul style="list-style-type: none"> <li>- Many visitors remaining as members</li> <li>- Limited people leaving</li> </ul>	3-5 years	5,000	Conscious effort needed

		through the back door			
d) Effective shepherding ministries (Follow-up & in-touch ministries)	District Pastor, Presiding Elders, In-Touch ministers	<ul style="list-style-type: none"> <li>- Every member <b><u>covered</u></b> in the church</li> <li>- Member concerned readily addressed</li> </ul>	3-5 years	5,000	Dedication and sacrifice of leaders critical
e) Effective and Coordinated ministry for the “Live-In”	District Pastor, Live- In Coordinators	<ul style="list-style-type: none"> <li>- Brothers and Sisters in Live-In completely being ministered to and needs met</li> <li>- Monthly reports submitted to district office</li> </ul>	5year period		Supervision and evaluation critical
<b>2. CHURCH GROWTH &amp; DEVELOPMENT</b>					
a) To increase membership by 80-100% incorporated in winning and baptizing 500 souls within the district over 5 years	Evangelism/Witness leaders, Local assemblies, Presiding Elders, District pastor	<ul style="list-style-type: none"> <li>-Number of souls won.</li> <li>-number of souls baptized into new convert class.</li> <li>-increased church membership &amp; attendance</li> </ul>	100 people added per year for 5 years.	20,000	Intentionality is paramount in this project
b) To plant a minimum of five (5) assemblies within	District evangelistic Committee/Witness leaders,	At least one (1) assembly opened per	5 years-for 5	30,000	Additional logistics may be

the period.	District pastor, Presiding Elders.	year.	assemblies.		needed from Area/Nation
c) <b>Souls targets given</b> and prizes awarded at the end of year (Christmas convention) to enhance motivation and recognition	District evangelistic Committee/Witness leaders, District pastor, Presiding Elders.	-Many members viable and qualified for awards	5 years	5,000	
d) Develop efficient community-based Home cell system to enhance church growth	District Pastor, Presiding Elders, Cell Coordinators and Leaders	-At least 30 home cells in place from yr 2-3. -15 more cells from year 3-5	3-5yrs	6,000	Intentionality and supervision key to success
e) The laity in Ministry: -- Congregational involvement in ministry operations	District Pastor, Presiding Elders, Shepherding ministers	-Members equipped and engaged in active ministry - Manifestation of various gifts and talents	3-5years		Leaders must be ready to delegate
f) Develop and reorganize well coordinated, Spirit-filled District Mass Choir and individual local music ministries	Presiding Elders, District Music team leaders, Pastor	-very vibrant choir in each assembly and the district	Year 2	5,000	Motivation by leadership
g) To assist desiring members receive Holy Ghost baptism.	Presiding Elders, District pastor.	Many more people speaking in tongues, prayer life of people enhanced.	End of 2018, Evidence of H.G baptisms	-	
h) To organize 5 major crusades	District pastor, District Evangelistic Committee.	-Increased number of souls.	End of 2018	15,000	

		-increased assemblies			
<p><b>3. DEVELOPING MULTICULTURAL MINISTRIES AND SYSTEMS OF WORSHIP</b></p>					
a) Developing all PIWCs to re-strategize to reach all nationals –Whites, other Africans, African – Americans, Hispanics, Asians etc	District Pastor, PIWC Leaders	-40-60 Percent of PIWC congregation represented by other nationals - worship styles and space conducive/suitable for international worship	Operational within 5 years	10,000	National and Regional support required through policy shift
b) Creating English Assemblies in Newark, Paterson and Staten Island assemblies to reach out to other nationals and vibrant youth in those locations	District Pastor, Presiding Elders affected	- 3 English Assemblies in Place in those locals	3years	20,000	Cooperation of local presbyters
c) To undertake strategized evangelistic crusades/programs to win both indigenous souls and other nationals including Ghanaians	-Presiding Elders -Local evangelistic committees/witness leaders -members	-increased number of Souls -Increased population of other nationals especially P.I.W.C and Princeton, upcoming English assemblies	2013-2018	10,000	8.To undertake 40 strategized evangelistic programs to win both indigenous souls and other nationals including Ghanaians



#### **4. LEADERSHIP TRAINING & DEVELOPMENT**

a) To organize seminars & retreats for all leaders in assemblies within the period.	District pastor ,Presiding Elders	Leadership enthusiasm and skills sharpened .zeal for kingdom business enhanced.	Two (2) retreats per assembly per year.	12,000	Measures taken for officers to participate are very crucial.
b) To train and recommend for ordination elders, deacons and deaconesses	Presiding Elders ,District Pastor	A number of specified elders, deacons and Deaconesses trained and ordained.	End of 2018		
c) To mentor and recommend specified officers into full time ministry.	District pastor & District Executives.	Identified people nurtured and trained for Ministry.	Processing through 2018		
d) Activation of Leadership gifts	District pastor ,Presiding Elders	-every leader/presbyter actively operational in a specific area	Spanning through until 2018		Delegating operations key

#### **5. FINANCIAL SUSTAINABILITY AND ADVANCEMENT**

a) To increase the church tithes performance and MO offering by 100%.	District and local financial secretaries ,presiding Elders, District pastor	-Monthly tithe records showing that 80% of members pay tithes faithfully and consistently. -increased weekly tithes by 100%.	End of 2018		Intensive teachings, prayer and awareness creation.
b) To organize periodic	District pastor, Presiding	-Revival at local	End of		Enthusiasm in

prayer, fasting and revival programs to lift up the spiritual and financial standards of officers and members.	Elders.	assemblies. -Spiritual awakening in peoples' lives -financial and occupational breakthroughs	2016		spiritual and financial positions improved
<b>6. PERIODIC (QUARTERLY) EVALUATION SYSTEMS</b>					
a) Periodic (quarterly) quantitative and qualitative evaluation of performance	District Pastor, District Executives	Targets/ Projections for the quarter achieved or exceeded	5year period		Performance monitoring system
b) Financial evaluation done periodically -quarterly	District financial team, local financial secretaries	Financial targets achieved/exceeded	5 year period		Financial monitoring system
<b>7. ACQUISITION OF LANDED PROPERTY</b>					
a) Procurement /Purchase of decent places of worship for Newark Central, PIWC East Orange, Paterson and Staten Island Assemblies	Area Head, District Pastor, Dist. Estate Committee, Local Presbyteries	Spacious, decent and acceptable sanctuaries and classrooms in place	1-3years	Determined by market price of property	Conscious effort and pressure unabated until places are procured
b) PIWC Princeton and Jersey City Assemblies will be supported to look for a decent and convenient place to rent to suit rate of growth and harmonize weekday services	District pastor, Presiding Elders	Jersey City & Princeton Assemblies with decent places for Sundays and weekday services	2years	Determined by market price of property	Efforts doubled from Presiding Elders

c) Every local assembly to organize yearly offerings for building projects and 15% remitted to district coffers to support church planting, district developments and projects.	Presiding Elders/Local Presbytery	<ul style="list-style-type: none"> <li>- Building funds in good position</li> <li>- 15% remittance to district executed</li> </ul>	Yearly for 5 years		Monitoring system and expenditure controls in place
<b>8. DISTRICT WEBSITE DEVELOPMENT &amp; PUBLICITY OF THE CHURCH</b>					
<ul style="list-style-type: none"> <li>➤ Comprehensive website incorporating all local assemblies in linkages</li> <li>➤ Effective galleries and capacities to post videos and messages online</li> <li>➤ Effective tool for publicity and exposure of the church and evangelism</li> </ul>	District Pastor, District secretary, D. Financial Sec, Eld Mike Aryee	District website active and operational	2yrs	5,000	Address made public to members and outsiders

<b>9. YOUTH DEVELOPMENT &amp; MINISTRY</b>					
a) Youth integration (music/choir, youth camps, sermon delivery/preaching)	Youth Leaders, Music Leaders, Youth Mentors	-Youth engaged in worship - youth in practical ministry	2-3years		Youth to be given adequate opportunity for exploration
b) Training youth to become future church leaders	District Pastor, Youth Leaders & Presiding Elders	Youth given leadership responsibilities	1-3years		Leadership training a priority
c) Appointing some of them into leadership positions	Do	Do	1-3years		
d) Career guidance and mentorship programs	District Pastor, Youth Leaders & Presiding Elders	-Youth making informed decisions in careers and choice of courses Mentor-Mentee programs in place	1-5 years		Seasoned professionals to be deployed/consulted
e) Organization of youth conventions	Youth Leaders & Presiding Elders	-Reports of successful youth conventions submitted	Yearly		Spirit-filled results and more Holy Ghost baptisms highlighted
<b>10. MARRIAGE ENRICHMENT &amp; SOCIAL LIFE PROGRAMS</b>					
a) Organize District marriage and relationship improvement seminars to enrich marriages in the district	District Pastor, PEMEM & WOMEN's Ministry leaders	-Reports of successful marriages in the district -Divorce and separation rates drastically reduced	1-5year period		

b) Bachelors and spinsters Seminar & Orientation	District Pastor, Presiding Elders	-Reports of well structured Christian marriages contracted -Reports of singles living in purity	1-5year period		
c) Organize District Health Education and Improvement programs	District Medical Team, Health professionals, District Pastor	-Health of Congregation Improved - Awareness and preventive measures	5year period		Consult appropriate health professionals
d) Financial Solvency and Stability; Investment opportunities	Financial Experts	-Members involved in financial planning and personal investments	5 years		Consult appropriate financial experts
<b>11.EFFICIENT &amp; EFFECTIVE WELFARE SYSTEM IN PLACE</b>					
a) Creation and management of efficient welfare system in each assembly/Revamping inefficient ones	Presiding Elders, Local welfare Committee	-Workable welfare in action -Social obligation of afflicted members met <u>spontaneously and judiciously</u>	5 years		Local Assembly leadership to monitor and oversee Committee operations
b) Strategies to increase the revenue base of their funds	Presiding Elders, Local welfare Committee	-Adequate funds always available for operations and care	5 years	At least 5,000 buffer for each local assembly	Welfare constitution to be followed. However Pastor and Leaders can intervene where necessary

**PLEASE NOTE:**

1. Presiding Elders to prepare their operational plans based on the **District Vision Plans** every half year, and also gleaning from the SWOT ANALYSIS conducted and locally suited vision plan
2. Quarterly review and evaluation of progress made –i.e. progress made on quarterly basis
3. Flexibility on initiatives towards achieving results
4. Rewards and commendation on achievements of **targets**

