THE CHURCH OF PENTECOST

VISION 2028

FIVE-YEAR VISION DOCUMENT FOR THE CHURCH OF

PENTECOST COVERING THE PERIOD

2023-2028

THEME:

"POSSESSING THE NATIONS II"

Unleashing the Whole Church to Transform their World with the Values and Principles of the Kingdom of God

Slogan:

Possessing the nations: I am an agent of transformation!
Possessing the nations: Transforming my world!

"In the coming years, The Church of Pentecost will strive to become a Church whose members go to possess or take their nations by influencing every worldview, thought and behaviour with Kingdom principles, values and lifestyle, thereby turning many people to Christ."

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SCRIPTURAL FOUNDATION

The following Biblical texts set the foundation for Vision 2028 in our quest to possess the nations.

> His intent was that now, through the church, the manifold wisdom of God should be made known to the rulers and authorities in the heavenly realms **(Eph. 3:10, NIV).**

> But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth **(Acts 1:8, NIV).**

> And so you became a model to all the believers in Macedonia and Achaia. 8 The Lord's message rang out from you not only in Macedonia and Achaia—your faith in God has become known everywhere. Therefore we do not need to say anything about it, 9 for they themselves report what kind of reception you gave us. They tell how you turned to God from idols to serve the living and true God, 10 and to wait for his Son from heaven, whom he raised from the dead—Jesus, who rescues us from the coming wrath **(1 Thess. 1:7-10, NIV).**

> While we wait for the blessed hope—the appearing of the glory of our great God and Savior, Jesus Christ, 14 who gave himself for us to redeem us from all wickedness and to purify for himself a people that are his very own, eager to do what is good **(Titus 2:13-14, NIV).**

> And when they could not find them, they dragged Jason and some of the brothers before the city authorities, shouting, "These men who have turned the world upside down have come here also, **(Acts 17:6, ESV).**

> Righteousness exalts a nation, but sin condemns any people **(Prov. 14:34, NIV).**

> Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, 24 since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving **(Col. 3:23-24, NIV).**

> As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received **(Eph. 4:1, NIV).**

1.0 INTRODUCTION

To God be all the glory for seeing me through my first term in office as Chairman of this highly esteemed Church. I am very grateful to the Lord for giving me another opportunity to serve Him and His Church for a second term at the highest office of The Church of Pentecost.

From 2018 to 2023, the Church focused on the overarching theme, "Possessing the Nations – Equipping the Church to Transform Every Sphere of Society with the Values and Principles of the Kingdom of God". Through this Vision, we sought to build a church where members would be equipped to possess their nations by transforming every worldview, thought and behaviour with values, principles, and lifestyle of the Kingdom of God, thereby turning many people to Christ and making their faith relevant in the public space as the salt of the earth and light in the world.

To the glory of God, the five-year strategic Vision, dubbed Vision 2023, has been concluded with remarkable success. The success is evident in the appreciable progress made in all the twenty-five (25) commitments earmarked for implementation.

For instance, the period saw an increase in members' commitment to the work of the ministry both within and outside the church. This resulted in membership growth of 30.38% as of December 2022 (4-year period),[1] representing an absolute growth of 838,313 members. During this same period, 1,142,472 souls were won for the Lord, with 827,449 baptised in water and 3,892 churches planted. Again, 975,793 persons received the baptism of the Holy Spirit with the initial evidence of speaking in tongues.

The church also made substantial contributions to the nation's development and societal transformation and saw its members excelling in various areas of influence. To mention but a few, through Pentecost Social Services (PENTSOS), the church implemented significant community transformation interventions such as providing 184 water facilities in deprived communities in Ghana with over 90,000 inhabitants accessing potable water. It also established a solar-powered irrigation block farm in the Upper East Region of Ghana. The church again provided employable skills training for over 2,300 youth, women, and other adults in the church in Ghana to be empowered economically to overcome hardship and poverty. Similar social interventions were carried out in the external nations.

[1] Statistics for four years - 2019-2022.

In the area of strategic partnerships towards national development, the church made significant progress in collaborating with key state institutions such as the Ghana Prisons Service, the Ghana Police Service, the National Council for Civic Education (NCCE), and the Forestry Commission at the national level. These collaborative efforts resulted in the implementation of novel projects such as the Inmates' Skills and Training Acquisition Centres (Prison projects) at Ejura and Nsawam and police stations at Akuapim Akronpong and Abrem Agona.

For the past five years, we have also c a massive push and expansion in the missions' frontiers of the Church, both geographically and numerically - reaching out to an additional 50 nations, which is a 50% increase over the number of nations covered by the Church at the commencement of the Vision 2023. The attention given to our local assemblies as equipping centres, restructuring existing institutions, and creating other ministry opportunities have all produced highly beneficial outcomes. To God be all the glory!

At this time, I would like to express my gratitude for the dedicated efforts of the former Chairmen, General Secretaries, International Missions Directors, past Executive Council members and other founding leaders, who laid a solid foundation for this Church during their time.

I am particularly grateful to current and past Executive Council members who were directly involved in the planning and execution of Vision 2023. All Heads, ministers, officers, and members are appreciated for their massive support for the many successes achieved in the past five years.

To consolidate the gains made in the past five years and execute the Possessing the Nations agenda to its fullest, Vision 2028 will serve as a direct follow-up of Vision 2023 by diligently pursuing the reason the church exists and its purpose in the world. In this regard, Vision 2028 will focus on unleashing the whole church into the world as salt and light to transform its spheres. This demands that we renew our commitment to the corporate mandate of the Church and become individually responsible for the transformation of our world.

Vision 2028 will span five years from 2023 to 2028, though practically, it will cover September 2023 to August 2028. As was the case for Vision 2023, the preparation of this document involved personal retreats where I sought the Lord's guidance and direction for the next phase of my leadership. It has also involved consultations with many stakeholders, including Executive Council members, Ministry Directors, and heads of departments and institutions, for their input and advice. Subsequently, the draft document was thoroughly discussed with all Heads at the 2023 November Heads' Meeting and again with all ministers at the 2024 Ministers and Wives' Conference for further inputs.

I am deeply grateful to everyone who has contributed in diverse ways and from different perspectives to bring this document to its current stage. I now appeal to all ministers, church officers, and members to join us again as we continue to pursue the noble cause of our Lord Jesus Christ in the next five years of the Church. Let us all rise and shine forth in the nations, for the glory of the Lord is risen upon His Church. Let us reach out to everyone and everywhere for Jesus.

Brothers and sisters in the Lord, our efforts to unleash the Church into society to possess it is a spiritual warfare that will attract fierce resistance from the enemy. We admit that we cannot depend on our efforts; neither can we rely upon our willpower. We need help from God to fulfil this Great Commission, which is the purpose of the Church on earth. I, therefore, call on the entire church to bear this vision in prayer. May the kingdoms of the world become the Kingdom of our God.

ERIC KWABENA NYAMEKYE (APOSTLE)
CHAIRMAN

2.0 BACKGROUND OF VISION 2028

The theme for Vision 2028 is **"Possessing the Nations: Unleashing the Whole Church to Transform of their World with the Values and Principles of the Kingdom of God"**. This Vision is a direct follow-up on the Vision 2023 agenda, which spanned 2018-2023.

In the context of the theme, the term "unleashing" means getting members out of the fortress of the Church into their spheres of influence and transforming them.

The word "transformation" is also used here to describe the conversion of souls and the conversion of society through the Gospel.

The Possessing the Nations agenda is strictly in line with the Mission Statement of The Church of Pentecost: "We exist to establish responsible and self-sustaining churches filled with committed, Spirit-filled Christians of character who will impact their communities".

The Church, as the body of Christ, is an elected group with a unique mandate to carry the gospel to the ends of the earth. The mandate is given to the Church as a corporate entity and not individual members. It must, however, be emphasised that the Church comprises individual members who collectively form this corporate entity. Thus, the "whole" is mandated to embark on the Church's mission to the world. In other words, in approaching its mission, the Church should think corporately as a community and mobilise all its resources, including the clergy, laity and children. Believers are not to see themselves as individuals only but as essential members of a body, which is the Church.

While Vision 2023 (phase 1 of the Possessing the Nations agenda) focused on equipping our members, Vision 2028 (phase 2) would focus on unleashing these equipped members into the world as agents of transformation. The ultimate goal is to fulfil the Great Commission by reaching individuals from all walks of life and elevating the values and principles of the Kingdom of God in every sphere of society.

In the church unleashed, an individual's primary ministry may be within one of many traditional church programmes or in-house activities. However, there is an equal chance that his/her ministry may also be in prisons or working in a hospital. In either case, the norm is people-centred ministry.

The church unleashed is not unconcerned with what goes on within its church building. The local church will continue to serve as an equipping and nurturing centre where Christlike disciples will be raised for the unleashing agenda.

This strategy document presents the details of what we seek to achieve through Vision 2028, with a detailed outline of implementation strategies spelt out under carefully selected thematic areas. Each of the thirty-one (31) thematic areas designated for this Vision has specific strategic objectives to guide the implementation strategies.

The Vision 2028 agenda recognises that The Church of Pentecost is a global church that operates in 150 nations as of December 2022. While this strategy document serves as a guide for the Church's activities over the next five years, it is impractical to include specific interventions that are relevant and appropriate for every context. Therefore, it is essential to note that some planned interventions may be more applicable to the mother church in Ghana than in other nations. However, our external branches should be guided by the spirit of the Vision and develop specific interventions within their contexts that align with the Church's goal of unleashing the whole church to transform their world with the values and principles of the Kingdom.

2.1 Overall Goal

Vision 2028 shall keep to the **overall goal** set for the Possessing the Nations agenda: "a church where members go to possess their nations by transforming every worldview, thought and behaviour with values, principles and lifestyle of the Kingdom of God and thereby turning many people to Christ".

By pursuing Vision 2028, leveraging on what has already been achieved in the last five years, we foresee a church actively conscious of its role as salt and light in the world - a church where each member identifies himself or herself as a disciple and a witness of Christ tasked with a ministry outside the walls of the Church (1 Thess. 1:8). This underscores the fact that while Vision 2023 focused on "equipping the Church", Vision 2028 focuses on "unleashing the Church" into the society to possess it.

Every member will, therefore, be encouraged to have a ministry outside the church, becoming channels through which God's grace will flow to the outside world. In pursuit of this, the chaplaincy ministry and the workers' guilds are expected to play a prominent role in realising the objectives of the Vision 2028 agenda and bringing many to the saving knowledge of our Lord Jesus Christ.

The goal of the Vision 2028 agenda, therefore, implies that evangelism and missions work will not be limited to any specific department of the church but would rather be the DNA that runs through every fibre of the church. In this regard, every member, every ministry, and every local assembly would be a channel through which God's grace reaches others. Both the letter and the spirit

of Vision 2028 enjoin every church member to embrace their jobs, schools, families, communities, and wherever God has planted them as their mission field.

Per Vision 2028, ministry shall, therefore, be defined as whatever one does to bring their sphere of influence subject to the principles and values of the kingdom of God. We shall, by this, be proactive in raising members for the church and the state, members who will influence their spheres with righteousness and thereby bring transformation to society.

As earlier defined, the word "transformation" refers to the conversion of souls and society through the Gospel. The Gospel entails the salvation message and the values and principles of the Kingdom of God that reform society. The gospel must, therefore, be taken into every area of society so that persons and cultures are truly transformed by divine grace.

2.2 The Gap Analysis

In the past five years, we have focused on equipping the church to possess the nations. However, equipping people does not guarantee they will take the necessary actions in their communities to possess the world for Jesus Christ. It requires a systematic effort to strategically unleash the vast potential currently held within the church. A church, equipped, must be unleashed to transform the world.

The Church of Pentecost, as a "local church", has such a committed lay leadership, but that is not big enough. It is not big enough to achieve the objective of unleashing the whole church for ministry. It is not big enough to reach this generation that has a waning interest in church.

There are church members who have strong desires to use their relationship with God, leadership abilities, talents, gifts, and life experiences to serve the kingdom of God. However, the experience has been that only a few ministers and leaders share in this hunger for ministry and thus provide opportunities for them to become ministers outside of the church.

There are equally others who want to do something for the Kingdom of God in their spheres of influence but are held back by fear arising from the world's intimidation. Vision 2028, therefore, seeks to create avenues and opportunities for ministry outside the walls of the church while unleashing our members from whatever fear or hindrance that could prevent them from engaging with and transforming their world.

While numerical growth is essential in unleashing the church, it is not the central theme. The central theme is a certain philosophy of church ministry - the kind of church ministry that devises means to build major ministries extending across the nations, ministries not typically found in the local church, where members are raised to be channels through whom the grace of God will flow to bless humanity. That is when we can say that the church has been unleashed. By this, we shall see the Kingdom of God flowing from the church to the streets, homes, and the workplace.

2.3 Strategic Objectives

The strategic objectives seek to address the gaps between the goal of Vision 2028 and the identified shortfall in our state of preparedness to unleash the church into the society to possess it. In our pursuit of the overall goal, therefore, the Vision shall be guided by the following broad strategic objectives:

1. To create awareness of members to align themselves with the corporate mandate of the church to transform society (conversion of souls/conversion of society)
2. To create opportunities for members at all levels of the church to be involved in ministry beyond the church.
3. To continue to create awareness in our members that they are the visible manifestation of the body of Christ (salt and light to the world) and that whatever capacity they find themselves in is an opportunity and a setting for ministry.
4. To encourage individual members to deploy the resources God has placed within their hearts and lives to influence their spheres with righteousness to possess their world for Christ.
5. To make every member of the local church a carrier of the salvation message to convert souls for Christ wherever they find themselves.
6. To create avenues for effective discipleship and mentorship in the local church.
7. To maximise influence in the cities and urban centres
8. To spearhead a national moral vision agenda that will make institutions work towards transforming society and national development.
9. To make the various ministries and institutions of the church machinery for facilitating people-centred ministry to transform society.
10. To use the social ministry of the Church as a machinery for societal transformation
11. To prioritise children and youth ministries as an intentional intergenerational mission approach to possess future generations for Christ.

12. To teach and mentor members to excel in every department of life, such as professional and family life.
13. To encourage local assemblies and individuals to initiate specific ministries for different target groups within communities in which they find themselves.
14. To further strengthen existing systems and structures of our church and realign their activities to drive the Vision 2028 agenda.
15. To make the necessary modifications to get the church system freed from crowded programmes in order to release members to serve beyond the church.
16. To continue to strengthen the Monitoring and Evaluation mechanisms of the Church to enhance continuous assessment of the effectiveness of interventions aimed at achieving the objectives of the Vision 2028 agenda beyond statistics.

2.4 Our Current Strengths

Thanks to the successful implementation of the Vision 2023 agenda and the impressive achievements, the church has a strong foundation and momentum to continue its mission of possessing the nations. This achievement, coupled with our numbers, solid spiritual foundation, effective leadership, strong governance and administrative systems and structures, and broad reach across nations, gives us a great urge in pursuit of our goal.

As a Church, we are also blessed to have a vibrant community of young members who are enthusiastic about sharing the Gospel message of Jesus with everyone. Additionally, there is growing recognition that The Church of Pentecost plays a leadership role in the Ghanaian Christian fraternity and society as a whole. We are also gaining significant recognition in the arena of global Christianity. All these, backed by God's enabling grace, are means by which we can play an essential role in bringing all peoples under the influence of the values and principles of the Kingdom of God.

2.5 Strategic Approach

Vision 2028, the second phase of the Possessing the Nations Agenda, will challenge the church to leave the building and create the awareness to have every member of the Church move beyond seeing church services as the only arena for serving God. The emphasis would be on unleashing our members to transform their world.

This calls for a strategic approach that will pave the way for the unleashing agenda of Vision 2028. Thus, we will adopt a four-pronged strategic approach to implement the Vision 2028 agenda outlined herein.

a. Strengthening the Local Church as a Discipleship and Unleashing Centre.
b. Unleashing the tremendous potential of the Church into the society to possess it.
c. Harnessing our Social Ministry for Societal Transformation
d. Strengthening and re-aligning our church's systems, structures and institutions to drive the Vision 2028 agenda.

2.5.1 Strengthening the Local Church as a Discipling and Unleashing Centre

The Church is the visible manifestation of the body, ordained by God to carry His witness and to be salt and light to the world. However, in too many instances, we have shirked this responsibility to a needy world and have turned inward, ministering to ourselves. As a church, we dare not underestimate our potential for effective ministry to a wide variety of people when unleashed into every sphere of society. We have grown big in numbers, so our ministry opportunities would be broadened to have everyone involved and every target group covered.

Ministers and leaders of the church will, therefore, be resourced to train, teach and reorient their members to understand the unleashing agenda - that they are a people called out of the world's lifestyle to subdue their spheres to God and the values and principles of His kingdom and possess these spheres. Members will be taught:

a. To see their "secular jobs" as opportunities for ministry and a call to serve - a call to be a teacher, lawyer, banker, medical doctor, etc.
b. To understand that as people of faith, they should seek to practice all that they have learnt from Scripture in whatever context they find themselves.
c. To allow God's word to shape their conscience, disciplining themselves to bring all that they are involved in under the scrutiny of Scripture.
d. To know that their life in its entirety must reflect Scripture. As a result, they must apply their understanding of God to every sphere of life, seeing the church, the family, the state, the arts and sciences, and the world of commerce and industry as spheres in which God must be served and honoured.
e. To have a holistic view of life and that the Creator is Lord over each department of it.
f. To understand that their domestic life is a calling and worship to God – a call to be a husband, father, wife, mother, child, servant, etc.
g. To always remember that, as Christians, they should be the best in everything - best husband, best wife, best teacher, best judge, etc.

We shall be proactive in raising members who will influence their spheres with righteousness, like how the Protestants taught their congregations in the 16/17 centuries. In his book, "The Protestant Ethic and the Spirit of Capitalism", Max Weber posited that the industrial revolution that gave birth to the new economy in Europe and eventually to our modern civilisation resulted from the teachings of the European Protestants. Weber believed that the influence of the Protestant ethic on large numbers of people to work in the secular world, enterprises, trade, savings, and investments gave birth to the new world economy, largely known as capitalism. It is upon that economy that our modern world stands.

Prior to the Protestants' teaching, the dilemma of the European economy was the fact that when landowners employed labourers, they could not make these labourers give their best. The only incentive widely known and used at that time was an increase in wages, thinking that when there was an increase in wages for labourers, they would view their work as more valuable and, thus, work longer and harder. However, in the real sense, the labourers often spent less time working and not hard enough. They would instead drink and leisure. But the teaching of the Protestants changed all that.

The basic teachings of the Protestants were all surrounding values, ethics, and morals. They focussed on building a better world out of what they had. They emphasised that whatever the Christian was involved in, be it domestic or public, should be seen as a calling and service to God. Everywhere the Protestants and their descendants went, they took with them these same teachings, and they got the same results – a developed economy and an advanced and civilised society - a generally more prosperous nation.

Therefore, for a church that claims to have over 10% of Ghana's population and a growing population across the globe, we need to rethink our influence on the development of the nations. If we do what the Protestants did, we will have the results they had - the transformation of society.

However, as we unleash the church on full scale into the world, we should also be mindful of the church's health as well as winning the future and staying relevant in the generations to come. In this vein, Vision 2028 shall prioritise intentional discipleship and mentorship, family life, youth, and children ministries. This is to ensure that our local churches are kept vibrant while we also possess future generations for Christ.

The current worrying statistics of the decline in Western Christianity continue to manifest mostly among young people. Research has shown that the core reason why young people are leaving the church is that the church is unable to transmit

faith into the rapidly changing cultures of the world. To respond to this challenge, Vision 2028 proposes an intentional intergenerational mission approach, which promotes mutual interactions among all the different generations in the church on a frequent basis. Again, teens and children will be intentionally targeted in our evangelistic, discipleship and mentorship activities.

2.5.2 Unleashing the Tremendous Potential of the Church to Transform Society

Having used the past five years to equip and create the needed awareness among our members on our transformation agenda, it is now time to unleash these members into the world for the actual task for which they have been equipped – the task of transforming their world. We need to unleash the tremendous potential now locked in the fortress of the church.

Opportunities shall, therefore, be created for members to use their relationship with God, leadership abilities, talents, gifts, and life experiences to serve the kingdom of God outside the confines of the church. Our ministry opportunities would be broadened to have everyone involved and every target group covered. When a sociologist looks at culture, he looks at the groupings within. Seeing the Community as a collection of target groups is seeing the community as a Christian sociologist sees it. Vision 2028 shall, therefore, encourage the local church and individual members to go beyond the existing ministries and look for groupings of people within their communities and initiate ministries to meet the needs of these target groupings with their lifestyles in mind.

In Vision 2028, we hope to raise people who will be conscious of their divine mandate to be salt of the earth and light in the world - becoming channels through which God's grace will flow to the wider world.

2.5.3 Harnessing our Social Ministry for Societal Transformation

The Church's business is not only in the salvation of souls. It is also about the conversion of the society itself, which includes implementing social interventions that affect the well-being of the people.

Our understanding of persons and sin should be holistic. We have to always keep in mind that persons are not isolated individuals but persons embedded in a community with its complex socioeconomic and political structures. We cannot save the soul of an individual and be unconcerned about the society they live in. Both must be evangelised.

Moreover, the assumption that converted persons automatically change society is naive. True, converted persons are less likely to do destructive social evils like

stealing. But the sociologist is undoubtedly right that we are social beings moulded in powerful ways by the societal structures that surround us. Exclusive attention to inner conversion is inadequate. Without a call to costly discipleship and biblical teaching on what discipleship demands in the face of corrupt sociopolitical structures, conversion offers no automatic guarantee of social transformation. It is, therefore, important to purposefully strive towards spreading righteousness throughout all aspects of society by imbuing the values and principles of the Kingdom of God into the structures and systems that exist within it.

Harnessing our social ministry for societal transformation will also require some strategic interventions that meet the physical needs of the people, such as in health, education, water and sanitation, security, entrepreneurial development, community transformation, rehabilitation for drug addicts, and research-based advocacy that seek to correct some ills of society that affect the wellbeing of the people.

2.5.4 Strengthening and Re-aligning our Church's Systems, Structures and Institutions to Drive the Vision 2028 Agenda

Over the years, the church has developed a formidable institutional and governance structure comprising functional departments, ministries, boards, committees, and training institutions to facilitate the ministry of the church. One of the objectives of Vision 2023 was to strengthen and re-align these institutions and structures to not only serve as implementation units but also provide the enabling environment for equipping the church to fulfil its mission to establish responsible and self-sustaining churches filled with committed, Spirit-filled Christians of character who will impact their communities. This objective has been achieved to a large extent.

Our effort to unleash the church into society to possess it in the coming years requires that our institutions, systems, and structures are further strengthened, and their activities realigned to drive Vision 2028 to its fulfilment. In addition, the monitoring and evaluation capacity of the church at all levels will be strengthened to manage the implementation of Vision 2028 to achieve the desired results.

There is also the need for freshness in the spiritual life of the church (CoP). This can be achieved by making the necessary modifications to get the church system freed from crowded programs in order to release members to serve beyond the church.

3.0 IMPLEMENTATION STRATEGIES

This section of the Vision Document provides details of the various interventions thoughtfully marked out for implementation under the four-pronged strategic approach, with specific reference to thematic areas. It is important to note that some of the recommended actions under some thematic areas are Ghana-specific and may not apply to other nations.

3.1 STRATEGIC APPROACH #1: STRENGTHENING THE LOCAL CHURCH AS A NURTURING AND UNLEASHING CENTRE

3.1.1 The Repositioned Local Church as a Discipling and Unleashing Centre

Overview (Eph. 4:11-16; 2 Pe. 1:5-8, Ac. 1:8; Mt. 28:18-20)

Vision 2028 recognises the local church as the action point for raising disciples for Christ and an unleashing centre for transforming society. Accordingly, the local church would continue to be a central point for the holistic discipleship of members who will then go to their spheres of influence as salt and light, permeating their settings with the principles of the Kingdom. We, by this, envision a local church that is passionately committed to nurturing the faith of its members and unleashing them for the transformation of their world.

***Specific Objectives**:* To make the local church a centre for discipling and unleashing members for the transformation of society.

Planned Actions (The Local Assembly/Church):

a. Through well-tailored teachings guided by the annual themes, the local church shall be taught to understand her role as salt of the earth and light in the world. Specifically, the local church will be given basic teachings on values, ethics, and morals that align with the principles of the Kingdom of God.
b. Members would be taught:
   - To see their secular jobs as opportunities for ministry and a call to serve - a call to be a teacher, lawyer, banker, medical doctor, etc.
   - To understand that as people of faith, they should seek to practice all that they have learnt from Scripture.
   - To allow God's word to shape their conscience, disciplining themselves to bring all that they are involved in under the scrutiny of Scripture.
   - To know that their life in its entirety must reflect Scripture. As a result, they must apply their understanding of God to every sphere of life, seeing the

church, the family, the state, the arts and sciences, and the world of commerce and industry as spheres in which God must be served and honoured.

- To have a holistic view of life and that the Creator is lord over each department of it.
- To understand that their domestic life is a calling and worship to God – a call to be a husband, father, wife, mother, child, servant, etc.
- To always remember that, as Christians, they should be the best in everything - best husband, best wife, best teacher, best judge, etc.

c. Through teachings and other forms of training, the local church shall be taught the Gospel message and its presentation.
d. The local church shall intensify its efforts in evangelising its community - every church member will be required to do the work of an evangelist and see him or herself as an agent of transformation.
e. Since our communities are a collection of target groups, the local church as a body will be encouraged to go beyond the existing ministries in the church and consciously target groupings within their communities and minister to them. Examples of such ministry opportunities may include brothels, international students on our campuses (for PENSA), putting together Non-Governmental Organisations by individual members who are well-resourced to minister to persons with particular needs in the community, etc.
f. Individual members shall also be encouraged to identify groups within their communities and spheres and initiate specific ministries for them with their lifestyles in mind.
g. The local church shall be made a house of prayer while also encouraging active small prayer groups within it. This will help keep our churches vibrant while supplying the needed strength and zeal for the unleashing agenda.
h. The local shall emphasise the operations of the gifts of the Spirit.
i. We shall uphold righteousness in the local church.
j. Dawn services shall be encouraged in settings where applicable.
k. Officers and members will be encouraged to use their gifts and talents to serve their communities and spheres.

Actions to be taken (The local presbytery)

a. The local presbytery and other local leaders will be resourced to train and teach their members to become people called out of the world's lifestyle to subdue their spheres to God through applying the principles of the Kingdom of God in all their dealings.
b. Area/Regional/National Heads and District Ministers must hold periodic prayer retreats with their officers.

c. The local presbytery shall be required to hold meetings once a month to evaluate the operations of the local assembly in line with the Monitoring & Evaluation (M&E) framework of Vision 2028. In this regard, minutes books and other church records shall be inspected regularly by Area Heads and District Ministers.
d. Area/Regional/National Heads and District Ministers will be required to conduct regular training programmes for members of the presbytery.

3.1.2 Closing the Backdoor of the Local Church

Overview

It is widely acknowledged that many churches have more members in their books than those who actually attend worship services. The term "backdoor" refers to the gradual process by which members of a local church withdraw from fellowship. It is evidently clear that Vision 2023 has brought many gains to the church, especially in terms of membership growth. It is also envisaged that the execution of Vision 2028 shall equally result in a great harvest of souls. This necessitates the implementation of practical measures to retain the souls won into the local church and to follow up with members who have already withdrawn from fellowship.

Specific objective: to roll out measures to retain souls won into the local church.

Actions to be taken

a. Under the Enterprise Resource Planning (ERP) programme, the church shall implement a membership management system for effective monitoring of members in our local assemblies.
b. Every local assembly shall be required to form follow-up teams to follow up on absentee members.
c. Discipleship in the local church shall be strengthened (refer to Section 3.1.3).
d. Bible Study groups as discipleship groups shall be strengthened in the local church.
e. Visitation in the local church shall continue to be intensified.

f. Welfare systems in the local church shall continue to receive the needed attention.

3.1.3 Intentional Discipleship Programme

i. Overview (Mt. 28:18-20; 1 Ti. 3:14-15; Jn. 8:31-32)

In order to prepare saints for societal transformation, it is essential to have an intentional discipleship programme within the local church. This discipleship programme shall focus on raising disciples for Christ who will serve as witnesses of Christ in their spheres of influence under two broad areas. These are personal-level discipleship and the local church discipleship programmes.

The personal-level Discipleship programme shall focus on equipping and orienting members to become authentic disciples of Jesus Christ through their relationship with Him by means of daily devotions, fervent personal prayer life and the systematic study of God's Word. This will lead to members living and rooted in Christ, loving one another and labouring for the Kingdom.

Local Church Discipleship aims to equip the church with intentional structures, guiding new converts and growing believers through sequential phases of spiritual development. We aim to help members steadily mature spiritually, leading to transformed lives that can positively impact the world. To achieve the above, there will be the need to prioritise the growth and spiritual development of officers in the local church.

With an intentional disciple-making endeavour, there is an assurance that members and officers can influence and transform their various spheres of society as they are unleashed into the world as disciples of Christ. The early Church has left us an example of how they succeeded in influencing their generation through their lifestyle and the preaching of the gospel (Ac. 2:42-47).

In Ghana, the National Discipleship and Leadership Development Committee (NDLDC) shall continue to spearhead and facilitate this discipleship programme, accompanied by a practical monitoring and evaluation mechanism in accordance with the Monitoring, Evaluation and Accountability Framework for Vision 2028. External nations are also required to raise strong structures to guide this programme.

Specific objectives:

a. To institute an intentional discipleship programme to prepare our members for societal impact and transformation through personal and local church discipleship.
b. To institute an intentional discipleship programme for officers to nurture the local church effectively for the unleashing agenda.

Actions to be taken:

Personal Discipleship

a. We shall develop a Guide for new converts, which integrates the new converts' lessons and devotionals of foundational spiritual disciplines. Audio versions will be recorded for oral learners.
b. We shall institute a *Read Through the Bible Challenge* to encourage members to read the whole Bible once every year intentionally. A telegram platform would be created at the Area/Regional level to motivate and hold ministers, officers, and members accountable to complete the task. Audio Bibles will be made available for oral learners.
c. We shall encourage members to develop a vibrant prayer life.

Local Church Discipleship:

a. We shall strengthen the Discipleship Groups (Bible Study and Cell Groups) by assigning Officers and mature leaders to facilitate the intentional discipling of members.
b. We shall develop relevant study materials to facilitate basic teachings on values, ethics, and morals that align with the values, principles, and lifestyle of the Kingdom of God at the local church.
c. In collaboration with the Pentecost Workers Guilds, we shall dedicate some selected Sundays for interactive sessions among members in their respective spheres/guilds. This will allow for sharing of experiences and peer learning.
d. We shall strengthen the Home Cells for Community Impact initiatives. In this regard, the study for each month shall charge the Home Cell to take action in the community (educational impact, economic impact, environmental impact, health impact, spiritual impact activities, etc.).
e. We shall encourage local assemblies and districts to organise quarterly Bible Quizzes using the Bible Study Outline.
f. Ministers shall organise periodic retreats/classes for discipleship leaders (Bible Study leaders) at least once a month.

Discipling Officers:

a. Continue strengthening the Lay Leadership Training School to equip and empower the church's laity at all levels.
b. Area officers' retreats (apostolisation) shall be evaluated and strengthened in accordance with the evaluation design principles outlined in the implementation framework for Vision 2028.
c. Following the Officers' retreats (apostolisation), Area/Regional/National Heads and Ministers shall consider dedicating the Communion week following the second apostolisation week to guide their members through the topics discussed at the retreat. This is to help members have a fair understanding of the theme and the accompanying topics on time.
d. Officers shall continue to be required to commit themselves to prayer and good preparation for their preaching and teaching assignments.

Literacy Project

a. We shall partner with "Literacy and Evangelism - Ghana", a non-governmental Christian literacy organisation, to help our teeming members to read and write in the local languages as a strategic means of equipping them to serve as leaders in their local churches.
b. As part of its activities, the Children's Ministry in Ghana will be tasked to initiate a programme to teach our children to read the local language in their respective contexts. This will help preserve Ghanaian language reading in our local churches.
c. Annual budgetary allocation for the literacy project shall be made at all levels of the Church to facilitate its implementation.

3.1.4 Intentional Intergenerational Approach

Overview (Matt. 28:19-20; Acts 1:8; 2 Tim. 2:2; Jud. 2:10-15)

The Church of Pentecost is a multi-generational church. The demographic statistics of the Church show that as of December 2022, the Church had 31.1% children membership, 44.1% youth membership and 24.7% adult membership. Whilst it is good to celebrate the youthful demography of the Church, it is also essential for us to recognise the magnitude of the responsibility to sustain these young people in the Church and transmit the legacies of the Christian faith to them in contextually relevant ways, without losing our identity, authenticity, and spirituality as a Pentecostal church.

The current worrying statistics of the decline of Western Christianity continue to manifest mostly among young people. Research has shown that the core reason

why young people are leaving the church is that the church is unable to transmit the faith in a rapidly changing culture. Young people frequently feel isolated from their parents and other older adults in the realm of faith and spirituality. They feel that older adults don't understand their doubts and concerns, a prerequisite to rich mentoring friendships. Meanwhile, the older generations also feel worried and frustrated about the rapid transformations in emerging generations' culture. This gradually leads to disengagement among the generations and eventually leads to a generational gap with the potential of causing the young ones to drop out of church. To respond to this challenge, Vision 2028 proposes an intentional intergenerational mission approach that promotes mutual interactions among all the different generations in the Church on a frequent basis.

Specific Objective: To bridge the gap among the generations in the church by helping all the generations to work together in achieving God's mission in the nations of the world.

Actions to be taken:

a. Adopt an intentional missions approach to engage all the generations in the church for the purpose of meeting the deep-seated needs of the older generations whilst responding to the dynamics of cultural transformation among the younger generations. Ministers and lay leaders (including Bible studies teachers) will be trained in how to organise and conduct intergenerational services.
b. Intergenerational church services will be intentional and frequent. Preferably, this will be organised twice a month in all local congregations. During these intergenerational meetings, all the generations will be allowed to sit together as and when they arrive at church. Thus, children will not be separated from adults in the seating arrangements.
c. During intergenerational services, the liturgy will involve all the generations. For example, opening prayer, praises, worship, song ministrations, Bible reading, and other activities will be jointly done by adults and young people. Young people will be encouraged to give testimonies just as adults do. Periodically, young people will be allowed to preach or moderate the service during such meetings.
d. There will be intentional efforts to teach the young people in the church about the baptism, gifts, and fruit of the Holy Spirit. They will also be assisted through prayers to be baptised in the Holy Spirit and encouraged to operate in the gifts of the Spirit whilst bearing the fruit of the Spirit in their daily lives.
e. Evening church services will be considered intergenerational services. Children who are present at such services will not be allowed to play around

whilst service is ongoing. Instead, they will be encouraged to actively participate in the service.

f. Home Cell meetings and Sunday morning small group Bible studies on intergenerational service days will involve children and youth. On such occasions, Bible studies teachers will intentionally create opportunities for all the generations in the group to contribute meaningfully to the topic to prevent some people from being passive participants.
g. Evangelistic activities such as house-to-house evangelism, rallies/crusades, as well as other forms of evangelism that are applicable, will be done jointly with the young people.
h. Young people will be strategically involved in leadership responsibilities such as Bible studies leaders, serving on committees, ushering, local secretaries, church cleaners, and playing musical instruments. They can be members of committees, part of ministry executives, etc., depending on how they have been trained for such tasks.
i. The adult generation will be intentional in updating themselves on some emerging trends.
j. "Intergenerational mission approach" will be introduced into the curriculum of the Pentecost School of Theology and Mission (PSTM) at Pentecost University. This will ensure that newly trained ministers of the church understand the intergenerational mission approach.
k. The PIWCs and the City Churches will continue to be given much attention in responding to the contemporary needs of the emerging generations.

3.1.5 Intentional Mentorship in the Local Church

Overview

The transformative power of effective mentorship is evident in the positive changes it brings to lives. Just as The Church of Pentecost continues to expand globally, the pressing need for deliberate and strategic mentoring within our congregations becomes increasingly apparent. With over 70% of our members being youth and children, a well-structured mentoring programme has the potential to reshape our local churches and generate a profound impact.

Specific objective: To establish a mentoring programme in the local church.

Actions to be taken:

a. Ministers and leaders will be encouraged to serve as mentors for the young ones in the local church.

b. The NDLDC will be tasked to design a mentorship training programme that equips mentors with the necessary skills to guide and support mentees effectively.
c. The NDLDC will be tasked to incorporate mentoring relationships, guided by relevant Bible passages, into the content of the Bible studies manual.
d. Ministers and Presiding Elders will be strongly encouraged to tap into the wealth of experience our retired ministers possess. Occasional invitations will be extended to them, inviting them to share their valuable insights and wisdom with the current generation.
e. Mentors will be encouraged to share personal life experiences, struggles, and triumphs to create relatable teaching moments for mentees.
f. Mentors will be encouraged to help their mentees set spiritual and personal goals and assist in tracking their progress.

3.1.6 Music and Sound

Overview (1 Chro 6:31&32, Eph 5:18-20)

Christian worship often incorporates music and sound as a crucial aspect of the worship experience. They serve to inspire, uplift, and create an atmosphere that encourages believers to connect with God and express their devotion and gratitude. Music and sound allow for both collective worship and personal reflection, helping to create a significant and memorable worship experience. In other words, music and sound are not just fundamental elements of worship service but also a way of enhancing other elements of the church service. With that in mind, Vision 2028 will place significant emphasis on sound and music, particularly in the local church.

Specific Objective: To enhance music and sound in our worship service.

Action to be taken:

a. We shall make intentional use of the church's songbooks to help correct and sing our songs rightly.
b. All CoP ministers and officers shall be encouraged to own and use the church songbooks as part of ministry materials.
c. Through the National Music Committee, we shall commence a programme dubbed "Know your Pentecostal Worship Songs" to intentionally teach our songs (old and new) through Pent TV.
d. We will enhance the compilation and use of new songs received at all levels.

e. We shall explore the introduction of a certificate programme in music and sound management at Pentecost University to help train sound engineers in our local churches.
f. Local assemblies shall be encouraged to have sound engineers/technicians for our local churches, especially those in urban centres.
g. Our local churches, especially those in urban areas, would be encouraged to invest in improving their sound systems for quality worship services.
h. In collaboration with Voice of Pentecost, we shall embark on music outreach to Secondary and tertiary institutions.
i. The National Music Committee shall collaborate with the Youth Ministry to strengthen the annual Youth Music and Drama Contest and organise music outreach to secondary schools.
j. The National Music Committee shall be tasked to work towards optimising the online access to our worship songs.

3.1.7 Marriage and Family Life

Overview (Ge.2:18; 21-25; Mt.19:4-6; 1 Co.7:1-2)

The agenda to possess the nations is aimed at transforming every sphere of society with values and principles of the Kingdom of God. To readily bring transformation to society, there is the need to pay close attention to what goes on in homes. This is because the family remains the foundation of the society we seek to influence. The family is derived from marriage – the union between a biologically male species (man) and a biologically female species (woman). To possess the nations, therefore, there is a need for critical attention to be paid to the institution of marriage and the family.

Specific objective: To make the family a transformative arena for societal impact and transformation.

Actions to be taken:

a. Members will be taught through Bible Studies, sermons, seminars, and discipleship classes to see the family as the basic unit of society and a little church and seminary. In the ideal situation, the "family church and seminary" has the husband as its pastor and his wife as his assistant, with their children and others as members. Single parents should also see their homes (households) as a church and seminary. Couples who may not have children in their homes should still treat their homes as church and seminary.
b. The church at all levels shall encourage consistent family devotions by all members, raising a family altar around which the family, including all members of the household, gather to offer worship to God and study God's word.

c. Members shall be educated to see marriage and family life as a calling—a call to be a husband and a father, a wife and a mother.
d. Spouses will be educated to see marriage as a call to support each other's salvation.
e. As part of their calling, parents will be expected to teach their children obedience to God and themselves (parents).
f. Children at home, including all other dependents, will also be taught to see themselves as called to obey God and their parents from their earliest days.
g. One out of each of the three Area/Regional and District weeks in each year shall be dedicated to teachings on marriage and family life (such as marriage, finance, health, work, parenting, education, etc.) in all our churches across the globe.
h. Retreats for couples and singles shall be encouraged at all levels.
i. With reference to the 11th tenet of the church, members will be taught and oriented on what constitutes true marriage in the face of the corrupted views on marriage.
j. Pentecost University and its affiliates in the external nations will run marriage and family life certificate programmes for interested couples.
k. We shall continue to hold chastity in marriage in high esteem and frown upon pre-marital sexual relationships between prospective couples.
l. District Ministers shall play active roles in counselling would-be couples to complement the efforts of assigned counsellors.

3.1.8 The Counselling Ministry

Overview

In line with Vision 2028, the ministry will offer dynamic, ever-evolving services that address people's issues and challenges in a thorough, caring manner. It will provide all levels of the church with all-inclusive preventive, developmental, empowering, and mediation services.

Specific Objective: To provide appropriate counselling services accessible to all members at all levels.

Actions to be taken:

a. Set up a seminar for all trained psychologists, counsellors, and mental health professionals to give them the knowledge and requisite Christian Counselling skills they need to manage their diverse clientele at different levels in the church.
b. Embark on yearly training in basic counselling skills for counsellors and leaders of prayer camps.

c. Rename the marriage committee in our local assemblies as "Marriage and Family Life Committee" to better reflect the church's 11th Tenet.
d. Develop a resource manual with the necessary developmental guidance/counselling tools for all CoP Second Cycle and Basic schools.
e. Institute a biennial conference for all counsellors in the church.
f. Establish collaborative links with the various ministries (the traditional and the new intervention ministries) and help train the counsellors they need for their respective services.

FINANCIAL MANAGEMENT AND EMPOWERMENT

3.2 STRATEGIC APPROACH #2: UNLEASHING THE TREMENDOUS POTENTIAL OF THE CHURCH TO TRANSFORM SOCIETY

3.2.1 Evangelism and Church Planting

Overview (Mt. 28:18-20; Ro. 1:16; Ro. 10:13-15)

The Church is God's instrument for the Great Commission. Evangelism, church planting and discipleship are the major aspects of the Great Commission. Therefore, we shall make efforts at all levels and through all possible avenues to preach the gospel in our communities and spheres of influence. We shall earnestly pursue the planting of new churches in all unreached areas.

We shall continue to tie our growth to the demographic structure of the world population. The world's population is described as young, with over 42% of people under the age of 25[2]. Africa is considered the continent with the most youthful population and has as much as 40% of its population under 15 years[3]. Over the years, the Church has done well to keep its growth along a similar pattern, with over 71% of its members under 35 years. To sustain the church's growth along this pattern, intentional efforts will be made to target children and youth in all our evangelistic outreaches.

3.2.1.1 Ghana

In Ghana, we shall increase overall membership by 1,259,284 over five years, with an average percentage growth of 7.0%. This will mean that by 2028, the total membership of our church in Ghana will stand at 4,857,239, with a cumulative percentage growth of 35%. We also project to plant 2,000 new assemblies over

[2] https://blogs.worldbank.org/opendata/chart-how-worlds-youth-population-changing. Accessed on 11th August, 2023
[3] World population by age and region 2022: https://www.statista.com/statistics/265759/world-population-by-age-and-region/. Accessed on 11th August, 2023.

the vision period, with an average number of 400 new assemblies to be opened each year. The splitting of existing assemblies to create more assemblies would be discouraged.

Considering the high rate of rural-urban migration with its attendant need for quality pastoral care, we shall be intentional in creating more districts and Areas in the cities and urban centres.

The number of districts to be created in line with Vision 2028 will be monitored carefully to determine the intake of new Ministers. The table below provides an overview of projections made for the creation of districts and the intake of new Ministers in Ghana.

Table 1: Proposed Creation of Districts/No. of New Ministers (2024-2028)

Year	No. of new Districts	No. of Retirees	Missionaries, Youth Pastors, Children's Pastors, etc.	No. Of New Ministers
2024	50	31	7	88
2025	50	38	7	95
2026	50	19	7	76
2027	50	33	7	90
2028	50	39	7	96

We also plan to create about eleven (11) new Areas in Ghana over the next five years. These proposed Areas may include but are not limited to Amranhia from Madina Area, Elmina from Cape Coast Area, Enchi from Asankragua Area, Salaga from Tamale Area, Nalerigu/Nakpanduri from Walelewale Area, and Jirapa from Wa and Tumu Areas, Abeka from Kaneshie Area, Santasi from Kwadaso Area, Peki from Ho Area, Sakumono from Teshie-Nungua Area, and Weija from Kasoa Area.

3.2.1.2 External Missions

The Church of Pentecost is currently in 150 nations. Over the next five years, we project a minimum increment of fifty (50) new nations, with an average number of ten (10) new nations per year, to increase the number of nations to two hundred

(200). We also plan to increase overall membership for the external branches by fifty percent (50%) using 2022 as the base year over the five years. This will add 302,561 members, resulting in a total membership of 907,683.

An average number of 417 assemblies will be added each year, resulting in the opening of 2,085 new assemblies over the five years. Regarding the number of districts, the forecast for the next five years is to add 100 (one hundred) districts per year. This will give an overall increase of 500 (five hundred) districts in the nations.

Specific Objectives

a. To intensify evangelism and church planting in unreached areas.
b. To increase the church's overall worldwide membership by 35%.

Actions to be taken:

a. The Evangelism Coordinating Team at National, Area, District and Local levels, with the Chairman, National Head, Area Head, District Minister, and the Presiding Elder as Patrons, respectively, would continue coordinating evangelistic activities in the church. Monthly evaluation or appraisal of evangelistic activities would be pursued vigorously at all levels. Any lapses identified would be addressed immediately to keep members on their toes.
b. Budgetary allocation for evangelism (core mandate of the church) at the National, Area/Regional, District and Local levels will be enforced and monitored by leadership.
c. The "One Member, One Discipled Soul" project would continue as a flagship annual Evangelism programme and would be pursued vigorously in November (Ghana) and across the nations as designated.
d. Crusades, rallies, and campaigns shall be encouraged at all levels to draw in souls for the Kingdom.
e. When and where feasible, we shall ensure that every community without CoP shall have a church planted.
f. All ministries will be expected to be active in evangelism.
g. Gospel Sundays, a day dedicated to preaching the Gospel and soul-winning, shall be keenly observed. There shall be no Bible Study on the Gospel Sundays.
h. Teens and children will be intentionally targeted in our evangelistic activities. This group is known to respond readily to the gospel message. Beyond this, it will help us possess the next generation.
i. Conscious efforts will be made to do altar calls at all church gatherings, including weddings, funerals, child naming ceremonies, etc.

j. Prayer Evangelism shall be pursued in earnest. This is where members intentionally pray for their friends, neighbours, colleagues, and loved ones who have not yet encountered the Gospel. This can create a spiritual atmosphere of openness and receptivity to the Gospel message of Christ.

3.2.1.3 Evangelism and Church Planting - Other initiatives to be pursued:

a. Form Church Planting Corps or Teams to focus mainly on evangelistic activities in communities without Bible Believing Churches.

b. Raise Gospel Heralds to unleash young people to serve the Church communities. District Ministers and Evangelism Coordinating teams will be encouraged to engage the Gospel Heralds, especially at the District and Local levels, to enhance the art and skill of members in the unleashing drive, particularly among the youth.

c. We shall initiate an online missionary ministry where young people will be trained and unleashed into the digital space as missionaries. These online missionaries shall be mandated to actively engage with seekers, sceptics, and those exploring faith through online platforms. They will provide thoughtful responses, engage in dialogue, and share the Gospel in a digital space where many seek answers and connection.

d. The Media Ministry and the Youth Ministry shall explore producing captivating cartoons and short videos that capture the attention and engage the hearts of viewers. In using these media tools, we shall gently guide the audience towards the central message of salvation and the love of Jesus Christ.

e. Volunteer evangelism, a concept where individuals embark on outdoor/public preaching of the Gospel without putting boxes at vantage places for "offering", shall be encouraged. By providing training, portable PA equipment, mentoring, and ongoing support, such individuals would be empowered to share their faith and engage in personal evangelism confidently.

3.2.2 International Missions

Overview (Matt. 28:18-20; Rom 15:20, Num. 22:4-6, Acts 17:6)

The Church has been called to reach out to the nations with the Gospel and teach them to obey all that Christ has commanded us, a mandate which remains the bedrock of the possessing the nations agenda. The church in Vision 2028 will continue to make conscious efforts to increase its presence in the nations. Our target, however, is not just to be present in a nation but that our presence would be felt as we impact the land with the values and principles of the Kingdom of God.

Specific objective: To expand the frontiers of the mission's enterprise by unleashing a Christ-like generation of nation influencers and effectors using kingdom principles and values.

Actions to be Taken:

a. Consolidate the gains made in the already existing 150 nations by promoting their physical and spiritual growth.
b. Increase soul-winning and district creation through personal evangelism, church planting and discipleship-making efforts.
c. Establish more city churches to drive the multinational, multicultural and multiracial agenda.
d. Churches will be planted at strategic places in the nations, preferentially in the city centres.
e. Decent places of worship shall be put up and acquired in the city centres across the nations.
f. The National Headquarters of nations shall be located/relocated at the capital cities to reflect the CoP brand.
g. Pursue continuous restructuring of the general administrative procedures in all national offices to make them more functional.
h. Special efforts will be directed at enhancing activities within the nations on ministry to the homeless, sex workers, drug addicts and unreached peoples' groups.
i. Establish language-specific homogenous churches in Europe, the Americas and the Caribbean, Asia, Australia and Oceania, the Middle East and the Gulf.
j. Broaden the scope of operations within the francophone, Spanish and Portuguese blocs through aggressive evangelism, discipleship, and infrastructure.
k. PENT TV shall continue to show French content programmes and initiate same for Spanish and Portuguese.

l. Deepen efforts to call young people into leadership roles, especially into the full-time ministry.
m. When needed, the calling of Bi-vocational ministers shall be considered to stand in for full-time ministers.
n. Encourage the equipping and training of indigenous people to handle leadership roles in the nations.
o. Strengthen the administrative and management systems of the regional blocs to make them much more effective.
p. Facilitate ministerial training across the nations through theological educational institutions in Ghana, USA, UK, La Cote d'Ivoire and South Africa.
q. Set up a theological institution in India to facilitate ministerial training across Asia.
r. Hold a training seminar for all national heads and missionaries annually on emerging trends in missions.
s. Hold ministerial and leadership conferences occasionally for the various regional blocs.
t. Coopt the PENSA International global leadership team members in the various regional blocs into RCC meetings to facilitate their work within the blocs and to enhance cooperation with the RCC leadership.
u. Intensify language and culture study by missionaries.
v. The mission's enterprise shall be made to leverage the media space as a tool to communicate the vision.
w. Intensify nations' compliance with financial policies and increase transparency in financial and legal systems for effective regulation.
x. Support establishing and putting up decent and appropriate places of worship for selected PIWCs and French Assemblies in Ghana.

3.2.3 PENSA International

a. With a solid foundation laid in the first four years of operation, we shall work hard to reach more alumni into the mobilisation of PENSA International.
b. Work hard to reach more nations and campuses with our groundbreaking and PENSA establishment initiatives in the nations. We shall seek to establish 20 new PENSA chapters in previously unreached regions, thereby expanding the reach of The Church of Pentecost.
c. PENSA International shall design, discuss, and approve mission agendas for each year in collaboration with the COP Missions Office and Heads of the Regional Blocs (RCCs).
d. Identify and recruit passionate PENSA missionaries with a calling for long-term evangelistic work, with the goal of deploying them to either start

grounds-breaking Missions or to support COP Missionaries in frontier Missions.

e. Strengthen and mobilise local PENSA ministries for missionary evangelism within respective blocs.
f. Organise training modules for PENSA members to equip them for effective mission work before each Missions trip.
g. Introduce the "PENSA Frontlines: Missions Uncovered" TV Show to give viewers an in-depth look into the mission work being carried out on the front lines by COP Missionaries, particularly in places where young people are actively supporting the advancement of Missions work.
h. Develop training resources for PENSA institutions globally encompassing discipleship training, leadership training, and practical evangelism techniques.
i. Implement peer-to-peer learning and mentoring programmes in collaboration with well-established PENSA ministries.
j. Facilitate exchange programmes among PENSA institutions to tap into diverse skills and strengths across different PENSA institutions globally.
k. Establish a PENSA International Professional Network (PIPN) for the purpose of career development, mentorship, collaboration, sharing industry knowledge, and job opportunities.
l. Institute the PENSA International Global Internship Programme by identifying and connecting with PENSA-affiliated and like-minded corporate entities willing to offer internship opportunities.
m. Encourage the creation of PENSA SECTORS and appoint travelling secretaries and campus ministers across the nations where applicable.

3.2.4 Winning the Cities - Rethinking Church Growth Strategy in Urban Centres

Overview:

While the rural context remains important to church planting, today, more than 56% of the world's inhabitants live in urban areas, and this is expected to grow rapidly. By 2050, over 70% of the human population is predicted to live in urban areas[4]. In Ghana, for instance, the urban population was 58.62 % in 2022, according to the World Bank. Urban centres are home to a diverse population with unique and complex characteristics. This calls for rethinking how we do ministry in our urban settings. Vision 2028 shall consider implementing measures to help

[4] The Organisation for Economic Co-operation and Development (OECD), Compact Urban Development. https://www.oecd.org/regional/cities/compact-urban-development.htm#:~:text=Almost%20half%20of%20the%20global,over%20the%20last%2040%20years. Accessed on 25th August 2023.

us consolidate the gains made in the past while putting in measures to ensure effective outreaches and high-quality and spirit-filled services that adequately cater for the needs of urban residents, especially the younger generation and the elite.

Specific Objective: to roll out measures to improve ministry in urban centres to sustain church growth among urban dwellers.

Actions:

a. We shall encourage the building of multi-racial, multi-national, multi-cultural and multi-generational churches in urban centres.
b. Churches in urban centres shall be built with principles that are spiritual and, at the same time, in tune with the urban settings.
c. Our ministers and officers shall be trained to manage the diversities and complexities associated with ministry in urban centres.
d. Where practicable, local assemblies in urban centres shall be encouraged to keep a green environment with particular emphasis on landscaping.
e. The planning and construction of new church buildings in urban centres should take into account the needs of urban residents.
f. Protocol and hospitality services shall be improved in our assemblies.
g. Splitting existing assemblies to form new assemblies in the urban centres would be carefully avoided. It denies the church quality service. Also, the expensive nature of lands in such places burdens the church.
h. Ministers shall be encouraged to make their church auditoriums conducive and well-resourced for worship, especially for the elites and the young people.
i. We shall encourage and support the establishment of "City Churches" in every nation where CoP operates. Refer to Appendix 2 for details of the City Church concept.

3.2.5 Enhancing Discipleship and Pastoral Care in the Cities and Urban Centres

Overview

Over the years, the Church has relied very much on lay leaders to directly shepherd/lead local assemblies. This approach has allowed the church to expand its physical presence and establish more local churches. The introduction of special training courses for Elders as part of Vision 2023, along with seminars for Presiding Elders, are aimed at improving the capabilities of our lay leaders to perform their roles with greater effectiveness and efficiency.

However, to address the growing need for enhanced and intentional discipleship and pastoral care in local assemblies and the effective implementation of church policies, particularly in urban centres, additional pragmatic measures will be necessary in addition to the existing ones. The desired outcome is to effectively disciple our members into maturity to become agents of societal transformation while ensuring rich, inspiring, and high-quality church services and programmes in our urban centres and the effective implementation and monitoring of church policies in our churches.

Specific objective: To enhance discipleship and pastoral care of assemblies in urban centres.

Actions:

a. As much as practicable, we shall reduce the number of Assemblies full-time ministers oversee in a district across the entire church, particularly in urban centres, by employing more full-time ministers.
b. Progressively, as it exists with Worship Centres, we shall provide larger Assemblies in the cities and urban centres with full-time ministers. What constitutes a large assembly would be determined by the Executive Council.
c. We shall consider creating new Areas and Regions out of existing large ones to enhance effective oversight of Area/Regional Heads and to easily bring apostolic graces, anointing, and guidance much closer to the ordinary members.
d. The Executive Council shall explore the possibility of merging small local assemblies in close proximity to form a larger one to ensure quality.

3.2.6 The Traditional Ministries

Overview

In raising and unleashing Christlike disciples who will transform their world with the values, principles, and lifestyle of the Kingdom, the five traditional ministries (Children's Ministry, Youth Ministry, Evangelism Ministry, Women's Ministry and Men's Ministry) of the Church will continue to play a very critical role. Having used the last years to equip their members, each Ministry will now be tasked to create avenues at all levels to unleash their members for ministry outside the local church guided by well-crafted interventions. National/Area Heads and District Ministers will be expected to continue to show much interest in the detailed activities of the Ministries at all levels.

Note: While some of the proposed actions under different ministries may be specific to Ghana, other nations should be guided by the spirit of these actions to

run the ministries in their context. The ultimate goal is to raise and unleash members to transform their world.

Specific objective: To make the ministries springboards for unleashing members into the society to possess it.

Actions to be taken:

3.2.6.1 All Ministries

a. The once-a-month meeting instituted under Vision 2023 shall continue; however, provision shall be made for the Youth Ministry to meet weekly (either Monday or Saturday) to be determined by the Area Head and his Executive Committee.
b. The Youth Ministry Week shall be celebrated annually as part of the efforts in mobilising the teeming youth of the Church for societal impact.
c. Considering the enormous task of the youth and children's ministries, all ministers and wives, including Area Heads, shall be taken through training on Children and youth work.
d. Ministries who are yet to review their syllabus will be required to review them in line with Vision 2028.
e. Ministry leaders at all levels will be required to ensure that programmes carried out are Ministry-centred and are geared towards meeting the ministry needs of their members.
f. Each Ministry will, of the essence, prioritise evangelism and discipleship in their activities.
g. All Ministries will be required to build a strategy for holistic development.
h. Special attention shall be given to establishing and strengthening small groups (squads) as vital platforms for mobilisation, fellowship, accountability, and mutual support in spiritual growth.

i. All ministries will regularly organise basic teachings on values, ethics, and morals that align with the principles of the Kingdom of God for their members in preparation to unleash their members to transform their worlds.

3.2.6.2 Children's Ministry

a. The Children's Ministry will continue to focus on training children in the values and principles of the Kingdom of God, preparing them to be agents of transformation within their spheres of influence, such as the schools.
b. As part of the transformation agenda, our children shall be engaged in civic education.
c. The Directorate shall work towards strengthening all ministry-related programmes initiated under Vision 2023, such as the Children's Community

Clubs, Jethro Initiative, the One Child One Bible, the Box Library, and the Foundation Builders' Conference (FBC).

d. We shall train the children for vigorous and persuasive evangelism.
e. The Ministry will make provision for witnessing devices like the wordless book, Flipper Flappers, etc., for guiding children to share the Gospel with their friends.
f. Institutionalise the annual children's rally day to augment existing outreaches by the Children's ministry at the local level.
g. The Ministry will explore an evangelism tool dubbed "prayer evangelism," where teachers and selected children shall move to homes of members and non-members to pray with occupants in these homes.
h. Children who respond to the gospel during crusades and rallies will be carefully assimilated into the church.
i. The church will consider sponsoring more Pent TV coverage for children-related activities and events.
j. Intergenerational services will continue to be strengthened in all assemblies worldwide. Children would be made to play an active role during these services.
k. The Executive Council shall review the Children's Ministry Pastor Concept initiated under Vision 2023 and consider appointing additional pastors for the ministry.
l. The ministry shall continue educating and developing teachers' Resource Materials and age-related materials.
m. The Ministry, in collaboration with the Schools Outreach Ministry, will host an annual residential conference for Christian Proprietors of schools to equip them with the necessary tools to effectively instil Christian values in the children under their care.
n. Area Heads and District Ministers shall ensure that provision is made for Children's places of worship in the local assemblies. Future church buildings shall include a meeting place for the children's ministry.
o. Local churches running shifts will be required to make adequate provisions for meeting places for children.
p. Embark on capacity building of teachers on Holistic Child Development issues such as child protection and care, moral and ethical issues among children, etc.
q. Develop a CoP-specific Child Protection and Safety Policy as a guide for local assemblies and Children workers in the church.
r. Review existing collaboration with partner organisations and facilitate more organised and systematic engagement with partners and other actors aimed at supporting vulnerable children in society.
s. Build the capacity of parents and caregivers on Holistic Child Development in partnership with the Men, women, and youth ministries.

t. Quality leadership of the Children's Ministry will be required at all levels. At the assembly level, mature officers who have an interest in the Children's ministry will be brought on board.

3.2.6.3 Youth Ministry

The Youth Ministry shall work with the focus: "Grounded in Christ, Reaching Everyone and Taking Everywhere for Jesus." With this focus, young people shall be empowered to reach the lost and ground them in Christ and be further equipped to "possess" their spheres for the Lord Jesus Christ. The Youth Ministry shall, however, continue to ground young people in Christ through consistent devotion, prayerful lifestyle, diligent study of God's word, fasting, etc. Thus, we shall:

a. Mobilise enthusiastic young people in the Digital world/journalism space to help frontier the possession of the airwaves and the internet with the Gospel.
b. Continue and upgrade the Pentecost Young Missionaries concept, with emphasis on operationalising the concept at the regional and area levels. We shall also consider initiating new concentration areas such as volunteer teaching, ministry to children, and meeting social needs.
c. Expand the operationalisation and funding of the Youth in National Service Scheme (NSS) Mission project by which graduates sacrifice their national service year to serve in mission areas and deprived communities to support the CoP Ministry there.
d. Student professional guilds shall be established for all study areas. These guilds shall be connected to professional guilds in their tracks established by The Church of Pentecost for the purposes of mentoring.
e. During PENSA conferences, camp meetings, and other youth gatherings, group activities shall be organised around student guilds to promote discipleship and the development of similar godly interests to "possess" the various professions for the Lord.
f. The Centre for the Study of Youth Ministry, a Youth Ministry project already at its conceptual stage in collaboration with Pentecost University, shall be mounted as a Centre at Pentecost University. It shall run degree, diploma, and certificate programmes in youth ministry.
g. We shall provide adequate capacity building for grassroots leaders through the nationwide school of youth ministry to be organised in 2024 and 2026.
h. Build capacity for human capital in distinct areas in the Youth Ministry, such as apologetics, sexuality, ministry to teenagers, young adult studies, etc.
i. We shall explore producing Christian movies in the likes of Mt. Zion of Nigeria for the purpose of soul-winning and discipleship. This shall be operationalised through Pentonyx, the Youth Ministry's established production unit.

j. Massive prayer gatherings shall be organised nationwide through mega youth watch-night gatherings, prayer retreats, and fasting and prayer periods, among others.
k. Develop a well-informed and well-resourced syllabus for the holistic development of teens and young adults.
l. Develop and operationalise the Pent Job Search Application/Portal to help bring job seekers in our church and potential employers together.
m. Enter collaboration with PENTSOS to promote youth in Agriculture and introduce various business models to improve the economic lot of our young people.
n. Work with other youth and PENSA leaders from the nations for the production and hosting of youth ministry resources to enhance global youth ministry work.
o. Foster fraternal relationships with sister Christian youth organisations for the purpose of mutual growth and support.

Youth Ministry (Schools Outreach Ministry)

a. We shall work hard to build on the solid foundation laid from 2021 to date.
b. The Ministry shall conduct a comprehensive review in 2024 after its first three years of operation using the guidelines outlined in the Monitoring and Evaluation Framework for Vision 2028.
c. Gospel Clubs shall be introduced in basic schools to help maintain and grow the souls won.
d. We shall develop other materials and tools for the schools' outreach programme.

Youth Ministry (Campus Ministry - PENSA Ghana)

We shall:

a. Give PENSA Ghana the single focus of taking over campuses and schools for the Lord Jesus Christ.
b. Open more PENSA branches in tertiary and pre-tertiary institutions through active evangelism in schools.
c. Give a big push to One-on-one evangelism on campus and the promotion of evangelism as a lifestyle of PENSA students. Innovative programmes shall be introduced to meet this end.
d. Build up PENSA's capacity for evangelism through training workshops.
e. Take advantage of strategic avenues on campus to spread the good news, such as through entertainment periods.
f. Explore the possibility of creating a new sector out of the Bompata and Mampong sectors and another out of the Koforidua and Suhum sectors.

g. Scale up the operationalisation of the PENSA Discipleship Project, a discipleship system mounted in PENSA to supply the deficit in personal and small group aspects of discipleship.
h. Organise a forum for all PENSA patrons biennially as a platform for peer learning.
i. Make efforts to get Sector seat institutions decent places of worship on campus in addition to the Church's commitment to complete the PENSA building projects of UCC, KNUST, UG, and UEW.
j. The Youth Ministry shall work with the Project Office of the Church to provide prototype buildings for various PENSA church building projects. Selection and approvals shall be given based on membership and other considerations.
k. Grant shall be given to fund the purchase of large buses for selected larger PENSA groups.

Youth Ministry (Political Chamber and Business and Entrepreneurship Chamber)

a. The ongoing upgrade of the Political, Business and entrepreneurship chambers shall be given a phase lift.
b. There shall be increased intentionality to groom young aspiring politicians, business men and women, and entrepreneurs.
c. Young aspiring politicians shall be aided to settle with their preferred political divides and be given a lot of discipleship to push through with their aspirations.

3.2.6.4 Men's Ministry (PEMEM)

For the next five years, the Men's Ministry will align its activities with the Vision 2028 unleashing agenda. We shall embark on activities and programmes to empower men to be agents of transformation in their world. We will also work to strengthen the ministry at the local level.

Actions to be undertaken:

a. We shall complete the review process of the PEMEM study Guide to realign with the objective of Vision 2028.
b. Together with the Faithful Giants, the Ministry shall hold activity-based evangelistic programmes such as PEMEM keep-fit clubs (PEMFIT), health walks, medical outreach, Community information centres broadcasts, Men's Conner programme, etc. to actively spread the gospel, mentor the young adult and to improve on the general personal health of members.

c. Intentional spiritual retreats and leadership programmes will be organised quarterly to empower men, including the Faithful Giants, for effective capacity building to be unleashed.
d. Ensure effective participation in the Ministry's activities at the grassroots level.
e. PEMEM shall make intentional efforts to reach out to politicians.
f. The Ministry shall collaborate with the Youth Ministry in mobilising young people for the Youth Ministry's Political Chamber activities.
g. The ministry will encourage small groups for effective shepherding and outreach purposes. The focus here is the local assemblies so that at least 75% of male members of the Church would commit themselves to the Vision2028 agenda.
h. The Ministry will design programmes towards a clear understanding of the biblical definition of manhood. This is in response to the confusion around ungodly worldviews such as Comprehensive Sexuality Education (CSE) and other LGBTQ+ concepts being promoted by some people. This will make men effective as we release them to impart morality.
i. Adopt an Action Point Visitation (APV) strategy for effective monitoring and evaluation of ministry activities at the local level.
j. Establish Pentecost Men's Partnership Forum to connect all men in the local assemblies and the DiM-Net (Men in Diaspora Network) in the CoP to share ideas on contemporary issues, experiences and skills to harness the knowledge base of men for the Vision 2028 agenda of the Church.
k. The Ministry, in collaboration with PENTSOS, will initiate projects such as "Men in Agriculture", "Men in Aquaculture", "Men in Agro-processing", "Men in Micro-enterprises", and "Men in Poultry Production". This would create job opportunities for people in the community and significantly impact society.

l. Establish the PEMEM Volunteers' Network to comprise professionals, retired ministers, and other senior citizens of the Church in activities such as mentorship, leadership support and development, and adult literacy training in collaboration with the NDLDC Literacy project.
m. Collaborate with the Church's Prison Ministry to embark on "Ex-Convicts Rehabilitation Programmes" for reintegration into society.

n. Men at all levels will be encouraged to take the prison ministry seriously.

3.2.6.5 Women's Ministry

The focus of the Women's Ministry in the next five years will be to strategically unleash women and young ladies in the Church to transform every sphere of society with Christ-like character, evangelism and service. To reinforce the commitments and successes achieved under Vision 2023 and to further deepen our reach and effectiveness, the Ministry shall implement the following key actions to propel these aspirations:

a. Design programmes to empower women to manage their homes, raise godly children, and be good examples for other women in their neighbourhood and the workplace.
b. The Ministry shall be committed to raising godly women who will exemplify decency and modesty in appearance.
c. Unleash the women and young ladies to evangelise in institutions by extending and establishing chaplaincy initiatives at the workplace through morning devotions, prayer sessions, and other spiritual growth activities.
d. Reach out to all people groups at healthcare facilities through continuous institutionalised hospital visitations and the adoption of maternity wards or units at various health facilities to visibly communicate the love of Christ.
e. Champion the "Women in Excellence" initiative by targeting, supporting, appreciating, and celebrating women across all levels who make significant achievements in their spheres of life.
f. Mobilise and unleash women to engage in streets, markets, peer-to-peer evangelism, rallies, and crusades to win souls for Christ at the local, District and Area levels.
g. The Ministry shall further intensify the Wednesday prayer meetings to meet the spiritual needs of members and ground them for Christ.
h. Special attention shall be given to establishing and strengthening small groups (squads) as vital platforms for mobilisation, fellowship, accountability, and mutual support in spiritual growth.
i. In collaboration with PENTSOS, economic livelihood interventions that will enhance the income levels of women in deprived areas will be intentionally implemented. The Ministry will initiate projects such as Women in Agriculture, Women in Aquaculture, Women in Agro-processing, Women in Horticulture, Women in Micro Enterprises, and Women in Poultry Production.
j. Collaborate with the Prisons Ministry Committee of the Church to embark on visits to the prisons to evangelise inmates and to meet some of their basic needs. The Ministry will support and contribute to the rehabilitation, reformation, and integration of inmates.

k. Initiate programmes and actions that provide a response to safeguarding proper Ghanaian family and Christian values against LGBTQ+ ideologies among women and young ladies.
l. The Ministry shall leverage the International Day of the Girl Child celebration to model the girl child by organising Area level Girl Child boot camps (Stepping into the Future) to equip and unleash them to transform their spheres of life.
m. The Ministry will deepen our efforts to enrich the content of the Complete Woman Series, aired on Pent TV, focusing on programmes that build the productive capacities of women and young ladies in the Church.
n. Enhance the spiritual growth of the women and young ladies by promoting the observance of personal devotion, strengthening family altars, and participation in church activities.
o. Collaborate with PENTSOS to retool and revamp the Pentecost Vocational Schools established by the women's ministry to provide employable skills training to young ladies and vulnerable women.

3.2.6.6 Evangelism Ministry

Over the next five years, the Ministry will focus on building up its presence at the local level and unleashing every member of the church into the world as a witness and a disciple of Christ, wherever they are, thereby turning many hearts to the Lord.

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a. The ministry's programmes and activities during the vision period shall, among other things, focus on evangelism training, proclamation of the Gospel, mobilisation, awareness creation, effective follow-up, new converts care, digital evangelism, creation of materials and literature for sharing the gospel, engaging in effective intercessory prayer for global evangelisation, financial mobilisation, informative quiz and Bible knowledge on evangelism and evaluation, monitoring and research.
b. Every member being an automatic member of the Evangelism Ministry would be stressed and encouraged. Thus, the effective participation of every member in the monthly evangelism classes shall be pursued.
c. We shall put together a training manual to train every member on the basics or the "hows" of evangelism.
d. We shall intentionally raise young people as gospel heralds in all the assemblies to spearhead personal evangelism, digital evangelism, and effective follow-up.

e. We spearhead massive gospel crusades in the Areas, Regions and Nations.
f. Support all the ministries in the church to understand and engage effectively in their scope and sphere of evangelism.
g. Some of the Evangelism Ministry Friday's joint services during Ministries Week would be used for outreach programmes at all levels.
h. "Leadership Consult", a platform developed at the national level to provide guidance on improving leadership skills and effectiveness within the ministry, would continue in earnest. In line with the Monitoring and Evaluation Framework for Vision 2028, systems would be put in place to monitor and evaluate its effectiveness at all levels. Area Heads would demand a report on how this was carried out.
i. The Evangelism Ministry, in collaboration with the other Ministries, will explore all avenues to enhance the operations of the annual "All Ministries Rallies".
j. We would be intentional in our church planting to reach out to communities without vibrant churches or assemblies.
k. Develop evangelism tracts and other training materials to facilitate personal evangelism in the local church.
l. With the successful launching of the Evangelism Ministry App and website and the establishment of Media Evangelists, the Ministry, in collaboration with the Media Ministry and Pent TV, will develop strategic media campaigns and other media promotional activities for crusades and outreaches as a way of stimulating interest in evangelism among the youth.

3.2.7 Possessing the Nations through Chaplaincy

Overview

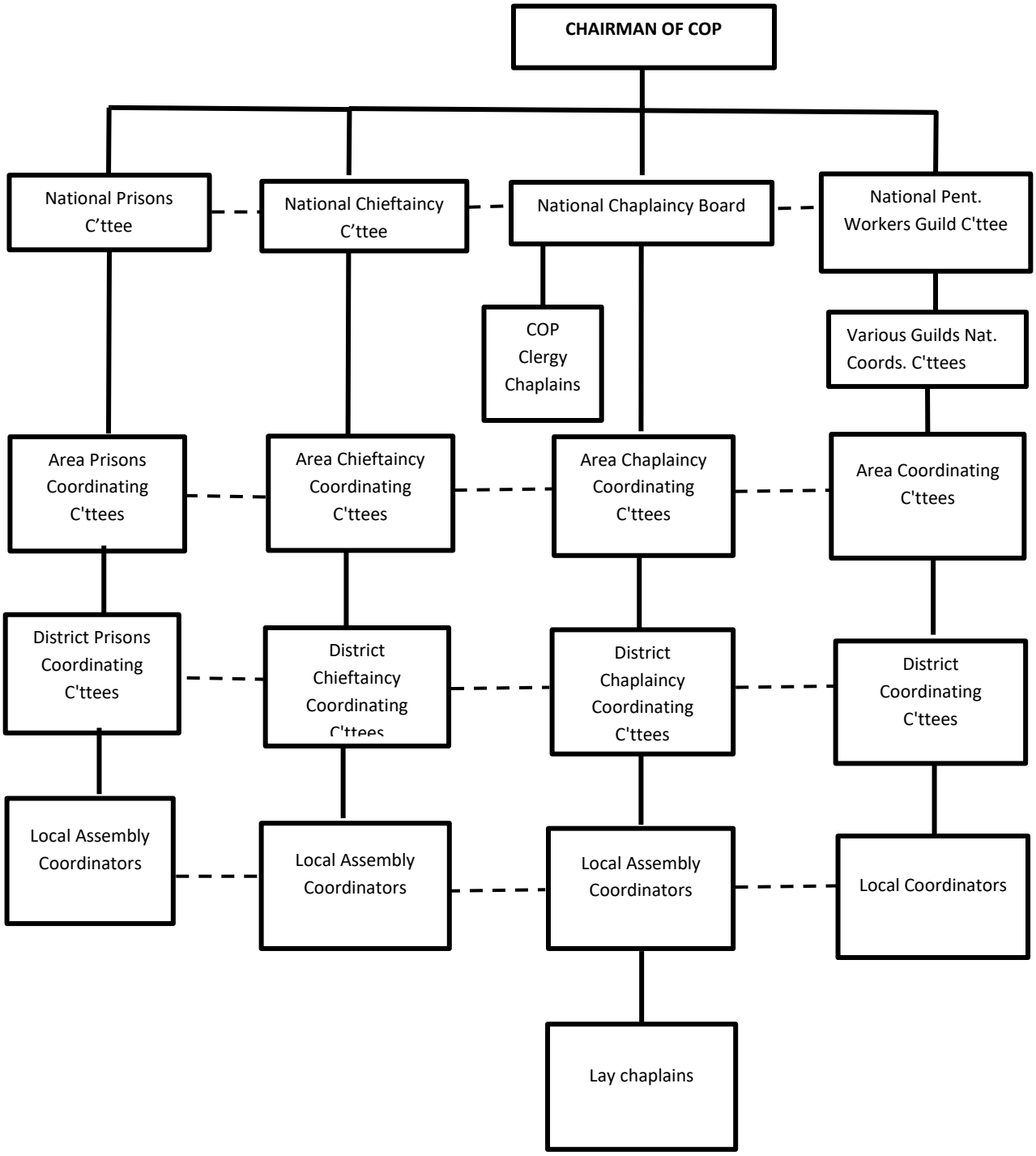
In the next five years, the Chaplaincy Ministry shall focus on unleashing the teeming trained and equipped Clergy and Lay Chaplains in the Pentecost Workers Guilds, as well as the Chaplaincy and the Chieftaincy Ministries, to possess their various spheres by promoting godly principles and values to influence decision-making at the workplace and various institutions. This unleashing agenda shall be laid out and implemented in a systematic but aggressive manner to ensure that Chaplaincy services offered by the Church of Pentecost permeate all spheres of society, such as the Chieftaincy institution, commercial and industrial sectors, education and learning, the arts and entertainment, government, etc.

With over 9,000 trained Lay-Chaplains and Clergy-Chaplains and the coming on-board of the Pentecost Workers Guild and the Chieftaincy Ministry, the Chaplaincy Ministry will form a vast army that will be deployed and unleashed for work in the marketplace. A focused and well-thought-through, customised and systematic

Chaplaincy ministry model (integrated chaplaincy approach), as pictured in Figure 1, would be rolled out to meet the varying needs of all spheres of our society. Thus, we shall aim at taking the values and principles of the Kingdom of God to the workplace such that there would be no dichotomy between people's spiritual and secular lives.

Specific objective: To promote godliness and the use of godly values and principles in decision-making at the workplace or marketplace, palaces, security services and other spheres of society.

Fig. 1: The Integrated Chaplaincy Model



Actions to be taken:

a. The Established District Chaplaincy committees shall be encouraged to work hard and smart by coordinating all district chaplaincy activities at the district and local levels. This would provide a grassroots movement to meet the needs of the various marketplaces at the district and local levels where the action is.
b. The Board shall liaise with the Pentecost School of Theology and Mission (PSTM) to develop course and certification procedures for the Church of Pentecost Chaplains, particularly at the graduate level. Both internal and external Professionals shall be engaged to help run the faculty and course where necessary for effective training.
c. All Ministers of the Church of Pentecost will continue to be equipped from time to time with basic knowledge in Chaplaincy. They shall also be encouraged to offer chaplaincy services to institutions and marketplaces within their jurisdictions that may need them.

3.2.7.1 Security Agencies/Institutions Chaplaincy

a. The ministry shall continue to deepen the rapport and collaboration with the Security Services and agencies where the Church already has Chaplaincy footprints.
b. We shall strengthen grassroots prison ministry as a strategy for reaching out to every inmate with the transforming power of the Gospel, using our District and Area Prisons Committees.
c. We shall focus on providing pastoral care, facilitating Bible studies and mentoring programmes, and offering practical assistance to support inmates' reintegration into society upon release.
d. We shall intensify our efforts for space in the remaining security agencies, such as the Ghana Immigration Service, Ghana Fire Service, and others, for the in-plant of full-time clergy Chaplains.

3.2.7.2 Hospital and Hospice Chaplaincy

a. The Chaplaincy Ministry shall seek to gain access to all the five major Teaching Hospitals in Ghana and in-plant full-time clergy Chaplains into these institutions who will meet the spiritual, emotional, and social needs of both staff and clients. These hospitals are known to be "communities" on their own with huge numbers of staff and patient traffic who need to be cared for pastorally.
b. The Ministry shall train and certify responsible members of the Church who are interested in chaplaincy to work with the hospitals as chaplain assistants. In collaboration with Ghana Health Service/Ministry of Health,

they shall be unleashed and deployed to the various healthcare facilities. Their role shall cover patients, hospital staff and families of patients.

c. We shall commit ourselves to training hospice chaplains who will offer spiritual and emotional care and spend time with people who are terminally ill in both hospital and domestic hospice settings. The affected people around them will also be ministered to.

3.2.7.3 Workplace Chaplaincy

The workplace is seen as a very important unit to be possessed for Christ Jesus with the values and principles of the Kingdom. It is a well-known fact that people spend more hours in their offices throughout the week than in the Church. Moreover, the changing technological, economic, and social dynamics of society have also created digital space in the various media platforms. This has reduced people's desire to spend more time in churches. Thus, the need to take spirituality to them in their offices is very crucial. The chaplaincy ministry of The Church of Pentecost would seek to be the bridge in this space for workers. We shall continue to enlist and train Lay Chaplains from the various Pentecost Workers' Guilds who shall be certified, unleashed, and deployed to provide the needed pastoral chaplaincy care in the workplace.

3.2.7.4 Schools' Chaplaincy

a. The Ministry shall be committed to strengthening the chaplaincy ministry in all Church of Pentecost Schools. We shall aggressively continue the provision of Schools Chaplaincy within all local Assemblies, Districts and Areas. There shall be a close collaboration among the PENTSOS Secretariat, the School Outreach Ministry (SOM) and the Chaplaincy Ministry at the Local, District and Area levels to achieve these imperatives.

b. The Chaplaincy Ministry shall work together with PENSA Travelling Secretaries, offering Lay Chaplaincy Training to enhance their chaplaincy services in Senior, Junior High Schools, and Primary Schools within their respective Areas, using the resources at their disposal, which is the teeming zealous and youthful Tertiary PENSA Students.

3.2.7.5 Sports Chaplaincy

a. The Ministry will seek to gain access to the National Football Association for an in-plant of a full-time clergy-chaplain who would provide Pastoral and Spiritual care to the stall of the Ministry of Youth and Sports, the Ghana Football Association and the National Teams and subsequently engage at levels of sports administration.

b. Areas, Districts and Local Assemblies shall be encouraged and trained to offer Sports Chaplaincy to Clubs within their jurisdiction as well as keep-fit clubs.
c. Areas, Districts, Locals and Ministries shall be encouraged to continue engagement with and promote the formation of Community Keep-Fit Clubs where chaplaincy services shall be offered. This will create quality health advantages for members of the Church while strategically mobilising and discipling the communities.

3.2.7.6 First Responder/ Emergency Services Chaplaincy

The Ministry will liaise with the office of the NADMO, Ghana National Ambulance Service and Ghana National Fire Service to provide chaplaincy service for their staff and clients.

3.2.7.7 Chaplaincy to Orphanages and Aged / Nursing Homes

We shall continue providing Chaplaincy services in other areas, such as chaplaincy, to orphans and the aged. Trained Chaplains shall continue to pay active visits to identified aged homes and orphanages to provide spiritual and emotional care.

3.2.7.8 Refugees and Migrants' Camps Chaplaincy

We shall seek to provide chaplaincy services to refugees and migrants' camps where feasible and appropriate.

3.2.8 Ministry to the Chieftaincy Institution

Overview (1Tim. 2:1&2, Rom. 13:1&2)

Chieftaincy is a major cultural heritage and institution in Africa. It provides scope for leadership and exercise of authority and is supposed to be the most respected institution in the community. The culture, tradition and governance system of communities revolve around the chieftaincy institution, and the church's ability to influence this all-important institution will give us some inroads into the community. Vision 2028 will consolidate gains achieved in the past years while rolling out new initiatives to expand its frontiers in this ministry area.

Specific objective:

a. To deepen engagements with the chieftaincy institution to impart principles of the Kingdom of God to traditional authorities.
b. To partner with the Chieftaincy institution for community development.
c. To win and disciple royals for Christ.

Actions to be taken:

a. We shall be intentional in inviting royals to our Church services on special occasions and also during Gospel Sundays.
b. The Ministry shall commence a weekly PENT TV series known as Royals Corner. The Royals Corner shall be responsible for spreading the gospel and examining the Chieftaincy institution from the biblical perspective. The slot shall also be dedicated to telecasting chieftaincy-related activities such as Palace Services and Royals Crusades.
c. To facilitate and make the activities of the Ministry more proactive, we shall appoint Regional Coordinators at all Regional levels to serve as a link between the Area and the National and to also map out strategies on how to win more souls, especially the royals, follow up on them and disciple them.
d. The Ministry shall hold a national Royal Conference at least once in three years, coupled with regional conferences.
e. To facilitate chaplaincy ministry to the Palaces, the Ministry shall collaborate with the Chaplaincy Ministry to train and deploy royals and other members of the Church who are interested in providing chaplaincy services in the palaces.

3.2.9 Pentecost Workers' Guilds

Overview

The Pentecost Workers' Guilds (PEWG) is a network of workers of The Church of Pentecost who are determined to be the salt of the earth and the light of the world at their workplaces and in all spheres of life. As of August 2023, there were 16 Guilds in the Church: Health, Education, Built Environment, Social and Philanthropy, Information Technology (IT), Business, Music and Entertainment, Media, Security, Legal and Judiciary, Hospitality and Tourism, Fashion, Agriculture, Transport, Artisans and Political and Governance.

Specific objective: To raise workers of the Church to be the salt of the earth and the light of the world at their workplaces and other spheres of endeavour.

Actions to be undertaken:

a. The Ministry will work with the traditional ministries to ensure that all workers of the Church register with a guild through an intensive membership drive.
b. Activities geared towards morality and Christian principles shall be embarked upon to ensure that every member of the Church becomes an agent of transformation in their respective spheres.

c. Members of the Guilds shall be oriented with the understanding that they are the visible manifestation of the body of Christ (salt and light to the world) in their various workplaces and that whatever capacity they find themselves in is an opportunity and a setting for ministry.
d. We shall create opportunities for workers of the respective guilds at all levels of the church to be involved in ministry beyond the church.
e. We shall embark on professional and career development for members where successful Christian Professionals shall be used to grow young professionals.
f. Successful Christians in and outside the Church shall be used as mentors and coaches for the youth to develop their God-given talents and potential to become people of influence in society.
g. The various guilds, as part of the transformation agenda, shall also embark on soul-winning activities using diverse, innovative means such as medical outreaches and entrepreneurial campaigns.

3.2.10 Home and Urban Missions

Overview (1 Cor. 9:19-23)

Home and Urban Missions (HUM) was birthed in 2019 as a new ministry with the mandate to pay attention to expatriates or foreigners in Ghana and see to the establishment of French assemblies in the Anglophone nations. The ministry was also mandated to engage in special ministry to the Fulani and pay intentional attention to the marginalised and disillusioned persons such as porters, drug addicts, and street children in the urban centres. In pursuing the above, Vision 2023 adopted three focal areas: Home Missions, Urban Missions, and Integration and Assimilation of the former Northern Outreach Ministry (NOM). After a successful take-off, other areas of operation outside the traditional mandate were explored. Vision 2028 will consolidate the gains already made and focus on expanding the scope of operations for a greater impact on societal transformation.

Specific objective: To expand the scope of Home and Urban Missions for greater impact in societal transformation.

3.2.10.1 Outreaches and Discipleship

a. Each HUM sector shall be encouraged to undertake at least two major annual mega crusades targeting one specific HUM target group (per each crusade) each year.
b. We shall organise "Christ4All Missions" at least once each year at the Area levels. This initiative shall focus on mobilising HUM committees and other volunteers from the various Districts within the Areas for massive outreaches

to expatriates or foreigners of African and non-African origins, Northerners in the south, and Unreached People Groups (UPGs).

c. Acquire two more Cine Vans specially dedicated to the HUM target groups.
d. Pay more attention to outreach in Zongo communities.
e. Package and present the gospel within the cultural context of the target groups.
f. HUM sectors, in collaboration with the PENSA Traveling Secretaries and Campus Ministers, shall be tasked to embark on intentional outreaches to expatriates and African migrants at the various tertiary institutions and surrounding communities.
g. The "One District, One Fulani Church Planter" project would be rolled out to ensure that every district with a Fulani presence has Fulani Church Planters to support the ministry.
h. Initiate training for all stakeholders at the local level to offer systematic discipleship training for HUM converts.
i. A special "Equippers Conference" shall be organised each year at sector levels for converts won from the UPGs to train and unleash them for ministry to their fellow people groups.
j. Converts shall be integrated into all discipleship activities in the church, such as Home Cell and Bible Study, as well as the programmes and activities of the various ministries.

3.2.10.2 Social Interventions and Community Services and Support Systems

a. Construct a school facility in Yagaba for the broader community, accessible to all people groups.
b. Construct a state-of-the-art multi-purpose ranch in Nakwabi in the Sawla Area, which is technically feasible, financially viable and environmentally sustainable.
c. Establish a multi-purpose and self-sustaining rehabilitation facility that will serve the following purposes:

    i. Treatment, rehabilitation, and management of persons with substance use disorders.
    ii. Family and community integration of rehabilitated converts.
    iii. Training and certifying persons in mental health and rehabilitation.
    iv. Research centre for mental health, rehabilitation, and related fields

d. HUM shall be encouraged to collaborate with the traditional ministries to organise conferences, seminars, workshops, symposiums, and

intergenerational discussions for ministry leaders and members on the prevention of drug addiction, Streetism and prostitution.

e. Collaborate with the Children's Ministry and other children's agencies outside the church to produce children-related content and campaigns on the prevention of drug abuse, prostitution, and Streetism targeting the local church and community.

3.2.10.3 Specialised Ministry to Children at Risk, Vulnerable Children, and Children of the Unreached People Groups (UPGs):

The Home and Urban Missions, in collaboration with the Children's Ministry, shall be tasked to:

a. Identify and engage children in the street: those who experience extreme child labour, runaway children, sexual abuse, severe hunger, substance use disorders, abandonment, and trafficking.
b. Share the message of the gospel with them in a way that will offer them opportunities to make decisions for Christ.
c. Offer counselling, prayer, and other therapeutic support to give them a balanced emotional, spiritual, and psychosocial life.
d. Seek support for their holistic transformation and integration into their families or foster homes.
e. Offer training for these children to usher them into serving as missionaries for their peers.
f. Play advocacy roles for the plight of these children to the church public and the Christian community for their active participation.
g. Collaborate with other childcare agencies like Compassion International, World Vision, the Ministry for Gender and Child Protection (Social Welfare), One Hope, Awana, and the Global Children Forum to offer various forms of support to them.
h. Organise camp meetings for the children in the sectors once a year with the aim of identifying needs, building spirituality, offering counselling, discipleship, and other supports.
i. Reunite children with good family backgrounds with their families and offer a Christian foster home to the others.
j. Offer continuous counselling and guidance to the reunited families and foster parents.
k. Offer educational and apprenticeship scholarships to students in each sector annually.

3.2.10.4 Effective Equipping and Capacity Building of Stakeholders

a. Every two years, some HUM ministers and wives and other stakeholders in HUM would be given the opportunity to study certificate and diploma programmes at the Pentecost Centre for the Study of the Unreached People Groups, Africa.
b. HUM Ministers and wives would be encouraged to attend conferences, workshops, or lectures that have a direct bearing on their work.

3.2.10.5 City Ministry/Urban Ministry to urban poor and marginalised persons (i.e., head porters, commercial sex workers, street dwellers, drug addicts, refugees, and persons trafficked)

a. Areas, districts, and locals shall be tasked to identify target groups in the urban centres and reach out to them.
b. We shall organise city outreaches (employing arts, personal evangelism, and proclamation of the gospel) to the identified target groups once a year in the following places: Ashaiman, Kumasi, Tamale, Tema, Takoradi and Tachiman.
c. Identify converts from prostitution, Streetism and drug addiction and effectively equip them to reach out to their kind while providing continuous spiritual, theological, and other support.
d. We shall collaborate with appropriate government agencies to identify, rescue, reform, and repatriate 100 trafficked persons in partnership with external missionaries where applicable.
e. Encourage the Areas to offer needed skill training opportunities for at least 50% of the converts in each Area.
f. Organise effective, intentional outreaches to Northerners in the South using their heart language and establish churches where they can worship in their language and culture.

3.2.10.6 Diaspora Missions (Home Missions)

a. PIWCs shall liaise with HUM to offer chaplaincy services for expatriates and African migrants in the country.
b. PIWCs shall liaise with HUM shall be encouraged to organise business meetings, breakfasts, and dinners for expatriates to engage them and expose them to what the church can offer.

c. PIWCs and Worship Centres shall be required to form diaspora missions teams to offer free services such as counselling, guides, and other free services with evangelistic motives to expats and African migrants.
d. Collaborate with the Regional Coordinating Committees (RCCs) to organise special Diaspora Mission seminars for PIWCs at sector levels (at least once a year) to expose them to how they can make their churches attractive to Expats/Migrants and actively disciple such converts with the necessary tools.
e. In conjunction with the PIWCs, organise an annual convention for the expatriate members to build fellowship, sustainable and strong disciples for the Church beyond Ghana.
f. Develop a database of our members who are expatriates/African migrants to help us know their schedules and trace them as they go back so they can be active members of the church wherever they are.
g. HUM shall collaborate with PENSA International and encourage our expats to join their mission programmes, especially when their home countries are involved so that they can participate actively in the Mission enterprise of the Church.
h. Prepare expatriates/African migrant converts to be missionaries for the church in Ghana and beyond, as most of them will surely return to their home countries.

3.2.11 Reaching Out to Celebrities

Overview

A Celebrity is a person of fame and broad public recognition due to the attention given to them by people and mass media. A person may attain celebrity status from having great wealth, participation in sports or the entertainment industry, their position as a political figure, or even from their connection to another celebrity.

These Celebrities live almost all their lives on social media, having large numbers of followers, mainly the youth. Social media is largely controlled and influenced by these Celebrities. Hence, these celebrities, when properly mentored, could be agents of transformation to transform their followers. When the Church influences these celebrities through the gospel, we can, to some extent, influence their large followers. However, if the Church neglects them, the systems of the world will influence them, thereby affecting their large followers.

Specific Objective:

To reach out to celebrities with the gospel and disciple and mentor them for societal transformation.

Actions to be taken:

a. A committee led by a minister with passion and skill for the target group would be put together with the mandate to reach out to celebrities and their followers.
b. We shall adopt various outreach approaches in reaching out to celebrities. These would include conferences, seminars, workshops, and breakfast meetings.
c. A platform shall be created for all celebrities in the church and other same-minded believers to position them to take over the social media space with the gospel.
d. The ministry would focus on other needs areas of the celebrities, such as counselling, addiction treatment and management, mental health support systems, and other supports for celebrities in crises, abuse, guilt, suicidal tendencies, depression, and bipolar disorders.
e. The church would identify upcoming celebrities in the church and other Christian fraternities and offer them logistical, moral, and financial support to pull huge crowds and positively influence the social media space while providing continuous support and supervision for them.
f. Institute a system that will create spiritual comfort and protection for celebrities through retreats, prayer conferences, and camp meetings.
g. A team of experts would be put together to develop a comprehensive framework to guide the ministry to celebrities.

3.2.12 Ministry to Persons with Disabilities (MPWDs)

Overview

Vision 2023, which prioritised disability inclusion, resulted in the establishment of the Ministry to Persons with Disabilities (MPWDs), the appointment of a National Coordinator and the formation of MPWDs Committees at all levels of the church to reach out to persons with disabilities. By the grace of God, the Church of Pentecost (CoP) has won 15,888 persons with disabilities, baptised 3,672 in water, out of which 1,948 received Holy Spirit baptism. The Church has also put in some measures to address the vulnerabilities of persons with disabilities.

However, there are many more people with disabilities in the field, which requires the Church to continue reaching out to them. According to the 2021 Ghana Population and Housing Census report, about 8% of Ghanaians (2,019,712) are

persons with disabilities. However, this number could even be more, given the World Health Organisation's estimation that disability affects 15-20% of every country's population. In addition, persons with disabilities in Ghana continue to encounter many challenges, including negative perceptions about their capabilities, stigma and discrimination, poverty, inaccessible physical environment, and inaccessible transportation, information, and communication. Therefore, the Church will continue to consciously reach out to persons with disabilities, ensure their holistic development, and unleash them into society for ministry.

Specific Objective: To continue to intensify ministry to persons with disabilities and to make them avenues for societal transformation.

Actions to be taken:

a. We shall commit to strengthening the MPWDs to carry out its mandate.
b. Since disability issues are cut across several sectors, the MPWDs shall collaborate with all the Ministries and Departments/Interventions in the CoP to intensify ministry to persons with disabilities.
c. Interested and committed church members shall be trained to interact with, evangelise and disciple persons with disabilities.
d. We shall also explore the possibility of using technology to reach out to persons with disabilities.
e. The Church shall intensify disability sensitisation to create awareness of the needs of persons with various forms of disabilities and of how members can embrace disability and difference. We shall use Pent TV, social media, church platforms and other outlets in this regard. Efforts would be made to showcase the success stories of persons with disabilities to demonstrate their capabilities and God-given talents.
f. The Church shall collaborate with government, non-governmental, faith-based and civil organisations to create disability awareness and mobilise relevant resources (human, financial, material) in our efforts to reach out to and effectively integrate persons with disabilities to improve their overall well-being.
g. In collaboration with PENTSOS, establish a special Skills Development Centre for persons with disabilities to help them reach their highest potential in Christ.
h. We shall collaborate with existing rehabilitation institutions to meet the special needs of persons with disabilities.
i. We shall take a keen interest in educating persons with disabilities by providing sponsorship packages for them at all levels.
j. We shall endeavour to create a disability-friendly environment. We will develop and implement a guide on relevant architecture and access to information (CoP Architectural and Information Accessibility Guide). In this

regard, the Church shall endeavour to make all its structures accessible as contained in the accessibility guide. The Estate and Media Committees shall collaborate with MPWDs to monitor implementation.

k. Every District and Worship Centre shall be encouraged to provide Sign Language Interpretation, braille, audio Bibles and other gadgets to ensure that information is accessible for persons with disabilities. The Estate and Media Committees shall collaborate with MPWDs to monitor implementation.

l. To win more individuals who are deaf for Christ, we shall consider establishing at least one MPWDs Assembly (Ministry to the Deaf) in each Area of the Church. This could also be at the zonal levels, where two or more Districts could come together to establish the Assembly.

m. The Church shall consider calling two (2) or more Ministers with hearing impairment to support the Ministry to the Deaf.

n. Encourage MPWD members to reach out to their kind and seize their settings for ministry.

o. We shall put together an intentional ministry to the children of Persons with disabilities.

p. The Ministry to Persons with Disabilities will work with the management of the Pentecost University to implement the decision to establish a Centre for Persons with Disabilities Studies within the Pentecost School of Theology and Missions. It is envisaged that the Centre will be involved in advancing the development of persons with disabilities within the Church, Ghana and beyond through teaching, research, academic studies, training, and advocacy.

3.2.13 Ministry in the Digital Space – CoP Media Outlets

Overview

The digital landscape has changed dramatically since the Covid-19 pandemic hit the globe in 2020 and 2021. Since then, digital spaces have been central to today's society. Vision 2028 shall give significant attention to all our media outlets to take advantage of the digital space to advance the cause of the Gospel. The media will be used as a means of propagating the gospel, for discipling members of the church and the body of Christ, and for transforming society.

Specific objective: To employ strategic digital tools to propagate the gospel, disciple members of the church and transform society using the Church's media outlets.

Actions to be taken:

Note: *Aside from the proposed actions below, a Comprehensive digital ministry framework has been developed to guide the Church in possessing the digital space. This has been attached as Appendix 1.*

3.2.13.1 The CoP E-Church/Digital Church/Online Church (Assembly)

People in the online space have mostly been neglected in past ministry efforts, and though there are current efforts to livestream some of our services and to offer hybrid (both in-person and online) programmes, a dedicated online church that makes an intentional and organised effort has not yet been deployed. In view of this, the church will explore establishing an e-church or digital church (online church), which will purely be a missiological church established with the primary focus of reaching a targeted online audience who do not know the Lord Jesus Christ. It will seek to primarily win such people for Christ and to disciple them within a CoP church community that operates entirely online.

A team of experts would be put together to develop a comprehensive framework to guide the implementation of this initiative. Kindly refer to **Appendix 4** for details.

3.2.13.2 Radio

a. The church will set up Christian radio stations in Takoradi, Kumasi and Tamale to propagate the gospel. Recruit professionals with the requisite technical experience to manage the operations of these Radio Stations.
b. Digitalize contents of the three Pent Radio stations in Takoradi, Kumasi and Tamale to reach out to the virtual global community.
c. Use the platform of our radio stations to lead national discourse.
d. Radio ministry programmes in the various Areas will continue unabated.
e. Organise professional training programmes for personnel of the Radio Ministry.
f. Produce Pentecost Hour recordings and make them available to more radio stations in Ghana and other sister radio stations in Europe, America, Asia, etc, as well as digital platforms.
g. Design a training manual to guide Area media committees.
h. Collaborate with The CoP online Radio Networks across the globe to share content.
   Collaborate with PENTSOS and PENTVARS RADIO at Pentecost University to hold a regular Christian/Social Dialogue Series.

3.2.13.3 Social Media

a. Conduct periodic upgrades of The CoP Mobile App to reflect on the Vision 2028 Agenda.
b. Redesign the church's website for unlimited content to reflect the Vision 2028 Agenda.
c. Regularly update the church's (headquarters) social media platforms with content tailored to the theme for each year.
d. Design interactive digital cartoons for the Children's Ministry.
e. Mobilise digital and technological experts in the church across the globe to upgrade the church's podcast to reflect the Vision 2028 Agenda.
f. Create robust digital archives of photographs of church events for future reference.
g. Create digital and hardcopy photo albums for church events.
h. Introduce Pent News Video on digital platforms.
i. Set up a photo studio at the general headquarters.
j. Introduce a 15-minute weekly programme on a digital platform dubbed: "Tales from the Missions Fields" for missionaries to share their stories with the church populace.
k. Introduce Digital Counselling Hour Programme on Social Media Platforms.
l. Organise Tech Conference for Graphic Designers in The CoP fraternity.
m. Increase followership of our social media handles by 100%.

3.2.13.4 Publications Unit

a. Form Mission Reporters from other African countries, including Europe, America, and Asia, to provide news reports on the activities of the church.
b. Form Writers' Club at Pentecost University (Department of Communications) and PENSA in other universities to feed the Publication Department with Campus news.
c. Organise training for print, electronic and digital reporters.
d. Partner with Pentecost University, UniMAC- University of Media, Arts and Communication and Journalism training institutions in the country to get students for internships.
e. Produce incisive reports on the church's activities in various countries with interviews of church members and outsiders concerning the Vision 2028 Agenda.
f. Conduct research into new production processes and designs.

3.2.13.5 PENT TV

a. Organise PENT TV Community Dialogue programme - a Biblical response to some trending societal issues.

b. Collaborate with other Christian-based media houses to initiate discipleship programmes through movies, short dramas, skits, etc.
c. Introduce PENT Business to create a business hub in the Church.
d. Organise Agents of Change Annual Awards to acknowledge individuals who make a significant impact in their various spheres.
e. Expand DSTV reach to West, East and South Africa
f. Establish Pent Movie House (a one-stop creative centre to bring together the various Christian stakeholders in the creative arts industry).
g. Intensify training and development of personnel.
h. Introduce Social Action, Advocacy and Governance Ministry (a biblical response to matters on social action, advocacy, and governance).
i. Consider improving the infrastructure development of the station:
    - Construction of an ultra-modern PENT Media Studio.
    - Acquisition of state-of-the-art equipment

3.2.13.6 The Press

a. We shall enhance the building facility of the Press, which will include re-modelling of the facility.
b. We shall invest in digital printing and Print-on-Demand machinery and technology.
c. The Press shall embark on electronic conversion of printed publications as well as audio publications of some selected print publications.
d. The Press shall improve the online presence of the Press through the effective use of social media and the PPL website.
e. Embark on staff capacity enhancement and training.
f. We shall consider acquiring Computer-to-Plate (CTP) machinery, an 8-colour SM102 Heidelberg offset machinery to boost production and machinery for fabric printing and other substrate printing to handle cloth/T-shirt printing and souvenir production in the Church.
g. We shall modernise and improve the Bookshop.
h. We shall consider establishing a Research and Development (R&D) unit at the Press.
i. The Press shall be encouraged to invest in Artificial Intelligence (AI) to enhance the print and publish ventures of the Press and the Church.

3.2.14 Pentecost International Worship Centres (PIWCs) as Strategic Partners in Possessing the Nations

Overview (Rev. 5:9-10; 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 as well as our Ghanaian brothers and sisters who prefer to worship in the English language or a multicultural environment. The centres will continue to serve these purposes. However, going forward, the PIWCs will be required to be more proactive in building multi-racial, multi-national and multi-cultural churches.

Specific objective: To build Spirit-filled PIWCs that are multi-racial, multi-national and multi-cultural churches in Ghana and beyond.

Actions to be taken:

a. PIWCs shall be required to be intentional in reaching out to people of non-Ghanaian nationalities, employing creative evangelistic strategies to effectively reach out to their target populace.
b. PIWCs shall be encouraged to convert into city churches built intentionally to attract people of other nationalities while creating the right spiritual and socio-cultural atmosphere to maintain and grow them. Details on the City Church Concept are provided in Appendix 2.
c. We shall encourage PIWCs who have the capacity to adopt assemblies in the mission areas for regular support in the form of finance, outreach, etc.
d. We shall encourage the strategic and intentional planting of PIWCs across the nations.
e. The church will discourage PIWCs from running assemblies that speak vernacular.
f. PIWC ministers and officers would be given a periodic cross-cultural orientation. This is to enable them to address the needs of the various cultural groups excellently.
g. PIWCs and assemblies with the required capacity will be encouraged to consciously reach out to non-Ghanaian nationals within their jurisdictions. Souls won will either be integrated into the church or have separate Assemblies opened for them.
h. PIWCs shall be encouraged to deploy innovative technological approaches to aid the organisation of programmes and activities.
i. PIWCs shall be encouraged to develop befitting infrastructure for worship that will incorporate facilities for children and teens services, adequate car parking spaces, modern washrooms, a library and resource centres.
j. PIWCs shall be encouraged to work with the Chaplaincy Ministry to actively institutionalise and manage periodic weekly morning devotions with various corporate institutions.
k. We shall encourage collaboration between PIWCs at the regional level, where older and established PIWCs shall mentor newer ones to enable them to build their capacity.

3.2.14.1 English Assemblies

a. Districts shall be encouraged to continue to plant English assemblies. Where possible, a district may have more than one English Assembly.
b. Recruit youth-friendly officers to lead the English Assemblies
c. Area heads and district ministers shall organise orientation programmes periodically for their officers on how to run the English Assemblies effectively.
d. District Ministers would be encouraged to remain sensitive to the cross-cultural potential of the English Assemblies in their programming.
e. Area Heads would be encouraged to organise joint conventions and conferences for the English Assemblies in their respective Areas.
f. English Assemblies should not be started at the expense of Children's ministry meetings.

3.3 STRATEGIC APPROACH #3: HARNESSING OUR SOCIAL MINISTRY FOR SOCIETAL TRANSFORMATION

3.3.1 Enhancing Church and State Relations

Overview (Ro. 13:1-4; Dan. 2:4-6; 1Tim. 2:1-2)

The Church, as the "salt of the earth," has a responsibility to engage with the governing structures of nations and promote the values and principles of the Kingdom of God. This is because the Church has a biblical mandate to contribute positively to the governance and development of nations. In Ghana, The Church of Pentecost will be rolling out programmes to strategically engage with and disciple the nation's existing governance structures (the Executive, Judiciary, and Legislature) to fulfil its prophetic responsibility to the nation. Special attention will be given to ministry to politicians and public service workers. Church members who work in the nation's governance structures will be mentored and equipped to positively impact the nation from all angles. The Church will also create mentoring programmes to raise God-fearing young people who will occupy strategic positions in the nation's governance and political space. Churches in mission areas will also be encouraged to explore relevant church-state interactions wherever possible.

Specific objective: To roll out programmes to strategically engage/disciple the nation's existing governance structures.

Actions to be taken:

a. We will establish a database of all members of The Church of Pentecost in Ghana who occupy sensitive positions within the nation's governance and political space, such as Ministers of State, Members of Parliament, Metropolitan/Municipal/District Chief Executives, Judges, leaders of political parties, media personnel, etc. Periodic forums will be created by the

Chairman/Area Heads to engage these identified members on the church's transformation agenda. These forums will serve as discipleship and equipping platforms.

b. Organise national conferences/dialogues on moral vision and national development involving all relevant stakeholders in all sectors of the nation's economy and governance structure.
c. We shall explore liaising with the National Commission on Civic Education to institute an annual Patriotic Week, where the nation will be sensitised on issues of patriotism and work ethics.
d. The church will consider extending its chaplaincy services to state and corporate institutions.
e. "The Political Chamber", a platform created by the Youth Ministry to raise godly politicians for the nation, will be given special attention.

3.3.2 The Church and Socio-economic Development

Overview (Acts 4:34-35, Acts 6:1-7, Rom. 12:13 & Mt. 25:34-36)

In the coming years, PENTSOS will consolidate achievements chalked in the last five years in the areas of health, education, water and sanitation, and livelihood enhancement, among others. The necessary steps would be taken to ensure that the outcomes achieved in the last five years are sustainable. PENTSOS will also initiate interventions to improve food security, offer employment opportunities and increase household income, especially through agriculture. The purpose is to use our social ministry to contribute to our societal transformation agenda.

Specific objectives:

a. To exhibit the love of God by providing the basic necessities of life to persons in deprived communities.
b. To contribute to enhancing the socioeconomic and spiritual well-being of members of The Church of Pentecost and the citizenry of the nations.
c. To strengthen PENTSOS to function as a corporate organisation to deliver on its mandate.

Actions To Be Taken:

3.3.2.1 Education

a. Operationalise the Educational Unit to manage CoP schools.
b. Forge partnerships with Government, development partners, groups, and individuals to improve soft and hard infrastructure at less endowed CoP pre-

tertiary schools, and where necessary, establish public schools at strategic places to improve access to education.

c. Establish model basic schools in selected RCC blocs (Ghana) with the objective of training children in Godly values and principles.
d. Encourage Area heads, district ministers and presiding elders to provide sponsorships to students into Pentecost vocational and technical institutes to enhance the acquisition of employable skills among the youth of the church and improve enrolment and strengthen those institutions.
e. Establish a system that will enable beneficiaries of the church's educational scholarship scheme to network and contribute to human capital development in PENTSOS Institutions (Schools and Healthcare facilities).
f. Organise training programmes to build the capacity of all categories of staff to ensure efficiency in service delivery and effectiveness at least once a year.

3.3.2.2 Health

a. Collaborate with the Christian Health Association of Ghana (CHAG) to improve infrastructure at the Pentecost Hospitals at Tarkwa and Ayamfuri and upgrade facilities at the Kpassa, Yawmatwa, Kasapin and Abesiwa Clinics into full Hospitals to enable them to offer improved services.
b. Strengthen the CoP Health Unit to deliver on its coordination and supervisory role.
c. Organise training programmes to build the capacity of all categories of staff to ensure efficiency in service delivery and effectiveness at least once a year.
d. Continue with expansion work at the Pentecost Hospital, Madina.
e. In addition to the ongoing expansion work at the Pentecost Hospital, Madina, the church shall construct a state-of-the-art specialist Hospital in Accra to serve both the church and the public.

3.3.2.3 Livelihood Enhancement

a. Forge partnerships with Christian development-oriented organisations to implement specific initiatives for the development of society.
b. Provide members with economic livelihood training and support through irrigation farming and establishing agro-processing centres such as gari and shea butter.

c. Develop alternative livelihood programmes (apiculture, heliciculture, fungiculture, among others) to support members in the cocoa growing Areas of the church as well as
d. Forge partnerships with CoP Areas and experts to organise training to encourage members to start their own integrated aquaculture businesses.
e. Introduce special programmes to provide training, mentorship, and resources to enable young people to establish and sustain small businesses in order to foster economic empowerment and self-reliance. While we provide them with work, we would be evangelising and discipling them for the transformation we are seeking in society.

3.3.2.4 Provision of Water

a. Forge partnerships with government (at all levels) and non-governmental organisations to sink at least 30 mechanised boreholes annually to provide potable drinking water for selected healthcare facilities, schools, and deprived communities.

3.3.2.5 Agriculture

a. Initiate sustainable economic empowerment interventions in the Agricultural sector, referred to as "Juapong Agricultural Intervention", geared towards providing sustainable income and employment to the youth in the Church.
b. Explore the possibility of setting up Farm Service and Mechanisation Centres in selected regions to support agriculture production in collaboration with the Ministry of Food and Agriculture.
c. Collaborate with public and private sector operators to pursue an agenda of "Accelerated Modernisation of Agriculture and Sustainable Natural Resource Management" to improve food security, offer employment opportunities and increase household income for poor farmers.

3.3.2.6 Restructuring and Stakeholder Engagement

a. Complete the process of restructuring PENTSOS to work effectively as a corporate organisation.
b. Strengthen the human resources and operational logistics capacity of PENTSOS to enable it to function as a development-oriented corporate organisation.
c. The initiation of all social interventions shall be preceded by a thorough needs assessment of the intended beneficiaries to ensure proper targeting for optimum results.

d. All social interventions shall be preceded by a conscious effort to help intended beneficiaries develop a growth mindset, a positive mindset, an entrepreneurial mindset, and a challenge mindset. This will prepare minds and hearts to position themselves towards utilising resources for progress, prosperity, and maximum impact.
e. Collaboration with external partners, such as Government agencies and community-level institutions, and internal partners, such as CoP Ministries, Departments, and Sectors, would be strengthened to enhance the ownership, accountability, and sustainability of social development projects.
f. Produce a quarterly Newsletter to create more visibility and awareness of the programmes, performance, and impact of PENTSOS.
g. Utilize electronic media platforms for effective communication and awareness campaigns on the operations and achievements of PENTSOS.
h. Organise public forums to disseminate information on the operations and achievements of PENTSOS.

3.3.3 Community Transformation

Overview (Gen. 41:39-41; Jer. 29:4-7)

The Church is commissioned by Jesus Christ and empowered by the Holy Spirit to advance the Kingdom of God on earth. Its mandate is the discipleship of the nations, which also brings along community transformation and development. To succeed at this, the church must learn to walk alongside the community and "seek its good" in diverse ways towards its development as it endeavours to disciple it with the values and principles of the Kingdom of God.

Specific objective: To position the local church as an agent for community transformation.

Actions to be taken:

a. The church, represented by its leaders and members at all levels, will show interest in the life of the communities within which it operates.
b. We shall revise the programme for ministers in training to include compassionate ministry/managing community development.
c. Leaders and members will be encouraged to actively participate in community activities and become known figures in community development and transformation.
d. We shall encourage local Assemblies, Districts and Areas to identify community challenges the church can work on as part of the transformation agenda.

e. The church will make the proclamation of Christ a part of all its development activities.
f. Members will be encouraged to take up roles in their respective communities, such as Unit committees, political parties, family headship and chieftaincy (i.e. for royals). This will help impart Christian values in the affairs of leadership in the community.
g. The church will embark on sanitation campaigns at the district and local levels. These campaigns will seek to sensitise members and community members on good sanitation practices.
h. We shall collaborate with the Chieftaincy Ministry to empower chiefs to lead the Environmental Care campaign in their respective communities.
i. We shall celebrate the annual World Environment Day to trumpet the Environmental Care Campaign goals.
j. Our annual Bible Study lessons will make provision for topics on sanitation and other environmental issues for the next five years to educate our members on the importance of sanitation.
k. In collaboration with the Pentecost Workers' Guild, promote volunteerism by encouraging individuals to dedicate their free time to help implement community-based projects. This can be a valuable opportunity for unemployed graduates to gain practical experience and develop skills for future employment through experiential learning.

3.4 STRATEGIC APPROACH #4: STRENGTHENING OUR CHURCH'S SYSTEMS, STRUCTURES AND INSTITUTIONS

This strategic approach focuses on the proposed actions that will be taken to make our ministries, institutions, and structures as action points for raising and unleashing members for the transformation of society. The targeted focal areas are Pentecost University (PU), Pentecost Convention Centres, Regional Coordinating Committees (RCCs), Projects and Infrastructural Development, General Headquarters Administration and Finance, Digital Transformation, The Executive Council and General Council Meetings.

3.4.1 Pentecost University (PU)

PU will continue to be assisted to lead globally in education underpinned by biblical values. It will seek to bridge the moral and intellectual gap in education to produce a generation of intellectuals who hold to the principles of the Kingdom of God. PU would be considered a unique mission field and resourced to win souls for Christ and unleash a fresh generation of graduates who would be truly spiritual, intellectually outstanding and problem solvers (Dan 5:12). It will support the

existing CoP colleges and institutions of higher learning and seek to establish new ones at strategic locations for the expansion of the Church's mission activities.

PU will aim to become:

- A **distinctive Global Pentecostal University** for the training of ministers, lay leaders and the Christian body.
- An **outstanding Research-Led University** for producing a unique problem-solving workforce distinguished in integrity and skill (Psalm 78:72).
- The **Training Nerve** for the ministries in CoP.

Specific Objective: To provide leadership in producing graduates of integrity, character and skill underpinned by Christian values.

Actions to be taken:

PU will strive to become the University A+. A university distinguished in Christian character and skills for national and global development. We will achieve this objective by realising the following:

3.4.1.1 A Distinctive Global Pentecostal University

a. Continue to train CoP ministers to match the current and emerging demands of the ministry.
b. Explore the possibility of including ministers of other denominations in our Formation programmes.
c. Maintain an intensive spirit-filled environment for the training of CoP ministers and lay leaders and for all who enrol on PU's programmes.
d. Serve as a mentor and an 'available training hub' for other denominations and para-church groups who may need our services.
e. We will continue to provide training for CoP Elders and Ministers' wives and provide training in executive leadership programmes for experienced CoP ministers.
f. We will collaborate with the Missions office to provide training in missions for newly called missionaries and ministerial students.
g. We will develop and introduce advanced theological and leadership programmes (certificate to doctoral levels) characterising our Pentecostal distinctiveness in order to maintain our brand and authority in these disciplines. These programmes would be opened to all, but enrolment of CoP ministers with capabilities for advanced studies shall be such that ministry work would not be affected.
h. We will further equip and influence theological and pastoral education by establishing research and learning centres in these domains.
i. We will play host to international conferences and seminars in Pentecostalism.

j. Equip Research Fellows and Professors to lead national and global debates and learnings in Pentecostalism.
k. Expand our global reach and strategically collaborate with other institutions and organisations to maintain our Pentecostal influence and drive to possess the nations.

3.4.1.2 An Outstanding Research-Led University

a. PU will equip its postgraduate studies and research by establishing research units and centres across its Faculties and Schools to deal with emerging national and global issues.
b. We will, together with our external partners, establish a highly resourced skills training centre dubbed "Pentecost Engineering Village" (PEV) to provide the necessary skills required for national development. In addition to character formation, PEV shall become the hub for training and unleashing graduates with enhanced operational, tactical and strategic skills.
c. We shall seek to establish a fully resourced Pentecost Institute for Leadership and Governance. This Institute will seek to provide distinguished training in integrity and skills issues associated with Traditional (Chieftaincy) and Corporate Leadership, Politics, Governance, Philosophy, Economics, etc.
d. PU will intentionally equip Academics to become a voice in national and global discussions so that Christian values would be introduced at the early stage of decision-making.
e. PU will collaborate with relevant organisations and institutions to solve real-life problems, thereby building a generation of academics and students who are solution centred.
f. With support from the church, PU will continue its expansion initiatives and position itself to unleash graduates who would possess their various fields of influence with the principles of the Kingdom of God.
g. The church will support building necessary infrastructure and facilities to facelift the university into an international status.
h. We will continue to develop research-based programmes of national and global relevance so that the university leads in the formulation of ideas and principles that impact governance. We will seek to distinguish ourselves and lead in four main areas:
    - Pentecostal Theology and Pastoral Ministry
    - Pure and Applied Sciences (e.g., Health and Allied Sciences, Engineering and Agriculture)
    - Leadership & Governance
    - Law and Business.

PU will host international conferences and seminars in these fields and intentionally build research and teaching capacity in them.

i. We will continue to ensure that a percentage of the Areas' IGF will be used as scholarships and bursaries for students enrolled at PU.
j. We will encourage well-endowed Areas, Districts and Locals to sponsor students to PU to benefit from the unique PU education. We would encourage our churches to promote the activities of PU and sponsor at least one member from each District every year to enrol at PU.
k. We will promote the activities of the Church of Pentecost Chairman Education Foundation (COPCEF) and encourage regular announcements and follow-ups at the churches to ensure full contribution and maximum benefits from the Foundation.
l. We will promote PU Offering Day as an important element in the funding of our university.
m. We will support PU to institute an 'Open Day' concept where the university introduces prospective students and their sponsors to their activities and programmes.

3.4.1.3 The Training Nerve for the Ministries in CoP

a. PU will collaborate with the various CoP ministries and committees to design programmes and provide training in specific areas of the ministries and committees' interest (e.g., Counselling, HUM, Chieftaincy, Chaplaincy, Children, Women, etc.)
b. We will set up research and learning centres specifically to advance activities within the ministries. These centres would become the knowledge hub for the ministries and provide learning resources for equipping people for their specialised ministries.
c. Equip the centres to collaborate with external entities and drive the agenda of CoP and the Christian faith in all stakeholder engagements.

3.4.1.4 CoP Higher Educational Institutions Outside Ghana

a. PU will continue to liaise with its sister branches abroad to provide a unified theological and pastoral training that represents our Pentecostal distinctiveness yet context-aware.
b. CoP's external Theological institutions without full accreditation would be supported to gain accreditation. PU will support these institutions and mentor them to their full capacity.
c. We will collaborate with Birmingham Christian College to serve Europe and Asia; Pentecost Biblical Seminary (PBS-USA) to serve the Americas;

Pentecost Theological Institute (PTI-SA) to serve the SADC region; and Pentecost Francophone Theological Bible School (PFTBS- La Cote D'Ivoire) to serve the Francophone nations, if applicable.

d. We will endeavour to set up new learning centres at agreed locations to meet the mission intent of the church and provide training for emerging nations in their respective languages.

3.4.2 Pentecost Convention Centres

Overview

The Pentecost Convention Centres (PCC) at Gomoa-Fetteh and Brofoyedru will continue to provide Christian-centred hospitality services with excellence while making efforts to expand and improve the facilities at both Centres.

Specific objective: To expand and improve the facilities at the Centres to provide Christian-centred hospitality services with excellence.

Actions to be taken:

a. Construct a five (5) Storey building to augment the current accommodation stock at PCC at Gomoa-Fetteh.
b. Refurbish the Brofoyedru Convention Centre to bring it to a standard comparable to other facilities within the enclave and make it self-sustaining and profitable.
c. We shall convert the Agogo hostel facility into a day Senior High School (SHS).
d. Construct a modern clinic close to the Centre to cater for the community, guests and staff.
e. Embark on a Solar Project to increase power generation and cut down on the amount of money spent on the traditional sources of energy at the Centre.
f. Construct a top-of-the-range Fitness Centre or Gymnasium for guests and staff at Gomoa-Fetteh.
g. Liaise with the Ghana Water Company to extend a dedicated pipeline to the Centre (at Gomoa-Fetteh), thereby cutting down on the high cost of water supply and also facilitating our vision of going into sachet and bottled water production as a source of additional income for the Centre.
h. Construct a fire station to serve the Centre and the community at a nearby location.

Other Initiatives Envisioned for PCC - Gomoa-Fetteh

a. Pay attention to renovation and upgrades of safety and security enhancements at the centre.
b. Incorporate technology solutions to enhance guest experience by providing the following:

- mobile check-in/out
- in-room automation
- interactive information systems
- electronic key access

c. We shall consider building a 15,000-seater capacity auditorium.
d. Investment would be made into staff recruitment and training to enhance the skills of staff, to ensure that staff offer excellent customer service and are efficient in their operations. Compensation packages would be re-evaluated and made competitive to attract and retain top-notch professionals for the Centre.
e. To maintain an ecological balance over a long period of time at the Centre, we will implement sustainable practices such as energy-efficient lighting, solar power generation, waste management facility, water conservation initiatives, aggressive greening of bare areas, and regular and sustained tree planting exercise at the Centre.
f. Build a shopping arcade within the Convention Centre environs. This would include a variety of shops selling Christian merchandise, books, gifts, and other products.
g. Develop the surrounding area into a recreational space. This may include walking trails, botanical gardens, sports facilities, and picnic areas for guests to enjoy.
h. Establish a farm within the Convention Centre to provide fresh produce to meet some of the fresh fruits and vegetable needs of the Centre, as well as a juice-producing factory to provide fresh and healthy juices, drinks and refreshing smoothies to cater for guests, visitors and patrons and also serve as a source of income for the Centre.
i. Make guest feedback a key means by which relevant information is solicited by regularly refining and updating customer feedback forms and incorporating feedback into the day-to-day running of the Centre for improved service and quality assurance standards.
j. Foster relationships with the local community through outreach programmes, charity events, health screening exercises and strategic partnerships with some local businesses.

3.4.3 Projects and Infrastructural Development

Overview (2 Chron. 34:10-13; Col. 4:15; Phil. 1:2; Acts 2:46; Gen. 6:14-22; Ex. 35:10; Ex. 36:1; Ex. 35:4-29; Lk. 14:28-30)

It has always been the avowed aim of the Church to house her congregations in an eco-friendly environment. Following the successful implementation of the

Community Based Church Building (CBCB) projects and Urban Accelerated Church Building (UACB) projects, the number of completed and dedicated church buildings has significantly increased from 2,750 in 2018 to 5,661 at the end of 2022. Though 5,507 church buildings have reached various stages of completion, there are still about 8,000 assemblies (representing 43% of assemblies in Ghana) without places of worship. However, going by the 730 completed and dedicated church buildings per year delivery rate as realised in Vision 2023, it is envisaged that about 3,650 additional church buildings will be added to the existing stock by the end of Vision 2028. This is less than half the present deficit and only justifies the need for an "aggressive" intervention strategy to close the gap in providing decent places of worship for our members.

The existing modalities for the disbursement of funds would be reviewed to ensure that the two categories of grant allocations (CBCB/UAB and Headquarters Grants) accelerate the removal of churches under trees, in classrooms, and temporary structures.

Priority shall be given to the completion of all outstanding CBCB projects with counterpart funding from Areas after an assessment of "Projects in Progress" has been done. Again, there shall be a counterpart fund for the UACB projects in the urban centres, and the quantum of the counterpart fund shall be of significant value to match the Head Office allocations.

Due to the growing human capital needs and the space constraints within the current Headquarters, a new Headquarters Complex shall be constructed, completed and dedicated.

Specific Objectives

a. To accelerate the provision of a conducive worship environment for our local assemblies.
b. To ensure that all building projects meet the value for money requirement and are compliant with international and inclusive construction standards and local statutory requirements.
c. To enhance church visibility and branding at all times.

Actions to be Taken:

a. Sizes of the existing CBCB and UACB projects would be reviewed to make provision for varied prototype sizes. These facilities shall include meeting places for children and washrooms as well as a disability-friendly environment. These designs shall be distributed to all areas and districts to encourage their use in the local areas to reduce the design cost and buildability challenges.

b. Irrespective of the source of project funding, the use of prototype designs (depending on specific classifications and indicators) shall be encouraged nationwide due to its enormous socio-economic benefit to the church.

c. The categorisation of grant allocation for CBCB, UACB and other special initiatives for urban and peri-urban centre projects would continue to enable the allocation of grants based on needs to community churches and zonal centres.

d. To enhance the completion of some special projects (Central Assemblies and Zonal Centres), approval shall be given through the head office for the application of CBCB and UACB grants to accelerate the completion of such ongoing church building projects.

e. Based on the annual development budgetary allocation for the Areas, an Area may request for an aggregate blend of CBCB and UACB grants. Based on the level of infrastructure deficit and classification of Areas, the funding focus may be skewed to CBCB or UACB allocation.

f. All churches would be encouraged to factor a maximum of 100% increment over their existing overall membership when considering the reconstruction or construction of their edifices. This would reduce the overdesigns in terms of capacity and reduce the long periods spent in the construction of church buildings.

g. For the purpose of improving accessibility to CoP retreat centres, we shall explore the construction of additional retreat centres in the Northern, Volta, Ashanti and Central Regions of Ghana.

h. Encourage adherence to maintenance procedures of real estate properties and assets in the Church in accordance with the Church's Estate and Asset Maintenance Manual.

i. A new Headquarters Complex shall be constructed to meet the growing needs of the Church. It must be fit for purpose and improve the church's visibility and branding effects. The construction shall commence in the last quarter of 2023.

j. To enhance value for money during the procurement of construction projects, locals, areas, and districts shall be encouraged to strictly comply with the directives in the new Estate and Asset Maintenance Manual. All stakeholders in the church at all levels are encouraged to adhere to the construction procurement guidelines and processes leading to the award of contracts and its general management. This includes:

- Scoping, conceptualisation and development of brief by the owners.
- Design development by an architect/experienced draftsman.

- Project approval by approving authority.
- Works procurement/tendering by at least three contractors.
- Construction Supervision.

k. There should be a deliberate effort to identify, engage and use the services of Built Environment Guild members at all levels during project scoping, designing, procurement, construction and project controlling stages. These professionals may be given recognition at area and district presbytery meetings for the services rendered.

l. All areas shall be encouraged to recruit competent Project Officers to assist in supervising projects at the Area levels. Where necessary, Areas may combine resources to recruit one Project Officer to oversee their projects.

m. For the execution of medium and large-scale projects, Areas shall be encouraged to engage the services of qualified technical experts to offer the needed technical support services for the construction, inspection, and supervision of new projects as well as the maintenance of existing facilities.

n. All sensitive projects of national character shall be executed through a well-designed path which automatically involves the National Estate and Development Committee throughout the project life cycle.

o. Considering project urgency, justification and duration, special grants shall be administered to accelerate the completion of ongoing church-building projects.

p. By 2025, all Areas shall be required to accelerate the completion of all ongoing CBCB projects rolled out from 2014 to 2024. Locals are encouraged to own the CBCB and UACB projects through community-based support and assist in their execution to completion. In very deprived areas, the Districts and Areas are encouraged to assist in accelerating the completion of these projects.

q. Before the commencement of any church building project in the urban and peri-urban centres, the building design must have a meeting place for the children's ministry and be disability friendly.

r. To ensure the efficient use of church resources, formal authorisation from the office of the Chairman shall be required prior to redesigning, demolition, and reconstruction of building projects.

s. The Areas would be obligated to coordinate and consolidate efforts meant to perfect all land documentation for landed assets.

t. The Church leadership shall be committed to organising periodic training for key stakeholders. This shall be administered through the National Estate

and Development Committee to refresh local artisans on emerging trends, construction technologies, and church policies on the building.

u. The Procurement of PENSA projects shall be properly coordinated through a concerted effort by the Youth Directorate, National/Area Estate and Development Committee, Local PENSA Project Committee and the local church (where it is a joint effort). This is to enhance stakeholder engagement of the projects and the quality delivery of PENSA Ghana projects.

v. Where necessary, the National/Area Estate and Development Committee, through the PDEM, shall assist the PENSA institutions in acquiring designs for their various PENSA projects based on congregational size and locations.

w. The Headquarters shall make efforts to assist the execution of PENSA projects and to accelerate the completion of some major PENSA institution projects.

x. To enhance the strategic future project initiatives, the church at various levels shall be encouraged to procure strategic lands for future use.

y. All facilities (area offices, mission houses, church buildings, etc.) must be disability friendly. Provision must be made for ramp access to the auditorium/facilities.

z. All Assemblies would be encouraged to complete statutory requirements for their church buildings and register them as a place of worship with the local authorities.

aa. All Assemblies with support from the Districts and Areas shall perfect titles to their landed properties.

3.4.3.1 Green Building Initiative by the Estate Committee

As part of the possessing the nations agenda, the Church has made efforts to be environmentally responsible in its Environmental, Social and Governance (ESG) principles through national tree planting exercises and environmental campaigns. Additionally, COP has an opportunity to contribute positively to environmental stewardship through the operations of its infrastructure and physical development within the built environment. This can be achieved through the introduction of Green Building Technology. Details of the green building concept can be found in Appendix 3.

3.4.4 General Headquarters Administration and Finance

Overview

The General Headquarters is the administrative backbone of the Church, which ensures the smooth running of the organisational machinery of the Church. Over the past five years, significant efforts have been made to deliver a robust administration and finance system that could withstand the impact of the COVID-19 pandemic while creating a platform for the growth, effectiveness, and efficiency of all its structures and personnel. In the coming years, there will be continued efforts to generate the necessary administrative and financial results that would serve the Church's possessing the nations agenda and internal needs effectively.

Specific objective: To keep improving the Church's administration and finance functions in providing a strong backbone for ministry both within and outside the Church.

Actions to be taken:

Headquarters Administration

a. We shall sustain our commitment to ensuring that all headquarters staff and management continue to exhibit Christian values in their work.
b. We will continue to organise tailor-made programmes for the staff to promote high-level professionalism in their work.
c. We will ensure strict implementation of the reviewed administration manual of the headquarters to improve further and strengthen efficiency in operations.
d. We shall maintain optimum staff numbers for the headquarters' operations and periodically review their work schedules to achieve full engagement.
e. The Headquarters Administration will strengthen its periodic working visits to subsectors of the Church to inspect work being done by these institutions to ensure increased efficiency.
f. The Headquarters Administration will invite the Heads of the Subsectors and their responsible Finance officers to its quarterly management meetings to share knowledge and experience to improve performance and efficiency.
g. We will augment the Church's Audit Monitoring and Evaluation capacity at all levels, especially the Area Monitoring and Evaluation Audit teams, to reposition them to be proactive in the discharge of their mandate in assessing the achievement of set targets of the Vision document.
h. We shall ensure that the Church Management System, which the IT developers are currently developing, is fully deployed for implementation to facilitate efficient church statistics and membership management at all levels.

Finance

The headquarters and all levels of the Church will continue to make annual budgetary allocations towards strengthening the evangelism drive of the church as its core mandate.

a. The Church will ensure regular teaching on tithes, sacrificial giving and freewill offerings while ensuring that the policies associated with these offerings are fully observed and implemented at all levels.
b. The Church will continue to discourage over-ambitious projects that do not meet the value for money criteria.
c. The Church will continue to maintain financial discipline by ensuring that expenditures are within the budget at all levels.
d. Raising more than two offerings in a given service is unacceptable.
e. We shall ensure that the reviewed financial manual of the Church is fully implemented to maintain high-level financial discipline at all levels.
f. We shall continue to be committed to ensuring that development funds, including all grants released at all levels, are used for their originally intended purposes.
g. The Church shall ensure proper orientation and sensitisation on reducing expenditure on over-elaborated decorations and maintenance of mission houses and offices at all levels.
h. The Church shall take steps to support the new ministries through budgetary allocations at all levels.
i. The Church shall fully deploy the Enterprise Resource Plan (ERP) as a tool to strengthen the financial recording and reporting system.
j. The Church shall continue with the Tertiary Educational Support for Ministers' Children, an initiative of Vision 2023.
k. We will continue to ensure that a percentage of the Areas' IGF will be used as scholarships and bursaries for students enrolled at PU.

3.4.5 Digital Transformation

Pursuing the overarching vision, i.e., Possessing the Nations, has resulted in building a global Pentecostal church spread over different countries, with a total global membership running into millions and still counting. As with any global organisation, realising such a vision will require a strong commitment to efficiency, productivity, and timely ministry decisions.

Similarly, organisations with such global responsibilities have leveraged the technological capabilities of well-developed enterprise solutions to achieve corporate requirements. Likewise, The Church of Pentecost needs to adopt a

holistic approach to fully leverage modern technological capabilities to enhance the delivery of its functional requirements.

Specific objective: To strategically position the church on a sound digital path as it strives to possess the nations and transform lives with Godly principles.

Actions to be undertaken:

Digitalising the Administrative Operations of the Church.

a. Develop a bespoke Enterprise Resource Planning (ERP) that will serve as a one-stop platform for all corporate software applications of the church. This software shall comprise:
   - Financial Management System
   - Human Resources Management System
   - Inventory Management System
   - Asset Management System
   - Project Management System

b. A tailor-made Church Information Management System will be developed and implemented across all levels of the church to standardise information and reports. This system will be an automated submission platform, starting with reports from Local to Headquarters.
c. Develop customised web applications to handle other administrative and ministerial tasks. The following systems shall be developed:
   - Ministerial Interview Management System
   - Conference Management System
   - Appraisal Management System
   - Collaborate with all departmental heads to create a matrix of requirements for the various applications they may need to use.
d. Digitise all relevant documents of the church, starting with the Headquarters.
e. Create user manuals and short videos to train various stakeholders on how to use the various applications.
f. Continue to implement Microsoft 365 across the nation.
g. Assign each minister a corporate email address and train ministers on how to use Microsoft 365
h. Implementation of an online payment system across the church.
i. Extend the Church Geographical Information System (GIS) project to other nations.

Expanding the IT Infrastructure to Support Vision 2028

a. Implement a Wide Area Network backbone that includes internet connectivity, aiming to establish a dependable and high-speed communications network. The network would be economically viable and enable effective interconnectivity between the Areas, Districts, and Locals.
b. Equip church offices with the best tech devices for effective work.
c. Undertake the necessary consultations and administrative processes to procure the needed IT equipment.
d. Facilitate the acquisition of a dedicated cloud server to host all official church websites and applications with appropriate security protocols implemented on it. This aligns with best practices for the proper alignment and management of ministry-centred IT activities of the church. All data of the church will be centralised to avoid silos.
e. Liaise with telecom companies to offer cost-effective solutions tailored for the church.

Equipping Ministers with needed information and skills to align IT best practices with Ministry

a. Liaise with the leadership of Pentecost University to have a short course in IT for ministers.
b. Visit Areas to interact with ministers on the digital transformation of the church with a focus on their peculiar situation.
c. Create avenues for the IT Guild and IT teams to support the digitisation agenda of the church at all levels where it operates.
d. Encourage the leadership of the IT Guild at Area levels to offer IT support and training to ministers who need such services.
e. Train ministers on Global Data Protection Regulations (and the Data Protection Act of Ghana for those operating in the country) and its applications in the ministry.
f. Liaise with the Media Ministry Pastor to train ministers on the best use of social media for ministry. This will help the church to strategically influence discussions and transform some worldviews and trends on those social media platforms as envisaged in the Possessing the Nations Agenda.

3.4.6 The Executive Council

Overview

The Executive Council will continue to serve the church as mandated, wholeheartedly and with integrity in the fear of the Lord. The Council shall ensure

that we as a Church will do what we have set ourselves to do and ensure that the overall goal of the Possessing the Nations II agenda is achieved within the next five-year period.

Specific objective: To continue to render effective and efficient administrative oversight of the church towards the success of the Vision 2028 agenda.

Actions to be taken:

a. Ensure the effective dissemination of the content of Vision 2028 across the Church.
b. Ensure the adequate resources (human, financial, and material) are available for the successful implementation of Vision 2028.
c. Strengthen RCC Coordinators to play effective coordinating roles as expected in their respective regional blocs.
d. Ensure that National/Area Heads and Directors prepare annual work plans aligned with the Vision 2028 Implementation Framework.
e. Ensure robust coordination and monitoring of Vision implementation as spelt out in the Vision 2028 M&E Framework.
f. Ensure that reporting on the implementation of Vision 2028 by the Areas, Nations, and Ministries is result-oriented.
g. Pray continuously for missionaries and other field workers of the church.

3.4.7 General Council

Overview

The General Council is the highest decision body of the Church. The Council's decisions shall inure to the benefits of the Vision 2028 agenda.

Specific objective: To continue to make the General Council more functional.

Actions to be taken:

a. Decisions and budgetary allocations would see to the promotion of Vision 2028.
b. Reports from the Areas, nations and sectors will be properly scrutinised through the lenses of Vision 2028.
c. During Council meetings, a conducive atmosphere will continue to prevail for councillors to contribute freely on the floor.

3.4.8 Regional Coordinating Committees (RCCs)

The Regional Coordinating Committees play a very critical role in the decentralised administrative structure of the church. The Committees will continue to be empowered and given more room to effectively carry out their constitutionally assigned mandate, especially in providing effective supervisory roles at the grassroots level towards the effective implementation of the Vision 2028 agenda in their respective blocs. To facilitate the work of PENSA International in the various regional blocs, we shall also coopt the global leadership team members in the various blocs into RCC meetings.

3.4.9 Strengthening our Ecumenical Relations

i. Overview (Jn. 17:20-21; 1 Thess. 3:11-13; Eph. 3:14-21)

The Church of Pentecost will continue its efforts to play a leading role in global Christianity. It will continue to share fraternity with other Christian churches and para-church organisations across the globe, to contribute to the call for a renewed community of believers consumed with the zeal of the Lord to promote values and principles of the Kingdom of God within the global community.

Specific objective: To contribute to the existence of a community of believers poised to promote the values and principles of the Kingdom of God towards societal transformation.

Actions to be taken:

a. With our transformation agenda, the church will use its influence to organise both national and international interdenominational conferences where necessary.
b. We will liaise with the Ghana Pentecostal and Charismatic Council and other ecumenical councils to dialogue with the state apparatus on sensitive national issues.
c. We shall continue to play a leading role in supporting para-church and other Christian organisations such as Ghana Pentecostal and Charismatic Council (GPCC), Scripture Union, Bible Society of Ghana, and Ghana Evangelism Committee.
d. We shall continue to exchange visits, interact and share ministry with leaders of some Christian churches in Africa and other parts of the world.
e. At the global level, we shall continue to maintain relationships with global para-church and Pentecostal organisations such as Elim Pentecostal Churches, "Empowered 21", Links International, Lausanne Movement, World Pentecostal Fellowship, and the Apostolic Faith Mission (AFM).

4.0 FUNDING VISION 2028

Overview

Both biblical and best practices will be adopted by the church to mobilise the needed financial resources for the expected outputs of Vision 2028.

***Specific Objective*:** To improve upon the already existing spirit of sacrificial giving in the church relative to all offerings for the effective funding of the Vision 2028.

Actions to be taken:

a. The church will be committed to improving tithing through biblical teachings, Bible Studies and other relevant means, to encourage and deepen the spirit of sacrificial giving among the entire membership of the church. This shall be consciously done at least once in a month, preferably during the Lord's Supper week.
b. Missions offering shall continue to be promoted in all assemblies to improve members' awareness on raising offerings for missions work.
c. The church shall pursue financial education at the local church in the area of financial empowerment and management.
d. The church shall take steps towards supporting the growth and development of key business men and women in the church through a national business forum coordinated by the office of the Chairman. This forum will provide a platform for prayer, mentorship, discipleship, and pastoral care, all aimed at empowering and nurturing the potential of these leaders.
e. Business men and women in the church will be empowered to navigate the intersection of faith and business, emphasising a sense of responsibility towards the Kingdom business beyond profit.
f. The church shall be committed to ensuring that designated offerings are given due attention through teachings and awareness creation.
g. Specific provisions shall be made in the annual budget of the church at all levels to finance the relevant outputs of Vision 2028.
h. We shall be committed to praying for God to continue to prosper the work of our hands (Ps. 90:17).
i. We shall be committed to praying for the prosperity of the nations (Jer. 29:7).
j. We shall be committed to the prudent financial management at all levels of the church.

5.0 MONITORING, EVALUATION AND ACCOUNTABILITY FRAMEWORK

5.1 Introduction

The monitoring[5], evaluation,[6] and accountability framework for Vision 2028 is intended to serve as a guide for Vision implementation and management so that the leadership and members of the church would understand the objectives and targets, they are responsible for achieving and be aware of their progress towards those objectives and targets during implementation. It is also intended to establish a process to alert leadership at all levels of any problems in implementing the Vision strategy and performance and provide the basis for making the needed adjustments.

The Overall Approach

As much as possible, a participatory approach will be adopted for the implementation of the monitoring, evaluation, and accountability framework by involving church leaders at all levels.

Annual Work Plans at all levels will be the primary source of performance indicators for monitoring planned activities. Annual work plans will specify a schedule of activities to be undertaken with implementation responsibilities, required inputs, expected outputs, performance indicators, and corresponding targets.

Monthly implementation reviews will be held at the local assembly to identify major achievements, problems, and constraints and make recommendations for the desired modifications (if any). Serving as a reference point shall be the relevant thematic or focal areas of the Vision Document pertaining to the local assembly or institution. Key questions will guide this process include the following:

- What did we plan to achieve within a given period?
- What have we done (reflect on achievements)?
- What went well?
- What changes do we see (examining the outcomes)?
- What did not go well?
- What do we need to do to fill in the gaps? (What action has to be taken); and

[5] **Monitoring** involves setting targets, and measuring progress towards these targets.
[6] **Evaluation** assesses whether the progress made is achieving the desired objectives.

- For interventions that went well, what can we improve upon?

A quarterly review of performance information (contained in progress reports and other performance reports) would be held at the district/institutional level to assess progress toward achieving expected outputs, identify and resolve implementation problems and constraints. Serving as a reference point shall be the relevant thematic or focal areas of the Vision Document pertaining to the District or institution. Three key questions will guide this process:

- What did we plan to achieve within a given period?
- What have we done (reflect on achievements)?
- What went well?
- What changes do we see (examining the outcomes)?
- What did not go well?
- What do we need to do to fill in the gaps? (What action has to be taken); and
- For interventions that went well, what can we improve upon?

Half-year performance reviews and large group meetings at the Local, District/Area/institutional level to identify major achievements (in relation to expected outputs and outcome targets), problems, and constraints and make recommendations for any desired modifications or continuation of such activities in the subsequent reporting period.

End-of-year strategic performance reviews and large group meetings at the Local, District/Area/institutional level to identify major achievements (in relation to expected outputs and outcome targets), problems, and constraints, and make recommendations for any desired modifications or continuation of such activities in the following year.

Area implementation teams comprising capable individuals will be mobilised at the Area level to provide support to the respective Area Executive Committees to coordinate and manage implementation. These teams will play a coordinating role by regularly checking the following at the Area and district level: preparation of annual work plans, adherence to implementation schedules, delivery of expected outputs, and assessment of the effectiveness of interventions.

The Audit Monitoring and Evaluation (AME) staff at National and Area levels would be assigned to conduct independent verification checks and analyses of information contained in Area/institutional reports for data coherence and

consistency in relation to the Annual Work Plan. They will also collect beneficiary feedback on reported interventions for the purpose of triangulation.

APPENDIX 1: BUILDING AN INTENTIONAL STRATEGY FOR DIGITAL MINISTRY IN THE CHURCH OF PENTECOST

Areas for Social Media Ministry Concentration

The following ministry areas shall be incorporated in our digital ministry:

a. Evangelism
b. Counselling
c. Follow-up and Discipleship
d. General church services
e. Questions and answers (ASK IT) (an apologetic session to give attention to the questions people have). The programme can host the Chairman and other key officers of the Church in turns.
f. Setting up e-churches (Virtual churches) - Not physical church services that are streamed live but real e-churches manned by specially trained pastors, officers, counsellors, online missionaries, etc.
g. Church event promotion
h. Apologetic sessions intentionally shooting down false teachings and deceptions.
i. Programmes promoting fellowship and sense of belonging (like people requesting for music, reading of scriptures, and requesting intercession for others).

Media Outlets (Social Media Platforms)

The Church shall concentrate on the effective use of the following social media platforms. They are the most popularly used. We therefore must lift up our ministry to maximize the use of these platforms.

a. YouTube
b. Facebook
c. TikTok
d. Instagram
e. Whatsapp
f. Telegram
g. Twitter (Both tweets and spaces)
h. Linked-In
i. Mobile and web applications
j. Website (of all departments and Ministries) and blogs (We can have CoP bloggers)
k. TV
l. Radio (podcasts may be played here too)

Forms and Formats

We shall use the following forms and formats of multimedia in keeping with the times and general trends of social media use:

a. Video-on-demand (VODs)
b. Short videos
c. Podcast
d. Sound bites
e. Cartoons
f. Articles/texts (blogging)
g. Inforgraphics
h. Inspirational messages via SMS (the telecoms have a similar arrangement with Huawei)
i. Caller tune project

Content

As part of the measures to maximize the patronage of our ministry on social media, content would be expanded to include the following on the main Church's social media platforms:

a. Sermons (preaching and teaching)
b. Music
c. Chairman's weekly inspirational messages
d. Drama
e. Movies
f. Skits
g. Choreography
h. Mime
i. Poetry/poetship/spoken word
j. Church news
k. Words of wisdom (resonating patriotism, Christian family life, etc.)
l. Bible quizzes
m. Kids and teens Bible study and preaching content
n. Christian dance
o. Entrepreneurship
p. Talk shows on relevant issues
q. Relationships

Parts of these content development areas may be assigned to the various Ministries.

Languages to Use

We shall seek to use the following major languages for our social media ministry. This will help increase our patronage around the world:

a. English language
b. French
c. Spanish
d. Arabic
e. Portuguese
f. Chinese
g. Swahili
h. Hausa
i. Twi
j. Hindi
k. Mandarin
l. Korean

Programmes may be translated into these major international language(s) by way of subtitles in productions. We may also get people to do ministry in specific selected languages.

Increasing the Church's Followership on Social Media

Efforts shall be invested to increase the Church's followership on social media through:

a. Increasing our boosting commitment.
b. Undertaking aggressive education on the platforms of the Church and canvasing for subscription among church members and outsiders. For example, the Media Ministry may undertake an international campaign to gather 2 million followers.
c. Generating other interesting content that is holistic in outlook.
d. Increasing engageable content/programmes.
e. Increasing engagement with subscribers and top fans.
f. Social media ministry should be a course taught at the Bible school. It should also be featured regularly in pastoralia sessions and training programmes.

Using Social Media for a Massive Harvest of Souls

a. There is the need to build a team to spearhead the recording and collection of the message of the Gospel in diverse forms such as sermons, music, drama, movies, skits, choreography, mime, poetry/poetship/spoken word.

b. These messages may be packaged in the form of video-on-demand (VODs), short videos, podcast, sound bites, cartoons, articles/texts (blogging), inspirational messages via SMS (the telecoms have a similar arrangement with Huawei), and caller tune project among others. This should be done in the major international languages listed above, viz English language, French, Spanish, Arabic, Portuguese, Chinese, Swahili, Hausa, Twi, Hindi, Mandarin, and Korean
c. These recordings may then be pushed on social media in a planned manner (a schedule may be planned for this) through an army of social media ambassadors mobilised for this purpose. The entire church membership would then have to be encouraged and taught to share the content broadly. Intentional splashes that create trends in the social media space may be planned in a sustainable manner.
d. Specifically, the evangelistic messages of the Chairman, the General Secretary, the International Missions Director, the Evangelism Director and other leaders may be gathered for this purpose. In addition, they may be tasked to specifically preach evangelistic messages to be recorded for this purpose. Other ministers/officers may be tasked to preach the Gospel for this purpose.
e. The Youth Ministry's Movie Industry, Pentonyx, may be funded to produce drama and movie episodes for this purpose. Similarly, the Ministry's Music and Drama Contest, and PENSA may be tasked to produce specific content in the form of poetry, skits, sketches, mimes, choreodrama, and other literary forms. In addition to this people and groups in the various local assemblies may be mobilized for this purpose.
f. The team of social media ambassadors and the immediate core team working with them, called the key ambassadors, should be first gathered, trained (given orientation), and prayed for. They should then be commissioned to serve as ambassadors to help take over the world for Jesus through social media. Journalists and some media personnel may be part of this mobilisation.
g. In-house training in editing and cutting videos may be organized for them as part of their initial training.
h. A special team may have to be assembled to lead this project under Vision 2028.
i. Production and operationalisation of an independent web or mobile application for evangelism. This should be broadly advertised to direct people who do not know the Lord Jesus Christ to that application. Dedicated applications may also be developed for counselling, discipleship and other specific areas of ministry.
j. The Church of Pentecost could explore the operationalisation of online minister/online missionary concept of ministry.

Budget

a. The church would introduce a new budget dispensation for social media ministry.

Other Strategies

a. There is a need to encourage the Church to make intentional use of social media for evangelisation and ministry. There is a need to educate the pastorate and the entire church on the advantages of social media ministry. The minds of ministers and members should be re-oriented that social media use is neither a waste of time nor the work of an idler. Also, the culture of conservatism must be broken.
b. As we await the commencement of CoP Digital, as a temporary measure, we may find a crop of dedicated hands within the Media Ministry and dedicate them to social media ministry. The current workers seem to be multitasking, and their hands are full. There will be a need for human resources to be enhanced to make this possible.
c. Interactions with followers must be increased.
d. There will be the need to organise training for all youth of the Church and to unleash them to push the social media ministry of the Church. Youths may be trained to handle specific social media platforms.
e. Creative hashtags may be developed for programmes. Members may then be asked to share them broadly.
f. Bloggers may be put together to promote specific content and campaigns on social media.
g. There is a need to develop a social media policy for the Church to serve as a guide to maximise social media efforts.
h. The social media handles of the Principal Officers should be more interactive and engage with the audience. There should be people dedicated to such a work.
i. Principal Officers and Ministry Directors should have informal online sessions to directly engage with their online audiences.
j. The Church could consider running a 30-second commercial on international media platforms like CNN and BBC to promote its eChurch and reach a wider audience.
k. Content for social media should be strategically generated, considering that although the platform is universal, trends are local.
l. There is a need to package content effectively to gain the desired traction.
m. Members should be educated and encouraged to share their Christian experiences and lessons learned from church meetings in various forms/formats on social media platforms without fear or intimidation.

n. Areas, districts, and local assemblies may be required to build social media and news reporter teams.
o. CoP may have to develop a digital platform like that of Christ Embassy to host all our media and digital stations and works so that in the event we are stuck out from the existing ones, we can fall on our own. This may be a future plan.

APPENDIX 2: THE CITY CHURCH CONCEPT

The "City Church" Concept

The City Church Model is a pilot project that aims to take the gospel to the city and possess the nations. This is a concept all PIWCs should seek to embrace. The following are the seven steps required for establishing a City Church:

1. Fast and pray for direction during the entire process. Launching a city church may come with new terrains and, therefore, demands situational guidance from the Holy Spirit.
    a. Select City; analyse city; how many believers and unbelievers can set targets.
    b. Go for a survey, visit shopping centres and city centres, and engage with the inhabitants to have an idea of what type of people you will be converting.
    c. Pray about and choose a name; pick the city name if available, e.g., Amsterdam city church, Paris city church, Stockholm City church. If such a name has been taken, you may pick a name directly related to the area, e.g., Harbour city church.

2. Look for a location with a strong catchment, analyse, address challenges and discover opportunities.
    a. Find a building with the right amenities and services (sound, lighting, well-accessible, parking etc.)
    b. Contact building, set up a physical meeting, and, if possible, pitch the concept (e.g. that you are bringing the Gospel experience to their city and you want to give them the opportunity to host it).

3. Select a special mission team: Praise and Worship, Media and Protocol are the main core teams needed. Ensure every team member knows the vision, mission, and targets to be achieved per month, year, etc.
    a. ten members
    b. three Musicians (Keyboard, drums, bass guitar)
    c. four singers
    d. one protocol and
    e. two media experts covering audio visual as well.

4. Pray and pick a launch date, preferably at least two months ahead, to have enough time to train your team.

5. Organize team training, spiritual preparation, cultural differences, role-plays, and try-outs on location.

a. Train the team; this could be in the form of biblical training, role-plays, or internships at Amsterdam City Church. For example, the Harbour City Church selected team had to do an internship for 2 months before the start date.

6. Organize online setup, websites, social media, Google Maps, online announcements, and digital QR payment setups.
    a. Launch Service. Make sure the launch service is packed with lots of visitors.
7. Organize online setup, websites, social media, Google Maps, online announcements, and digital QR payment setups.
    a. Organize street evangelism and online promotion activities.
    b. Define the first group of members after launch, follow up on all others and build weekly on that afterwards with the following strategies.

Strategies to Consider after Establishment

1. **Soul Winning**: place extreme emphasis on winning souls; set weekly, monthly and yearly budgets for soul winning. Closely monitor church growth, and souls won with a forecast.

a. Condition team members that it is all about soul winning, so much so that they will be disappointed if souls are not won during the service.

b. To achieve this, always make sure there are new visitors at your service. The consciousness of this will also make every team member careful in their operations e.g. Being late to church can cost a soul not being won. Aim at conversation every week.

c. Crusade: During Pentecost weekend pick a few potential cities for a mass evangelistic activity, such as a crusade.

2. **A Gospel Approach:** At a city church, the gospel of Christ, which is the love of God for mankind and the power of salvation, should be routine. Your services should be a gateway for the king of Glory to come into the heart of men.

3. **Classes at city church**
    a. New convert class: This is where the new convert is introduced to Christianity from a Church of Pentecost perspective within a defined period. At the end, an exam is conducted by the convert and receives a certificate of participation. It entails four classes about person (identity), prayer, pulpit (the word), and purpose (what to do after being saved).
    b. Bible academy – Weekly service (bible studies) has the character of a bible school, making it more relatable.

c. Preachers Digest – a master class where we train to align preaching from a Christ-centred perspective.
d. Baptism class – monthly class on baptism.
e. Prayer walks and Prayer hours; Encourage church members to go for prayer walks and monthly prayer hours.

4. Evangelism

a. The entire church is admonished to evangelise and prioritize evangelistic activities. This is not designated to a particular group.
b. Gospel unplugged – weekly to biweekly street activations—combination of songs and word (Isaiah 61:11).
c. Sing together with the Choir and pray or preach when you pull the crowd while a team is sharing flyers and leading people to accept Christ.
d. Fellowship events such as sports days, BBQ, festivals, bowling

5. Children's Church

a. Let the children follow the same themes as the adults.
b. Every month, let one child preach a 1-minute sermon on communion Sunday.
c. Music classes for Children

6. Outreach

a. Old people's homes (at least per quarter). Lead them to accept Christ
e. Prisons (let young men play football with prisoners or organise gospel music sessions)
f. Language lessons
g. Partner with homeless organisations
h. Visitation of members

7. Media: Strong media presence –Website, Facebook, Tiktok, Instagram, Spotify, Youtube, visuals, audio.

8. Prayer, Praise & worship – very intentional praise and worship, etc.

a. Set an opening prayer team trained to start the service well.
b. Select praise and worship songs weekly and rehearse well toward the service.
c. Write and produce songs.
d. Meet the entire team before service to refocus and reposition their minds towards the goal: save and disciple.

9. **Repetition & Team meetings: Faith cometh by hearing and hearing by the word of God.** Every week, the vision and mission of the church are announced.
    a. Monthly team meetings to mobilise the team to achieve.
    b. Quarterly general team meetings to elaborate on the general goals.
    c. Weekly and monthly analyses of membership population, attendance, nationalities, demographics, etc.
    d. Always have a listening ear for young people in the team to get fresh and new ideas as well as trends.
    e. Use no MC to save time; try to do service within 2 hours. Make sure the whole service runs seamlessly.

10. **Follow-up**
    a. Visitations to members
    b. Monthly call centre where Presbytery split membership and calls them.
    c. Meet and greet sessions for new members.

APPENDIX 3: WHAT IS A GREEN BUILDING?

A Green Building incorporates design techniques, technologies, and materials that reduce dependence on fossil fuels and negative environmental impact. The greatest benefit of Green Buildings is reduced energy consumption, which potentially reduces reliance on fossil fuels and Global GHG levels.

Problem Definition

- The Church of Pentecost (COP) pays high utilities (Energy and water) through our various Area District and Local offices and corporate buildings. This affects cash flow and funds availability for other activities, especially church growth.
- High emissions of Greenhouse Gases (GHG) from building operations contribute to climate change and other built environmental impacts.

Solution

We intend to implement Green/sustainable building interventions to reduce the ever-increasing cost of utility bills in energy and water and thereby promote environmental stewardship.

Proposed Interventions

a. Energy assessment using the IFC-World Bank EDGE Software application.
b. IFC/World Bank EDGE Green building certification for COP corporate buildings.
c. Energy savings interventions to achieve a minimum of 20% savings in ECG bills.
d. Water savings interventions to achieve a minimum of 20% savings in Water bills.
e. Usage of materials for new physical infrastructure to reduce GHG and embodied energy.

Benefits

a. Reduced utility bills through reduced energy and water use.
b. Reduction in greenhouse gas emissions.
c. Pollution prevention
d. Reduced natural resource consumption (Fossil Fuel)
e. Productive and healthy environments.
f. Build a brand reputation in environmental stewardship.

APPENDIX 4: THE CoP E-CHURCH/DIGITAL CHURCH/ONLINE CHURCH (ASSEMBLY) AT- A-GLANCE

What It Is

The Church of Pentecost e-church or digital church (online assembly), hereinafter referred to as CoP online church, is a purely missiological church established with the primary focus of reaching a targeted online audience who do not know the Lord Jesus Christ. It primarily seeks to win such people for Christ and disciple them within a CoP church community that operates entirely online.

It is a spatial faith community where intentional and dedicated efforts are made to reach the lost and to disciple them with the culture and essentials of the Church of Pentecost. The online church will have a sustained membership who shall be committed to it as it pertains to in-person church arrangements, and they shall be nourished with intensive pastoral care, worship, fellowship, and participation in ministry.

The CoP online church concept, thus, makes use of a digital ecosystem of mobile applications, social media, and other online technologies to win souls and to disciple them in online church communities.

Target Audience/Participants

Who It Is For

1. Seekers and individuals who are exploring faith online.
2. People from different parts of the world who are hesitant to attend the physical church due to fear of religious persecution or intimidation, such as people in the Arab world.
3. Members of the CoP and other Christians who, due to their work schedules, are consistently unavailable for in-person services but may be available online. The target group includes officers in peacekeeping operations or naval surveillance on the high seas.
4. Frequent travellers, expatriates, and diplomats who are consistently on the move.
5. People who are limited from physical presence by reason of incapacitation, imprisonment, and other barriers but may have online access.

Who It Is Not For

1. Existing members of the Church of Pentecost, except those cut off by environments and conditions that do not make their participation in in-person services reasonably possible.

The Case for the CoP Online Church (Rationale)

In line with the Church's vision to become "a global Pentecostal church that is culturally relevant in vibrant evangelism, church planting, discipleship and holistic ministry," and in line with Vision 2023's focus of "Possessing the Nations," the Church has been establishing specialised ministries through which it has been able to reach a variety of unreached individuals and groups. It is this zest that has given birth to Home and Urban Missions (HUM), the Ministry to People with Disabilities (MPWDs), the Chieftaincy Ministry, and the Chaplaincy Ministry.

The online church idea is a move to have a ministry outlet in our Church that is 'culturally relevant' to the contemporary online community. Specifically, it focuses on people who, for one reason or the other, may find themselves in conditions or environments where their availability for in-person services may not be guaranteed but who, nonetheless, may have online access.

People in the online space have mostly been neglected in past ministry efforts, and though there are current efforts to livestream some of our services and to offer a hybrid (both in-person and online) programmes, a dedicated online church that makes an intentional and organised effort has not yet been deployed.

Continuities with the In-Person Church and Current Efforts in Online Ministry

1. It will operate within the doctrines, practices, brand, and culture of the Church of Pentecost since it is an assembly of the Church.
2. The online church will not be an end in itself. This is because some of its members may continue to be mobile and may, at some point, settle in new environments that make participation in in-person services possible. To help do this effectively, it will have an effective transfer system. In fact, it will be in its interest to facilitate transfer to in-person assemblies of the Church since the online church is not an end in itself.
3. The online church will coordinate with various in-person local assemblies to provide water baptism and administer the holy communion to its members whenever and wherever conditions become possible. It will feed on the existing setup of the Church worldwide to deploy other relevant ministry to its target audience from time to time.
4. Its tithes and other offerings will be integrated into the mainstream financial infrastructure of the Church.
5. When the various current online ministry efforts of the Church successfully win souls who belong to the target audience of the online church, the respective local assemblies **may** facilitate their transfer to the online church.
6. All other related ministries, such as welfare, marriage, bereavement, etc., would be conducted with the help of nearby church assemblies.

Major Distinctiveness

1. Intentionality: It will be an intentional effort to win souls online and nurture their growth within CoP online communities. This intentionality will be seen in leadership, approach, ministry execution, and the utilisation of the online architecture, service planning, and programming.
2. Regularity and Reliability: In current efforts, online services and programmes are held on an as-and-when basis. The online church will have a weekly programmed set of activities that can be relied upon to be run at fixed dates and times. Unlike the current sporadic approach, the online church will establish a consistent schedule of weekly activities that can be relied upon on fixed dates and times.
3. It will be handled by a more competent and dedicated team.
4. It will employ a rich and diverse use of technology.
5. A dedicated ministry team will prioritise online members as the primary focus. They won't be relegated to a secondary position behind in-person members in terms of ministry attention, unlike current practices where online participants are occasionally overlooked in favour of those physically present.
6. It will guarantee unlimited access to online seekers.
7. It will promote a sense of community, as against online individualism, through its use of interactive platforms such as threaded discussions, chat platforms, video and audio-conferencing calls, and mutual care among members.

Scope and Operationalization

Level: Implementation of the concept may begin at the global level and may be scaled down gradually to the Blocs of the Church with time after a pilot study period of about one year. At the global level, it will be run by the Head Office through a dedicated and trained team put together for that purpose. Though it will be one assembly at the onset, it will have three ministry centres (command centres) - in Ghana, the United States of America, and the Netherlands – and shall have appropriately developed studios for its purpose. It will have these studio ministry centres without physical audience per se.

Language: The online church may begin with English and move into other international languages with time. When triggered, the Blocs may use international languages relevant to their jurisdictions. Features such as lower third captioning and sub-titles will be activated to manage accent dispositions in language use.

Operation: The CoP online church will leverage digital tools to facilitate worship services, Bible studies, prayer meetings, and other church activities over the Internet. This will take place through various digital platforms.

Leadership

The online church, at its onset (at the global level), may be assigned a pastor/apostle who will lead a dedicated team of skilled and trained people to run the church and keep them under Pentecostal authority. This initial commitment is needed to pave the way and set the necessary criteria for operationalising the concept at the lower levels of the Church.

Foreseeable Challenges and Mitigating Measures

1. Sheep stealing: Some ministers of the Church may feel that the online church may 'steal' their 'sheep'. On the contrary, the primary focus of the online church shall be missiological and shall not have a place for existing CoP members.
2. The fear that the online church may promote breakaways: The breakaway phenomenon may not be distinct from the online church idea. Instead, digital platforms, social media especially, by its nature, has been known to promote autonomy from existing structures. To mitigate this, the Church shall be firmly in charge of the systems and platforms deployed for the operationalisation of the online church. Its leaders shall only come to run the church machinery when appointed and leave it when reviewed, just as it pertains to the church in brick and mortar. Again, if a leader of the online church attempts to break away, the said breakaway leader would have to gather a new following on his or her own platform, and these would be a mixed people, not necessarily CoP members. Also, a way to mitigate this is to work hard to have reliable and needed content since people are constantly on the move in the online space for helpful content.
3. Members Getting Stuck to Leading Personalities: This relates to leaders who will represent the face of the CoP on the online church platform. Such a ministry promotes the marketing of individuals who play leading roles, and if they become unfaithful to the Church, they can easily sweep members away to form their own churches. This challenge can be resolved by ensuring that mature and faithful people, preferably ministers (pastors and apostles), are chosen to lead such a ministry, especially at the onset. Also, as a necessary measure, there will be great intentionality to market the Pentecost brand rather than one particular person's face all the time.
4. High youth mobility to the online church: From the onset, we must be clear and emphatic that the online church is not for existing CoP members who do not have unhindered access to in-person services. As a purely missiological strategy, existing CoP members are not welcome there.
5. Loss of interest in in-person church services: We must be emphatic that this is a purely missiological tool to win souls online, not for existing members. Again, this would not be a serious challenge because members

are already connected to their local assemblies and would always revert to their churches even if they access church from online platforms.

6. Attractiveness: There will be the need for intentionality to keep it attractive in ministry quality, décor, and technology. This will help us to remain attractive in the online space with a plurality of options.
7. Virtual Fatigue: There could be the possibility of virtual fatigue, where people feel stressed out for staying too long on these platforms. This can be handled through time consciousness and balancing live (synchronous) activities with offline (asynchronous) activities.
8. Data Privacy and Protection: Issues of data protection and privacy could become a challenge. These can be resolved by securing end-to-end interactivity as well as encryption against potential intrusion.
9. Change Management: CoP members and other stakeholders may struggle to understand and even accept this new intervention. There will, therefore, be the need to intentionally educate stakeholders on the contemporary digital era and its ministry implications for our consideration as a Church. We must also educate people on the approach to be adopted for this new ministry effort.
10. Connectivity Issues: Connectivity issues or lack of stable internet can disrupt the online church experience and prevent some from joining. This can be resolved by recording sessions or pre-recording and uploading sessions, which can be accessed later.

Conclusion

Throughout church history, various generations have attempted to legislate how God moved in their generations for succeeding generations to use. Unfortunately, such efforts have failed miserably. However, where they were sensitive to attune the next generation to God and taught them to stay open to God's move in their era, irrespective of how it came, there have been remarkable successes. As stepping into the online space for a dedicated church ministry is challenging, a more relevant question is: "Is God at work in the online space in this generation?" To wit, God is already at work in the digital space in this generation, and it is a good step the Church of Pentecost is taking to join Him there.

APPENDIX 5: TENETS OF THE CHURCH OF PENTECOST

The Bible

We believe in the divine inspiration and authority of the Holy Scriptures. We believe that the Bible is infallible in its declaration, final in its authority, all-sufficient in its provisions and comprehensive in its sufficiency (2 Ti. 3:16; 2 Pe. 1:21).

The One True God

We believe in the existence of the One True God, Elohim, Maker of the whole universe; indefinable, but revealed as Triune Godhead - Father, Son and Holy Spirit. One in nature, essence, and attributes; Omniscient, Omnipotent and Omnipresent (Ge. 1:1; Mt. 3:16-17; 28:19; 2 Co. 13:14).

The Depraved Nature of Humanity

We believe that "all have sinned and come short of the glory of God" (Ge. 3:1-19; Is. 53:6; Ro. 3:23), and are subject to eternal punishment (Mt. 13:41, 42; Ro. 6:23), and need repentance (Ac. 2:38; Mt. 4:17; Ac. 20:21) and regeneration (Jn. 3:3, 5; Tit. 3:5).

The Saviour

We believe humanity's need of a Saviour has been met in the person of Jesus Christ (Mt. 1:21; Jn 4:42; Ac. 2:36; Eph. 5:23; Php. 2:6-11), because of His Deity (Is. 9:6; Jn. 1:1; 20:28; Ro. 9:5; Tit. 2:13,14), Virgin Birth (Is. 7:14; Mt. 1:18; Lk. 1:25-27), Sinless Life (Jn 8:46; Heb. 4:15; 2 Cor. 5:21), Atoning death (Ro. 3:25; Heb. 9:22: 1 Jn. 2:2), Resurrection (Mt. 28:5-7; Ac 2:24; Ac. 2:36; 10:39,40; 1 Co. 15:3,4) and Ascension (Ac. 1:9-11; 2:33-36), His Abiding Intercession (Ro. 8:34; Heb. 7:25) and His second coming to judge the living and the dead (Ac.1:11; 10:42; 1 Th.4:16-18; 2 Ti. 4:1; Rev. 22:12, 20).

Repentance, Regeneration, Justification and Sanctification

We believe all humanity have to repent and confess their sins before God (Lk. 15:7; Ac. 2:38; 3:19; 17:30), and believe in the vicarious death of Jesus Christ before they can be justified before God (Ro. 4:25; 5:1). We believe in the sanctification of the believer through the working of the Holy Spirit (1 Co. 1:30; 6:11) and God's gift of eternal life to the believer (Jn. 17:2, 3; 10:27, 28; Ro. 6:23b; 1 Jn. 5:11-13).

The Ordinances of Baptism and the Lord's Supper or Communion

We believe in the ordinance of Baptism by immersion as a testimony of a convert who has attained a responsible age of 13 years. (Mt. 3:16; Mt. 28:19; Mk. 1:9, 10; 16:16; Ac. 2:38). Infants and children are not baptized, but are dedicated to the Lord (Mk. 10:13-16; Lk. 2:22-24, 34). We believe in the ordinance of the Lord's Supper or Holy Communion, which should be partaken by all members who are in full fellowship (Lk. 22:19, 20; Ac. 20:7; 1 Cor. 11:23-33).

Baptism, Gifts and Fruit of the Holy Spirit

We believe in the baptism of the Holy Spirit for believers with the initial evidence of speaking in tongues (Joel 2:28,29; Ac. 2:3, 4, 38,39; 10:44-46; 19:1-6); and in the operation of the gifts and the fruit of the Holy Spirit in the lives of believers (1 Co. 12:8-11; Rom. 12:6-8; Gal. 5:22,23).

Divine Healing

We believe that the healing of sickness and disease is provided for God's people in the atonement. The Church is, however, not opposed to soliciting the help of qualified medical practitioners (2 Ki. 20:7; Mt. 9:12; Lk. 10:34; Col. 4:14).

Tithes and Offering

We believe in tithing and in the giving of free-will offerings towards the cause of carrying forward the Kingdom of God. We believe that God blesses a cheerful giver (Ge. 14:18-20; 28:20-22; Ml. 3:6-10; Mt. 23:23; Ac. 20:35; 1 Co. 16:1-3; 2 Co. 9:1-9).

The Second Coming and the Next Life

We believe in the Second Coming of Christ and the Resurrection of the dead, both the saved and the unsaved – they that are saved, to the resurrection of life; and the unsaved, to the resurrection of damnation (Mk. 13: 26; Da. 12:2; Jn. 5: 28-29; Ac. 1:11; 10:42; Ro. 2:7-11; 6:23).

Marriage and Family Life

We believe in the institution of marriage as a union established and ordained by God for the lifelong, intimate relationship between a man as husband and a woman as wife, as biologically defined. We believe that God instituted marriage primarily for companionship, and for procreation and the godly nurture of children, to enable them find the security of love and growth in the heritage of faith (Ge.2:18; 21-25; Mt.19:4-6; 1 Cor.7:1,2).