

South Leeward Mission

STRATEGIC PLAN

2018 - 2021

VALUES:

- Commitment to God
- Growth
- Development
- Preserving our image/identity
- Relevance
- Excellence
- Integrity
- Leadership
- Unity

Mission Statement:

To prepare the people of the South Leeward Mission for the second coming of Christ by means of quality gospel proclamation, discipleship, training and service.

Vision Statement:

A growing community of believers united in Christ, equipping its members and mobilizing all its resources to effectively communicate God's message of salvation (grace and judgment), thus providing relevant, Christ-centred and holistic ministry to all.

SWOT ANALYSIS

STRENGTHS

1. Varied Human Resources
2. Excellent Structures
3. Established institutions
4. Vibrant youth
5. Accessibility
6. Positive leadership
7. Growing families
8. Financially viable
9. Evangelistic opportunities
10. Rich heritage
11. Technology
12. Free Media
13. Youth Programs
14. Organizational Structure

- | | |
|---|---|
| 15. Committed Leaders | 19. Devotion |
| 16. Large Youth Population | 20. Young Clergy |
| 17. Solid/healthy/stable financial base | 21. Good Reputation as a denominational organization |
| 18. Youthful workforce | |

WEAKNESSES

- | | |
|--|--|
| 1. Fearful of change/New Ideas | 13. Spiritual Apathy |
| 2. Lack of implementation, plenty talk | 14. Adventists not embracing health Message |
| 3. Do not use available resources | 15. Lack of infrastructure |
| 4. Double Standards | 16. Low retention of youths |
| 5. Power Struggle | 17. Irregular benevolence (imbalance of tithe vs offerings) |
| 6. Dissident Movement/Fanatical Ideas | 18. Increased Apostasy |
| 7. Too many small churches | 19. Lack of commitment |
| 8. Spiritually low | 20. Program overload |
| 9. Limited financial resources | 21. Poor family life (dysfunctional) |
| 10. Lack of continuity | 22. Poor record keeping, documentation & reporting |
| 11. Dysfunctional Systems | |
| 12. Lack of adequate safety features and lack of positive aesthetics. | |

OPPORTUNITIES

1. Training Programs
2. Technological Advancement
3. Communication
4. No hindrance to sharing faith
5. Present economic/humanitarian condition ripe for community outreach.
6. Relationship with government
7. Stable political environment to grow and expand
8. Educational Benefits
9. Health Benefits
10. Freedom to worship
11. Migration
12. Media

THREAT

1. Increase in Violent Crime
2. Volcanic Activity – Montserrat
3. High Cost of Living
4. Availability of elicited and explicit materials online/media
5. Reduced employment
6. Immorality
7. Prevalence of lifestyle diseases
8. Secularism
9. Disaster zone
10. Migration
11. Family Life (dysfunctional)

STRATEGIC OBJECTIVES:

I. Membership Conservation

A. Meaningful Worship

- 1.** To create a worship environment that will adequately minister to the worship needs of all age categories.
- 2.** To design our worship services to reflect the utilization of our gifts and talents in the expression of praise to God.
- 3.** To create a worship atmosphere that exalts Christ and brings the worshiper to reflect genuine reverence to God and service to man.
- 4.** To encourage rebuilding of the family altar so that the worship experience will begin in the home such that each member brings his/her experience into the church service.

B. Nurture

- 1.** Biblical Instruction
 - i.** To create a culture of Bible Instruction in the churches and homes of the South Leeward Mission.
 - ii.** To create a greater appreciation for the Sabbath School Lesson Study Guide.

C. Doctrinal Purity

- 1.** To counter the negative influence of the “Internet Church” by providing membership education and leadership training for elders and lay preachers.
- 2.** To foster a proper understanding of the fundamentals of Adventism among members of the church.
- 3.** To put renewed emphasis on the concept of the church as a training center with the expectation that all members of the church should be appropriately trained for effective service.

D. Biblical Spirituality – Devotional Practice

- 1.** To incorporate the practice of the spiritual disciplines in our worship services (corporate, family, personal devotions):
- 2.** To encourage the development of biblical spirituality in the lives of our children.

E. Youth Ministry

- 1.** Clubs (uniform Bodies):
To make available vibrant club ministry to every child/youth in our congregations
- 2.** Social
 - i.** To provide a wide range of social opportunities/activities to adequately satisfy the recreational needs of our young people.
 - ii.** To encourage youth interaction by developing inter-church/inter-island social programs.
- 3.** Service
To foster the spirit of joyful service in our Children/Youth by intentionally providing opportunities for Humanitarian outreach locally and abroad.
- 4.** Involvement
 - i.** To implement the *pass-it-on* program in all our congregations.
 - ii.** To develop a cadre of Youth evangelists who could be deployed to do youth-reaching-youth evangelism outreach.
- 5.** Music
To develop a program that provides Music Educational Instruction to our various choirs, praise teams, choristers, singers and musicians.

F. Spiritual Gifts (Stewardship)

To provide spiritual gifts education for all our members with the aim of helping them to identify and utilize their gifts and abilities in the service of Christ.

G. Family Life

To develop meaningful family life ministry instruction/education/support with the aim of creating happy families thus happy church members

H. Christian Education

- 1.** To encourage all of our parents/ members to utilize/support the education facilities that the organization provides.

2. To have our churches giving consistent support to those who attend our educational institutions. (e.g. Financial, social, spiritual).
3. To provide promotional/educational programs to get parents/guardians aware of the benefits of Christian Education. (Education Directors/Pastors).

I. Service (Community Outreach and Missions)

1. To get more persons involved in participating in elected and non-elected ministries in the church.
2. To heighten the awareness of the importance of being involved in Missions among the member of our church.
3. To create an understanding of the importance/spiritual significance of ongoing participation in the service /outreach ministries of the church among our members.

J. Leadership Development

1. To create transformational leaders by establishing a path to leadership development.
2. To establish a mentorship aspect in all ministries of the church.

II. Evangelism and Mission

A. The Christian as a Soul Winner

1. To create a culture of Missionary Volunteers among all members of the church
2. To provide orientation program for new converts protocol with the aim of ensuring that our new converts are thoroughly grounded in the principles of Adventism.

B. Evangelism as the Church's Mission

1. Public
 - i. To develop and implement a baptism protocol for Public Evangelism
 - ii. To organize continued training for lay bible instructors to provide for our various evangelistic campaigns and conservation programs.

iii. To develop evangelistic sermon outlines to lay evangelists.

2. Small Groups

i. To provide education and encourage the development of small group evangelism as a viable evangelistic strategy in the South Leeward Mission.

3. Personal

i. To get members involved in utilizing the Publishing Ministry as a personal evangelistic strategy. (e.g. Priorities Magazine, tracts)

ii. To create an awareness of the need for personal witnessing and to provide training (theory and practical) for the same.

4. Institutional

i. Education and Evangelism

a. To endeavor to have all students, attending our institutions, develop a personal love relationship with Jesus which will lead to commitment.

b. To move towards the development of a Missionary Club in our High Schools. (Education Director and Personal Ministries Director).

ii. Community Outreach as Evangelism

a. To provide ministry in our various communities with the aim of alleviating suffering, forging relationships and leading people to Jesus in the following areas: Men's Ministries, Women's Ministries, Family Life & Health etc.

b. To create strategies that would allow each centre to become functionally relevant in meeting the needs of its members and community.

iii. Social – Youth and Sports

To create opportunities for social interaction between members of the church and community through sports and cultural events

iv. Worship

a. To ensure that we maximize the evangelistic potential of our Sabbath worship services and special events/services.

b. To aim at creating a spiritual/welcoming/inspirational worship atmosphere at all of our church services.

III. Functional Structures

A. Technology

- 1.** To develop a functional website that acts as a resource Centre and a medium communicating relevant information.
- 2.** To properly organize and utilize the Second Advent Radio station to effectively communicate the churches Vision throughout the SLM Territory.
- 3.** To have all of our churches technologically equipped.
- 4.** To train and deploy technology clubs to utilize technology to disseminate positive messages highlighting the church.
- 5.** To encourage the use of technology when disseminating information and thus reduce reliance on paper. (Administration)
- 6.** To employ the use of green technology with the aim of becoming more energy efficient.

B. Worship Centers

- 1.** To set up standardize signage systems (digital signs where possible) that can clearly relay messages to passers-by.
- 2.** To develop a system of ordered church building/renovation projects so that churches can be built in a shorter period of time.
- 3.** To set up a local Nehemiah Skills Ministry chapter in the South Leeward Mission.
- 4.** To ensure that our churches adopt the safely standards and requirements as set out by Risk Management and local authorities (child protection, building codes etc.).
- 5.** To do an organizational review of our church plant structure with the aim of creating a more efficient human resource base in our various congregations.

C. Facilities

- 1.** Educational
 - i.** To develop facilities in the area of Industrial Arts to better equip our boys and girls.
 - ii.** To develop recreational centers at our schools.

- iii. To ensure that our schools adopt the safely standards and requirements as set out by Risk Management and local authorities. (Child protection, building codes etc.)
 - iv. To ensure there are adequate worship centre facilities for the children. (long-term)
 - v. To have all our early childhood education development centres housed in our own facilities.
- 2. Office**
To create an office complex that will not only meet the needs for office space but will also provide a form of income generation.
- 3. Social/ Recreational**
To provide facilities in our various territories that can accommodate both the missions recreational and convention needs.
- 4. Health Facilities**
- i. To create a Dental Clinic Complex on the land in St Kitts where the Manse is now located.
 - ii. To keep our various health institutions in a state of repair and have adequate/modern facilities to perform their required functions.
 - iii. To pursue the idea of adopting a life style centre over the long run.

IV. Finance

A. Faithful Stewardship

- 1. To encourage/launch a stewardship education program which emphasizes systematic benevolence.
- 2. To develop an intentional youth stewardship education program which is aimed at creating/producing youths who understand and practice the principles of Christian stewardship.

B. Institutional viability

- 1. To implement a new approach to augment the financial support to our institutions.

- 2.** To move towards the establishment of a development and fund raising department that will provide sustainable income generation for our various institutions.
- 3.** To Invest in training and human resources development with the aim of allowing our institutions to see exponential growth as a result of viable and accountable leadership.
- 4.** To formulate internal strategies that guide to locating investment opportunities that will allow for school viability. (The school will work on this)
- 5.** To create a culture of ownership that will foster faithful support among membership to our various institutions.

C. Accountability & Transparency

- 1.** To implement a system where all our institutions are audited annually.
- 2.** To perform an administrative audit of all of our institutions biennially to ensure that systems are in place.
- 3.** To ensure that all institutions report at least once a year to their various constituencies.

D. Workers Compensation

- 1.** To look favorable towards increasing teachers' salary to reflect the standard of living in the various countries.
- 2.** To re-examine the Missions remuneration scale to reflect cost of living in each island territory.
- 3.** To ensure that all of our institutions provide adequate insurance coverage to employees.