



Strategic Plan

2023-2027

EXECUTIVE SUMMARY

1. WHO WE ARE

HISTORY

Karura Community Chapel is a non-denominational congregation started in January 1996 as a plant of the Nairobi Chapel. The church-plant was led by an interim leadership team of six people, and a core group of about thirty committed to planting a Church in the Runda/Gigiri community. This team worked together in developing a philosophy of ministry, purpose statement and name of the church, before the launch of the Church on 7th January 1996 at the Gigiri Kindergarten, just behind the popular Village Market. The first group of about 30 registered members was received in May 1996.

In the last 25 years the church has grown in numbers to a population of over 2,000 adults, and children and youth who attend the church physically and over 5,000 who regularly engage on our online platforms. The church has also grown in reach and has planted 9 daughter congregations. Our congregation has grown in depth of their knowledge of and love for God and have continually displayed fruitfulness as they have sacrificed their time, talent and treasure to reach more people with the gospel and also reach out in compassion to the needy in the community.

This new strategic plan will focus on building on the success of the previous ones in seeking to fulfil our God-given vision and mission.

OUR VISION

Becoming Christ-like disciples engaging the world.

- **Becoming:** People being drawn to a process of continual growth.
- **CHRIST-like-ness** is the goal of discipleship. People who are: Centred on God; Holy in life; Righteous in action; Integrated in the Body (of Christ); Spirit-filled for service; and Totally Engaged as followers of Christ in all aspects of their lives.
- **Engaging the World.** Engaging in:
 - Rescuing the poor and lost (Luke 4:18-19).
 - Discipling the Nations: Individuals to become followers of Christ who in turn impact their context; as well as serving as Salt and light affecting the human and natural environment around us.

OUR MISSION

To be a worshipping community, helping one another to be obedient to God's Word and to be Ambassadors of Jesus Christ in a needy world.

CORE VALUES

- a) Commitment to the Great Command to love God and to love our neighbours (Luke 10:25-37).
- b) Commitment to Biblical transformation (Rom. 12:1,2; Col. 1:28,29).
- c) Commitment to empowering leadership (Ephesians. 4:11,12) (open, unthreatened, team-oriented, unity seeking, willing to pass on to others).
- d) Commitment to Contextual Relevance (1 Cor. 9:19 to 23).
- e) Commitment to Church Planting (Matt. 28:19,20).

We believe that successful ministry is dependent on God, and so foundational to the above is:

- f) Commitment to Prayer, the truth of God's Word, and seeking God's presence and enablement by the Holy Spirit. (John 14 – 17; Rom. 8:5-17; Phil. 2:13).

STATEMENT OF FAITH

- A. [The Bible] The Divine Inspiration, Authority and Sufficiency of the Holy Scriptures.
- B. [The Trinity] The Unity of the Godhead with the distinction of Persons in that Unity, namely the Father and the Son and the Holy Spirit, co-equal and co-eternal, to whom equal honor is due.
- C. [The Depravity of Man] That in consequence of the fall of Adam man became “lost” and at “enmity against God”; that he is also “without strength” to do the will of God.
- D. [Concerning Jesus Christ, The Son of God]
 - That the Son of God truly became man being begotten of the Holy Spirit and born of the Virgin Mary, and His righteousness is imputed to all believers.
 - That His death was a sacrifice to God, and a propitiation for the remission of the sins of His people.
 - That He was raised from the dead.
 - That He ascended to the right hand of God, and is now the all-sufficient High Priest of His people.
 - That He will come again to receive His people unto Himself and to set up His Kingdom.
 - [Justification—Being made right with God]
 - That the justification of the sinner before God is by faith alone.
 - That every justified one is also born of God.
 - That such a new birth should result in and be made evident by holiness of life and good works.
 - [Sanctification—The Continuing work of being made perfect]
 - The need of the Holy Spirit’s work in regeneration and sanctification.
 - Sanctification is a state to be deeply desired, but the doctrine of perfection in the flesh is contrary to the teaching of Holy Scripture.
- E. The Future of Man beyond Physical Death.
- F. That at death the spirit of man does not cease to exist or become unconscious.
- G. That the dead will be raised either to life or to condemnation and that the blessedness of the righteous and the punishment of the unrighteous will be alike eternal.
- H. [The Devil, Satan] That Satan is a real personality: he was created perfect by God and given power, but through pride he fell and became the father of sin, the arch-enemy of God and of the souls of men.
- I. [The Nature of the Church] The Church owns no denominational bonds but regards all believers in the Lord Jesus Christ as members of the one Body of Christ in common with themselves and therefore welcome in the Fellowship of the Holy Spirit all believers in Christ irrespective of race provided they are sound in the Faith and seeking to live godly lives in Christ Jesus.
- J. The oversight of the Church shall be entrusted to the Elders who shall have the qualifications specified in scripture.

SWOT ANALYSIS

2. WHOLE CHURCH STRENGTHS

We reviewed the qualities, capabilities, and competencies that enable Karura Community Chapel to successfully accomplish its mission and vision.

Strong focus on the word; pastoral stewardship, right doctrine	Training opportunities for relevant life issues; financial management, parenting etc
Strong fellowship; warmth, care for one another	Strong community life groups
Innovative discipleship through sung worship, sermons.	Vibrant children’s ministry and programs; VBS
Community acceptance	Vibrant youth Church dedicated to youth Issues; youth owned programs
Decentralized leadership: zonal leaders, CLG leaders, ministry programs committees	Vibrant outreach ministry: prisons, rehabs, high schools, Tumaini, Dorcas, KYSA, MED
Commitment to social welfare of the communities around us through our programs including but not limited to Karura Centre NGO, Feeding Programmes, Children & Youth Outreach, Scholarship & Mentorship, Prisons Ministry, Vision Conference, Missional Communities etc	A congregation with varying gifts and talents
Adaptability to technology	Creation of strategic partnerships for supporting ministry
Strong leadership including elders, Pastor’s, staff	Affinity ministries; Hekima, Men, Women, that are opportunities for discipleship, fellowship
Volunteerism; many opportunities exist for members to serve	Effective Resource and deployment
Strong focus on discipleship; clear transformational track	Improved communication and messaging across different channels; services, information desk, social media, texts, annual reports, weekly bulletin, church website
Discipleship programs; Mizizi, Ombi, FIC, SEC, PMCC, Marriage Ministry	Few committed and dedicated members
Vibrant church plants and missional communities	Successful Mentorship Program Robust emphasis on Prayers
Strategic location	Consistent growth in church membership

3. WHOLE CHURCH WEAKNESSES

We considered the qualities that prevent the church from accomplishing its mission and vision or reaching its full potential. This is a brief summary of the weaknesses identified include:

- Limited guest speakers.
- Poor volunteer management: lack of follow up, volunteer fatigue.
- Low male involvement.
- Lack of a library for discipleship materials.
- No youth involvement in leadership/succession planning.
- Inadequate programs and support for divorcees, widows, young men, PLWDs, Hekima, singles.
- Staff working in silos.
- Lack of adequate equipment, (sound, video).
- Inadequate understanding of Church vision.

4. WHOLE CHURCH OPPORTUNITIES

It's all about the great commission! To discern our opportunities, we asked the following questions: What internal opportunities are we not taking advantage of? What external opportunities are we not taking advantage of? What impactful trends should we be aware of? What changes have occurred recently in our church, in our community, in our nation? Where do we see God working?

These include:

Internally:

- Giving priority to family discipleship; foundations are best established at the household level.
- Giving priority to testifying of the things God has done in and through us.
- Giving priority to children and youth Churches; the national and global youth bulge cannot be ignored. Resources must be set aside to grow these Churches
- Utilizing available technology to minister globally; growing discipleship, trainings, and church services; making them available to the global audience.
- Ministry outreach and partnership opportunities with the international community. Giving priority to the music ministry through Karura Voices and Children band.
- Giving priority to equipping the church to GO and be disciples everywhere; home, community, and market place.
- Giving priority to equipping church staff and Pastors to take on a more biblical model of a coaching/discipling role of being "encouragers and equippers" of the congregation for their work of ministry rather than doing the work of ministry.
- Giving priority to inclusion; divorce and widow care; support to mental health, substance abuse.
- Giving priority to CLGs.
- Giving priority to prayer.

Externally:

- Creating an 'army' to go out and share the gospel everywhere (Homes, neighborhoods, and workplaces) based on the Acts 8.
- Giving priority to sharing and testifying how God has worked in and through the body of Christ to change lives.
- Giving priority & intentionally reaching out to the growing population around the church; Ruaka to Limuru, Two Rivers, Banana to Tigoni, Kiambu Road.
- Giving priority to partnerships in order to do more: more collaboration between Churches, organizations: share ideas, resources, assignments and in some cases staff members or campus space
- KaruraCC is a commuter hub in many ways-improved and growing road network plays to our advantage.

- Diversity in the community around us that can enable us to do more. The International Community provides us members who are here on a short-term basis-6-18 months, which is a ministry outreach opportunity.
- Leadership Outreach facilitated through club membership subscription.
- Strategic partnerships and alliances with community groups such as Rotary Clubs, Residents' Associations, etc.
- Music as an outreach tool.
- Optimize our reach in addressing: Changing family structures and related dynamics, and; Current and future social issues (mental wellness, social disconnectedness, purpose, identity & co-parenting)

5. THREATS

We considered the conditions that may arise in the environment that would threaten the stability of the church. Some of the questions we asked included: What obstacles does our church face? What is changing in culture? What is changing in our community? What is changing in our key metrics?

- Cultural norms; Today's culture is busy and centered on self!
- Economic pressure: Not only does reduced household income reduce church income, but job loss for some means finding employment in another city
- Growing call of freedom of religion and freedom from religion; people mentally assent to the existence of God but live like He doesn't exist.
- Governmental control and intervention.
- Spiritual warfare; acknowledge that any spiritual enterprise will be threatened by spiritual warfare. The Bible plainly teaches that there is not only a God and angels but also a devil and demons. These opposing forces are in a constant battle for control in people.

6. WHAT ARE OUR PRIORITY AREAS?

6.1 WORSHIP



A community growing in our connection with God. (Centered on God; Holy in life; Righteous in action; Integrated in the Body (of Christ); Spirit-filled for service; and Totally Engaged as followers of Christ in all aspects of their lives). (John 15:4-5)

Objectives: (In the Church)

- ❖ God-centered worship services
- ❖ Sacrificial partnership / participation in Kingdom agenda in our calling together as a Body, and within the church family.
- ❖ Prioritizing prayer as a central theme for everything in the Church, powering our dependence on God for fruitfulness.
- ❖ Growing the Music and arts space to share the word of God (Through Karura Voices and the Childrens band.).
- ❖ Growing in generosity as a kingdom priority: annual growth in tithes and offerings
- ❖ Testify/communicate what God is doing in and through us.

Objectives: Engaging the world

- ❖ God centered worship services through outreach ministry to homes, communities, educational institutions, spaces of business
- ❖ Creating partnerships with external organizations to enable the spread of the gospel to the nations.
- ❖ Worship music ministry to the nations through Karura Voices.
- ❖ Taking the prayer ministry out to the world.

6.2 FELLOWSHIP



Growing Christian love (koinonia) within the church family, ensuring all feel included and engaged. (John 13:34, John 15:12, Acts 2: 44-45)(Adults, Youth, Children subsets - vehicles)

Objectives:

- ❖ Help members find affiliation and affirmation; and enhance application of the word; and support and grow accountability.
 - ◇ Grow the reach and effectiveness of our Community Life Groups such that over 80% of the adult community are meaningfully engaged in intimate fellowship within the Family of Christ.
 - ◇ Grow Church affinity groups.
 - ◇ Grow opportunities for Churchwide fellowships.
 - ◇ Grow a system for providing care and support in the church.
- ❖ Achieve an understanding among the congregation on the mission, vision, values and strategy of the church
 - ◇ Allocate time during services to articulate our mission, vision, values and strategy.
 - ◇ Ensure 100% of the paid-staff and church leaders are able to articulate the mission, vision, values and strategy
 - ◇ Enable individual and corporate ownership of the vision so that church members see themselves as agents of the Church and its calling.

6.3 LEADERSHIP DEVELOPMENT



Growing and nurturing leaders in the community (Ex. 18:21-22)

Objectives:

- ❖ Equip men and women to serve in leadership in the congregation and beyond (becoming Christlike).
 - ◇ Teach the congregation about identifying their spiritual gifts and using these gifts to serve the body of Christ.
 - ◇ Grow leadership opportunities in the Church and in its established partnerships through the leadership pipeline.
 - ◇ Incorporate apprenticeship and coaching elements in all institutional programs.
 - ◇ Provide training opportunities on Biblical leadership.
 - ◇ Organize ministry leaders, lay Pastors, deacons into Servant Leader Committees. (for example: Outreach- Visitation; Welcome; New Believers & Baptism; Pastoral Care; Grief- Bereavement; Food distribution; etc)
 - ◇ Incorporate elements of futurist and strategic thinking into leadership development programs, in order to grow leaders who are culturally attuned and flexible
- ❖ Sending out leaders (engaging the world).
 - ◇ Growing the number of people in our congregation engaged in leadership outside the Church as influencers.
 - ◇ Develop systems & practices to support the engagement of church members engaged as leaders nationally and in the market-place.

6.4 DISCIPLESHIP



Growing disciples who make disciples (2 Timothy 2:2, Matt. 28:19-20)

Objectives: (within the Church (becoming like Christ)

- ❖ Grow discipleship programs within the Church.
- ❖ Foster personal worship of God by encouraging every member throughout the year to develop a daily ritual of connecting with God through prayer, devotion etc.
- ❖ Build capacity to expand discipleship programs in the Church by training more facilitators.
- ❖ Grow family focused discipleship by offering a library of materials that can be used at family level.
- ❖ Through services, teach children, youth, adults the word of God.
- ❖ Grow Bible study groups & link congregants to bible study opportunities (e.g BSF).
- ❖ All ministry leaders to enable continuous growth of their engaged volunteers through mentorship and training processes.
- ❖ Starting with a core of 8 leaders, each walking with at least 3 people through a year, roll out a Multiplicational discipleship program that would multiply at least x2 every year (384 multipliers by Dec. 2027)





Objectives: (engaging the world)

- ❖ Extend discipleship programs outside the Church making them accessible to members from other Churches nationally and also for those outside the country.
- ❖ Using a coaching / multiplication model, train facilitators expanding the reach of discipleship programs in homes, neighborhoods, institutions etc.

6.5 EQUIPPING



Enabling effective and efficient engagement of congregants in the service of God according to their skills, gifting, and passion. (Eph. 4:16, Eph. 2:10)

Objectives:

- ❖ Cultivate a culture of service (becoming Christ like)
 - ◇ Envision the church as a whole to see themselves as ministers and responsible for the running and programs of their church.
 - ◇ Make voluntarism a pillar in ministry culture.
 - ◇ Set up an HR style volunteer management and engagement team.
 - ◇ Integrate volunteerism in sharing the word.
 - ◇ Introduce churchwide family friendly voluntarism for all ages.
 - ◇ Immerse children and youth in Church projects from start to finish

6.6 OUTREACH



Enabling the church and its believers to engage the world for Christ (Matt. 5:13-16, Matt. 28:18-20)

Objectives:

- ❖ Equip the church with knowledge on the practice of sharing the Gospel of Christ in appropriate and contextual ways (e.g. BLESS, "Discover your mission now" etc.)
 - ◇ Train and equip our church family in the use of effective evangelism strategies.
 - ◇ Enable opportunities for practical engagement and mentoring / coaching to enable practices to stick and be implemented beyond church programs.
 - ◇
- ❖ Increase the number of people engaged in Outreach
 - ◇ Grow the number of active volunteers engaging in ministries beyond the Church by 60%.
 - ◇ Provide events, activities and opportunities for congregation involvement.
 - ◇ Grow the number of active members building or supporting personal initiatives outside the Church.
 - ◇ Grow the number of CLGs and Affinity Groups actively engaging in on-going mission and love projects.

- ◇ Working with CLGs, encourage, support and track member engagement as Ambassadors, reaching out in their spheres.
- ◇ Develop and strengthen key partnerships with other mission agencies and churches.
- ❖ Increase Outreach programs (in partnership with Karura Community Centre)
 - ◇ Grow our Institutional Outreach programs (Prisons, Rehabs, Schools): Reach at least 20,000 people per year.
 - ◇ Grow health outreach programs to provide education and support for health issues.
 - ◇ Grow environmental programs to encourage better stewardship of the environment (Planting of 1000 trees per year)
 - ◇ Grow mercy outreach programs; reaching out with compassion.
 - ◇ Raise resources to support evangelism and missions.
- ❖ Church at the Gates: [new section, focused on attendees engagement as servants of Christ where they serve as His ambassadors: Professions, Businesses, Institutions, etc.]
 - ◇ Training for Gates-centered ministry: Salt and Light influencing their world (Learning, Loving and Leading as representatives of Christ where they are)
 - ◇ Develop Gates-centered focus groups that can partner with others for Christian influence in professions and other facets of national life
 - ◇ Grow the number of active volunteers engaging in Church outreach to communities by 60%.
 - ◇ Grow the number of active volunteers building or supporting personal initiatives outside the Church by 60%
- ❖ Church planting.
 - ◇ Clarify Church-planting models and support systems (especially for organic growth—both 'like' churches and those that are missionally started through our church family).
 - ◇ Grow the numbers of Churches planted.
 - ◇ Equipping the Church planting ministry by growing leaders engaged in the mission of reproducing the Church.
 - ◇ New forms of community? (E.g. underground church—Made for More) that may encourage our members to become more missional both at the Gates and in communities.

6.7 WORSHIP & COMMUNITY CENTRE

Developing Disciple-Making Facilities (Ex. 36:1-5)





- ❖ Worship and community centre completed and operational.
- ❖ We will build a Christian Community that uses its facility and campus to embrace and embody Christian hospitality to new guests and current members.
- ❖ Incubation centre for technology and entrepreneurship operational and transforming how business is done through Biblical concepts, influencing the world.
- ❖ Social aspect of the Worship and Community centre (Gym, restaurant, social hall) operational.
- ❖ 100% growth in Church resource base through profitable business engagement
- ❖ Grow alternative resources through engagement of the business community and efficient use of our assets.

6.8 ENABLING STRUCTURES



Building the support systems that will enable growing effectiveness in ministry (Acts 6:2-4)

6.8.1 Administration

- ◇ Increase church revenue through expanded strategies.
- ◇ Mobilize the Church to celebrate 30 years of God's work.

6.8.2 Finance and Resource Mobilization

- ◇ Budgetary allocation to resource the activities of the Church
- ◇ Encourage generosity within the church; including cash and in kind donations.
- ◇ Increased congregational buy-in resulting to budgetary support through non through none traditional giving sources i.e. Endowments and legacy giving.
- ◇ Efficient and effective Budgetary allocation to resource the activities of the Church
- ◇ Achieve good stewardship of financial and resources within the church
- ◇ Encourage generosity within the church; including cash and in kind donations.
- ◇ Achieving financial sustainability to enable ministry continuity and effectiveness even during periods of scarcity
- ◇ Tap skills and resources within the business community to help in building entrepreneurship culture within the church membership especially for young and upcoming entrepreneurs through the Entrepreneurship Hub.

6.8.3 Communications

- ◇ Create an effective communication system.
- ◇ Testify/communicate what God is doing
- ◇ Prioritize sharing of testimonies during services; in person and through video messages.
- ◇ Prioritize sharing of testimonies through the Church social media handles.
- ◇ Generating a biannual and annual report as a testimony of God's work in the Church and in the communities where we work.
- ◇ 100% of Church events are communicated timely

6.8.4 Human Resource Management

- ◇ Continuous review and assessment of the Human Resource Manual and policies, organization structure: assessment of current and future HR capacity per department matching the demand/need.
- ◇ Intentionally seek to have diversity and multiculturalism in the church's human resource: age, gender, ethnicity and differently abled persons.
- ◇ Use technology for the recruitment process: identification of the need in the organization, development of job description, avenues of advertisement or mode of recruitment, receiving/ shortlisting applications and inviting for interviews.
- ◇ Develop a compensation package that includes, pay philosophy, competitive salaries, realistic job grades, create bonus and incentive programs and clearly marked out steps that indicate pay rise.



- ◇ Develop retention plan: invest in employees' professional development, establish clear cut expectations and policies, offer benefits packages that are truly beneficial, create an open communication culture, team building, retreats, family fun days.
- ◇ Develop a Training & Development strategy that targets the life span of an employee/volunteer in an organization. E.g after six months, after year as well continuous improvement plans that are both self-funded and employer funded.
- ◇ Develop a communication strategy; issue/message, target group, aim, means of communication, timing/frequency & point department.
- ◇ Develop a functional/user friendly employee performance tracking tool.
- ◇ Develop a workplace safety and health continuous assessment tool. Routine inspection, occasional training.

6.8.5 Monitoring, Evaluation, Accountability & Learning (MEAL)

- ◇ Develop work plan and reporting tools.
- ◇ Create opportunities for collaboration, learning and adaptation across the church.
- ◇ Relevant, timely and data based monthly, Quarterly and annual reports completed
- ◇ Complete a baseline survey on outcomes at the beginning of the strategic plan
- ◇ Complete midterm evaluations of outcomes every 20months of the strategic plan to assess growth in outcomes.
- ◇ Complete research on specific issues; e.g how will the Church prepare for a generation Y led world?
- ◇ Complete research on how to best integrate specific challenges in Church ministry: e.g. mental, social disconnectedness, LGBTQ, different family structures.

6.8.6 Information & Communication Technology (ICT)

- ◇ Standardize the operating system and productivity tools utilized on all KaruraCC computers.
- ◇ Centralize all communication, ministry, and operational data.
- ◇ Create platforms that will make KaruraCC's vision and mission more effective.
- ◇ Improve the internet connectivity infrastructure.

6.8.7 Research & Development (Future Ready Church)

- ◇ Create platforms for collecting feedback and monitoring technological challenges and trends.
- ◇ Learn from comparable organizations (benchmarking)
- ◇ Creating and testing novel mission delivery methods

7. WHO DO WE WANT TO REACH/WHERE DO WE WANT TO INFLUENCE?

As we consider the next 5 years, who do we want to reach?

- The family unit; nuclear and extended.
- Adults, youth and children.
- Communities; 10miles radius and beyond (Active locally, thinking globally).
- The Unchurched within our radius (Both believer and non-believers). Pay attention to the Men.
- Workplaces & wherever our people are: Church at the gates (formal and informal)
- Institutional outreach: Educational (primary and high schools; higher learning colleges, Universities); Correctional (rehab, medical and prisons); and Vocational.
- Blessing the wider church. Partner with the wider Church of Jesus Christ.

8. HOW DO WE WANT TO INFLUENCE THEM?

After 5 years of attending Karura what outcomes do we expect to realize in the life of the church, individuals and community.

- a) Fellowship, Member Support & Care.
 - 100% of the congregation can demonstrate growth in their relationship with God
 - Congregation professes Christ as Lord and Savior
 - Congregation unashamedly and proactively shares, proclaims, and advances the Good News of Jesus Christ.
 - Congregation strives to know God's word: Committing time to Bible study, devotions.
 - Congregation commits all their resources to God having a mindset that they are channels of God's love.
 - Congregation have a missions' mindset and continually and sacrificially participate and give to evangelism missions
 - Congregation has a compassion mindset and continually and sacrificially offer their time and resources to minister to the needy
 - Congregation see sin as God sees it and do not tolerate a sinful life
 - Congregation are aware of the "we & us" nature of the family of God and are proactively engaged in practical acts of mutual care and service.
 - Congregation exemplifies the fruits of the spirit: love, joy, peace, patience, kindness, goodness, gentleness, faithfulness and self-control.
 - Congregation comes to an honest appraisal and declaration that life is not about self but about magnifying the Lord Jesus Christ in your daily life.
 - Congregation focus is on matters of the kingdom rather than temporal pleasures
 - Congregation engaged in individual and corporate prayer consistently
 - Growth of people giving (tithes etc) and amount given by the existing givers.
 - 5% annual growth of the congregation numbers
 - Annual growth of 20- 25% participation in discipleship programs including: ombi, FIC, Mizizi, Vuka, marriage ministry etc
 - A well-structured separation/divorce care ministry established and resourced with volunteers.
 - 100% CLGs empowered and trained on how to care and be involved in the life of the church and community.

- b) Leadership Community/Programs: More people will embrace leadership roles in the congregation and community, use their spiritual gifts to build the body of Christ.
- Well established/partnership Leadership/Theology Programs that can produce biblically sound individuals.
 - 50% growth in numbers of leaders; Lay Pastors, deacons, CLG leaders, ministry leaders.
 - 20 % of trained leaders graduating from the programs mentioned above be head-hunted to lead top corporates and even political seats in the country.
- c) Volunteer Engagement & Management; serve in places of work and in the community and respond to God's call to service.
- At least 70% of the church members are actively volunteering in the various ministries in the Church.
 - At least 50% of the congregation engaged in volunteerism outside the Church through Church initiatives.
 - At least 50% of the congregation engaged building and supporting initiatives of their choosing in their communities.
 - Recruit at least 50% of church attendees for full membership to participate in the decision making processes of the church.
 - At least 65% of the Church Leaders participate in decision making process.
 - 80% engaged in family life.
- d) Outreach: spread God's light and truth outside the Church through missions and evangelism
- 100% of Congregants step out to share the love of Christ, ministering in their spheres and growing more disciples.
 - 100% of congregant involved in serving communities in need
 - 50% of the adult congregants engaged in mentoring others within and outside the church
 - 100% of the congregation involved in caring for one another; members sacrificing resources of time and treasure in supporting members through difficult seasons and celebrating in happy seasons
- e) Administration, Finance, Communications, MEAL
- Worship and community centre completed
 - We will have a Christian Community that uses its facility and campus to embrace and embody Christian hospitality to new guests and current members
 - Incubation centre for technology and entrepreneurship operational
 - Operational for the social aspect of the centre. Gym, restaurant, social hall
 - 100% growth in Church resource base through profitable business engagement
 - 100% of Church events are communicated timely
 - Weekly sharing of God at work on social media platforms
 - Quarterly and annual reports completed
 - Complete a baseline survey on outcomes at the beginning of the strategic plan
 - Complete midterm evaluations of outcomes every 20months of the strategic plan to assess growth in outcomes.

9. Which vehicles/structures do we need to deliver the goals?

Have a clear destination in focus; have the right people in place; create a strong supporting structure to facilitate the attainment of the goals.

- Sunday and Wednesday Services .
- Community Life Groups.
- Ministry leadership committees, teams.
- All church programs; discipleship programs: Ombi, Spiritual emphasis campaigns, prayer and fasting seasons.
- Elders, staff.
- Affinity groups.
- Church leadership.
- Karura Community Centre; Karura SACCO; BLFK: multipliers of our ministry.



CHURCH PROMISE

Isaiah 42:5-7

This is what God the Lord says -
the Creator of the heavens, who stretches
them out,

who spreads out the earth with all that
springs from it,

who gives breath to its people,
and life to those who walk on it:

6 "I, the Lord, have called you in righteousness;
I will take hold of your hand.

I will keep you and will make you
to be a covenant for the people
and a light for the Gentiles,

7 to open eyes that are blind,
to free captives from prison

and to release from the dungeon those who
sit in darkness.



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