

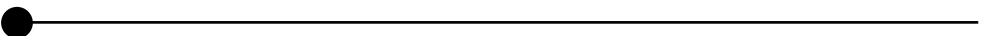


# ZOMBA CCAP VISION 2062

January 2022

*“And the Lord answered me, and said, write the vision, and make it plain upon tablets, that he may run who reads it. For the vision is yet for an appointed time, but at the end, it shall speak and not lie; though it tarries, wait for it; because it will surely come, it will not tarry.”*

*Habakkuk 2 vs 2–3*



## VISION STATEMENT

*God willing, Zomba CCAP shall by 2062 be a Bible-based Christ-centred presbyterian congregation, actively evangelising, discipling, praying, and doing charity works, with sound governance systems and stable income sources, and using modern infrastructure and technology while actively safeguarding against secularism or any of its form.*

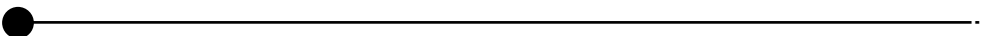
## DECLARATION OF OUR FAITH

*We believe in God the Father Almighty, Maker of heaven and earth;*

*We believe in Jesus Christ, His only begotten Son, our Lord; who was conceived by the Holy Spirit, born of the virgin Mary; suffered under Pontius Pilate; was crucified, died and buried. He descended into hell; the third day he rose again from the dead; He ascended into heaven, and sitteth on the right hand of God the Father Almighty; from thence He shall come to judge the living and the dead.*

*We believe in the Holy Spirit.*

*We believe in the holy catholic church, the communion of saints; the forgiveness of sins; the resurrection of the body; and the life everlasting.*



## ACKNOWLEDGEMENTS

This Vision is a collective contribution from the Zomba CCAP congregation. The entire congregation was involved in coming up with the aspirations in the Zomba CCAP Vision 2062. These are ambitious aspirations but achievable because we are all committed and have said, “We will Do It”.

The coordination and collection of these aspirations were done by a Taskforce instituted by the Moderator (Rev Charles Masambuka), the Associate Minister (Rev Dr Takuze Chitsulo), the Management, and the Session of Zomba CCAP.

The vision development Taskforce comprised Prof. Levison Chiwaula (Chairperson), Mr Patrick Ngauma (Vice-Chairperson), Mr Levison Nkhoma, Mr Jameson Ndawala, Dr Jacob Mazalale, Mrs Betty Chitsulo, Mr DVB Vuwa Phiri, Mrs Wezi Ndawala, Dr Grace Chiuye, and Dr Joseph Nagoli.

This assignment would not have reached its completion without the unwavering support of church members. Therefore, the Taskforce would like to thank Dr Jean Hara for assessing and analysing the essays submitted by Sunday School Children and Ms Tionge Munthali for analysing the data from the congregation members. The Taskforce thanks the members of the congregation who responded to questionnaires and Sunday School Children who participated in the ***My future, our future*** essay and art competition. Their participation gave the task force the energy to continue putting together the contributions presented in this vision document.

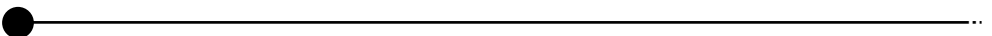
Finally, but not least, we render our gratitude to God, who enabled us to develop this vision.

## PREFACE

I believe and trust that God's goodness and his mercy will not only be known but felt by our generation and those coming after us. Zomba congregation shall learn how important it is to inhabit in the promises of God as we continue to develop our faith and the worshipping environment with new but durable infrastructure that stand the taste of times. This vision was hatched during a challenging 2021, subjugated by the COVID-19 pandemic. The pandemic was a great reminder that God is with us and is in control; He doesn't pull us out of the valley of the shadow of death, but he walks with us through the valley. However, we need innovative ways of doing things differently to maintain our faith and contribute to the development of our neighbourhood and the nation in the face of such emergencies.

Zomba CCAP Christians are optimistic about their future. They have voiced out their aspirations for the future. This is very encouraging. God created us, human beings, to be good stewards of the creation. God will therefore hold us accountable for what He has entrusted us with. It is always important to be conscious about the next generation when interacting with God's creation. A life well-lived is a life that will leave a legacy for the next generation. Therefore, developing this long-term vision is a good step towards leaving this legacy.

We have reached a critical stage where we need to turn what has been written into reality. We must be careful in our programming to avoid being overtaken by events. Careful crafting of the five-year implementation plans explained in



this vision will be paramount. It will not be a good thing for Zomba CCAP to be well known for having good projects that do not materialise. The vision that Zomba CCAP has developed is achievable.

It is very encouraging that this vision is prised from Sunday School children that have painted bright pictures of the future of Zomba CCAP they want by 2062. The stories and drawings reveal a lot of positivity and transformation on positioning Zomba CCAP Congregation moving forward. Getting to the desired future will demand a concerted effort from us. I believe that together we can indeed actualise the future we need with God's guidance.

**REVEREND CHARLES K MASAMBUKA**

**MODERATOR**

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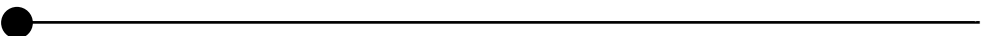


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## COMMITMENT STATEMENT BY THE CHURCH SESSION CLERK

As Session Clerk of Zomba CCAP, on behalf of members of Zomba CCAP Session, I fully support the aspirations of Zomba CCAP Christians as recorded in the Zomba CCAP Vision 2062. On behalf of members of the session, we commit to supporting the achievement of this Vision by approving programs and projects that contribute to the congregation's overall vision and monitoring the implementation of the programs and projects. We will also make sure that the congregation implements one big project at a time.

**DR TIONGE W SAKA**  
**SESSION CLERK**



## **COMMITMENT STATEMENT BY WOMEN'S GUILD**

I, Chairperson of the Zomba CCAP Women's Guild, on behalf of the members of the Women's Guild and all female members of the congregation, fully support the aspirations of Zomba CCAP Christians as captured in the Zomba CCAP Vision 2062. As members of the Women's Guild, we commit to supporting the realisation of this Vision by implementing the long-term development blueprint through its pillars and enablers that will catalyse and sustain the attainment of this Vision. We shall use our structures to ensure that all women successfully implement development plans that operationalise this vision.

**MRS WEZI NDAWALA**

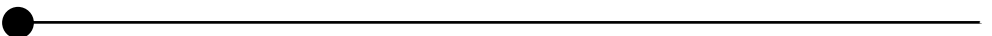
**CHAIRPERSON, ZOMBA CCAP WOMEN'S GUILD**

## **COMMITMENT STATEMENT BY THE MEN'S MINISTRY**

The Men's Ministry (MM) of the Zomba CCAP Congregation fully support the aspirations of the Zomba CCAP Congregation as captured in this Vision, the Zomba CCAP Vision 2062. The MM, with the help of our Lord Jesus Christ and the inspiration of the Holy Spirit, commits to supporting the Vision's implementation by upholding the dictates of the Vision as mandated by the MM's Policy, the Constitution of the Blantyre CCAP Synod, and most importantly the holy scriptures as contained in the Bible to fully meet the aspirations espoused in this Vision by the members of the congregation.

**DR. JACOB MAZALALE**

**CHAIRPERSON, MEN'S MINISTRY**



## COMMITMENT STATEMENT BY THE YOUTH

On behalf of the Zomba CCAP Youth Fellowship, I fully support the aspirations of Zomba CCAP Church as captured in the Zomba CCAP Vision 2062. The vision reflects on the future that the youth from Zomba CCAP would like to see. As such, the youths commit to supporting the realisation of this Vision. The youths resolve to take leading roles in implementing all activities espoused in this Vision.

**MR LEVISON NKHOMA**

**CHAIRPERSON OF THE YOUTH MINISTRY**

## COMMITMENT STATEMENT BY SUNDAY SCHOOL

On behalf of the Sunday School Section of the Zomba CCAP Congregation, we write to acknowledge that the Zomba CCAP's Vision 2062 considers the aspirations of Sunday School Children. The vision is set for the future that the children are looking for. We, therefore, pledge the support of the Zomba CCAP Sunday School Section to implement the Zomba CCAP Congregation's Vision 2062.

MR GIFT MBEWE

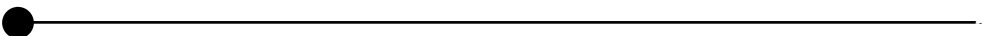
**CHAIRPERSON**

**SUNDAY SCHOOL COMMITTEE**

MR EVANS NYANDA

**SUNDAY SCHOOL SUPERINTENDENT**

**SUNDAY SCHOOL COMMITTEE**



## 1.1 Background

Zomba CCAP is a congregation of the Church of Central Africa Presbyterian (CCAP) under the Blantyre Synod. It is a metropolitan congregation within the heart of Zomba City, as such congregants come from all over the country and other countries. The congregation was established in 1898. The church building is one of the oldest buildings in the city and has been declared a national monument by the Department of Antiquities. With its humble beginning as a congregation with 14 congregants in 1899, membership has grown to around 2,000, and the congregation has produced over 15 churches.

As a Presbyterian congregation, Zomba CCAP is governed by active, representational leadership of both ministers and church members. The governance of Zomba CCAP is led by a Session comprising Church Elders and Deacons and chaired by the moderator of the church. Decisions of the session are implemented by church management with the leadership of the session clerk. The Zomba City Presbytery, under the Blantyre Synod, supervises the Zomba CCAP Session. Consequently, visions and plans of Zomba CCAP are guided by the constitution, policies and development plans of CCAP, Blantyre Synod.

Currently (in 2022), the church offers several services throughout the days of the week. Sunday worship services are the main activities of the church, with worship services conducted in Chichewa at 6:30 am and 10:30 am and in English at 8:30 am.

Sunday school lessons are run parallel to the 8:30 am service. Youth services are conducted every Sunday afternoon from 2:00 pm in the church. The congregation also conducts morning devotions from Monday to Friday between 5:00 am to 5:45 am. Women's Guild conducts their services on Saturdays from 6:30 am to 8:30 am, while Men's Ministry runs their services every fortnight from 8:00 am to 10:00 am. The church also conducts mid-week prayers in each ward known as districts (*milaga*). Standard special programs and activities for the congregation include revival meetings, special teaching sessions, the night of prayers, prayer and fasting, Bible interpretation lessons for church members (Veritas), paper Sundays, and social and spiritual retreats.

The congregation owns the following landed properties: a church building, Mvano Vumbulutso house, a multipurpose hall, an early childhood development centre, a primary school, two manses, three residential houses in Chinamwali, and another smaller house in the manse (Gilgal house). Over the years, several landed properties have been lost because of lack of proper documentation.

## **1.2 Need for Long-Term Development Plan**

While celebrating the ownership of a magnificent building built between 1905 and 1906, and a few properties mentioned above, the congregation has very little to show for its long history. There has been very little infrastructural development. The spiritual programs have also not been guided by a clear vision apart from following the general Christian principles under the presbyterian governance system.

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Development projects have often been driven by individual interests of the serving Moderators in particular periods. The continuity of some projects has faced challenges when a sitting Moderator has different interests. The interests of Session Clerks, Building Committee, and various ministries have also influenced the congregation to start new projects even when other old or ongoing projects have not been completed.

The haphazard adoption of development projects, lack of documentation, and monitoring that has resulted in limited development of the congregation and loss of property have made the congregation realise the need to develop a well laid up vision and its implementation plans. This led to the development of the first five-year strategic plan launched in January 2020. A long-term vision will therefore provide a long-term direction. Having a long-term vision will ensure that executives do not constantly change the congregation's direction, and the congregation's programming targets the achievement of the long term vision.

### 1.3 **Why 2062?**

The year 2062 shall mark 40 years from adopting and implementing this vision. The period of 40 years is well articulated in the Bible as the time it takes for a new generation to arise (Numbers 32:13). The Hebrews lived in the lands outside the promised land for 40 years.

In Christianity, 40 designates significant periods. Before his temptation, Jesus fasted “forty days and forty nights” in the Judean desert (Matthew 4:2, Mark 1:13, Luke 4:2). Similarly, forty days was the period from the resurrection to the ascension of Jesus (Acts 1:3). The sons of Israel ate the manna for forty years until they came to the border of the land of Canaan (Exodus

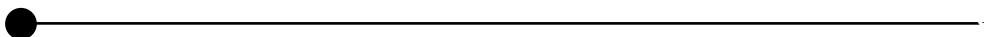
16:35). God had made them wander in the wilderness for forty years until the entire generation of those who had done evil in the sight of the Lord was destroyed (Numbers 32:13; Deuteronomy 29:5). This vision is a new transformative generation. It describes a 40 years' selfless walk in building a solid growth foundation for the generations to come. It represents the aspirations of youth who are transitioning into future generations.

#### **1.4 Envisioning Process**

Zomba CCAP Vision 2062 is for all members of the Zomba CCAP congregation and is owned by them. The development of the vision was coordinated by a task force established by the management of the congregation as mandated by the Zomba CCAP Session. The development of the vision was a consultative process that aimed at obtaining ideas from representatives of all congregation members.

The consultation process started with administering a questionnaire to Christians from all districts (wards), including Zomba CCAP's two prayer houses of Chingamudzi and Zomba Prison. To ensure inclusivity of all members and most importantly, get views from children, an essay writing and art competition was conducted for all Sunday school children. The responses from all these consultations were summarised into themes, and these were used to draft a vision statement, pillars, and enablers of the vision.

The draft vision statement, pillars, and enablers were validated with ministries, committees, and church management representatives.



## 2.1 The Future We Aspire

The vision of the Zomba CCAP congregation states that *“God willing, Zomba CCAP shall by 2062 be a Bible-based Christ-centred presbyterian congregation, actively evangelising, discipling, praying and doing charity works, with sound governance systems and stable income sources, and using modern infrastructure and technology while actively safeguarding against secularism or any of its form”*.

The vision statement reflects on several key elements that are explained below:

**Bible-based** – Zomba CCAP shall continue to recognise the Bible as the supreme authority for its faith. In this case, policies, programs, activities, and decisions of the congregation shall be guided by the word of God. Where reason and experience contradict the word of God, the congregation shall take the word of God as His will and will follow it. By this, the congregation will continue to be known as **“Doers of the Word.”**

**Presbyterian** – The congregation shall continue to follow Presbyterianism as a descent of Scottish Calvinism that emphasises the sovereignty of God, the authority of the Scriptures, and the necessity of grace through faith in Christ. Zomba CCAP shall fully embrace Presbyterian polity governed by sessions made up of representatives of the congregation (elders); a conciliar approach found at other levels of decision-making (presbytery, synod, and general assembly) as such, Zomba CCAP

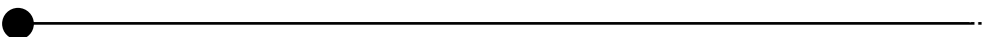
shall fall under the Blantyre Synod of CCAP and its governance systems and structures. In this case, decision making shall fall under the Session with the leadership of the Moderator. Further, the congregation shall continue to follow the Constitution and other governance tools of CCAP Blantyre Synod.

**Obedience to the Great Commission** – the congregation shall continue to recognise that evangelism and discipleship are core duties that have been left to us by the Lord Jesus Christ. Therefore, the congregation shall seek to make disciples of all nations at all times, starting with Zomba and to other parts of the world(Matthew 28:19; Acts 1:9).

**Charity work** – The Bible puts the responsibility of taking care of the vulnerable groups – widows, orphans, the sick, the elderly, and the needy in the hands of the church (1 Timothy 5:3-16; Luke 10:30-37). Zomba CCAP shall therefore strive to provide for the needy in obedience to the word of God. Clear plans and programs for the needy shall be developed and implemented.

**Sound governance system** – The congregation shall strive to put governance systems that shall encourage the congregation’s transparency, accountability, and growth. The governance systems shall cover the general administration of the congregation and financial management.

**Stable income sources** – Most of the aspirations of the Zomba CCAP congregation require adequate financial resources. While “giving” shall continue to be encouraged as one of the acts of faith that will be encouraged, the congregation shall also establish additional income-generating activities to supplement offerings. Some of these supplementary income sources shall include but are not limited to venturing into businesses that also advance



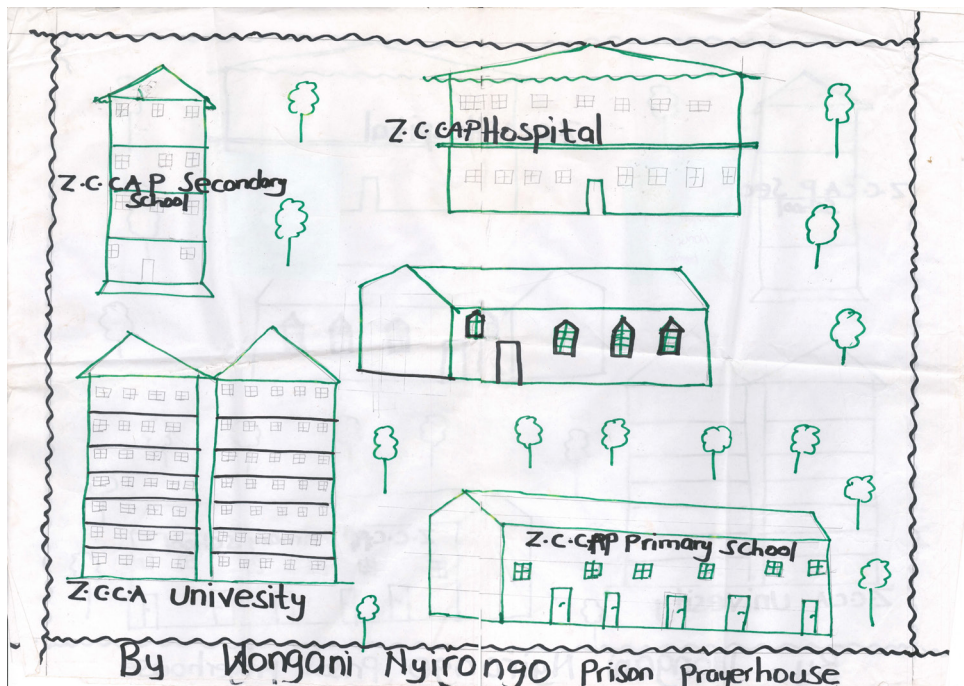
national development and people's welfare, such as education and health.

**Modern infrastructure and equipment** – To respond to technological advancements, the congregation shall modernise its infrastructure and equipment while maintaining historical structures relevant to the entire nation.

**Non-compromising to secularism** – The Christian faith has been challenged over the years by different forms of secularism, such as moral decay, gay marriages, and the growth of other religions. Zomba CCAP shall not compromise its faith in God due to these forms of secularism and other emerging forms.

## 2.2 Sunday School Children's Aspirations

Sunday School Children submitted essays and drawings to reflect on their aspirations in 40 years. The children's aspirations were included in developing the vision, pillars, and enablers. This section reproduces some of the statements that the children produced.



*Figure 1: A Pictorial View of Zomba CCAP in 2062 depicted by one of Sunday School Children*

- *A big modern church with many Christians.*
- *A church with more Christians who are spiritually independent and mature, who have accepted Jesus as their Lord and saviour.*
- *Visiting the sick in hospitals, giving food and clothes to those in need, teach love for one another, convert people from other religions to Christianity, children to respect elders, preach about the importance of sharing the gospel.*
- *Church surrounded by beautiful flowers, new slides, and new swings, taps, and good toilets plus large Sunday School Building.*
- *Sunday school children shouldn't lead services on designated Sunday school days only*
- *Buy a bus for Sunday school for trips to other churches/places*
- *Zomba CCAP will have skills development training centre: photography/recording, carpentry, electrician, tinsmith, etc*
- *Set apart days to visit needy people, the sick, and people with disability*
- *Farming livestock such as pigs, cattle, goats, and chickens (layers), or crops such as cotton, maize, and peanuts*

*Box 1: Extracts from the Children's Essays  
About their Aspirations for 2062*

### 3.1 Introduction

The Zomba CCAP 2062 Vision rests on four pillars: spiritual growth, social inclusiveness, financial sustainability, and infrastructure development. These pillars shall form building blocks working together. The pillars are explained in detail below:

### 3.2 Pillar 1: Spiritual Growth

*“And the Lord added to the church daily such as should be saved.” Acts 2:47*

As was the case with the first church, Zomba CCAP Congregation aspires to be a spiritually growing congregation in the next forty years. Spiritual growth shall be promoted at all levels, including individual members, families, ministries, *milagas* and the congregation. Zomba CCAP shall grow in numbers, and its members shall develop to be more mature Christians. Members of the congregation shall increase in numbers through evangelising non-believers and nurturing children born to members. The children shall join through Sunday School.

Spiritual maturity entails becoming true disciples of our Lord Jesus Christ by bearing the fruit of the spirit (Galatians 5:22-23) while obeying his call for the great commission (Matthew 28: 16-20). Critical activities in promoting the congregation’s spiritual growth shall promote sound teachings, bible studies, and prayer life.

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### 3.2.1 **Teachings**

For spiritual growth to manifest, first and foremost, the person must know the word of God. This can only be achieved by reading the word of God for knowledge and understanding of His absolute messages that communicate to His people what He has decreed so that they live according to His word. To be spiritual is to live according to God's standards. God's word teaches, rebukes, and corrects us so that we live according to Christ-like qualities (2 Timothy 3:16; Colossians 3:16). The word of God also teaches us His promises, and when we recognise that God can do what He says, our faith in the Lord increases. The congregation's programs shall teach its members the accurate word of God. The teachings shall be through church services and special teaching sessions such as retreats and holy weeks.

### 3.2.2 **Prayer**

Prayer is essential for Christians to grow in their faith. The Apostle Paul exhorts us to pray without ceasing (1 Thessalonians 5:17), not be anxious about anything, but make our requests known to God (Philippians 4:6). Prayer keeps us away from sin and temptation (James 4:7; Matthew 26:41). Subsequently, the congregation shall aim to build the prayer lives of its members. Zomba CCAP shall organise various prayer programs like prayer and fasting and night of prayers. Zomba CCAP shall also continue with morning devotions to build the congregation's prayer life.

To encourage the prayer life of its members, the church shall set one of the rooms as a prayer/intercession room. This will be a room that can be accessed at any time by members who want to have individual prayer time, thereby making the church the house of prayer of its members at all times (Isaiah 56:7).

### 3.2.3 **Bible studies**

As a Bible-based congregation, we shall strive to strengthen our

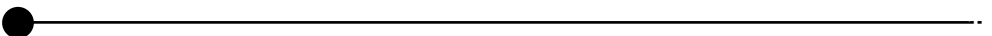
knowledge of the word of God through Bible studies. Bible study groups will be established within the *milagas*, and a common bible study guide shall be used.

### 3.3 Pillar 2: Inclusiveness and Empowerment

*“there were no needy persons among them. For from time to time those who owned land or houses sold them, brought the money from the sales” Acts 4: 34*

*“that they may be one as we are” John 17:22*

Members of Zomba CCAP have God-given talents that are diverse. These talents include spiritual gifts, orientation to worship, income levels, education backgrounds, professions, and demographics. We shall use these talents for making the congregation strong and self-sufficient and not as a means of social stratification. The congregation shall use the different God-given talents for the church’s growth. All individuals in the church shall be given equal opportunities to use their talents to support each other. More importantly, Zomba CCAP shall strive to provide equal access to opportunities and resources for people who might otherwise be excluded or marginalised, such as those having physical or mental disabilities or belonging to other minority groups. Worship services shall accommodate diverse groups without compromising the Christian faith. Below are some of the programmes that will be established to make the church respond to the needs of the surrounding society.



### 3.3.1 Outreach activities

The church has widows, orphans, the elderly and other vulnerable individuals who need material or financial support.

The church shall establish a fund for supporting these groups. The fund shall be financed by the annual budget and well-wishers/special offerings. Zomba CCAP shall also develop feeding programs for the needy as a tool of evangelism.

Zomba CCAP has relatively more opportunities and incomes than rural congregations as a city congregation. To fulfil its vision, Zomba CCAP shall support congregations in the rural areas with material and financial support. The support will also target ministers residing in rural areas and operations of the congregations in rural areas, such as church building projects. The congregation shall adopt a congregation at the beginning of the year to assist management in implementing these activities.

### 3.3.2 Social and economic empowerment programmes

To increase the ability of members to interact with society meaningfully, the church shall start offering social and economic empowerment programmes. These will be vocational training for the youth, entrepreneurship workshops for all, and workshops on biblical perspectives of corruption, politics, gender, and other topics.

## 3.4 Pillar 3: Infrastructure Development

*“I have indeed built a **magnificent** temple for you, a place for you to dwell forever” 1 Kings 8:13*

Infrastructure development is essential to facilitate worship and generation of income. As the congregation is growing and the times are changing, the need for developing new infrastructure arises. As such, the church shall develop infrastructure that shall

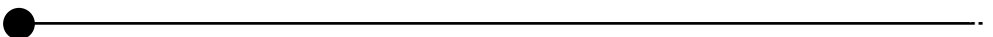
accommodate the congregation's emerging needs, including Information and communication technologies (ICT). The infrastructure shall be designed to address both the aspiration for spiritual growth, the aspirations for social inclusiveness, and financial sustainability. All infrastructure that will be developed will address the other three pillars. The type and design of the infrastructure shall live to the taste of time as Solomon did. While emphasising modern infrastructure, the congregation shall also maintain the current infrastructure because of its historical relevance. Below are some of the building blocks for this pillar.

#### **3.4.1 Maintain old church building**

The present church building was built in 1905, and it is now considered a national monument in Malawi that needs to be preserved. Under such circumstances, the building cannot be expanded or modified to meet the increasing demand of the church. With time, some preservative measures must be put in place to ensure the stability of such a historical building, such as banning vehicle movements around the church and reducing or limiting vibrations from musical equipment and dancing. There will always be a need for undertaking maintenance from time to time. The church must engage experts on maintaining the building as works of unprofessional artisans can damage it.

#### **3.4.2 Construct a new church**

To meet the increasing population of the church, there is a need to put a new church complex preferably with more than one floor to accommodate more members. The construction of the new church is proposed in the space parallel to the current church, and construction is planned to start after the various revenue generation projects have been put in place. The new church shall be designed to accommodate multiple interests and facilitate



the use of modern technology in preaching, singing and bible readings. This is to ensure that adequate resources are available for such a project.

#### **3.4.3 Construct a business complex and residential houses**

The church will consider putting up a multi-business complex within its premises to increase its revenue base. Consideration will be placed on a multi-floor structure that will contain shops and offices. The church will use the *Built Own Transfer (BOT)* approach to finance this construction by creating a church-based company with 50% of the shares owned by the church itself and the other 50% by the church members. Once completed and rented out, the church shall continue to buy the shares from the members for an agreed period, for example, 15 years, after which the church will have 100 per cent ownership. The same approach will be used to construct dwelling houses in Chinamwali and on land close to the primary school.

#### **3.4.4 Construct secondary school and clinic/hospitals**

Zomba CCAP shall use education and health services as tools of evangelism. The church as a mission centre needs to be at the forefront of assisting the Government in providing social services like education and health. The church has a primary school that the Government of Malawi runs, and the plan is to build a private secondary school to benefit some of our children while raising revenue for the church. A private clinic/hospital will be considered in similar circumstances.

#### **3.4.5 Transportation services**

The church has transport needs that can be resolved by procuring vehicles. The mobility needs include local such as moderator's visits to districts and the office requirements. Other mobility needs refer to long trips by different groups such as choirs, the

youth, Sunday school, and funerals. The church shall buy a bus that shall be used for trips, and it shall also be used for income generation. The church shall also procure utility vehicles.

#### 3.4.6 **Securing church land and property**

The church has a lot of landed properties but has also lost landed properties over time. The church shall secure all its landed property and procure more property in the future.

### 3.5 **Pillar 4: Sustainable Financing**

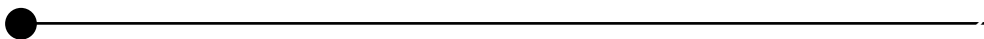
*“Ants are creatures of little strength, yet they store up their food in the summer;” Proverbs 30:25*

Zomba CCAP recognises that none of its aspirations can be attained without financial resources. The church does not only aspire to have adequate financial resources but the resources that are managed well, with well-established financial systems. Zomba CCAP shall invest in not-for-profit businesses to ensure a continuous flow of income. This shall be supported by a transparent financial management system that builds the congregation’s confidence in managing the resources.

Some of the building blocks for this pillar are presented below:

#### 2.5.1 **Promote teachings on giving**

The Bible teaches the church to give to make sure that there is food in the house of the Lord. The projects that have been implemented in the Bible used resources provided by members. Zomba CCAP shall teach its members all offering types in building the financial base. After being taught, members will be encouraged to give towards the work of God.



### 3.5.2 **Diversify revenue sources**

The church shall endeavour to diversify sources of income by employing various innovative means to ensure that it does not only rely on Sunday offerings as a significant source of revenue. The church shall start several businesses. The initial financing shall still come from the offerings. The church shall use Bible-based teachings to train or teach the members to give generously. Potential businesses include constructing private schools, hospitals, and houses for rent. The church shall also consider investing in other financial instruments such as bonds and shares. The Church shall also introduce an electronic plate for Sunday offerings to allow members to use the various money transfer systems to give to the church.

### 3.5.3 **Prudent financial management**

As the church intends to improve its sources of revenue through several business initiatives, it will be prudent to improve financial management. When the church starts dealing in real estate by renting out shops and houses, it will be imperative to establish a solid and vibrant Finance Department managed by qualified experts. Such a step will respond to several concerns mentioned as a deterrent for giving money to the church.

The following enablers shall anchor the Pillars:

#### **4.1 Fellowship**

The early Christians met daily, communed together, and shared their possessions (Acts 2:42-47). All these acts enable believers' faith to grow. Through this fellowship, believers are evangelising others—nonbelievers and those that have weakened in their faith—come to Christ to fulfil the great commission (Matthew 28:16-20). Fellowship provides opportunities to preach the gospel and lead people to God. Fellowship shall be encouraged by strengthening worship at the community level (*mulaga*), strengthening other ministries like women's guild (*mvano*), men's ministry, and youth ministry. The congregation shall support *mvano* programs to recruit more members to this ministry. The congregation shall also continue to support the men's ministry. Youth ministry shall be strengthened by continuing to recognise youth services as one of the primary services of the congregation. The congregation shall also continue to monitor the activities of the youth ministry to make sure that the youth does not fall into strange teachings, and the youth shall be involved in all church programs.

The congregation shall allocate financial resources to women's guild, men ministry, and youth ministry in the annual budget to strengthen fellowship.

#### **4.2 Church Governance**

The leadership of Zomba CCAP shall, by contrast, embrace transformation, coping with change that is not only caring



and supportive, but development conscious of embracing the vision and its implementation strategies without prejudice at all levels. Strong leadership at all levels has become so important because the business world has become more competitive and more volatile in recent years. More change always demands more leadership. However, “Trust” in leadership shall be the foundation of all good leadership. We shall trust the leadership that brings people together for the common good, synergise the group, find common ground, and develop and empower people for a greater reality.

### 4.3 Technology

Zomba CCAP shall digitise its services and operations in all contexts. The digitalisation of processes shall improve on timely communication with all its members. In this regard, we shall develop a radio station linked to social media platforms such as the equivalents of YouTube and short videos to invite church events. Digitalisation shall also help in transparency and accountability that will help provide real-time reports. We shall rebrand the church website to match with other business-oriented websites.

The church website shall be managed by dedicated technicians to continuously update it and provide the various services and activities live online. The church shall also introduce a digital offering plate that can facilitate offering for those who have not come to church.

Since music is an integral part of worship, the church shall continue to acquire and use modern music equipment, including establishing a recording studio for music groups and others at a fee.

#### **4.4 Partnership**

Zomba CCAP shall build strategic partnerships to empower and serve each other to enrich shared vision. As followers of Jesus, not only have we been saved into a new life, but we've been placed into a larger family. And this larger family brings with it benefits that going at it alone never could. We shall have partnerships that get the opportunity to learn models of ministry which have been tested and developed by friends at the national, south-south, and south-north cooperation. However, we shall prioritise partnerships with local rural churches that share our common belief regardless of the name because we desire to equip the Church to fulfil its role as salt and light in the world and that local churches are catalysts for community change.

#### **4.5 Missions and Evangelism**

Zomba CCAP shall commit to missions and evangelism. We shall commit 10 per cent of the annual budget to missions and evangelism because these will be key to achieving our vision. We shall develop missionaries to unleash an army of disciples on an unsuspecting world. We shall create a loving and caring Christian community affecting a global impact for Christ through its local, regional, and international outreach.

To increase the ability of members to interact with society meaningfully, the church shall start offering social and economic empowerment programmes. These will be vocational training for the youth, entrepreneurship workshops for all, and workshops on biblical perspectives of corruption, politics, gender, climate change, and other topics.

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## 4.6 Strong Families

We shall strengthen families to create a safe, stable, and loving environment where a husband and wife can support and enhance each other and where children can learn, grow, and develop. We believe there is nothing more important than solid united families, so important that family is at the centre of gospel learning. Children learn to love others, show compassion, build trust, and express loyalty in the home. A family influences its members' happiness and well-being, impacts the society around it and continues to have significance even after death. We shall endeavour to build successful marriages and families established and maintained on principles of faith, prayer, repentance, forgiveness, respect, love, compassion, work, and wholesome recreational activities. These will include holding family seminars, integrating social activities such as sports or hiking, apart from bible studies, encouraging husband and wife to go to church together and sit together in church. Other activities that will be implemented to strengthen families include singles seminars, couples' seminars, and couples retreats and outings.

We believe that we will build a committed church from committed families. Zomba CCAP shall implement several activities to build Christian family lives.

## 4.7 Strong Sunday School and Youth Participation

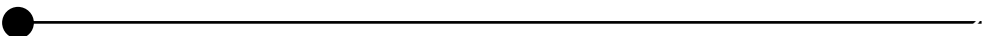
Strengthening Sunday school will assist in building a base for adding members through baptism and confirmations. Sunday school will lay the foundation for Christianity and discipleship. It also creates opportunities for children to develop leadership skills.

The congregation shall strengthen Sunday school by investing in teacher training, materials, and infrastructure that includes playgroup equipment and materials. There shall also be Sunday school transition programs to help newly baptised and confirmed members become established Christians. Our catechumen class members shall attend church services every Sunday. Further, the congregation shall reinstate the Sunday School time within the primary services to encourage children and enable parents to monitor what is being taught.

Youth participation in the congregation's activities has been considered one of the ways of keeping young people in the congregation. The congregation shall make deliberate efforts to have young people participate in the church's programs. The congregation shall also hold youth evangelism programs such as sports evangelism to bring more young people to the knowledge of our Lord Jesus Christ.

The church shall recognise the youth service as one of the main services. In doing so, the church shall not organise programs in the church to replace youth services the same way the church does not easily push around the morning services.

Further, church programs and activities shall be developed to interest young people. Programs shall make the youth feel loved and appreciated by the church. The church shall embrace media (social and main) to encourage youth participation.



## **5.1 Governance Structure**

Zomba CCAP is structured into departments/sectors called ministries based on the demographic characteristics of the members and activities they implement. Ministries defined based on demographic traits include Sunday School, Youth, Women's Guild, and Men's Ministry. Ministries defined based on activities they implement include evangelism, education, music, finance, building and development, fundraising, relief, environment and climate change, faith and works, holy communion, and audit. The Session supervises all the ministries through the church management.

## **5.2 Implementation Arrangement**

The Zomba CCAP Vision 2062 belongs to all members of the Zomba CCAP congregation, and all shall implement it. These include communicant Christians, Catechumen Class Pupils, Hearers Class Pupils and Sunday School Pupils. Session of the Zomba CCAP shall have oversight in the implementation while Zomba CCAP Management shall coordinate this. Oversight responsibilities of the Session shall involve approving programs and projects and monitoring the performance of the programs and projects. Zomba CCAP Session shall ensure that projects contribute to the congregation's overall vision when approving the programs and projects. The session shall also ensure that

the congregation is not implementing more than one big project at a time.

The coordination role of church management will involve supervising individuals, committees, and ministries. Church management shall make sure that all implementing arms of the congregation are implementing the activities as approved by the session. Church management will use the monitoring and evaluation committee to assess the implementation of the activities.

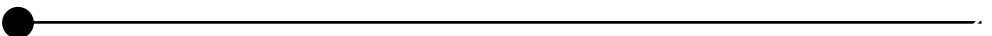
It should further be noted that this long term vision shall be implemented through five-year plans. The five-year plans will outline the interventions for each of the pillars and enablers of the vision prioritised to be implemented within the five years.

### **5.3 Introduce Vision Sunday**

This vision will be implemented for 40 years which is a long time. To make sure that all members are aware of the vision throughout the implementation of the vision, Zomba CCAP must find a way of continuously reminding the members about the vision. It is recommended that the congregation introduce a vision Sunday held at least once a year. On this Sunday, preaching, teachings, and all worship activities shall evolve around the vision.

### **5.4 Preparatory Activities**

To successfully implement this plan, the congregation needs to implement some preparatory activities that will enable the congregation to implement the plan. These activities include rationalising committees, securing land, developing a master plan, and strengthening the monitoring and evaluation committee.



#### 5.4.1 **Development of policies and guidelines**

Zomba CCAP shall continue to use all the policies that have been adopted by CCAP, Blantyre Synod. There are, however, development aspirations in this document that require congregation level policies to be developed. The need to develop policies was first stated in the first strategic plan for Zomba CCAP. Policies will enhance governance and management systems.

#### 5.4.2 **Rationalisation of church committees**

A 2012 Report by the Research Committee of the Congregation recommended that committees be restructured with some of the committees merged to improve their performance. This was first stated in the 2019-2023 Strategic Plan, where it was recommended that the number of committees is reduced from 20 to 10. Implementing the long-term vision requires highly effective committees, and the church may need to take this route to enable committees to assist in achieving this vision. The congregation may consider making some committees sub-committees of higher committees that will be answerable to the session.

Further, Zomba CCAP should consider changing the procedures for electing members to church committees by moving away from the voluntary membership approach to the church management appointing members. Few committees that represent the church's sub-section, such as *milagas*, *women's ministry*, *men's ministry*, and *youth*, should elect their committees.

#### 5.4.3 **Securing Land and Developing Masterplan**

The church's pieces of land at Zomba zero come as different plots. These plots do not have title deeds, and planning becomes difficult. The church should immediately invest

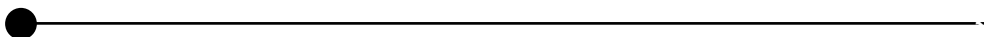
money in surveying its land and combine the small plots to have one land plot with a single title deed. The church should also invest money in engaging experts who can develop a master plan for the congregation. The master plan will show the placements of all planned infrastructure. This will assist in having coordinated developments in the future.

#### **5.4.4 Strengthening the Monitoring and Evaluation Team**

Based on the recommendation of the 2019-2023 strategic plan, a Monitoring and Evaluation Team has been established, and this has not been active. The church should thus find means of making this team active.

### **5.5 Monitoring and Evaluation**

Progress towards attaining the vision will be implemented through five-year implementation plans. At the end of each 5-year implementation cycle, the progress report will also assess cumulative progress made. Monitoring and evaluation of the plans will be coordinated by the Monitoring and Evaluation team, which will perform its duties on behalf of church management.





# Monitoring and Evaluation Framework

LEVEL	INDICATOR	DEFINITION How is it calculated?	BASELINE What is the current value?	TARGET What is the target value?	DATA SOURCE How will it be measured?	FREQUENCY How often will it be measured?	RESPONSIBLE Who will measure it?	REPORTING Where will it be reported?
Pillar 1: Spiritual Growth	Number of registered members actively participating in church activities	Number of registered members who are giving their monthly pledges and belonging to at least one Ministry at Church	1,000	10,000	Church roll register	Annual	Church clerk	Annual church membership report to the session
Pillar 1: Spiritual Growth	Percentage of registered members who are active in church activities	Number of members attending Sunday services divided by the total number of registered members	2	5	Evangelism committee reports and church attendance records	monthly	Church clerk and chairperson for Evangelism committee	Evangelism report to the session
Pillar 1: Spiritual Growth	Number of outreach (evangelism and discipleship) activities	Sum of number of revival rallies, evangelism rallies and discipleship meetings conducted	10	48	Evangelism committee reports	Annual	chairperson for Evangelism committee	Evangelism report to the session
Pillar 2: Social Inclusiveness	Number of intra and inter-district meetings and get-togethers	Sum of the number of intra-district, inter-district, and (Men's Ministry, Women's Guild, Youth Fellowship, Sunday School, etc.) Committee get-togethers conducted	7	14	Committee monthly reports	Annual	Committee chairpersons	Session
Pillar 2: Social Inclusiveness	Members' feelings of inclusion based on some stratification criteria	This is a qualitative indicator and measured by KIIs among an array of church members	xx	xxx	KII reports	Biannually	Session clerk	Session
Pillar 2: Social Inclusiveness	Number of Sunday services led by different groups in the church	Number of Sunday Services led by Sunday School, Youth Ministry, Women's Guild, Men's Ministry in a year	6	12	Sunday Service reports	Annually	Session Clerk	Session
Pillar 3: Physical Infrastructure Development	Number of maintenance activities on the Old Church Building	Number of times that the Old Church Building has been maintained	1	2	Development Committee reports	Biannually	Development Committee chair	Session

LEVEL	INDICATOR	DEFINITION How is it calculated?	BASELINE What is the current value?	TARGET What is the target value?	DATA SOURCE How will it be measured?	FREQUENCY How often will it be measured?	RESPONSIBLE Who will measure it?	REPORTING Where will it be reported?
Pillar 3: Physical Infrastructure Development	Number of a New Church	Number of new churches constructed	0	1	Development Committee reports	Once	Development Committee chair	Session
Pillar 3: Physical Infrastructure Development	Number of a Business Complex Centre and Houses for Renting Out constructed	Number of a Business Complex Centre and Houses for Renting Out constructed	0	1	Development Committee reports	Once	Development Committee chair	Session
Pillar 3: Physical Infrastructure Development	Number of a secondary Schools and Clinic/Hospitals	Number of Secondary Schools and Clinic/Hospitals constructed	0	2	Development Committee reports	Once	Development Committee chair	Session
Pillar 3: Physical Infrastructure Development	Number of Church Land and Property secured	Number of church land and property formally and legally registered by the government is divided by the total number of land and property that the church has.	0	3	Development Committee reports	Once	Development Committee chair	Session
Pillar 4: Financial Sustainability	Church budget deficit (Budget deficit)	Adequate financial resources (including all committees)	<0	0	Finance committee's and all committees' financial reports	Annually	Finance Committee chair	Session
Pillar 4: Financial Sustainability	Number of audit reports published	Number of audit reports published	<0	1	Finance committee's reports	Annually	Finance Committee chair	Session
Pillar 4: Financial Sustainability	Quality of audit reports management activities	Qualitative indicator on the quality of audit queries and management activities	Not assessed	good	Finance committee's reports	Annually	Finance Committee chair	Session
Enabler 1: Teachings	Number of teachings at Sunday Services	Number of times that the Word of God is preached at Sunday Services. If three services are conducted on a Sunday, the number shall be three.	156	156	Sunday Service reports	Annually	Session Clerk	Session
Enabler 1: Teachings	Number of church or committee retreats conducted.	Number of times that the Church and different committees conduct retreats	2	10	Church Service Committee reports and Different	Annually	Session Clerk	Session

LEVEL	INDICATOR	DEFINITION How is it calculated?	BASELINE What is the current value?	TARGET What is the target value?	DATA SOURCE How will it be measured?	FREQUENCY How often will it be measured?	RESPONSIBLE Who will measure it?	REPORTING Where will it be reported?
Enabler 1: Teachings	Number of Holy Weeks conducted	Number of times that the Church Service committee conducts Holy Week teachings	1	4	Sunday Service reports	Quarterly	Church Service Committee Chairperson	Session
Enabler 2. Prayer	Number of prayer and fasting activities conducted	Number of prayer and fasting activities undertaken by the whole church or any sub-committee added together	10	52	Annual church and sub-committee reports	Yearly	Session clerk	Session
Enabler 2. Prayer	Number of night of prayers sessions conducted	Number of prayer and night of prayers conducted by the main church, or any sub-committee added together	3	12	Annual church and sub-committee reports	Yearly	Session clerk	Session
Enabler 2. Prayer	Number of morning devotions conducted.	Number of morning devotion sessions conducted by the church	161	161	Evangelism committee reports	Yearly	Chairperson of the Evangelism Committee	Session
Enabler 2. Prayer	Number of prayer/intercession rooms established.	Number of prayer and intercession sessions conducted by the main church or any sub-committee added together	0	1	Annual church and sub-committee reports	Yearly	Chairperson of the Evangelism Committee	Session
Enabler 3. Bible Studies	Number of Bible Study Sessions conducted by church committees	Number of Bible Study Sessions conducted by church committees (milita, youth, men, and women ministries – once a month)	not established	120	Church committee reports	Yearly	Chairpersons of church committees	Session
Enabler 3. Bible Studies	Number of Bible study groups established	Number of Bible study groups established	0	42	District chairperson's reports	Yearly	District chairpersons	Session
Enabler 4. Fellowship	Number of weekly district (and sub-district - <i>mitanga</i> ) meetings conducted	Number of weekly district (and sub-district - <i>mitanga</i> ) meetings conducted	48	48	District chairperson's reports	Yearly	District chairpersons	Session
Enabler 5. Strengthening Sunday School	Number of Sunday School teacher training sessions conducted.	Number of Sunday School teacher training sessions completed.	0	1	Sunday School Superintendent's report	Yearly	Sunday School Superintendent	Session

LEVEL	INDICATOR	DEFINITION How is it calculated?	BASELINE What is the current value?	TARGET What is the target value?	DATA SOURCE How will it be measured?	FREQUENCY How often will it be measured?	RESPONSIBLE Who will measure it?	REPORTING Where will it be reported?
Enabler 5. Strengthening Sunday School	Number of Sunday School infrastructural blocks constructed	Number of Sunday School infrastructural blocks constructed (a total sum of buildings, playgrounds, and pieces of playgroup equipment specifically dedicated for the Church's Sunday School Department).	0	1	Sunday School Superintendent's report	Yearly	Sunday School Superintendent	Session
Enabler 5. Strengthening Sunday School	Number of Sunday School learners enrolled.	A total number of Sunday School learners enrolled in all Sunday School Centres of the Zomba CCAP Congregation.		500	Sunday School Superintendent's report	Yearly	Sunday School Superintendent	Session
Enabler 5. Strengthening Sunday School	Proportion of Sunday School learners graduating to full Church membership.	Proportion of Sunday School learners graduating to full Church membership. (Number being newly baptised or confirmed or both)	Not established	100%	Sunday School Superintendent's report	Yearly	Sunday School Superintendent	Session
Enabler 5. Strengthening Sunday School	Proportion of Catechumen members attending church services (weekly).	Proportion of Catechumen class members attending church services. Numerator: Number of catechumen class registered learners who attended the	Not established	100%	Sunday School Superintendent's report	Yearly	Sunday School Superintendent	Session

LEVEL	INDICATOR	DEFINITION How is it calculated?	BASELINE What is the current value?	TARGET What is the target value?	DATA SOURCE How will it be measured?	FREQUENCY How often will it be measured?	RESPONSIBLE Who will measure it?	REPORTING Where will it be reported?
		main Church service						
		Denominator: Total number of catechumens registered learners.						
Enabler 5. Strengthening Sunday School	Number of Church services conducted Sunday School Sessions within the main Sunday Service.	Number of Church services conducting Sunday School Sessions within the main Sunday Service.	0	102	Sunday School Superintendent's report	Yearly	Sunday School Superintendent	Session
Enabler 6. Encouraging Youth Participation	Number of Sunday Services led and preached by members of the Youth Ministry.	Number of Sunday Services led and preached by members of the Youth Ministry.	1	3	Youth Ministry Chairperson's report and the Session Clerk's report	Monthly	Youth Ministry Chairperson and the Session Clerk	Session
Enabler 6. Encouraging Youth Participation	Number of the Church's youth attending Youth Services.	Proportion of the Church's youth attending Youth Services.	xxx	xxx	Youth Ministry's Chairperson's report	Yearly	Chairperson of the Youth Ministry	Session
Enabler 6. Encouraging Youth Participation	Number of sports evangelism sessions conducted.	Number of sports evangelism sessions conducted.	0	1	Health and Environmental Committee's Chairperson's report together with Evangelism committee's chairperson's report	Yearly	Health and Environmental Committee's Chairperson and Evangelism committee's chairperson	Session
Enabler 6. Encouraging Youth Participation	Number of youth Sunday Services replaced by other Church services	Number of youth Sunday Services replaced by other Church services	6	0	Youth Ministry Chairperson's report and the Session Clerk's report	Monthly	Youth Ministry Chairperson and the Session Clerk	Session
Enabler 7.	Number of family	Total sum of family	1	2	Session Clerk's	Yearly	Session Clerk	Session

LEVEL	INDICATOR	DEFINITION How is it calculated?	BASELINE What is the current value?	TARGET What is the target value?	DATA SOURCE How will it be measured?	FREQUENCY How often will it be measured?	RESPONSIBLE Who will measure it?	REPORTING Where will it be reported?
Strengthen Families	strengthening services conducted.	strengthening services conducted. Family services strengthen include singles seminars, couples' seminars, couples retreats and family outings.			report and other committees' chairpersons' reports		and other committees' chairpersons	
Enabler 8. Teachings on Giving	Number of biblical giving teaching sessions conducted	Number of Sunday Services in which sermons on biblical giving are conducted.	3	6	Session Clerk's report	Yearly	Session Clerk	Session
Enabler 8. Teachings on Giving	Proportion of church revenues from members over budgeted revenues	Proportion of church revenues over budgeted revenues for the main church and all committees. Numerator: Amount of money given by church members, i.e., total church revenues minus external incomes, donations, and any other incomes generated from businesses and not given by members. Denominator: Total church budget.	Not established	100%	Church treasurer's report	yearly	Church treasurer	Session
Enabler 9. Diversify Sources of Revenue	Number of new businesses started by the church or any of its committees with the aim of generating i.	Number of income of new businesses started, registered, and being run by the church. These will, among others, include private schools, hospitals, offices, and houses for rent.	0	5	Development committee's Chairperson's report	Annual	Development committee's Chairperson	Session.
Enabler 9. Sources of Revenue	Number of financial instruments such as bonds, treasury bills, and shares made.	Number of Church money invested in financial instruments such as bonds, treasury bills, and shares	0	4	Church treasurer's report	yearly	Church treasurer	Session

LEVEL	INDICATOR	DEFINITION How is it calculated?	BASELINE What is the current value?	TARGET What is the target value?	DATA SOURCE How will it be measured?	FREQUENCY How often will it be measured?	RESPONSIBLE Who will measure it?	REPORTING Where will it be reported?
Enabler 9. Diversify Sources of Revenue	Number of electronic plates for Sunday offerings introduced.	Number of an existing and functional electronic plate for Sunday offerings introduced. Electronic plate means any means the church can devise, so its members are able to give electronically. This may include a web-portal that members can give electronically, e.g., with a credit or debit card, MOU with banks so that members can pay by standing orders where the church foots the standing order charges.	0	3	Church treasurer's report	Once	Church treasurer	Session
Enabler 10. Prudent Financial Management	Number of a finance department established in the Church's administration office.	A finance department established and capacitated with personnel and necessary resources in the Church's administration office.	0	1	Session Clerk's Report	Yearly	Session Clerk	Session
Enabler 10. Prudent Financial Management	Number of accounting audits conducted.	Number of annual accounting audits conducted whose findings are presented at an administrative session	0	1	Church treasurer's report	yearly	Church treasurer	Session
Enabler 11. Maintain Old Church Building	Number of Old Church Building maintenance sessions conducted.	Number of Old Church Building maintenance sessions conducted.	0	1	Development Committee Chairperson's report	yearly	Development Committee Chairperson	Session
Enabler 12. Construct a New Church	Number of a new church complex constructed.	Number of a new church complex built.	0	1	Development Committee Chairperson's report	yearly	Development Committee Chairperson	Session
Enabler 13. Construct a Business	A multi-business complex constructed.	A multi-business complex constructed and operational.	0	1	Development Committee Chairperson's report	yearly	Development Committee Chairperson	Session

LEVEL	INDICATOR	DEFINITION How is it calculated?	BASELINE What is the current value?	TARGET What is the target value?	DATA SOURCE How will it be measured?	FREQUENCY How often will it be measured?	RESPONSIBLE Who will measure it?	REPORTING Where will it be reported?
Complex Centre and Houses for Renting Out					report			
Enabler 13. Construct a Business Complex Centre and Houses for Renting Out	Number of dwelling houses constructed.	Number of Zomba CCAP registered dwelling houses constructed and registered.	3	10	Development Committee Chairperson's report	yearly	Development Committee Chairperson	Session
Enabler 14. Construct Secondary School and Clinic/Hospitals	A private secondary school constructed.	A private secondary school owned, registered, and run by the church constructed.	0	1	Development Committee Chairperson's report	Once	Development Committee Chairperson	Session
Enabler 15. Develop and manage green surroundings	Number of church gardens and surroundings maintained.	Number of church gardens and surroundings maintained.	0	1	Development Committee Chairperson's report	Yearly	Development Committee Chairperson	Session
Enabler 16. Acquire and Use Modern Technology	A Church website managed.	A Church website managed.	0	1	Media and Heritage Committee Chairperson's report	Yearly	Media and Heritage Committee Chairperson	Session
Enabler 16. Acquire and Use Modern Technology	Proportion of church services that are live-streamed online.	Proportion of church services that are live-streamed online.	0	100%	Media and Heritage Committee Chairperson's report	Monthly	Media and Heritage Committee Chairperson	Session
Enabler 16. Acquire and Use Modern Technology	Proportion of church services that are live-streamed online.	Numerator: Number of Church services that are streamlined online in real-time. Denominator: Number of church services conducted.	0					
Enabler 16. Acquire and Use Modern Technology	A Church digital offering plate introduced and	A Church digital offering plate introduced and maintained.	0	1	Media and Heritage Committee	Once	Media and Heritage Committee	Session



LEVEL	INDICATOR	DEFINITION How is it calculated?	BASELINE What is the current value?	TARGET What is the target value?	DATA SOURCE How will it be measured?	FREQUENCY How often will it be measured?	RESPONSIBLE Who will measure it?	REPORTING Where will it be reported?
Technology	maintained.				Chairperson's report		Chairperson	
Enabler 16. Acquire and Use Modern Technology	A church music recording studio established and maintained	A church music recording studio established and maintained	0	1	Media and Heritage Committee Chairperson's report	Once	Media and Heritage Committee Chairperson	Session
Enabler 17. Transportation Services	Number of buses bought and maintained.	Number of buses bought, registered, and being maintained in the name of the church. This includes buses purchased by the sub-committee of the church.	1	1	Development Committee Chairperson's report	Once	Development Committee Chairperson	Session
Enabler 17. Transportation Services	Number of utility vehicles procured and maintained.	Number of utility vehicles bought, registered, and maintained in the church's name. This includes utility vehicles purchased by the sub-committee of the church.	0	2	Development Committee Chairperson's report	Once	Development Committee Chairperson	Session
Enabler 18. Securing Church Land and Property	Number of landed properties which have been registered officially and legally	Number of landed properties officially and legally registered, i.e., for which the Church has title deeds	0	5	Development Committee Chairperson's report	Yearly	Development Committee Chairperson	Session
Enabler 18. Securing Church Land and Property	Number of new landed properties procured.	Number of new landed properties procured.	0	3	Development Committee Chairperson's report	Yearly	Development Committee Chairperson	Session
Enabler 19. Support Widows, Orphans, and Other Vulnerable Groups	Number of sessions conducted by the church to encourage widows, orphans, and other vulnerable groups.	Number of church sessions, organised by the church, specifically target vulnerable groups to encourage them with the word of God and socially empower them.	0	3	Faith and works committee Chairperson's report, evangelism's Chairperson's report, and other committee's chairpersons'	Yearly	Faith and works committee Chairperson, evangelism's Chairperson, and other committee's chairpersons.	Session

LEVEL	INDICATOR	DEFINITION How is it calculated?	BASELINE What is the current value?	TARGET What is the target value?	DATA SOURCE How will it be measured?	FREQUENCY How often will it be measured?	RESPONSIBLE Who will measure it?	REPORTING Where will it be reported?
Enabler 19. Support Widows, Orphans, and Other Vulnerable Groups	Number of charity activities supporting widows, orphans and orphans conducted.	Number of charity activities supporting widows, widowers, and orphans conducted.	4	10	Faith and works committee Chairperson's report, evangelism's Chairperson's report, and other committee's chairpersons' reports.	Yearly	Faith and works committee Chairperson, evangelism's Chairperson, and other committee's chairpersons.	Session
Enabler 20. Support Rural Churches	Number of rural church building projects supported.	Number of rural church building projects supported by the main church and all other committees.	0	1	Development Committee Chairperson's report	Yearly	Development Committee Chairperson	Session
Enabler 20. Support Rural Churches	Number of rural ministers supported.	Number of rural ministers supported by the main church and all other committees.	0	1	Session Clerk's report, Faith and works committee Chairperson's report, and other committee's chairpersons' reports.	Yearly	Session Clerk, Faith and works committee Chairperson, and other committee's chairpersons.	Session
Enabler 21. Social and Economic Empowerment Programmes	Number of vocational training sessions conducted.	Number of vocational training sessions conducted (Including training sessions on social and economic empowerment programmes - entrepreneurship workshops, workshops on topics such as corruption, politics, and gender - with a biblical perspective).	0	4	Development Committee Chairperson's report	Yearly	Development Committee Chairperson	Session

# ZOMBA CCAP VISION 2062

