



**WEST-CENTRAL AFRICA DIVISION  
2020-2025 STRATEGIC PLAN**

## Categories of the *I-Will-Go* Objectives:



Key Strategic Issues/Objectives	KPIs	Initiatives/ Action Plan	Time Frame (e.g., Jan-May, 2020)	Responsibility	Measurable Outcomes	
<p><b><u>OBJECTIVE 1.</u></b></p> <p><b>To revive the concept of worldwide mission and sacrifice for mission as a way of life involving not only pastors, but every church member, young and old, in the joy of witnessing for Christ and making disciples:</b></p>	<p>1.1. Increased number of church members participating in both personal and public evangelistic outreach initiatives with a goal of Total Member Involvement (TMI)</p>	Coordinate the organization of Evangelism schools to re-equip Pastors for discipleship activities with domino effects.	Repeated each year from 2021-2025	MIN	Pastors actively and enthusiastically engaging in discipling activities	
		Provide materials for Spiritual Gifts assessment and coordinate seminars and workshop in Spiritual Gifts application by members.	Once a quarter each year from 2021-2025	MIN	Availability and copious use of Spiritual Gifts materials.  Increased TMI	
		Organize groups of children/teens to preach, present health talks, distribute tracts etc.	2020-2025	CHM leaders at all levels/pastors and administrators	At least 10% of our children	
		Provide children/teens with printed witnessing materials to share Jesus with others	Jan. 2021- Dec. 2022	GC/Division/Union CHM Directors	Witnessing Materials made available	
		Produce a mission-focused devotional book for children/teens	Yearly starting from January 2022	GC/Division/UnionC HM Directors	Devotion book produced	
		Produce devotional materials in digital format such as eBook, and apps	Yearly-2022--2025	GC/Division/UnionC HM/Family and Youth Directors	EBooks and Appps produced	
		Share information and testimonies by media	2021-2025	COMM	Each union send 12 news per year	
		Motivate to be part of all initiatives to preach to our Leaders and influence persons	2021-2025	PARL	Visit 10 authorities per year	
		Organize stewardship evangelism in all the unions	March 14-29, 2021	STW	10 per year	

		Organize an annual Stewardship Spiritual Emphasis Week.	Nov 29-Dec 4	STW	At least once in all churches, conferences, and Union	
		Train members with focus on Bible studies and Community Service	First Quarter January-March 2021	AFM		
		Train women and young ladies to conduct Home of Hope and Healing (small groups), Friendship evangelism, and public campaigns	Yearly. 2021-2025	WM	At least 10% of yearly baptisms	
		Conduct Evangelism seminars for women to equip them for effective witnessing	Jan- October 2021	WM	At least 10% of yearly baptisms	
		Provide evangelistic materials and tracts to share with others	2021-2025	WM	At least 10% of yearly baptisms	
		Reinforce the Mentor program in WM for local churches	2021-2025	WM	At least 10% of yearly baptisms	
		Coordinate the formation of in-reach small groups ministries made up of students, teachers and other staff on campus	First trimester 2021	EDU	One orientation seminar for campus chaplains for each Union	
		Coordinate the formation outreach small groups ministries made up of students, teachers and other staff on campus	First trimester 2021	EDU	One orientation seminar for campus chaplains for each Union	
		Coordinate the formation of preachers clubs on campus	First trimester 2021	EDU	One orientation seminar for campus chaplains for each Union	
		Coordinate the formation of Bible-instructor clubs of campus	First trimester 2021	EDU	One orientation	

					seminar for campus chaplains for each Union	
		Conduct literature evangelism awareness seminar for Conf./Miss. Administrators & Pastors	August 2022	PUB	LE awareness Seminar Conducted in 5 Unions	
		Conduct literature evangelism awareness seminar for Local Church Publishing Coordinators, & members.	Jan – Feb annually	PUB	LCPC conducted annually in 5 Unions	
		Publish recruiting flyers containing LE testimonies	2021-2025	PUB	Produced flyers at least twice	
		4. Develop creative new recruitment programs	2020-2025	PUB	At least 2 new methods developed	
		All church members participating in annual missionary book distribution	2020-2025	PUB	Each member share 2 MB per year	
		Organize 02 WAD zoom SSPM advisory;	Jan and Aug 2021	SSPM	75% of SSPM learders at all levels equipped to train our members for a vibrant SS and a dynamic PM	
		Organize 10 Union Sabbath school/personal ministries advisor (focus on Sabbath Alive, GROW, TMI and I Will GO initiatives, and dynamics of small groups				
		Organize 02 regional “sustainable evangelism schools” (Focus on principles and methods)	Feb and March 2021	SSPM/Min Sec	75% of SSPM directors and pastors trained.	
		Establish 200 VOP/Bible Correspondence schools in WAD	Starting 2021	SSPM	75% of churches in the cities having a	

		Print 150,000 TMI/I WILL GO “Mission Cards” Distribution of available eBooks to members			VOP/Bible school  75% of churches using ‘I will Go’ mission cards	
		Encourage the use of “CELEBRATIONS” and “Know Your Numbers” before or during evangelistic efforts	2020-2025	HM	Two communications to Unions each year; reports received from Unions	
		Train church members and promote the use of Health Expos before, during, or after Evangelistic efforts	2021-2025	HM	Training in two Unions each year; one Health Expo promotion for every 50 evangelistic efforts	
		Provide funds for 50 Pioneer Missionaries and increasing annually by 10% to areas not entered within the Division	2020-2025	TRE	50 Missionaries	
		Unions to provide funds for at least 5 Pioneers Missionaries annually to support the efforts of the Division for their territories	2020-202	TRE	5 Missionaries	
		Organize a “One Year in Mission	2020-2025	Y&PCM	A minimum of 1000 youths missionaries sent	
		12X Missionary Project”	2021-2024	Y&PCM	A minimum of 480 students missionaries sent	
		Organize and promote the Global Youth Day	2020-2025	Y&PCM	At least 90% Local churches and Campus	

					with Adventist students presence	
		Connect with local fields to enable frontline missionaries in WAD to speak at major camp meetings and other church gatherings.	Yearly-2021—2025	SEC		
		Involve church clerks and secretaries at all levels in holding evangelistic efforts	Yearly-2021—2025	SEC		
		Facilitate the presence of frontline missionaries speaking at major camp meetings and other church gatherings.	Yearly-2021—2025	SEC		
		Increase the percentage of international service personnel, volunteers, and Global Mission pioneers serving in the 10/40 Window, in large urban areas, and among unreached people groups	Yearly-2021—2025	SEC		
	1.3 Each division holds annual mission rallies for church members, involving local administrators; GC officers, departmental directors and associate directors; officers and departmental directors from other divisions; and frontline workers	Promote the use of the stories/animations produced by Adventist Mission throughout WAD	2021-2025	CHM leaders at all levels/Pastors and Administors	At least 50% of all our Churches	
Collecte and share the mission stories and faith experiences of children in our division		At least 100 stories collected				
Organize and coordinate Division wide evangelism rallies programs		Preparation start Jan 2021	SSPM	CAUM, CAUM, ESUM; WSUM “Harvest for Christ 2022;” ENUC, WNUC, NNUC “Harvest for Christ 2023;” NGHO, SGUC; and WAUM “Harvest for Christ 2024 ”		
Union-wide Pub. Administrative Seminars for Conf./Miss.		Aug. 2021	PUB	Ones seminar held		

from both their own and other divisions	Administrators	& 2023			
	Publishing Leadership Seminar for publishing leaders & ABC/HHES Coordinators	Feb. 2021	PUB	One leadership program conducted	
	Tri-Division Union Publishing Council	Feb. 2022	PUB	WAD & Union PMDs attended	
	Organize Secretariat Advisories and Training Seminars to discuss mission challenges, priorities, and activities	2021—2025	SEC		
	Organize regular advocacy for Adventist Mission priorities (including church planting and the importance of mission offerings), speaking about mission challenges, priorities, and activities in committees, camp meetings, and other church gatherings.	Yearly-2021—2025	SEC		
	Develop a presentation (PPT/Keynote and/or video) annually that focuses on mission challenges, priorities, and activities for division secretaries and staff to share at union and conference levels	Yearly-2021—2025	SEC		
1.4. Create and make available age-	Recruit devotional writers for each grade level in each Union	First trimester 2021	EDU	One recruitment and orientation seminar for campus chaplains for each Union	
	Form editorial Board for the various writers' clubs	First trimester 2021	EDU	One meeting with writers and Education	

appropriate mission-focused morning devotional books aimed at each grade level of elementary education				Directors	
	Organize seminars for Parent-Teacher Association on religious education for children	Throughout 2021	EDU	At least 2 seminars per quarter	
	Coordinate the formation/strengthening preachers' clubs on all university campuses	Third trimester 2021	EDU	One orientation seminar for all the campus ministers	
	Organize progressive Class Activities/Training	2020-2025	Y&PCM	A minimum of 80% Participation	
	Organize Senior Youth clubs fellowships	2020-2025	Y&PCM	A minimum of 70% Participation	
1.5. GC Education, Children's Ministries, Health Ministries, Youth Ministries, and Office of Adventist Mission collaborate in producing readings on mission for Adventist children and teenagers, made available in print, braille, audiobooks, and digital media, as appropriate and as budgets allow	Share the mission resources of Adventist Mission and ASTR with Secretariat leadership at least quarterly	Yearly-2021—2025	SEC		
	Contribute to making available "CELEBRATIONS" for children.	2020-2023	HM	At least in 5 Unions	
	Produce of Adventist Identity – Living for Christ in the Campus	1 <sup>st</sup> Quarter 2021	Y&PCM	Every Adventist Student to receive a copy	
	Produce a Handbook for Youth witnessing to Muslims in the campus	2021-2022	Y&PCM	Active ministry to Muslims in all PCM centers	
	Produce periodicals of stories written by Unions/Conferences about evangelistic activities in the 10/40 window.	2021-2025	PUB	At least stories from 5 Unions	

	1.6. GC-funded periodicals include at least one story from the 10/40 Window or large urban areas in every issue (Dialogue or JAE?)	Organize workshops to encourage and equip Pastor and members to share their stories from the 10/40 Window or large urban areas.	On going 2021-2025	MIN	Finding stories on regularly in GC – funded periodicals	
		Recruit story-writers from schools located in the 10/40 window	First trimester 2021	EDU	One recruitment meeting	
		Recruit story writers in high schools and universities located in or near urban areas	Second trimester 2021	EDU	One recruitment meeting	
		Publish some of the 10/40-window stories on the WAD website	Third trimester 2021	EDU	At least 6 stories published	
		Publish other 10/40-window stories in the WAD Center for Missions periodical	First trimester 2022	EDU	At least 3 stories published	
	1.7. Improved retention rates of audited membership globally	Coordinate discipling programs for Pastors and members	On going 2021-2025	MIN	Seeing regular improvements in audited membership	
		Promote the enrollment of newly-baptized members into customized Bible study lessons including the 28 fundamental beliefs	First trimester 2021	EDU	100% enrolled	
		Promote the formation of discipleship-journey groups on university campus	Third trimester 2021	EDU	At least one group for every 20 community members	
		Promote the involvement of newly-baptized members in in-reach and outreach witnessing activities on campus	Second trimester 2021	EDU	100% involvement	

	Promote the formation online Alumni-faith fellowship forum (AF <sup>3</sup> )	Throughout 2021	EDU	One forum for each institution	
	Organize Progressive Class Activities/Training	2020-2025	Y&PCM	A minimum of 80% Participation	
	Organize Senior Youth clubs fellowships	2020-2025	Y&PCM	A minimum of 70% Participation	
	Promote the Pan Africa Youth Congress	2024	Y&PCM	1000 participants	
	Promote the Youth View	2020-2025	Y&PCM	Maintain production quarterly production throughout the quinquennium	
	Organize a WAD PCM Summit	2022	Y&PCM	700 participants	
	Organize a Global Youth Leadership Congress	2023	Y&PCM	300 participants	
	Organize a WAD Pathfinder Camporee	2023	Y&PCM	1000 participants	
	Promote the use Sabbath school Attendance record cards in local churches	Starting Jan 2021	SSPM	90% of sabbath School action units using attendance card,	
	Workshops; Auditing the church Members; Visitation of newly Baptized members	April-May 2021	AFM		
	Train Health Ministries Leaders and church members on the “Adventist Health Message”	2020-2025	HM	At least one training per year per Union	

		Foster an atmosphere that helps young people understand and play significant roles in the church's mission.	2020-2025	SEC		
		Implement the effective use of the Adventist Church Management Systems (ACMS) in all Church Entities in order to provide the leadership with accurate statistical report.	2020-2025	SEC		
		Improve the Allinwad Software to support the ACMS in maintaining accurate records and information of the Division	2020-2025	TRE	100% of Church Membership	
<p><b><u>OBJECTIVE 2.</u></b></p> <p><b>To strengthen and diversify Adventist outreach in large cities, across the 10/40 Window, among unreached and under-reached people groups, and to non-Christian religions:</b></p>	<p>2.1. A worshipping group is established in each country of the 10/40 Window where there currently is no Seventh-day Adventist presence</p>	Provide support to the unions, conferences, missions, and institutions through global mission projects	Jan 2020- Dec. 2025	AGM		
		Reinforce Global Mission Project follow up & Assessment	Jan. 2020- DEC. 2025	AGM		
		Organize health program (as stop smoking) in 10/40 window to help people with spiritual needs	Febr2020- Dec2025	AGM		
		Identify/finance appropriate mission projects to children/teens in the cities and 10/40 Windows in each union	2021-2024	CHM leaders/Pastors and administrators at all levels GC CHM department	At least two projects yearly	
		Develop resources and financing special projects to reach refugee children/teens	2021-2022	GC/Division/Union Leaders with Adventist Mission	At least one visit to refugee children in each Union	
		Increase the percentage of international service personnel, volunteers, and Global Mission pioneers serving in the 10/40	Yearly- 2021—2025	SEC		

		Window, in large urban areas, and among unreached people groups				
		Enlarge Adventist missionary involvements in local communities, especially in uninterred areas of such fields.	2020-2025	SEC		
2.2. Each conference, mission, and region in the 10/40 Window achieves a demonstrable increase in the number of new believers		Collaborate with the Education and Health Ministries to supply CHM materials to schools and hospitals for children to use freely.	2022-2025	CHM	Donate CHM materials to at least 5 schools and hospitals	
		Organize VBS and other programs for children/teens in schools	2022-2025	CHM leaders at all levels/Education department	At least 39 VBS yearly	
		Organize need-based outreach programs/projects (literacy, Skills training, mental health, career trainings) in our communities	2021-2025	WM	500 programs	
		Organize Teaching and training sessions of Women Related issues using Social media (Radio, TV, WhatsApp, Facebook etc)	2021-2025	WM	At least 5 training sessions	
		Provide support system for those who are in need (Aged women, widows, Sick, handicaped etc)	2021-2025	WM	Annual reports	
		Minister to the refuge women/young ladies in the cities and 10/40 windows	2022-2024	WM	At least 2 visits yearly in each Union	
		Support and promote urban evangelism	2021-2025	MIN	Observed increment in total members and congregations in all urban areas.	
2.3. Demonstrable increase in total members and congregations in all						

	urban areas of one million people or more					
	2.4. At least one Center of Influence operates in each urban area of one million people or more	Promote the establishment of at least one center of influence in the every city of one million persons or more.	Jan2021- Dec2025	AGM		
	2.5. GC departments facilitate, initiate, and liaise between interdivisional mission projects, with active support from division and union officers	Conduct PUB rallies for unions & conferences	Feb. 2022 & 2024	PUB	Two rallies conducted	
		Increase the communication between Leaders	2021-2025	COMM	Produce 12 newsleeter Wadnews per year	
		To be a bridge between our Leaders and no--SDA Leaders	2021-2025	PARL	One event each year	
		Organize a ZoomQuart (a quarterly meeting of Union and Conferences Youth Directors for collaboration and support across Unions)	<b>2020-2025</b>	Y&PCM	30 participants	
		Develop resources and training; Assisting with funds TMI Seminars Prayers Ministry ; Developing Leadership	June-July 2021	AFM		
		Resources/Materials and systems to promote these objectives within respective Territories	Last Quarter of 2021	AFM		
		Promote and strengthen LE ministries in universities	2021-2025	EDU	Once a year on each campus	

		Coordinate research on and introduction of MPhil in media ministries programs in universities	2021-2025	EDU	One meeting each year	
		Revamp the WAD Mission Research Center with Missiologists well vested in Islamic religion	Third trimester 2021	EDU	At least one missiologist employed	
		Organize Seminars/workshops on Urban educational centers of influence	2021-2023	EDU	At least 3 workshops per year	
		Support actively Medical Outreach in the countries of the 10/40 window	2020-2025	HM	Financial support to 2 outreach efforts each year	
		Train the Youth on Health Programs such as Breathe Free, Health Expo, and Youth Alive that are very useful in the 10/40 window	2020-2025	HM	Run “Youth Alive” in at least 2 Unions each year; Involve at least 10 youth leaders in the training on “Breathe Free” and “Health Expo”	
		Provide at least one ISE budget to support the efforts of MENA.	2020-2025	TRE	One ISE Budget	
	2.6. Each division, with the assistance of the Office of Adventist Mission, identifies and acknowledges all major unreached or under-reached majority populations	Identify unreached areas and people group and plan to penetrate them	Jan 2020-Dec 2025	AGM		
		Orgnaize Advisories in Unions to help how to manage projects for unreached areas	Jan2020-April 2020	AGM		

	in evangelized countries in their territories, and reports annually to the Global Mission Issues Committee on efforts to reach them	Organize workshops to inspire, equip and support pioneers in their work of winning souls.	Jan 2020-Dec 2025	AGM		
	2.7. Each division identifies all significant immigrant/refugee populations in their territories, has initiatives in place to reach them, and reports annually to the Global Mission Issues Committee on progress in reaching them	Select Pastors as chaplains in fields identified with high number of refugees	Oct. 2020 – March 2021.	ACM		
		Arrange for special trainings on spiritual care for refugees or IDPs	April 2021- Dec. 2021	ACM		
		Engage them in the refugee/IDP camps as volunteer chaplains,	Jan. 2022 – May 2025.	ACM		
		Develop Health Programs that will address the needs of these populations- more especially Hygiene and Sanitation, Mental Health, Sexually Transmitted Infections, and the Prevention of Drug Abuse.	2020-2025	HM	At least one presentation developed for each program	
2.8. Each conference and mission has a five-year plan to increase the number of Adventist primary and secondary	Support research in schools of Theology on global trends in immigration	2021-2025	MIN	Research findings on global trends in immigration		
	All church entities and departments actively participate in annual missionary book distribution	2020-2025	PUB	Each member share 2 MB per year		
	Organize seminars for stakeholders on assessment and evaluation of the Adventist educational system in Missions and Conference	Throughout 2021	EDU	One seminar per Union		

	schools.	Organize seminars/workshops for stakeholders on Creation and Operation of schools	2021-2022	EDU	One seminar per Union	
		Formulate and implement strategies for fundraising for existing and new schools	2021-2025	EDU	Three seminars/workshops per year	
		Organize Seminars on Creation of networks between Conferences/Missions/ Institutions for mutual support in creation and operation of schools	Throughout 2022	EDU	4 seminars	
		Promote Adventist Community Service in all the churches in the cities;	2021-2025	SSPM	75% of city Churches a ACS units	
		Organize training of volunteers missionaries				
		TravelTalk – A quarterly forum for addressing immigration concerns among young people.	2021-2025	Y&PCM	Every Union and Conference represented	
		Create jobs through the Heritage Funds system to engage young people from traveling to overseas lands	2020-2025	TRE	50 Young people	
	2.9. Each conference and mission outside the 10/40 Window has a	Promote five-year plans in Conferences and Missions outside 10/40 windows	2021-2025	MIN	Increment in the number of newly planted worshipping groups	

	five-year plan to achieve a measurable and significant increase (e.g., 30% over five years) in the number of newly planted worshipping groups	Revive Accession and retention committee at all levels; Hold monthly Zoom SSPM directors' reporting meetings	Starting Jan 2021	SSPM	100% of Union directors report Accession and retention monthly	
		Support these fields in organizing trainings on the Medical Missionary Work in their territories	2021-2025	HM	Two training sessions with financial support each year ;	
	2.11. Division presidents report regularly to the GC Executive Committee on progress in achieving KPIs relating to Objective no. 2					
	Adventist Publishing outreach in large cities and 10/40 window	Promote participation of Literature evangelists in ground breaking exercises for evangelism in large cities and 10/40 windows	2020-2025	PUB	At least 4 Unions report LE participation	
		Engage literature evangelists & volunteers in Global Mission outreach	2021-2025 Every March	PUB	3-5 Unions engaged in LEGM outreach	
	Implement publishing department evangelistic initiatives	Each full time LE brings at least a soul	Jan-Dec. 2021-2025	PUB	LEs record 2,500 baptism	
<b><u>OBJECTIVE 3.</u></b>	3.1. Each division, in	Support interfaith dialogs for pastors	On going 2021-2025	MIN	Organized interfaith dialogs.	

<b>To make developing resources for mission to non-Christian religions and belief systems a high priority</b>	cooperation with its organizational units and with the assistance of the Global Mission Centers and GC Public Affairs and Religious Liberty, undertakes interfaith dialogs	Promote the provision of materials to enhance Pastoral ministries in non- Christian religions.	2021-2025	MIN	Available materials	
		Produce Materials on the knowledge of Islam and Africa tradition religion	Jan 2020 – Dec 2025	AGM		
		Organize events such as Dinner, special Sabbath for leaders	Once every year	PARL		
		Develop resources to reach Muslim children/teens	2021-2022	GC/Division/Union CHM with Adventist Muslim Relation	At least 01 resource	
		Organize Seminars for the CHM leaders on how to reach Muslim and ATR Children/teens	2021-2022		02 seminar per yearly	
	3.2. Global Mission Center directors present progress reports on dialogs to the 2023 and 2025 meetings of the Global Mission Issues Committee	Present a report to the to the meeting of the Global Mission Issues Committee	2023	AGM		
		Present a report to the to the meeting of the Global Mission Issues Committee	2025	AGM		
	3.3. Global Mission Centers report yearly to Annual Council on approaches to, and progress in, reaching world	Diversify Missionary Books	2020-2025	PUB		
		Collaborate with Global Mission to build bridges through Health Programs such as Smoking Cessation, Know Your Numbers, and Health Expos	2021-2025	HM	Communication with GM leader; Two progrms per year in fields chosen by GM	

	religions and belief systems	Make available the Heartbeat series (tract) to share with the muslim women/young ladies	2021-2022	WM	1000 tracts	
		Conduct Muslim Evangelism Seminar/ to equip women/young ladies for this type of ministry	March 2021	WM	2 seminars per year	
		Conduct Seminars and develop materials to reach ATR women and young ladies	2022	WM	2 seminars per year	
	Make varieties of products available	Network between publishing houses on products.	2020-2025	PUB	Unions get supplies of assorted titles	
		Encourage Publishing house & ABC/HHES to conduct 'Open House Sales'	Once a year 2021-2025	PUB	At least 5 Unions participated in the exercise	
		Produce literature for circulation by LEs & church members	Throughout the year 2021-2015	PUB	At least 6 Unions got supplies for LEs & members	
	Collaboration to develop contextualized products	Appoint product planning committee	2021	PUB	Committee formed	
<b>OBJECTIVE 4.</b> <b>To strengthen Seventh-day Adventist institutions in upholding</b>	4.1. Mission initiatives in the 10/40 Window and large urban areas receive assistance from institutions elsewhere in the world	Encourage parents to enroll their children in Adventist educational institution	2020-2025	CHM leaders at all levels in collaboration with education department		
		Provide resources for parents whose children are in public schools for diverse reasons with tips on faith-building for their children		CHM		
	Encourage Adventist Health Institutions to give their support through Medical Outreach activities	2021-2020	HM	Two communications with Union Health leadders ; financial support ; report		

<p><b>freedom, wholistic health, and hope through Jesus, and restoring in people the image of God:</b></p>					received.	
		Work with the Adventist Universities in WAD to provide affordable Diploma/Certificate courses related to mission and leadership for Women	2021-2025	WM	At least 100 graduates from the programs	
		Encourage parents to enroll their children in Adventist educational institution	2021-2024	WM	At least 100 encouragement sessions	
		Provide Scholarship for women and young ladies to attend Adventist Institutions	2021-2024	WM	At least 5 scholarships annually	
	<p>4.2. Adventist tertiary institutions increase the proportion of missiologists teaching mission, all of whom are faithful to biblical missional principles, Adventist educated, and endorsed by IBMTE</p>	Promote the hiring and endorsement of missiologist in tertiary institutions through WAD BMTE	At the beginning of each academic cycle	MIN	Increased number of Missiologist in our tertiary institutions	
		Sponsoring MA/MPhil in Mission with specializations in Islam, ATR, Postmodernism, Christian Philosophy, and Media ministries	2021-2025	EDU	At least 5 each year	
		Sponsoring PhD in Mission with specializations in Islam, ATR, Postmodernism, Christian Philosophy, and Media ministries	2021-2025	EDU	Two per year	
Coordinate the Establishment/strengthening of Union-University boards toward evaluating and empowering missions		Throughout 2021	EDU	Two meetings		

		Organize seminars to strengthen inter-university collaboration for ministerial and theological education standards	Throughout 2022	EDU	Two meetings	
	4.3. Each institution reports to its board or governing committee on how it will achieve selected objectives and KPIs of the <i>I Will Go</i> plan	Seminars for University Governing Councils on reviewing their policies and procedures manuals	First trimester 2021	EDU	One meeting per University	
		Organize annual seminars for institutional administrators	2021-2025	EDU	One meeting per year	
		Organize a week of « «I Will Prepare to Go With Me » emphasis in each university	2022-2023	EDU	One week per university	
		Organize workshops on TST/TTI/TWI for each university	2022-2023	EDU	One workshop per university	
		5.1. Significant increase in numbers of church members regularly praying, studying the Bible, using the Sabbath School Bible Study Guides, reading the writings of Ellen White and engaging in other personal devotions	Promote the use of materials available to church members	2022-2025	MIN	Increased use of available church materials
<b>OBJECTIVE 5.</b>  <b>To disciple individuals and families into spirit-filled lives</b>		Promote Family worship among pastoral families.	2021-2025	MIN	Increased sense of revival and reformation among family members	
		Make spiritual resources such as : prayer journals, Follow the Bible for Kids annual reading plans, My Memory verse book and Coloring Book etc. available to the children and teens	2021-2025	CHM GC/Division/Union Directors	Available resources	
		Revise and make available Bible study series for children.	2022-2025	GC/Division/Union Directors	Available resources	

		Motivate the CHM leaders to encourage the children and their parents to study Sabbath school lesson regularly	2020-2025	CHM	Bible study series available	
		Sensitize parents and children leaders to study available resources on 28 fundamental beliefs with children/teens	2020-2025	CHM	At least 2 sessions yearly	
		Develop the Armor of God App with stories, activities and scripture songs to teach doctrines to children/teens	2021-2022	CHM	The App made available	
		Develop Children's website to upload all children resources for them to use and to make use of other social media such as WhatsApp, telegram, Facebook to reach them.	2021-2025	CHM	A functional CHM Website	
		Conduct Stewardship Seminars on putting God First, Using God-Man relationship principle, Man-Man Relationship principle and Man Community Relationship principle to help members in their daily Bible study, Study of the Sabbath School Guide, and the Reading of Ellen White books to give them more understanding.	2021-2025	STW	10 seminars per year	
		Develop and produce adult morning devotional readings	2020-2025	PUB	One devotional produced per year	
		Encourage members buy and read devotional books	2020-2025	PUB	1-2% of members buy & read devotionals	

		Encourage LEs to pray, study the Bible & Sab. Schl. Study Guide, read SOP regularly, & engage in devotion	2020-2025	PUB	At least 50% of LEs participated	
		Develop Adult Sabbath School application activities	2021-2025	EDU	One set per quarter	
		Publish customized SOP reading plans for students, teachers, and administrators	Throughout 2021	EDU	Three electronic models	
		Publish family devotional book for WAD Education year (2023)	Fourth trimester 2022	EDU	One book	
		Publish the «Alphabet and Vocabularies for Prayer Life and Ministry »	Third trimester 2021	EDU	One book	
		Organize seminars on Bible Studies Family altar Promote Daily Bible Reading	First Quarter January- February- March 2022	AFM		
		Promote monthly reporting of SS attendance; Promote quarterly reward of the best SS class; Promote reading of Ellen White eBooks	Jan 2021 March 2021	SSPM	15% increase of attendance very quarter	
		Promote family devotions and Bible studies; Promote Sabbath afternoon Bible classes in every church; Develop Bible studies pamphlets on specific topics	Starting 2021	SSPM	75% of local churches reached	

		Encourage church members to read EGW books on Health and Healthy Lifestyle and disciple the Youth through the “Youth Alive” Program.	2021-2025	HM	EGW books made available; communications shared Union leaders	
		Produce WAD WM Devotional books to enhance women’s spiritual growth	2021-2025	WM	At least 500 books annually	
		Organize a weekly/monthly Study of a SOP book among women and young ladies divisionwide annually(e. Adventist Home, Counsels on Diet, Daughters of God etc.)	2021-2025	WM	At least 5 Books studied	
		Organize spiritual retreats/Prayer conference virtually or physically	2021-2025	WM	100 retreats annually	
		Upgrade the WAD WM Website and uploading all WM materials needed for spiritual growth	January- March 2021	WM	Upgraded website	
		Promote the reading of Ellen White books by members	Sept. 2020 – June 2025	SOP	50% of organized churches to set up an EGW reading club.	
		Promote Progressive Class Activities/Training	2020-2025	Y&PCM	A minimum of 80% Participation	
		Organize Senior Youth clubs fellowships	2020-2025	Y&PCM	A minimum of 70% Participation	
		Organize WAD Bible Gem	2020-2025	Y&PCM	At least 90% Local Churches  Campuses with Adventist Students	

					presence	
		Develop WAD Youth App & Website	2020-2025	Y&PCM	At least 50% of Junior and Senior Youths and PCM	
5.2. Significant increase in numbers of church members and unbaptized children and youth regularly attending divine service and Sabbath School		Organize special programs to attract and nurture PKs	2021-2025	MIN	Increase in numbers of PKs being baptized into the church	
		Organize training for Pastors and Shepherdesses in Friendship services.	Ongoing 2021-2025	MIN	Increase in numbers attending church regularly	
		Organize Progressive Class Activities/Training	2020-2025	Y&PCM	A minimum of 80% Participation	
		Organize Senior Youth clubs fellowships	2020-2025	Y&PCM	A minimum of 70% Participation	
		Organize periodic training for all Sabbath school teachers on how to teach and help children develop spiritual growth	Yearly 2021-2025	GC/Division/Union Directors	At least 2 training yearly	
		Organize training for Pastors /local church leadership on in planning interesting and effective intergenerational worship	Yearly 2021-2025.	GC/Division/Union and Ministerial Association	At least 01 training session	
		Organize seminars/workshops for student life and services officers in secondary and tertiary institutions on mentoring students on campus	2021-2022	EDU	Four seminars/workshop	
		Organize seminars/workshops for student leadership in tertiary institutions on peer discipleship	First trimester 2021	EDU	Four seminars/workshops	

		Organize seminars/workshops for parent-teacher Associations in primary and secondary schools on home-school discipleship	2021-2025	EDU	Four seminars/workshops	
		Organize seminars/workshops for campus ministers on campus discipleship strategies in West-central Africa context	2021-2025	EDU	Four seminars/workshops	
		Organize family evangelism and Bible studies (answer youth Bible questions at home); Organize family prayer weeks (families invite a facilitator to conduct prayer)	2021-2025	SSPM	75% of adventist families organizing Bible studies evangelism in their homes	
		Develop Systematic study of the 28 fundamental beliefs in small groups of women and young ladies		WM	At least 8 Unions involved yearly	
		Organize Systematic study of the books of Daniel and Revelation by the women and young ladies in unions	2023	WM	At least 8 Unions involved yearly	
		Organize Family Altar Children Story Books Youth Bible Quiz Single's Forum Marriage Seminars Youth week	April-May 2022 Prepare Enrich Seminars	AFM		
		A 20 percent increase in church attendance as reported through Global Church Member Survey	2020-2025	SEC		
		Improve retention rates of young adults, youth, and unbaptized children, based on the collection of specific statistics of such groups.	2020-2025	SEC		

5.3. Significant increase in acceptance and practice of the church's distinctive beliefs, especially: Creation (FB 6); Salvation by faith (FB 10); State of the dead and power of prayer over witchcraft and spiritualism (FB 26, FB 11); Remnant Church (FB 12, FB 14); Principles of healthful living (FB 22); The Sanctuary/Investigative Judgment (FB 24); Second Coming (FB 25); and the nature of the Fundamental Beliefs as a whole as Bible-centered doctrines that reflect a loving, gracious God	Order more copies of revised 28 Fundamental Beliefs for pastors and members	First quarter 2021	MIN	Significant increase in the acceptance and practice of the churches distinctive beliefs	
	Facilitate the organization of Symposia on Unique SDA beliefs through WAD BRC	Ongoing 2021-2025	MIN	Ditto	
	Organize Biennial Bible Conferences to equip Pastors in the fields	2021, 2023, 2025	MIN	Ditto	
	Organize trainings on Healthful based on the writings of EGW and confirmed by science	2022-2025	HM	Three training sessions each year	
	Production of health books : CELEBRATIONS Health EXPO for Kids, Beware of HIV/AIDS (comic book), Exploring the Heart & Activity Book, Suddenly a Tunnel & Activity book.	2021-2023	GC/Division Directors and Health department	Material made available	
	Collaborate with Geo- Science to produce resources on creation for children and to organize nature camps for them	2021-2025	GC/Division/Union/ Conference Directors and GeoScience Director	Resource made available	
	Publish a handbook for practical education and spirituality	Fourth trimester 2023	EDU	One handbook published	
	Publish 7 cards of the 28 fundamental beliefs to help believers memorize the beliefs in one week	Third semester 2021	EDU	An electronic set of cards	
	Organize seminars on parent-child symbiotic discipleship for each Union	2021-2025	EDU	Four seminars	

		Organize seminars on teacher-learner symbiotic discipleship	2021-2025	EDU	Four seminars	
		Develop simple pamphlets on these different topics in collaboration with WAD Adventist scholars; Organize regional zoom conferences on these topic in collaboration with WAD Adventist scholars	Starting April 2021	SSPM	100% of doctrines discussed	
		Develop and customize GC materials/resources for different categories of women	2022-2025	WM	Having materials available as planned	
		Organize special meeting/retreat for specific women group to meet their needs	2021-2025	WM	At least 2 meetings/retreats annually in each Union	
		Organize Training for Global Mission pioneers about the strategy to win and keep souls	Jan 2020-Dec 2025	AGM		
		Organize Workshop with pioneers and churches about how to make a Muslim accept some difficult Adventist doctrines	Jan 2020-Dec 2025	AGM		
		Organize Progressive Class Activities/Training	2020-2025	Y&PCM	A minimum of 80% Participation	
		Organize Senior Youth clubs fellowships	2020-2025	Y&PCM	A minimum of 70% Participation	
		Organize Bible Gem	2020-2025	Y&PCM	At least 90% Local Churches  Campuses with Adventist Students	

					presence	
		Develop and print more subjects on the <i>What's Really the Issue...</i> pamphlets	2021-2025	Y&PCM	Minimum of 5,000 copies produced and distributed for each topic	
5.4. Increased number of people using Adventist social media when studying the Bible, to learn about Ellen White and read her writings, in personal devotions, and to promote mission		Promote Ellen White Estate apps that are downloadable for the various mobile devices and computers.	Sept. 2020 – June 2025	SOP	50% of members with Android or iPhone have downloaded the EGW apps to their phones.	
		Promote our webs, apps, books in all social media.	2021-2025	COMM		
		Share the existing Health Programs on Social Media and develop new programs	2020-2025	AHM	Three upgraded programs shared; one new program developed every year	
		1. Encourage children and teens to use KidZone by the Voice of Prophecy and God's Messenger ; Meeting Kids' Needs ( <a href="http://whiteestate.org">http://whiteestate.org</a> ) for their spiritual growth	2021-2025	Parents and all CHM leaders at all levels	Advertisement sent to all churches	
		Coordinate the building up of Manna-snack stations for institutional officers	Throughout 2022	EDU	One session with the officers	
		Coordinate the building up of Manna-snack stations for teachers/faculty	Throughout 2022	EDU	One session with faculty	
		Coordinate the building up of Manna-snack stations for non-teaching staff	Throughout 2022	EDU	One session with non-teaching educators	

		Coordinate the building up of Manna-snack stations for students	Throughout 2022	EDU	One session with students	
		Bible Quiz Family Altar Daily bible Study Reading the SOP Books	All Year round activities	AFM		
		Training in the use of Social Medias for Outreach	Summer 2022	AFM		
		WAD Youth App & Website	2020-2025	Y&PCM	A minimum of 50% Participation	
		Encourage online sharing of missionary books	2021-2025	PUB		
	5.5. Increased number of local churches and individuals using Hope Channel, AWR, Adventist World, and other official church publications and media	Increase subscription of official church publications for Pastors	First quarter of 2021	MIN	Increment in the use of Hope Channel, AWR and other church publications	
		Promote the use of Hope Chanel, AWR, Adventist World and other official church publications among Pastors	2021-2025	MIN	Ditto	
		Prepare annual week of prayer readings for children to be used during the week of prayer and producing prayer conference manual for children.	2021-2025	GC/Division/Union CHM Directors	Materials made available	
		Advertise church media initiatives through church papers and bulletins, etc.	Once or twice a quarter	PUB	0.1% members participated	
		Promote, advertise and share in all ways	2021-2025	COMM	Share and promote the Faith with 2 Adventist Magazine per year	

		Promote Media evangelism in all the churches	Starting 2021	SSPM	75% of members trained and involved	
		Develop and customize GC materials/resources to minister different categories of women through media	2022-2025	WM	Having materials available as planned	
		Organize special meeting/retreat for specific women group to meet their needs	2021-2025	WM	Increased in the number of widows, divorced and singles reached.	
5.6. Increased number of church members and church school students participating in corporate prayer initiatives		Foster days of prayer and fasting among Pastors	Quarterly starting 2021	MIN	Increased number of participants	
		Support weeks of prayer sessions in our schools and churches	Bi annually 2021-2025	MIN	ditto	
		Promote social media evangelism	2020-2025	SSPM	Social media evangelists recruited and trained in every Union	
		Publish «Finding-God-on-Campus » booklet	First trimester 2022	EDU	One booklet	
		Publish Alone-With-God-on-Campus booklet	First trimester 2022	EDU	One booklet	
		Publish Growing-together-on-campus booklets	First trimester 2022	EDU	One booklet published	
		Publish Please-Pray-for-me booklets	First trimester 2022	EDU	One booklet published	
		Work with SSPM leaders to promote active “TMI/I Will Go”	2021-2025	SSPM	15% of increase of involvement every quarter	
		Quarterly promotion of	2020-2025	Y&PCM	Ensure quarterly	

		Adventist Education in all WAD Youth social media handles and websites and programs ; Collaboration with WAD education department			promotions	
		Prayer Conferences Seminars and Workshops on Prayer Camp-meetings	September- October 2022	AFM		
5.7. Evidence of better understanding of the prophetic role of Ellen White and the process of inspiration		Equip Pastors to preach and teach Spirit of Prophecy and the Process of Inspiration	Ongoing starting 2021	MIN	Improved understanding and use of Ellen White writings by church members	
		Update the subscription of Spirit of Prophecy materials to equip Pastors as they teach members	Early 2021	MIN	Ditto	
		Publish SOP quiz materials for students	First trimester 2022	EDU	One testbook	
		Advertize and Promote the formation of SOP clubs on campus	2021-2025	EDU	One presentation per year	
		Advertize and promote the AU's SOP PG certificate program across the Division	2021-2025	EDU	One promotion session per year	
		Organize seminars for Bible teachers in elementary and high schools	2021-2025	EDU	One seminar per year	
		Systematic study of the 28 fundamental beliefs in small groups of women and young ladies	February- October 2022	WM	At least 8 unions organize studies each year	
		Systematic study of the books of Daniel and Revelation by the	2023	WM	At least 8 unions organize studies each	

		women and young ladies in unions			year	
		Church Heritage Symposium for Senior Youths in collaboration with SOP department	2021-2025	Y & PCM	Ensure annual symposia are held	
5.8. Increased availability in local languages of Ellen White's writings in print, braille, and audiobooks as well as on websites, mobile devices, and social media		Promote the translation of Ellen White books into major local languages accross WAD.	Sept. 2020 – June 2025	SOP	6 EGW books had been translated into at least 4 local languages in WAD	
		Work with existing translation committees and help the local fields set up one where there is none.	Sept. 2020 – June 2025	SOP	Have a translation coordinating committee in each Union	
		Promote the printed copies of Ellen White books.	Sept. 2020 – June 2025	SOP	Work with AP to print EGW books in English and French languages.	
		Unions to identify and print books in local languages of their choice	2020-2025	PUB		
		Sponsor 10 people for special-needs education	2021-2025	EDU	2 scholarships per year	
		Initiate a special-needs education program in each University	2021-2025	EDU	One regular meeting per university each year	
		Initiate a native-language research and translation in each university	2021-2025	EDU	One meeting per university each year	
		Strengthen adult-literacy project in each university	2021-2025	EDU	One meeting per university each year	

	5.9. Increased number of children from Adventist homes and churches attending Adventist schools	Encourage Pastors through Seminars and Workshops to sensitize church members and PKs	On Going 2021-2025	MIN	Observable increase in numbers attending Adventist schools	
		Organize for each Union workshops on family-church investment initiative for Adventist education	2021-2025	EDU	One meeting per year	
		Organize for each Union workshops on family-school investment initiatives for child's access in Adventist schools	2021-2025	EDU	One meeting per year	
		Organize for each Union seminars on Formal Education as an evangelistic enterprise	2021-2025	EDU	One seminar per year	
		Organize joint seminars with Family Ministries, Children's Ministries, Youth Ministries, and Chaplaincy Ministries on home-and-school discipleship	2021-2025	EDU	Two seminars each year	
		Education Promotion	Last Quarter of 2022	AFM		
		<b>OBJECTIVE 6.</b>  <b>To increase accession, retention, reclamation, and participation of children, youth, and young adults</b>	6.1. Increased church member involvement in fellowship and service, both in the church and in the local community	Promote TMI Quarterly within churches by Pastors	On Going	MIN
Engage Children/teens to participate in Global Children's Day	2021-2025			CHM		
Train the Trainers and the Youth on "The Adventist Recovery Ministry" and Youth Alive	2020-2025			AHM	One training program for trainers per year; 2 Youth Alive programs in Anglophone Unions and one in a Francophone Union per	

					year	
		Seminars and Workshops on Worship Bible studies Bible Quiz Family Altar	January-February 2023	AFM		
		Promote division of all churches into effective small groups	Jan and August 2021	SSPM	75% of churches organized into small groups	
		Invite young ladies to participate in organizing and executing all WM programs/activities at all levels	2021-2015	WM	At least 50% of young ladies participate	
		Organize seminars/retreats on issues related to young ladies	2021-2025	WM	At least 50 seminars in a year	
		Organize programs and seminars for women/young ladies on cultural understanding and respect for all people	2021-2025	WM	At least 5 programs/seminars	
		Adventurer Club Programs; Pathfinder Club Programs; Ambassador Club Programs; Young Adult Club Programs; PCM Programs	2020 - 2025	Y&PCM	At least 90% of churches with clubs commit in fellowship and doing community projects.	
		Taking record of the number of children, youth, young adults, and unbaptized children, and church members attending the Sabbath School and Divine service and sharing it with the World Church with ACMS	2020-2025	SEC		
		Revival and reformation meetings on regular basis	On Going	MIN	Increased retention, reclamation, and	

6.2. Evidence of greater unity and community among church members, of reduced conflict in local churches, and of an active commitment to zero tolerance of physical, emotional, and sexual abuse.	involving all church members, including the Youth			participation of children, youth, and young adults	
	Develop programs on Mental Health and train church members on how to face mental health issues and prevent sexual abuse	2021-2025	HM	Ten presentations developed	
	Train Children’s leaders on child sexual abuse and its prevention, Providing policy documents of the ARM and conducting background checks on all volunteers who work with children	2021-2025	GC/Division/Union CHM Directors/ARM and local Church leadership	At least 2 Seminars  Policy Document sent to all Unions	
	Promote the participation of the churches of the annual <i>EndItNow</i> program in August	2021-2025		At least 2 sessions on endtnow promotion	
	Organize seminars for institutional HR Persons on Conflict resolutions	2021-2025	EDU	One seminar every other year	
	Organize for each Union and University workshops on WAD sexual harassment prevention guidelines for school administrators	2021-2025	EDU	One workshop every other year	
	Organize workshops/seminars for schools on student accession and retention	2021-2025	EDU	Four workshops per year	
	Organize workshops/seminars for Church and school leaders on reclaiming Adventist schools from the Government	First trimester 2021	EDU	Two workshops/seminars	
	End It Now Community Service Potluck and Community Outreach	Second Quarter of 2023	AFM		

		Camp Outings				
6.3. Evidence of new members being nurtured through active discipleship programs	Promote Spiritual gifts assessment	First Year	MIN	Clear increased number of members being nurtured through discipleship programs		
	Promote Discipleship Materials	First Year	MIN	Ditto		
	Conduct Kids in Discipleship in all our territories and providing financial subsidies to print the manuals	2022-2024	GC/Division/union/ Conference CHM Directors	At least 1 training and 1 financial promotion		
	Produce the discipleship handbook;	2021-2025	SSPM	At least 5,000 printed and distributed yearly		
	Adapt or develop health presentations for the Sabbath and encourage Unions to make use them whenever church members are meeting.	2021-2025	HM	One presentation per quarter		
	Organize seminars/retreats on issues related to young ladies	2021-2025	WM	At least 50 Seminars/retreats for young ladies divisionwide annually.		
6.4. Significant increase in number of church members regularly engaging in family worships	Encourage daily family worship in the Parsonage	ON Going	MIN	Increased number of church members regularly engaging in family worships		
	Produce pamphlets and brochures with fun ideas for family worship, distribution of Karen's Holford's book and launching of Bible Story App to aid family worship	2021-2022	GC/Division/Union/ Conference CHM Directors	Materials made available		

		Organize Group Bible Studies Small group Evangelism Family Altar Sharing Literature	May-June 2023	AFM		
		Print family spiritual activities reporting cards; Promote family regular study of Sabbath school Guide	2021-2025	SSPM	75% of families studying SS guide at home	
6.5. All members and yet-to-be-baptized young people embrace and practice stewardship principles regarding time, spiritual gifts, and tithes and offerings		Promote Stewardship regularly in churches	2021-2025	MIN	Improved stewardship practices by members	
		Promote integration of faith and practice in PK Congresses and meetings	2021-2025	MIN	Ditto	
		Promote Healthful living in order to help church members live in good health and reduce their medical expenses	2021-2025	HM	Resources made available to Unions and Social media	
		Produce of a resource package, « Mini Stewards » to teach children and teens stewardship	2021-2022	GC/Division.Union/ Conference CHM Directors	Materials made available	
		Produce and distribution of Stewardship bags to children/teens to encourage faithful stewardship	2021-2022		At least 500 bags	
		Organize training seminars for children/teens on time management and social media control	2021-2022		06 training yearly	
		Organize Children’s Spiritual Gift Inventory for children to discover and use their spiritual gifts for Jesus	2021-2022		02 training yearly	

		Stewardship Education Workshops and Training in Stewardship Principles	Summer 2023	AFM	At least inventory in each Union	
		Produce and distribute as an educational tool one stewardship principle per Month for all levels of the church and at the end compile them into a book for the department.	2021-2025	STW	12 per year	
		Develop a stewardship hand book for use in the local church	Last quarter 2021	STW	10,000 copies	
		Produce monthly quote on time management and paste on all social media outlets, Facebook, twitter, and Instagram.	2021-2025	STW	12 quotes per year	
		Once every Month provide or prepare one stewardship sermon that deals with, time management, spiritual gifts, and tithe and offerings and encourage administrators and pastors at every level of the church to teach or preach such messages as a constant reminder to members.	2021-2025	STW	12 stewardship sermons per year	
		Host a Stewardship discussion and interactive forum on Hope Channel.	Once Weekly	STW	52 sessions per year	
		Insist on the teaching of Stewardship principles to every potential baptismal candidate before being baptized.	2021-2025	STW	10 workshops per year	
		-Promote christian stewardship principles teachings in the	2021-2025	SSPM	75% of members understand christian	

		SSPM activities			stewardship principles as applied in every day life	
		-Organize 4 regional spiritual gifts discovery seminars	Throughout 2021	SSPM	Ditto	
	6.6. Church members exhibit cross-cultural understanding and respect for all people	Promote programs that emphasize cross-cultural understanding of people	On Going	MIN	Clear evidence that church members are exhibiting cross-cultural understanding and respect for all people.	
		Promote wholistic Health Programs that include the physical, mental, social, and spiritual needs of church members	2021-2025	HM	Programs promoted	
		Produce resources such as videos, animations, comic book etc. to teach children to respect and accept people of different nationalities and different cultures	2022-2024	CHM	Materials made available	
		Webinars for Parents and church members on how to teach children/teens tolerance and understanding different races and cultures	2022-2024	CHM	At least 01 webinar annually	
		Cultural Day Sabbath Community Service Visitors	First Quarter 2024	AFM		
		Organize programs and seminars for women/young ladies on cultural understanding and respect for all people	2021-2025	WM	At least 50 programs Divisionwide each year	

		Share articles, experiences and testimonies about	2021-2025	PARL	Share the events of PARL twice a year.	
		Organize regional seminars of cross-cultural Perspective in Mission for SS/PM Union and Conferences directors;	2021-2023	SSPM	75% of members receive baais principles of cross cultural mission	
	6.7 Evidence that local churches and Adventist schools are responding to the opportunities that mass migration offers for ministry, and that immigrants are being integrated into local Adventist communities	Equip Pastor with tools and materials to deal with mass migration ministries	On Going	MIN	That pastors are helping local churches to take advantages of opportunities offered by mass migration.	
		Coordinate research on rural exodus and its implication for Adventist philosophy of education and educational system dynamics	2021-2025	EDU	Four meetings throughout the quinquennium	
		Organize for each Union Seminars of Adventist schools as centers of influence in cities	2021-2025	EDU	At least one seminar for 2 Unions every year	
		Organize for each University seminars on establishing University's feeder schools in cities	2021-2025	EDU	Five seminars within the quinquennium	
		Coordinate research on strategies for cosmopolitan religious education in Adventist churches in the cities	2021-2025	EDU	Four research activities within the quinquennium	
		Support youth camps and camporee Programs for the youth.	2012-2015	MIN	Improved retention rates of young adults, youth, and unbaptized children, based on the collection of specific statistics on those groups	
	6.8. Improved retention rates of young					

adults, youth, and unbaptized children, based on the collection of specific statistics on those groups	Coordinate research on student access to Adventist education in the 10/40 window	2021-2025	EDU	Six major research activities within the quinquennium	
	Coordinate research on student retention and sponsorship in Adventist schools	2021-2025	EDU	Ten research activities within the quinquennium	
	Coordinate research on the impact of pupil and student participation on their holistic performance and institutional ethos	2021-2025	EDU	Five major research activities within the quinquennium	
	Coordinate research on reclaiming Adventist schools from the Government on institutional viability and ethos	2021-2025	EDU	Two research activities	
	Operate 1PMS program (One professional mentor one student)	2020-2025	Y&PCM	Increase the number of mentors from 112 to 500	
	Organize Progressive Class Activities/Training	2020-2025	Y&PCM	A minimum of 80% Participation	
	Senior Youth clubs fellowships	2020-2025	Y&PCM	A minimum of 70% Participation	
	7.1. Bible classes teach the historical-grammatical method, historicist approach to the study of prophecies,	Organize seminars for Theology/Religion/Mission professors on Adventist philosophy of education	Bi-annually	MIN	Increased capacity for Bible classes teach the historical-grammatical method, historicist approach to the study of prophecies, confidence in the Bible as divine revelation, trust in God, and commitment to His

<p><b>OBJECTIVE 7.</b></p> <p><b>To help youth and young adults place God first and exemplify a biblical worldview:</b></p>	confidence in the Bible as divine revelation, trust in God, and commitment to His mission				mission	
	Organize in collaboration with WAD-BRC seminars for Pastors and Bible teachers on Adventist perspectives on biblical hermeneutics	Bi-annually	MIN	Organize in collaboration with WAD-BRC seminars for Pastors and Bible teachers on Adventist perspectives on biblical hermeneutics		
	Organize integration of faith and teaching (IFT) workshops in tertiary institutions	2021-2025	EDU	Five workshops within the quinquennium		
	Organize seminars for Theology/Religion/Mission professors on Adventist philosophy of education	2021-2025	EDU	Five workshops within the quinquennium		
	Organize in collaboration with WAD-BRC seminars for Pastors and Bible teachers on Adventist education perspectives on biblical hermeneutics	2021-2025	EDU	Two seminars within the quinquennium		
	Coordinate research on the impact of cultural backgrounds on biblical interpretation in dominant culture of the Division	2021-2025	EDU	Four research activities within the quinquennium		
	Teach and encourage young ladies to preserve their bodies from sexual impurities and the use of bad substances	2021-2025	WM	At least sessions 2 yearly in each Union		
	Promote young adult Sabbath schools study guides and facilitate its translation in French and in some local languages	Starting Jan 2021	SSPM	All the fields receive young adult sabbath School study guides at least in English and French		

<p>7.2. Youth and young adults embrace the belief (FB 22) that the body is the temple of the Holy Spirit, abstaining from alcohol, tobacco, recreational use of drugs and other high-risk behaviors, and embrace church teachings (FB 23) on marriage, and demonstrate sexual purity</p>	<p>Produce and encourage the signing of the “Temperance Pledge” by the church members and sensitize the youth and young adults on the dangers of alcohol, tobacco, and drugs.</p>	<p>2023-2025</p>	<p>HM</p>	<p>Produce 30,000 “Temperance Pledges” each year;  Have at least 30% of church members sign the “Temperance Pledge”</p>	
	<p>Train Parents and CHM leaders on how to help children and teen to use social media responsibly</p>	<p>2021-2024</p>	<p>EDU</p>	<p>Five training sessions within the quinquennium</p>	
	<p>Publish WAD-sensitive workshop materials for modesty and temperance among students on Adventist campus</p>	<p>First trimester 2022</p>	<p>EDU</p>	<p>One material for each level of education</p>	
	<p>Publish in collaboration with AHM contextualized workshop materials for overcoming addiction among students on Adventist campus in WAD</p>	<p>Fourth trimester 2021</p>	<p>EDU</p>	<p>One material for each level of education</p>	
	<p>Publish WAD-contextualized workshop materials for heterosexual relationship-making among students</p>	<p>Fourth trimester 2024</p>	<p>EDU</p>	<p>One material for each level of education</p>	
	<p>Publish WAD-contextualized workshop materials on human sexuality and related issues in the 21st century</p>	<p>Second trimester 2023</p>	<p>EDU</p>	<p>One material for each level of education</p>	
	<p>Teach and encourage young ladies to preserve their bodies from sexual impurities and the use of bad substances</p>	<p>2021-2025</p>	<p>WM</p>	<p>At least 10 teaching sessions Divisionwide each year</p>	

		Health Expo Free Health Services Marriage	March/April 2024	AFM		
		Annual Substance Abuse and sexual purity Campaign in all Unions	2021 – 2025	Y&PCM	Annual Substance Abuse Campaign held in all Unions	
	7.3. Increased ethical and responsible use of media platforms by students	Organize Seminars on Media and Friendship Evangelism	2021-2015	SSPM	All the Unions receive the training	
		Share statistics and information about fake news, laws, copyright and orientation	2020-2021	COMM	Twice a year	
		Help church leaders and members on how to find reliable health resources on media platforms	2022	HM	Health presentations prepared; communications made with Union leaders	
		Coordinate teachers' webinars on online teaching ethics	2021-2025	EDU	One webinar for each level of education every year	
		Coordinate students' webinars on online learning ethics	2021-2025	EDU	One webinar for each concerned level of education every year	
		Coordinate research on the impact of online education on student moral and intellectual development	2021-2025	EDU	Three research activities	
		Organize seminars on teachers' and campus chaplains' online counselling ethics	2021-2025	EDU	Two seminars within the quinquennium	
		Annual Social Media safety awareness conference	2021-2025	Y&PCM	Social Media safety awareness conference held annually	

<p><b><u>OBJECTIVE 8.</u></b></p> <p><b>To strengthen the discipleship role of pastors, teachers, and other frontline workers and provide them with regular growth opportunities:</b></p>	<p>8.1. Evidence that most pastors and teachers feel supported by church members and by conference administrators, continue to feel called to ministry, and are engaging in continuing education and development</p>	Provide Support for Pastors	ON GOING	MIN	Improvement in the moral and enthusiasm of Pastors and Teachers	
		Promote Pastors appreciation month	Each October	MIN	Ditto	
		Promote Continuous Education programs	On Going 2021-2025	MIN	Ditto	
		Develop and promote programs for the wellbeing of Pastors in all the fields	2021-2025	HM	Programs updated and promoted; one program organized in 2 Unions each year	
		Organize WM Leadership Certification courses for the women in all our territory	2021-2025	WM	At least 3000 women completing the program within the quinquennium	
		Working with the GC stewardship department, WAD education department and universities, develop a curriculum to train at least 10 stewardship educators in each union.	2021-2025	STW	20 stewardship educators per year	
		Hold a WAD Stewardship Advisory for Union Directors.	Dec. 7-8, 2020	STW	Once in the quinquennium	
		Conduct Annual Stewardship Pastor's Treasurer Council	May 5-8	STW	2 per year	
		Continue consultation with union directors once weekly and whenever there is need as a way of encouragement and support for their ministry	2021-2025	STW	12 weekly intentional consultations apart from emergencies	

		Share stewardship resources with directors at Union level and encourage further sharing to all directors at all levels	2021-2025	STW	Once monthly	
		Increase demand for quarterly report from directors at all levels by simplifying reporting format and increasing the number of directors reporting regularly from 40% to 80% .	2021-2025	STW	One quarterly report per Union every year	
		Hold WAD Publishing Administrative Committee	End Year Meeting	PUB	Held once a year	
		Conduct Union-wide Publishing Administrative Seminars for local Conference/Mission administrators once every quinquennium.	August 2022	PUB	Conducted at least in 5 Unions	
		Organize Leadership Certification courses for the CHM leaders in our territory	Yearly from 2012 to 2024	CHM		
		Coordinate teachers' endorsement, ranking, and award ceremonies in schools	2021-2025	EDU	One meeting each year	
		Coordinate seminars/workshops on Adventist teachers' remuneration and retirement benefits	2021-2025	EDU	One meeting each year	
		Sponsor teacher-training for deprived elementary and secondary schools	2021-2025	EDU	Four teachers every year	
		Coordinate and Sponsor triennial teachers' retreat for each Union	2021-2025	EDU	At least one retreat within the quinquennium	
		Encourage all Unions and Institutions to ensure that all	Oct. 2020 – Oct. 2022	ACM	At least 50% of chaplains working in	

		their chaplains receive ecclesiastical endorsement in their fields of ministry.			our institutions receive ecclesiastical endorsement.	
		Ensure that all endorsed chaplains meet the required continuing education units (ceu) yearly	Oct 2020 – June 2025	ACM	100% of all endorsed chaplains meet the required continuing education units (ceu) annually.	
		Work with Adventist Chaplaincy Institute (ACI) to engage chaplains in the Clinical Pastoral Education (CPE) training program	Dec. 2020 – June 2025.	ACM	30% of all endorsed chaplains are engaged in the Clinical Pastoral Education training program.	
		Giving all appointees placement tests to better match them to a position	2021—2025	SEC		
		Reduce early personnel returns by 25 percent	2021—2025	SEC		
		Increase the number of missionary care programs funded by WAD including more involvement of Division personnel; Reestablish regular prayer sessions for ISEs in Secretariat/IPRS especially addressing their challenges as well as sending them personalized messages	2021—2025	SEC		
		Increase onsite visits to missionaries and Deferred Mission Appointees (DMAs) by the care team by 30 percent	2021—2025	SEC		
		Increase the opportunity for other-than-WAD-returning-ISEs	2021—2025	SEC		

		to attend a re-entry program by 20 percent				
		Increase by 10 percent the re-employment of ISEs within six months of returning home who were previously denominationally employed	2021—2025	SEC		
8.2. Pastors with limited Seventh-day Adventist education are working to complete course work necessary to meet their local BMTE requirements [and teachers]		Facilitate the Endorsement/Re-endorsement of Adventist Teachers	On Going 2021	MIN	Cleared outstanding endorsements/re-endorsements	
		Conduct teachers' certification program in all the Unions	2021-2025	EDU	At least two Unions per year	
		Coordinate the restructuring of the PG diploma in theology program for more effective and efficient pastoral ministry	First trimester 2022	EDU	At least one meeting	
		Publish Pastor's academic and professional retreat booklet	Third trimester 2022	EDU	One booklet published	
		Coordinate refresher courses for teachers and campus pastors/chaplains	2021-2025	EDU	At least one refresher course per University each year	
8.3. Opportunities are given to frontline workers to deepen		Organize regular Workshops and seminars for Frontline workers	On Going 2021-2025	MIN	Accomplish numbers of Seminars and workshops	
		Coordinate faculty exchange	2021-2025	EDU	One meeting every year	
		Secure opportunities for faculty's sabbatical leave	2021-2025	EDU	At least two opportunities each year	

	their passion for and broaden their experience of mission	Secure opportunities for student volunteer missionary work (OYIM)	2021-2025	EDU	At least 20 student every year	
		Secure opportunities for research collaboration and grants	2021-2025	EDU	At least one grant per University within the quinquennium	
		Conduct Division-wide LE Congresses	Aug. 2024	PUB	One congress conducted	
	To educate, train, and develop publishing leaders at all church levels (local church to the union) for optimum and efficient performance. To develop training programs for the enrichment of present publishing leaders and the development of future ones.	Conduct Academy for Publishing Leaders	Thrice in a quinquennium	PUB	Conducted once in 2 years	
		Train future leaders while in undergraduate training	Annually 2021-2025	PUB	Carried out yearly in Division Institutions	
		Conduct Publishing Leadership Seminars for publishing leaders at union and conference/mission and HHES/ABC managers twice in a quinquennium.	February each year	PUB	Two Seminars conducted	
		Revive LMS training program	Revive LMS training program	PUB		
<b>OBJECTIVE 9.</b>  <b>To align world church resources with strategic objectives:</b>	9.1. Every organization systematically reviews and aligns resources in light of	Align scholarship grants for the training of French and Moslem Pastors and Scholars	2020-2025	TRE	5 Moslems and 5 French Scholars	
		To be part of all meetings to follow the guidelines	2021-2025	PARL	Yearly	
		Work diligently to use the CHM budgets to carry out the projects according to the outlined	2021-2025	CHM		

the worldwide mission priorities	objectives				
	Coordinate Audit and accreditation activities in primary schools	2021-2025	EDU	At least 5 schools per Union per year	
	Coordinate Audit and accreditation activities in secondary schools	2021-2025	EDU	At least 5 schools per Union per year	
	Coordinate Audit and accreditation activities in middle-level institutions	2021-2025	EDU	At least 2 schools per year	
	Coordinate Audit and accreditation activities in universities	2021-2025	EDU	As per GC schedule	
	Church Leadership Survey	June 2024	SEC	As per GC schedule	
	Produce new PowerPoints for seminar in the light of the new GC priorities	Starting Sept 2020	SSPM	100% of Union directors receive soft and video copies	
	Promote local publications of African contextualized mission books	2021-2024	SSPM	At least 2 Books published	
	Work diligently to use the CHM budgets to carry out the projects according to the outlined objectives	2021-2025	WM	WM budgets responsibly utilized	
	9.2. All GC departments increase the availability of their time and resources to the 10/40 Window, large urban areas, and unreached	Promote increment in the subscription of Ministry to Minister of other denominations.	2021-2025	MIN	Increased subscription of ministry Magazine to ministers of other denominations
Unions to submit the use of tithe and resources report to the WAD Treasury on the 25th of the month following every quarter		Monthly : 2020-2025	TRE	25th of the month following every	

	people groups, and GC Treasury presents a report on departmental use of time and resources to the 2023 Spring Meeting of the GC Mission Board	Organize Health, Music, books distribution, Dinner, events to approach Muslin people	2021-2025	PARL		
		Coordinate the acquisition of basic ITC equipment in schools	2021-2025	EDU		
		Produce 150,000 missionary books for distribution in 10/40 window & Francophone region	2021-2025 annually			
		Time and resources increased and made available to 10/40 window, large urban areas, and unreached groups	2021-2025	PUB	Each church level made funds available	
		Develop and invest in printing materials for training and the workforce	2020-2025	PUB	At least 2 materials produced	
		Develop a specific action plan for big cities in collaboration with Mission department	By October 2020	SSPM	Draft available by August 2021	
		Produce “It is time WAD eBook” for GC in collaboration with Mission department	By Jan 2021	SSPM	WAD submits by January 2021	
		Give priority to the 10/40 window when planning programs and activities	2021-2025	HM	51% of planned activities will be consecrated to 10/40 window; number of messages shared with the Union counterpart	
		Reaching the un-entered areas Lamb shelters for new members Small group initiative	October 2024	AFM		
9.3.	Recruit and equip more pioneers inside the 10/40 window	Jan 2020-Dec 2025	AGM			

	Increased proportion of international service personnel, volunteers, and Global Mission pioneers serving in the 10/40 Window, in large urban areas, and among unreached people groups	Equip and Support the church members in leading others to accept Jesus as their personal Savior; through the work of local pioneers.	Jan 2021-Dec 2025	AGM		
		Promote the mission offering of the Division and World Church	Jan 2021-Dec 2025	AGM		
		Global Mission Project follow up & Assessment	Jan 2020-2025	AGM		
		Encourage the recruitment of Health Professionals graduating from Adventist universities in WAD as Volunteers and Global Mission Pioneers for the 10/40 window	2021-2025	HM	Communications with Union HM leaders; number of medical students enrolled in AVS and GM	
9.4. The GC Treasury appropriations review team recommends to Annual Council ways to allocate more appropriations to the 10/40 Window, large urban areas, and unreached people groups	Publishing Department submits its needs to the WAD Treasury	2020-2025	PUB	Treasury responded to the request		
	Grant allocations to the Fields to comprise 80% to Sahel region and Central Africa and 20% to the other 10/40 window regions	Yearly	TRE	80/20 principle for Sahel		
9.5. The General Conference has, and its entities are	Coordinate the establishment/strengthening of ICT infrastructure and equipment in all schools and universities	2021-2025	EDU	At least three meetings with all the institutional heads and education directors		

working toward, an integrated media plan that maximizes the potential of technology [instructional and classroom management software—ICMS]					
	Coordinate webinars on instructional and classroom management software in higher education	2022-2025	EDU	At least one webinar in each university	
	Coordinate webinars on academic record management software in higher education	2022-2025	EDU	At least one webinar in each university	
	Coordinate research activities on the impact of ICT in general and ICMS in particular on teaching and learning	2022-2025	EDU	At least one research activity in each Union	
9.6. GC Stewardship Ministries, in consultation with division counterparts, develops and implements a well-defined strategy for achieving increases in tithe and offerings in each organizational unit that reflect changes in membership and inflation	Continue grass root approach of working with local conferences to do stewardship revivers and businessman submits that has seen tremendous increase in Tithes and offerings return and a surge in members faithfulness to God.	2021-2025 (Feb 6-13: Appraisal Rivers East conference Feb 14-20: Anambra 21-26: CROSS River Calabar)	STW	5 per year	
	Each year ab additional 2% of the membership at the start of the year is participating in tithing and regular giving	2021-2025	STW	10 workshops per year	
	Provide 1% of the Combined offering budget to support Stewardship online training on tithe and offering promotion	2020-2025	TRE	1% of Tithe Funds	

	9.7. Each division has a Stewardship Ministries director who has no other responsibilities in his/her portfolio	Encourage all Unions and Conferences to appoint a STW director that has no other responsibilities in his portfolio	2021-2025	STW	At least 5% increase per year	
	An organizational machinery to manage, supervise, and control ABC/HHES operations and publishing programs	Liase with WAD Admin. for the designation of a WAD-treasury staff to oversee the operations & finances of ABC/HHES	2020-2025	PUB	One Treasury Staff appointed	
		Encourage centralization of ABC/HHES in a Union within one country	2020-2025	PUB	More Unions Centralize their operations	
		Prepare and send ABC/HHES financial statements to higher organization	2020-2025	PUB	Evidences that lower organization comply	
		Conduct annual audit and survey of ABC/HHES	2020-2025	PUB	Audit conducted once in 2 years	
	New strategies and creative ways of marketing	Develop websites for denominational publications	2021	PUB	Done by at least 2 Unions	
		Explore how to sell through call centers and internet	2021-2025	PUB	At least 1-2 Unions made efforts	
	Publishing programs at all church levels (esp. 10/40 window & Francophone regions)	Elect Publishing Ministries Coordinator & Publishing Ministries Council in each local church	Each year During church election	PUB	50-60% of churches comply	
		Assist local churches in planning the use of literature for the « <i>I WILL GO</i> » initiatives	Throughout the year	PUB	30% of churches participated	

	Established & stabilized literature ministry in the local church	Conduct literature awareness seminar for administrators, pastors, local church publishing coordinators, and church members	Jan-February each year	PUB	Two online seminars conducted per year	
		Develop programs to enhance the nurturing of church members through SOP & spiritual books	Throughout the year	PUB	Local churches actively participated	
<b>OBJECTIVE 10.</b> <b>To enhance the transparency, accountability, and credibility of denominational organization, operations, and mission initiatives:</b>	10.1. Widespread adoption of approved membership software to enhance accuracy and accountability of records of local church membership	Give an annual report and Quinquennial report to the WAD Executive Committee on the extent to which the objectives and the KPI of I Will Go initiative has been achieved.	2021-2025	CHM		
		Encourage all unions to use available software to manage their ABC/HHES	2021-2025	PUB	1-2 additional Unions got involved	
		Seventy-five percent of unions has officially adopted and started to implement approved membership software (ACMS).	2020-2025	SEC		
		A significant increase in the proximity between electronic membership report and officially reported numbers	2020-2025	SEC		
		Ensuring that membership audit in each conference is completed by every local church at least once a quinquennium	2020-2025	SEC		
	10.2. An orientation process for officers and executive	Organize certification courses for SSPM local leaders	Starting Jan 2021	SSPM	75% of churches participate	
		To develop and implement an orientation process on policy-	2020-2025	SEC		

	committee members of all units of denominational structure is developed and widely implemented	related items as well as others for officers and executive committee members of all units within denominational structure				
		Revise and update the Nurture-and-Evaluation Instrument which takes into consideration specific issues related to individual Unions and new areas of responsibilities affecting the territory	2020-2025	SEC		
		Develop a new easy scoring method that is to be used at all levels of the church structure that may even be used offline	2020-2025	SEC		
		Organize Trainings of the WAD Office / Union / Conference /Mission Secretaries on the use of new evaluation instruments.	2020-2025	SEC		
		Evaluations will be conducted in all Unions/Conferences not covered in the past quinquennium.	2020-2025	SEC		
	10.3. Evidence that pastors and church leaders demonstrate the highest standards of integrity and ethical behavior in interpersonal relations and finances	Promote inclusion of topics in Ethical Standards and behavior in Seminars and Workshops for Pastors	2020-2025	MIN	Improvement in ethical standards and behavior among pastors and Church leaders.	
		Review Ministerial Manuals and Handbooks to include Ethical standards and Behavior	2021-2025	MIN	Ditto	
		Conduct regular trainings / seminars for LEs & publishing workers	2021-2025	PUB	Conducted at least once a year	
		Keep providing Working Policy books in English and French and studying the possibility of	2020-2025	SEC		

		printing it also in Portuguese and Spanish.				
		Implement of comprehensive and practical training on policy development at the Division and in all subsidiary entities.	2020-2025	SEC		
		Promote Zero tolerance on Accounts Receivables at all Church levels	2021-2025	TRE	50% 2021 30% 2022 0% 2024 of Accounts Receivable	
		Capital projects and other charges will not increase Accounts Receivables or Payables	2021-2025	TRE	0% Accounts receivable for Capital Projects	
		Staff employment when the entity has no Accounts Receivables to the next higher organization beyond six months	2021-2025	TRE	0 additional staff when entity owes higher organization	
		Increase salary and allowances at no cost to the higher organization and when no debt obligation exist	2021-2025	TRE	0 increase in salary and allowances when debt exist to higher organization	
		Reconcile and clear bank and inter organization accounts monthly.	Monthly	TRE	0 unreconciled accounts	
		Employee accounts balance beyond 3 months' salary to attract interest	Monthly	TRE	Employee accounts balance limited to 3 months	

		Unauthorized advances or loans from sister organizations attract interest	Monthly	TRE	Unauthorized advances/loans attract interest	
		Education expenses from a sister institutions unpaid for more than three months attract interest	Monthly	TRE	Education expenses without cash for 3 months attract interest	
		Tithe and offerings reports to next higher organizations should be 100% Cash.	Monthly	TRE	100% cashfor tithe and offering remittances	
		Debts obligations from other denominational entities attract interest if not paid in three months.	Monthly	TRE	Debts attracts interest if unpaid for 3 months	
		Embezzlement of funds by a Church employee is subject to immediate termination of employment	2020-2025	TRE	Proven embezzlement of funds demands outright termination	
		Collection of money from a church entity for personal gains without a committee action may lead to the termination of appointment	2020-2025	TRE	Every money collected from other entities require authorization	
		An Employee of a Church entity attending Church Meetings is not allowed to collect cash for personal gains (brown envelope)	2020-2025	TRE	Employee not to collect cash after attending meetings	
		A denominational entity staff costs should not exceed 60% of the operating revenue	Yearly	TRE	70% or more in 2021 60-70% in 2022 60% or less in 2023	

		Liquidity ratio should not fall below 3 months of core expenses in three consecutive periods	Monthly	TRE	0%-40% in 2021 0-50% in 2022 50% or more in 2023	
		Working capital ratio should not fall below 6 months of core expenses beyond three consecutive periods	Monthly	TRE	0%-20% in 2021 20-25% in 2022	
		Tithe-based entities should obtain a written letter of clearance from the next higher organization to obtain a bank loan or overdraft.	2021-2025	TRE	Bank Loans by higher organization approval only	
		Institutions should not obtain a bank loan or overdraft more than 10% of the net assets without a written letter from the higher organization	2021-2025	TRE	Bank loans above 10% of Net Assets by approval from higher organization	
		Release of Audit report should not exceed 60 days after the end of audit date enshrined in the engagement letter	2021-2025	TRE	Release audit report within 60 of field work	
		Audit recommendation should not repeat for 2 consecutive years without a written explanation to the next higher organization	2021-2025	TRE	Do not repeat Audit recommendations  Two times	
		Closing of accounting books should not exceed the three months' deadline after the fiscal year end as enshrined in the policy book	2021-2025	TRE	Close accounting books 3 months after year end	
		Local or Union Conferences unable to pay workers' salaries and allowances or debts to the	2021-2025	TRE	Review Conference	

		next higher organization for 3 months' consecutive months will have its Conference status reviewed			status when salary cannot be paid for 3 consecutive months	
		Every entity of the denomination should have an Audit committee and should submit a report at least once a year	2021-2025	TRE	Every entity to have audit committee	
		Every entity of the Church should have a Financial Statement Review Committee and should submit a review report at least 4 times in a year	2021-2025	TRE	Every entity to have Financial Review Committee to give reports	
		Administrative Committees meetings should list the approval of financial statements as an agenda item every month	2021-2025	TRE	Make approval of financial statements agenda item on monthly adcom meetings	
		Report within 60 days of violation noted of any of the above to the next higher organization by the treasurer giving reasons for the violation.	2021-2025	TRE	Report violation of plans in 60 days	
		Administration receiving the report from the compliance officer should take action within 60 days to call the entity to order	2021-2025	TRE		
		Assist the unions in ensuring that they have a framework for making sound decisions, in order to achieve consistent administration and fair treatment of employees	2020-2025	SECRETARIAT		

		Ensure yearly review of the Working Policy to keep up with organization dynamics	2020-2025	SECRETARIAT		
10.4. Divisions annually report progress in achieving the objectives and KPIs of the <i>I Will Go</i> plan: both via an online form, with standardized summative information, and by a presentation at each Annual Council		Coordinate the reporting process of Unions' Educational Units	2021-2025	EDU		
		Coordinate the reporting process of Universities	2021-2025	EDU		
		Prepare regular reports for WAD BoE mid-year and year-end meetings	September each year	EDU		
		Prepare summative information for WAD President for GC Annual Council	September each year	EDU		
		Hold regular monthly director reporting meetings each year; Hold quarterly director assessment meetings; Send quarterly report to GC; Present annual report to WAD annual council.	Starting Jan 2021 through to 2025	COMM		
		Unions' Leadership KPI report to reach WAD Treasury on or before September 30 annually	2021-2025	TRE	Administration to take immediate for violations brought to attention	
		Submission of annual report	December every year	AFM		
		Give an annual report and quinquennial report to the WAD Executive Committee on the extent to which the objectives and the KPI of I Will Go initiative has been achieved	2021-2025	WM	Annual and quinquennial reports	

		Give an annual report and quinquennial report to the WAD Executive Committee on the extent to which the objectives and the KPI of I Will Go initiative has been achieved	2021-2025	TRE	Receive 5 year report on March	
	10.5. Quinquennial reports of GC departments, institutions, and agencies to Annual Council focus on their contribution to achieving the objectives and KPIs of the <i>I Will Go</i> plan	Submission of Quinquennial report	December 2024	AFM		
		Make a training how to make a good video report	Jan – May 2021	COMM		
		Submission of annual reports and Quinquennial spotlights for JAE GC Session special issue	June 2024	EDU	Five annual reports and one Quinquennial report	
		Unions’ Leadership KPI quinquennial report to reach WAD Treasury on or before March 30 2025	2021-2025	TRE	Receive 5 year report on March	
Improved communication-processing system among all stakeholders at all levels of the Church	Reduce the time it takes to process a call, measured by the online tracking system	Yearly-2021—2025	SEC.			
	Provide evidence from surveys of increased communication to appointees during the appointee process					
	Set expectations so that 90 percent of calls submitted by WAD have completed information including voted actions, correct details, and accurate job descriptions					
	Extend the online call process to the union level					

		Provide job description templates for ISE positions at the division/union/conference/mission/institution levels of the Church				
<b>To enhance Adventist Possibility Ministries</b>	Ministries for spousal-loss bereavement	Awareness: Organize seminars, workshops, and public-education activities in order to enhance the awareness of the needs, worth, and witnessing opportunities of widows and widowers	January – March 2021 The whole quarter.	APM		
		Acceptance: Provide training to the church/community toward the acceptance of the widows/widowers; training and space for the widows/widowers to understand their circumstances, get healing, and develop self-worth.	April, May, and June, 2021	APM		
		Action: Integrate widows/widowers into the Church ministries and other activities relevant to their situation and experiences	July 2021 till the end of August 2021	APM		
	Ministries for the Visually Impaired	Awareness: Hold seminars, workshops, and public-education activities in order to enhance the awareness of the needs, worth, and witnessing opportunities of the visually impaired	September, October, November and December 2021	APM		
		Acceptance: Provide training to the church/community toward the	February and March, 2022	APM		

		acceptance of the visually impaired; training and space for the visually impaired to understand their circumstances, learn to read and write, learn a trade, and develop self-worth.				
		Action: Integrate visually impaired into the Church ministries and other activities relevant to their situation and experiences	April and March Camp meetings 2022	APM		
	Ministries for the deaf and hard-hearing people	Awareness: Workshops, seminars, and public-education activities in order to enhance the awareness of the needs, worth, and opportunities of the deaf	June and July Ending 2022	APM		
		Acceptance: Provide training to the church/community toward the acceptance of the deaf; training and space for the deaf to understand their circumstances, improve their communication skills, and develop self-worth.	August and September 2022	APM		
		Action: Integrate the deaf into the Church ministries and other activities relevant to their situation and experiences	November and December 2022	APM		
	Ministries for Mental Health	Awareness: Workshops, seminars, and public-education activities in order to enhance the awareness of the challenges and needs, worth, and healing opportunities of the mentally ill.	First Quarter of 2023	APM		

		Acceptance: Provide training to the church/community toward the acceptance of the mentally ill; accompanying them in their journey to restoration and, and regaining self-worth.	April and May 2023 through part of the second quarter 2023	APM		
		Action: Integrate the deaf into the Church ministries and other activities relevant to their situation and experiences	July and August 2023	APM		
	Ministries for orphans and vulnerable children	Awareness: Organize seminars, workshops, and public-education activities in order to enhance the awareness of the needs, worth, and witnessing opportunities of orphans and vulnerable children	September to October 2023 training in skills acquisition	APM		
		Acceptance: Provide training to the church/community toward the acceptance of the orphans and vulnerable children; training and space for the orphans and vulnerable children to be protected, to understand their circumstances, get healing, and develop self-worth.	November and December, 2023	APM		
		Action: Integrate orphans and vulnerable children into the Children's ministries and other activities relevant to their situation and experiences	January, February and March, 2024	APM		
	Ministries to the	Awareness: Hold seminars, workshops, and	April and May to early June	APM		

	physical-mobility challenged people	public-education activities in order to enhance the awareness of the needs, worth, and witnessing opportunities of the physical-mobility challenged people	2024			
		Acceptance: Provide training to the church/community toward the acceptance of the physical-mobility challenged people ; training and space for the visually impaired to understand their circumstances, learn to read and write, learn a trade, and develop self-worth.	End of the second Quarter of 2024	APM		
		Action: Integrate the physical-mobility challenged people into the Church ministries and other activities relevant to their situation and experiences	September, 2024	APM		
	Caregiver Ministries	Awareness: Educate pastors and churches regarding Caregiver’s needs through seminars, workshops, continuing education and use of existing mate Provide churches with awareness training to better meet the needs of the caregivers materials	Last quarter of 2024	APM		

		Acceptance: To decrease stigma and ignorance that may be associated with caregiving, invite testimonials and stories from caregivers in the community and the church. Show caregivers that they are accepted and appreciated by providing an environment that is supportive and welcoming.	January and February 2025	APM		
		Action: Survey the local church and community to identify the caregivers and their focus for caregiving. Establish links and partnership with local organizations that provide resources for caregivers.	March, April and May 2025	APM		
<b>Holy Spirit-led objectives to be defined as the Spirit leads</b>						

*thank  
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