



THE UNITED CHURCH OF ZAMBIA

MUCHINGA PRESBYTERY

2023 -2027 STRATEGIC PLAN DOCUMENT

MPSP

01-Jan-23

UCZ MUCHINGA PRESBYTERY

2023-2027 STRATEGIC PLAN DOCUMENT

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2. ABBREVIATIONS:

MCF	Men's Christian Fellowship
WCF	Women's Christian Fellowship
OVC	Orphans and Vulnerable Children
ZMK	Zambian Kwacha
KRA	Key Result Area
MOV	Means of Verification
SWOT	Strengths, Weaknesses, opportunities and Threats
UCZ	United Church of Zambia
SMART	Specific Measurable, Achievable, Realistic and Time-bound
LRHC	Lubwa Rural Health Centre

3. FOREWORD:

A Strategic Plan is a “must-have” document from which you can gauge your progress in whatever you are doing. It is also a necessary tool from which all who fall together should buy from in-order to move as one. The 5-years Strategic Plan serves as a base on which yearly plans are drawn. This entails that activities not in this plan cannot be added in this time period unless these here-by enshrined are achieved. However, additions may be included with express permission from the Bishop’s Office.

4. EXECUTIVE SUMMARY:

This document is the Strategic Plan for the UCZ Muchinga Presbytery for the period 2023 to 2027. It was unanimously adopted by the Presbytery Executive Council which sat on 6th May, 2023 at the Presbytery Office in Mpika.

According to the SWOT Analysis the church in Muchinga has shown that it is doing quite well in some areas but that there is room for improvement even in areas where good work is being done. For instance, the human resource capacity is inadequate and so slows down progress, the financial base is weak, and infrastructure in most cases is run-down and inadequate while there is a hunger to take the Great Commission of Christ to higher heights so as to bring more people to the saving mercies of God.

To achieve the above aspirations, the church has to strive to bring people together, mode them to be partakers in the necessary changes and move along with them employing the modern technologies that are at hand. This entails rigorous nurturing of the present membership and that which is coming with the help of deliberately tailored capacity building techniques. Additionally, the present status-quo on finances should change from mostly wanting, to self-adequacy through engagement in various fundraising ventures if the church is to be able to perform well in the difficulty economy at hand.

5. PRE-AMBLE::

5.1: INTRODUCTION

The Strategic Plan hereby written is for Muchinga Presbytery for the period January 2023 to December 2027 and its estimated budget stands at **ZMK35, 449, 999.00**. The Presbytery consists of 12 Consistories and these are coordinated from Mpika where the Presbytery Office is located.

5.2 MUCHINGA PRESBYTERY STRATEGIC PLAN DIRECTION

The Presbytery falls under the UCZ Vision of “Total salvation of humanity, with spiritual restoration and physical well-being fully reconciled in Christ the only Saviour” and the Mission saying “The UCZ is committed to spreading the good news of salvation to the Zambian people and all nations in fulfillment of Christ’s mission to the World.”

5.3 THE OVERAL GOAL

To increase the number of people saved and improve the quality of spiritual, social, economic and physical well-being.

5.4 PILLARS / STRATEGIC OBJECTIVES

The objectives set should be **SMART**.

5.4.1 Resource governance which is transparent and accountable

5.4.2 Mission, Evangelism, Justice Advocacy and Community Participation

5.4.3 Social Services provision through Health, Education from inception to university

5.4.4 Productive income generation ventures to drive the mission

6. LOGICAL FRAMEWORK

STRATEGIC OBJECTIVE 1: to reform and strengthen both institutional and organizational capacities of the UCZ for efficient service delivery

1. GOVERNANCE

KRA	STRATEGIES (ACTIVITIES)	RESOURCES	WHO TO ACT	TIME FRAME	MOV	BUDGET (ZMK)	OUTCOME EXPECTED
GOVERNANCE	Hold and attend Synod; Presbytery; Administrative; Staff and Committees meetings.	All Church courts	All Church courts	2023-2027	Attendance lists and minutes	750,000	Attendees gain insights for the smooth running of the Church.
	Construct 12 Chalets at Mweye	Consistories/ Partners	Presbytery Office	2023-2024	Physical presence	750,000	Competitive hospitality environment to clients
	Construct a Conference Hall at Mweye	Consistories/ Partners	Consistories / Congregations	2025-2026	Physical presence	600,000	Competitive Conference facilities
	Kitchen / Dining at Mweye,	Consistories/ Partners	Consistories / Congregations	2025-2026	Physical presence	300,000	Conducive catering facilities
	Construct a Wall fence at Presbytery Office,	Consistories/ Partners	Consistories / Congregations	2023-2024	Physical presence	150,000	Secured Church property
	Construct Five (1 x 2) Flats at Presbytery Office	Consistories/ Partners	Consistories / Congregations	2024-2026	Physical presence	2,000,000	Conducive living environment
	Construct 1 Skills Centre in Chiundaponde	Consistories/ Partners	Consistories / Congregations	2024-2026	Physical presence	2,000,000	Members acquire life survival skills
	Construct Manses at Chilonga, Kanchibiya, ZCA, Bethel (Mpika),	Congregations	Congregations	2023-2027	Physical presence	5,400,000	Available decent

	Shiwang'andu, Ebenezer (Lubwa), Chinsali Main, St. Barnabas (Isoka), Nakonde Central, Bethel (Nakonde), St. Joseph (Mwenzu), and Mulekatembo						accommodation for church workers
	Constructing Modern Church buildings	Congregations	Congregations	2023-2027	Physical presence	-	A conducive worship place
	Build Modern toilet facilities	Congregations	All church levels	2023-2027	Physical presence	-	Conducive environment in place
	Rehabilitate Manses at Lubwa and Mwenzu Missions	Congregations	Consistories / Congregations	2023-2024	Physical presence	250,000	A place looking intact and secure
	Fixing air-conditioners to Presbytery Office	Presbytery	Presbytery Office	2023-2024	Physical presence	75,000	A well ventilated working area
	Hold orientation and capacity building workshops yearly	Church courts	Consistories / Congregations	2023-2027	Attendance lists and Reports	200,000	Reliable data base and an informed workforce
	Devise reliable ways of getting correct statistics annually	Congregations	Consistories/ Congregations	2023 - 2027	Availability of data collection formats	20,000	Reliable data base assured
	Conduct performance appraisals and make Pastoral and administrative visits annually	Consistories	At all Church levels	2023 - 2027	Appraisal Reports	200,000	Church workers appraised and good pastoral and church management
	Procurement of a Wafer-Making machine	Consistories	Presbytery Office	2023 - 2024	Physical presence	250,000	Wafers needs satisfied in the Presbytery

	Procurement of a Digital Media Equipment	Presbytery	Presbytery	2024	Physical presence	150,000	Publishing of pamphlets and photos
	Obtaining legal documents of Assets.	Church courts	Church courts	2023-2027	Legal documentations	500,000	Secured church property

2. ADMINISTRATION AND HUMAN RESOURCES

KRA	STRATEGIES (ACTIVITIES)	RESOURCES	WHO TO ACT	TIME FRAME	MOV	BUDGET (ZMK)	OUTCOME EXPECTED
ADMINISTRATION AND HUMAN RESOURCES	Staff related activities	All church courts	All church levels	2023-2027	An up-to-date status	7,000,000	Activities running well
	Make appraisals and visits	All church leaders	Presbytery Office	2023-2027	Appraisal Reports	150,000	Church leaders appraised
	Hold capacity building workshop		All Church levels	2023-2027	Attendance lists and Reports	225,000	Proper workmanship in place
	Hold Inductions, Ordinations, Farewells and Manse Visitations	All congregations	Consistories / Congregations	2023-2027	Reports	2,600,000	Authorized and Empowered Church workers

3 COMMUNICATION AND INFORMATION FLOW KNOWLEDGE MANAGEMENT AND TRANSPORT

KRA	STRATEGIES (ACTIVITIES)	RESOURCES	WHO TO ACT	TIME FRAME	MOV	BUDGET (ZMK)	OUTCOME EXPECTED
COMMUNICATION AND INFORMATION FLOW KNOWLEDGE MANAGEMENT AND TRANSPORT	Purchase bus:	Presbytery WCF, / MCF/ Youth	Presbytery Office	2023 -2027	Physical presence	800,000	Available transport for church members
	Purchase Bishop's vehicle	Church members / Partners Own/partners	Presbytery Office	2025-2026	Physical presence	1,000,000	Reliable transport for the Bishop
	Purchase Project utility vehicle	Block making project	Presbytery Projects	2024	Physical presence	500,000	Available transport for goods and staff
	Purchase Presbytery utility vehicle	Church	Presbytery	2025	Physical presence	300,000	Available transport for goods and staff
	Purchase Motor bikes: Kanchibiya, Mulekatembo, Chozi and Chilinda consistories	Local church	Named consistories	2024	Physical presence	300,000	Available transport for church workers
	Start a Radio/TV station and social media platform and publication/ Procurement of Digital Media Equipment.	All Members	Presbytery Office	2023-2027	Commence ment of operations	3,000,000	Easy flow and storage of information to and from members with Effective Communication

4 PLANNING, MONITORING AND EVALUATION

KRA	STRATEGIES (ACTIVITIES)	RESOURCES	WHO TO ACT	TIME FRAME	MOV	BUDGET (ZMK)	OUTCOME EXPECTED
PLANNING, MONITORING AND EVALUATION	Make a 5-year plan 2023-2027	Local personnel	Leaders at all church levels	By July 2023	Plan Document	30,000	A properly written Plan
	Revamping existing committees and strengthening them	Church courts	All Church levels	2023	Reports	-	Existence of a working Team and an up-to-date inventory

STRATEGIC OBJECTIVE 2: to mobilize, distribute and utilize resources prudently at all levels, including the poor and marginalized.

5 FINANCIAL MANAGEMENT

KRA	STRATEGIES (ACTIVITIES)	RESOURCES	WHO TO ACT	TIME FRAME	MOV	BUDGET (ZMK)	OUTCOME EXPECTED
FINANCIAL MANAGEMENT	Annual Leadership workshops on stewardship and financial management and ethics	Congregations	Consistories / Congregations	2023-2027	Attendance lists and Records	-	Improved financial management
	Annual Financial Audits	Congregations	Synod / Presbytery	2023-2027	Audit Reports	125,000	Improved prudent management of Church Resources
	Congregations open Bank Accounts	Congregations	Consistories / Congregations	2023	Accounts opened	-	Secured Church finances

6 MISSION AND EVANGELISM

KRA	STRATEGIES (ACTIVITIES)	RESOURCES	WHO TO ACT	TIME FRAME	MOV	BUDGET (ZMK)	OUTCOME EXPECTED
MISSION AND EVANGELISM	Strengthen Ecumenical partnerships.	Congregations	Ministers	2023-2027	Reports	-	Enhanced activities with partners
	Evangelism campaigns. A) Chiundaponde (Muwele) B) Mulekatembo (Mwenewisi) C) Chilinda D) Kanchibiya E) Nambwa	Congregations	All church levels and groups Presbytery Office	2023-2027	50,000 souls converted to Jesus Christ.	250,000	Presence of UCZ evidence by numerical and spiritual growth through Increased membership
	Presbytery Conferences: a) Mission Groups b) General	Congregations	Presbytery	2023-2027	Attendance Reports	800,000	Improved attendance records
	Recruiting new members of MCF and retaining old ones to counter the Static or Dwindling membership.	Congregations	Congregations and Consistories	2023-2027	5000 new Members.	-	Numerical increase and zeal to serve
	Quarterly revival and retreat meetings to alleviate the inconsistent Church retreats and revival meetings	Congregations	Congregations / Consistories	2023-2027	Attendance and Records	-	Effective service delivery, Improved relationships, team work and spiritual growth
	Youth Conferences.	Congregations	Presbytery /Consistories	2024-2025	Attendance Reports	500,000	Disciplined and united church youths

7 EDUCATION

KRA	STRATEGIES (ACTIVITIES)	RESOURCES	WHO TO ACT	TIME FRAME	MOV	BUDGET (ZMK)	OUTCOME EXPECTED
EDUCATION	Construct a Youth Skills Centre (Chiundaponde)	Consistories /Partners	Consistories / Congregations	2024-2026	Physical presence	3,000,000	Members acquire life survival skills
	Resource mobilization for Lubwa and Mwenzo Mission Schools	Consistories / Congregations	School management	2023-2027	Records of resources raised.	-	Resources available
	Increase number of OVCs to be sponsored	Church and Partners	Church Courts	2023-2027	Records for comparison	250,000	Increasing number of OVCs access education
	Routine rehabilitation of existing infrastructure.	Church and Partners	School managements	2023-2027	Physical presence	-	Repaired, painted and good environment in existence
	Build some dormitories for girls at Lubwa Day Secondary	Church and Partners	School Management	2023-2027	Physical presence and efforts made	450,000	Existence of dormitory facilities
	Build a Multipurpose Hall at Mwenzo Girls Secondary School	Church and Partners	School Management	2024 - 2026	Physical presence	400,000	Existence of a Multipurpose Hall.
	Sink a Borehole at Lubwa Primary school	Church and Partners	Presbytery office	2023	Physical presence	50,000	Adequate water supply

8 HEALTH

KRA	STRATEGIES (ACTIVITIES)	RESOURCES	WHO TO ACT	TIME FRAME	MOV	BUDGET (ZMK)	OUTCOME EXPECTED
HEALTH	Constructing a new Maternity annex at LRHC	Local people /Partner (CHAZ)	Health Centre Management	2023	Physical presence	200,000	Conducive life-giving health environment
	Constructing a Mothers Wait-in Shelter at LRHC	WCF PRESBYTERY	Health Centre management	2023 -2024	Physical presence	100,000	Shelter for Expectant mothers
	Rehabilitating and maintaining infrastructure at LRHC	Community and Church	Health Centre management	2023-2027	Physical presence	125,000	Repaired, painted and good environment in existence
	Resource mobilization for LRHC	Congregations and Consistories	Health Centre Management	2023-2027	Records of resources raised.	-	Resources available
	Construction of a Children's Ward at LRHC	Community / WCF/ MCF/ Partners	Health Centre Management/ Church	2024-2026	Physical presence	450,000	Improved Children's health care

9 COMMUNITY DEVELOPMENT AND SOCIAL JUSTICE

KRA	STRATEGIES (ACTIVITIES)	RESOURCES	WHO TO ACT	TIME FRAME	MOV	BUDGET (ZMK)	OUTCOME EXPECTED
COMMUNITY DEVELOPMENT	Programs to deal with identified local Social problems.	Congregations	Congregations	2023-2027	Local Programs in place	-	A Church able to rise above its challenges
	Sensitization on Climate change	Congregations	Church Courts	2023-2027	Number of Talks held	100,000	Resilient ways to preserve the environment
	Tree Planting.	Congregations	Church Courts	2023-2027	5000 trees planted.	25,000	Environment mitigated

	Social Justice and advocacy programs	Church Courts	Church Courts	2023-2027	Number of Programs done	100,000	Construction of a just and fair community
	Sensitization on Health matters.	Church Courts	Church Courts	2023-2027	Number of Health Talks taken	100,000	A knowledgeable and more protected community

10 PRODUCTIVE INVESTMENT

KRA	STRATEGIES (ACTIVITIES)	RESOURCES	WHO TO ACT	TIME FRAME	MOV	BUDGET (ZMK)	OUTCOME EXPECTED
IPRODUCTIVE INVESTMENT	Construction of Chalets in Chinsali	Presbytery mission groups WCF, MCF, YOUTH	Presbytery Office	2023-2027	Physical presence		Stable income generation
	Construction of flats at Presbytery Office	Church courts	Presbytery Office	2023-2027	Physical presence		Stable income generation
	Procurement of a Wafer Making Machine	Church members	Presbytery Office	2023 -2024	Physical presence		Stable income generation
	Improving current Block-making venture	Block-making project	Presbytery Office	2023-2027	Records	250,000	Stable income generation
	Procurement of Digital Media Equipment.	Presbytery Office	Presbytery Office	2024	Records		Stable income generation
	Improving the Presbytery farm in Kafuba Consistory which has cattle and pigs	Presbytery Office	Presbytery Office	2023-2027	Records		Stable income generation
	Ensure programs of productive investment are started in all Consistories and congregations	All church levels and groups	Presbytery Office	2023-2027	Reports on Productive ventures by all church courts	100,000	A community with survival skills and resources.

	Establishing Apiaries(Bee farms) in Nambwa, Chiundaponde and Kanchibiya	Consistories and congregations	Presbytery/Consistories	2024-2025	Physical presence	150,000	Income generation and forest conservation mitigating climate change
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7. ASSUMPTIONS, RISKS AND MITIGATION STRATEGIES

7.1 ASSUMPTIONS:

If all things remain equal - rentals, assessments /appeals, aid from well-wishers /partners and sales are sufficient and on time; there is predictability and sustenance of funding; no delay in release of funds from center to operational areas; unwavering commitment to tasks; implementation of decentralization; complete harmonization of data collection and report formats analysis effectively and efficiently.

7.2 RISKS:

Predicted assumptions fall short; allocation to activity is insufficient; proposals fail or are lost in the process; and fragmented monitoring and evaluation.

7.3 MITIGATION STRATEGIES:

The local court or level jumps in to the rescue where there is a shortfall; develop plans with partners; continue with advocacy; use the newly developed Monitoring and Evaluation templates; and do random audits.

8 IMPLEMENTATION FRAME-WORK

8.1 Leadership:

The Muchinga Presbytery Strategic Plan hereby presented was prepared by the Reverend Bishop Festus Bwembya Chulu, Presbytery Secretary Reverend Bernard Millan Musunga and Presbytery Treasurer Ms. Hellen Nsofwa Mulenga in conjunction with the Presbytery Strategic Plan Team consisting Mr. Rabson Mwenda (Convener), Mr. Sitali Wamunyima (Secretary) and other members namely Mr. Masauso Phiri, Mrs. Patricia Banda, Mr. Mebber Pojana and Mr. Haggai Ng'andu.

The Presbytery will provide strategic guidance in translating the 5-year plan into annual identified priority activities through a steering committee that will see the monitoring of the plan.

All church courts and groups will be expected to develop their own 5-year Strategic Plans in line with the above Plan and also their Annual implementation plans.

8.2 Monitoring and Evaluation:

Monitoring the implementation will be done at Presbytery, Consistory and Congregation levels.

8.3 Sources of Financing:

Own resources and partners.

8.4 Financing the plan:

Table below shows estimate costs required for the Strategic Plan 2023 to 2027 and Gaps

2023-2027 FINANCING PLAN						
	2023	2024	2025	2026	2027	2023-2027
PILLAR 1: GOVERNANCE /INSTITUTIONAL STRENGTHENING						
✓ Governance / Property	2,151,500	3,634,833	3,197,333	3,197,333	1,414,000	13,594,999
✓ Administration	1,475,000	1,475,000	1,475,000	1,475,000	1,475,000	7,375,000
✓ Communication	760,000	1,560,000	1,560,000	1,060,000	760,000	5,700,000
✓ Monitoring / Evaluation	30,000					30,000
PILLAR 2: MES/COMMUNITY DEVELOPMENT						
✓ Mission and Evangelism	310,000	310,000	310,000	310,000	310,000	1,550,000
✓ Community Development	65,000	65,000	65,000	65,000	65,000	325,000
PILLAR 3: SOCIAL SERVICES						
✓ Education	270,000	1,220,000	1,220,000	1,220,000	220,000	4,150,000
✓ Health	275,000	450,000	175,000	175,000	25,000	1,100,000
PILLAR 4: INVESTMENTS/FINANCIAL						
✓ Financial	25,000	25,000	25,000	25,000	25,000	125,000
✓ Productive Investment	70,000	145,000	145,000	70,000	70,000	500,000
Annual Totals	5,431,500	8,884,833	8,172,333	7,597,333	4,364,000	
Grand Total						35,449,999

9 ANNEXES

ANNUAL WORK PLANS 2023 TO 2027:

2023 WORK PLAN	
<p>Governance/Institutional Strengthening:</p> <ul style="list-style-type: none"> ✓ Hold and attend Meetings ✓ Construct 12 chalets ✓ Construct a wall fence ✓ Construct 2(1by2) Flats ✓ Construct Modern Church buildings ✓ Construct Modern toilets ✓ Rehabilitate Manses at Lubwa and Mwenzo Missions ✓ Fixing Air conditioners at Presbytery ✓ Hold Leadership Orientation and Capacity building Workshops ✓ Devise reliable ways of getting correct statistics ✓ Conduct performance appraisal, pastoral and admin. Visits ✓ Procure a Waifer making machine ✓ Obtain legal documents to church property <p>Admin /Human Resources:</p> <ul style="list-style-type: none"> ✓ Staff related activities ✓ Appraisal visits ✓ Capacity building workshops ✓ Hold inductions, receptions, Ordinations, farewells and Manse visitations <p>Communications and Transport:</p> <ul style="list-style-type: none"> ✓ Procure bus by WCF/MCF and YCF ✓ Start a Radio/TV station ✓ Buy phones, lap/desk-tops and printers <p>Planning, Monitoring and Evaluation:</p>	<p>Financial management:</p> <ul style="list-style-type: none"> ✓ Hold leaders' workshop on financial management ✓ Conduct 2 audits ✓ All congregations to open Bank Accounts <p>Mission and Evangelism:</p> <ul style="list-style-type: none"> ✓ Hold Presbytery Evangelism campaign ✓ Hold Conferences, Retreats and Revival meetings <p>Education:</p> <ul style="list-style-type: none"> ✓ Generate own resources and lobby from Partners ✓ Increase number of OVCs sponsored ✓ Routine Infrastructure rehabilitation ✓ Build some dormitories for girls at Lubwa Day Sec. ✓ Sink a Bore hole at Lubwa Primary School <p>Heath:</p> <ul style="list-style-type: none"> ✓ Construct a New Maternity Annex at Lubwa RHC ✓ Construction of Mothers wait-in Shelter ✓ Routine infrastructure rehabilitation ✓ Lobby for resources <p>Community Development and Social Justice:</p> <ul style="list-style-type: none"> ✓ Strengthen Missional Congregation Concept ✓ Sensitization on Climate change and mitigation ✓ Advocacy on injustices ✓ Sensitization on Health issues <p>Productive Investment:</p> <ul style="list-style-type: none"> ✓ Improve block-making project

<ul style="list-style-type: none"> ✓ Make a 5-year Strategic Plan(2023-2027) ✓ Make a 2023 work plan ✓ Revamp monitoring committees 	<ul style="list-style-type: none"> ✓ Ensure Consistories/Congregations have productive ventures
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2024 WORK PLAN

<p>Governance/Institutional Strengthening:</p> <ul style="list-style-type: none"> ✓ Hold and attend Meetings ✓ Construct 12 chalets ✓ Construct a wall fence ✓ Construct 2(1by2) Flats ✓ Construct a Skills Centre ✓ Construct Manses(at Chilonga, Kanchibiya, ZCA, Bethel -Mpika, Shiwang’andu, Ebenezer—Lubwa, Chinsali Main, St. Barnabas- Isoka, Nakonde Central, St. Joseph-Mwenzu, Mulekatembo) ✓ Construct Modern Church buildings ✓ Rehabilitate Manses at Lubwa and Mwenzu Missions ✓ Fixing Air conditioners at Presbytery ✓ Hold Leadership Orientation and Capacity building Workshops ✓ Devise reliable ways of getting correct statistics ✓ Conduct performance appraisal, pastoral and admin. Visits ✓ Procure a Wafer making machine ✓ Obtain legal documents to church property <p>Admin /Human Resources:</p> <ul style="list-style-type: none"> ✓ Make modern toilets at places of worship ✓ Hold inductions, receptions, Ordinations, farewells and Manse visitations <p>Communication and Transport:</p> <ul style="list-style-type: none"> ✓ Procure buses(Congregations housing Ministers) ✓ Procure Presbytery projects utility vehicle ✓ Procure Motorbikes(Kanchibiya, Mulekatembo, Chozi, and Chilinda consistories) 	<p>Financial management:</p> <ul style="list-style-type: none"> ✓ Hold leaders’ workshop on financial management ✓ Conduct 2 audits ✓ All congregations to open Bank Accounts <p>Mission and Evangelism:</p> <ul style="list-style-type: none"> ✓ Hold Evangelism campaigns ✓ Hold Conferences, Retreats and Revival meetings ✓ Recruit new members ✓ Hold workshops <p>Education:</p> <ul style="list-style-type: none"> ✓ Generate own resources and lobby from partners ✓ Increase number of OVCs sponsored ✓ Routine Infrastructure rehabilitation ✓ Build some dormitories for girls at Lubwa Day Sec. ✓ Build a Multipurpose Hal and Chapel at Mwenzu Girls <p>Health:</p> <ul style="list-style-type: none"> ✓ Routine infrastructure rehabilitation ✓ Lobby for resources <p>Community Development and Social Justice:</p> <ul style="list-style-type: none"> ✓ Strengthen Missional Congregation Concept ✓ Sensitization on Climate change and mitigation ✓ Advocacy on injustices ✓ Sensitization on Health issues <p>Productive Investment:</p> <ul style="list-style-type: none"> ✓ Make and Sale blocks
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<ul style="list-style-type: none"> ✓ Start a Radio/TV station ✓ Procure Public Address systems <p>Planning, Monitoring and Evaluation:</p> <ul style="list-style-type: none"> ✓ Make a 2024 Work Plan ✓ Monitoring and Evaluation exercises 	<ul style="list-style-type: none"> ✓ Ensure Consistories/Congregations have productive ventures
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2025 WORK PLAN

<p>Governance/Institutional Strengthening:</p> <ul style="list-style-type: none"> ✓ Hold and attend Meetings ✓ Construct a Conference Hall, Kitchen and Dining Hall at Mweye ✓ Construct 3(1by2) Flats at Presbytery Office ✓ Construct a Skills Centre ✓ Construct Manses(at Chilonga, Kanchibiya, ZCA, Bethel -Mpika, Shiwang’andu, Ebenezer—Lubwa, Chinsali Main, St. Barnabas- Isoka,, Nakonde Central,, St. Joseph-Mwenzon, Mulekatembo) ✓ Construct Modern Church buildings ✓ Rehabilitate Manses at Lubwa and Mwenzon Missions ✓ Hold Leadership Orientation and Capacity building Workshops ✓ Devise reliable ways of getting correct statistics ✓ Conduct performance appraisal, pastoral and admin. Visits ✓ Obtain legal documents to church property <p>Admin /Human Resources:</p> <ul style="list-style-type: none"> ✓ Make modern toilets at places of worship ✓ Hold inductions, receptions, Ordinations, farewells and Manse visitations <p>Communication and Transport:</p> <ul style="list-style-type: none"> ✓ Procure buses(Congregations housing Ministers) 	<p>Financial management:</p> <ul style="list-style-type: none"> ✓ Hold leaders workshop on financial management ✓ Conduct 2 audits <p>Mission and Evangelism:</p> <ul style="list-style-type: none"> ✓ Hold Evangelism campaigns ✓ Hold Conferences, Retreats and Revival meetings ✓ Recruit new members ✓ Hold workshops <p>Education:</p> <ul style="list-style-type: none"> ✓ Generate own resources and lobby from partners ✓ Increase number of OVCs sponsored ✓ Routine Infrastructure rehabilitation ✓ Build some dormitories for girls at Lubwa Day Sec. ✓ Build a Multipurpose Hall and Chapel at Mwenzon Girls <p>Health:</p> <ul style="list-style-type: none"> ✓ Routine infrastructure rehabilitation ✓ Lobby for resources <p>Community Development and Social Justice:</p> <ul style="list-style-type: none"> ✓ Strengthen Missional Congregation Concept
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- ✓ Procure Bishop's Vehicle
- ✓ Procure Presbytery projects utility vehicle
- ✓ Start a Radio/TV station

- ✓ Sensitization on Climate change and mitigation
- ✓ Advocacy on injustices
- ✓ Sensitization on Health issues

Planning, Monitoring and Evaluation:

- ✓ Make a 2025 Work plan
- ✓ Monitoring and Evaluation exercises

Productive Investment:

- ✓ Make and Sale blocks
- ✓ Ensure Consistories/Congregations have productive ventures

2026 WORK PLAN

Governance/Institutional Strengthening:

- ✓ Hold and attend Meetings
- ✓ Construct a Conference Hall, Kitchen and Dining Hall at Mweye
- ✓ Construct 3(1by2) Flats at Presbytery Office
- ✓ Construct a Skills Centre
- ✓ Construct Manses(at Chilonga, Kanchibiya, ZCA, Bethel -Mpika, Shiwang'andu, Ebenezer—Lubwa, Chinsali Main, St. Barnabas- Isoka,, Nakonde Central,, St. Joseph-Mwenzu, Mulekatembo)
- ✓ Construct Modern Church buildings
- ✓ Rehabilitate Manses at Lubwa and Mwenzu Missions
- ✓ Hold Leadership Orientation and Capacity building Workshops
- ✓ Devise reliable ways of getting correct statistics
- ✓ Conduct performance appraisal, pastoral and admin. Visits
- ✓ Obtain legal documents to church property

Admin /Human Resources:

- ✓ Make modern toilets at places of worship
- ✓ Hold inductions, receptions, Ordinations, farewells and Manse visitations

Communication and Transport:

- ✓ Procure Bishop's Vehicle
- ✓ Start a Radio/TV station

Planning, Monitoring and Evaluation:

- ✓ Make a 2026 Work plan
- ✓ Monitoring and Evaluation exercises

Financial management:

- ✓ Hold leaders workshop on financial management
- ✓ Conduct 2 audits

Mission and Evangelism:

- ✓ Hold Evangelism campaigns
- ✓ Hold Conferences, Retreats and Revival meetings
- ✓ Recruit new members
- ✓ Hold workshops

Education:

- ✓ Generate own resources and lobby from partners
- ✓ Increase number of OVCs sponsored
- ✓ Routine Infrastructure rehabilitation
- ✓ Build some dormitories for girls at Lubwa Day Sec.
- ✓ Build a Multipurpose Hall and Chapel at Mwenzu Girls

Health:

- ✓ Routine infrastructure rehabilitation
- ✓ Lobby for resources

Community Development and Social Justice:

- ✓ Strengthen Missional Congregation concept
- ✓ Sensitization on Climate change and mitigation
- ✓ Advocacy on injustices
- ✓ Sensitization on Health issues

Productive Investment:

- ✓ Make and Sale blocks
- ✓ Ensure Consistories/Congregations have productive ventures

2027 WORK PLAN

Governance/Institutional Strengthening:

- ✓ Hold and attend Meetings
- ✓ Construct Modern Church buildings
- ✓ Rehabilitate Manses at Lubwa and Mwenzo Missions
- ✓ Hold Leadership Orientation and Capacity building Workshops
- ✓ Devise reliable ways of getting correct statistics
- ✓ Conduct performance appraisal, pastoral and admin. Visits
- ✓ Obtain legal documents to church property

Admin /Human Resources:

- ✓ Make modern toilets at places of worship
- ✓ Hold inductions, receptions, Ordinations, farewells and Manse visitations

Communication and Transport:

- ✓ Procure bus at Presbytery(MCF/WCF and Youth)
- ✓ Start a Radio/TV station

Planning, Monitoring and Evaluation:

- ✓ Make a 2027 Work Plan
- ✓ Monitoring and Evaluation exercises

Financial management:

- ✓ Hold leaders workshop on financial management
- ✓ Conduct 2 audits

Mission and Evangelism:

- ✓ Hold Evangelism campaigns
- ✓ Hold Conferences, Retreats and Revival meetings
- ✓ Recruit new members
- ✓ Hold workshops

Education:

- ✓ Generate own resources and lobby from partners
- ✓ Increase number of OVCs sponsored
- ✓ Routine Infrastructure rehabilitation
- ✓ Build some dormitories for girls at Lubwa Day Sec.
- ✓ Build a Multipurpose Hall and Chapel at Mwenzo Girls

Health:

- ✓ Routine infrastructure rehabilitation
- ✓ Lobby for resources

Community Development and Social Justice:

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SIGNED: Rev. Bishop Festus B. Chulu

Presbytery Bishop.



Rev. Millan B. Musunga

Presbytery Secretary.