



South England Conference Report 2011-2015

Reaching Up, Reaching In, Reaching Out, Reaching Across

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President's Overview

As we approach the end of this quaddrennium I would like to give God thanks for His guiding hand over the past four years. The Bible reminds us that "Without a vision the people perish." Prov 29:18. Our vision statement for this quaddrennium, "**We exist to improve the lives of all the people of Southern England, offering them hope and peace through Jesus Christ.**" I believe that we have been able to do that through our evangelistic endeavours and our health initiatives working in a collaborative way through all our departments.

The strategic plan has been our road map for the Conference, and it is my hope that as members peruse this document they will see that we have been able to deliver on much of what we planned.

For most of this session we have been in a recession but the Lord has still blessed us. Evangelistically we have seen the church grow. We have seen innovative and creative ways of reaching the public being employed by both pastors and laity. Evangelism has continued to be at the heart of what we do.

Financially we have grown through difficult times. The Conference has been able to give support to churches that have sought to do creative evangelism, buy buildings, renovate their premises, put on a new roofs, etc. In all of these things we give God thanks.

Our Conference objectives of Reach In, Reach Up, Reach out, has been the broad umbrella under which we have sought to conduct our mission. The following document reflects the position of the Conference as we have sought to deliver on key objectives.

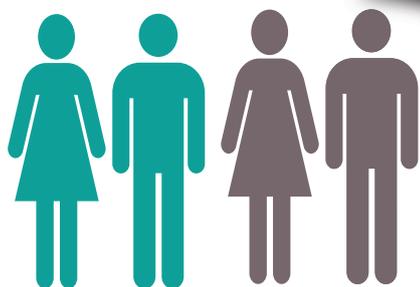
We have also highlighted in this document some of the challenges and opportunities that we believe will be key for any administration going forward. Signature Here

Sam Davis

President, South England Conference

South England Conference In Numbers

2011 -2014

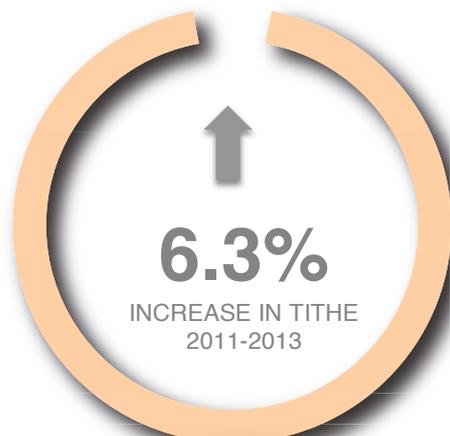
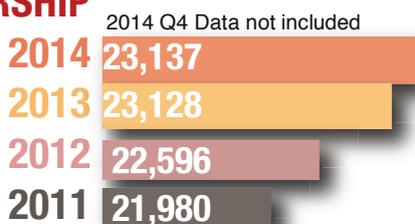


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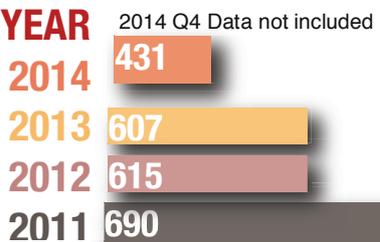
NET INCREASE IN MEMBERSHIP



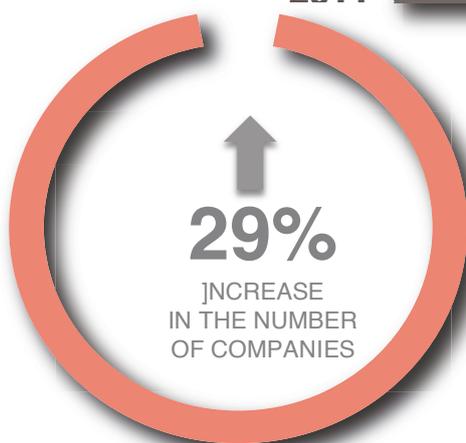
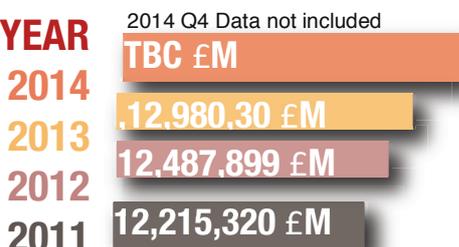
CHURCH MEMBERSHIP



BAPTISMS BY YEAR



TITHE BY YEAR



H.A.N.D.S Program **1st Adventurer camp** Appointment of disability co-ordinator
Local family ministries leaders training **Jewish ministries**

Education days

Big increase in lay led church plants

10 baptisms from HLT London

mission-possible **Marriage retreats**

Pathfinder camporees

1st Homeless baptisms

School of Evangelism

SEC media academy

new pathfinder clubs

Paralympic program

Family & Lone parent camps

1st Prison Baptism

Urban Ministry Summit

Pathfinder bible for all

1st BS2 at Camp Meeting

More prison ministry teams

Stewardship summit

Community Cohesion

1st Muslim Baptism

Gift aid award

SEC on T.V

Women's ministry days

Advent Shelter

Kids in discipleship

First lay led church

TEC

GAIN 2014

Disability respite retreats

Elders retreat

Marriage retreats

1st lay led church

Songs of Praise

Faith talks

Our

Achievements

SEC Strategy 2011-2014

Vision

We exist to transform through God's power, the lives of all the people of Southern England, offering them hope and peace through Jesus Christ

Mission

The mission of the South England Conference is proclaiming the Good News of the Kingdom of Heaven; to teach, baptise and disciple believers and grow in the knowledge and likeness of our Lord and Saviour Jesus Christ, as we prepare for his second coming.

Objectives/Aims

1. Encourage members to form greater, more meaningful relationships with God.
2. Provide the tools to help members form authentic relationships with their communities
3. Celebrate the rich cultural diversity that exists by seeking to win souls to the glory of God.
4. Retaining members through love, emotionally healthy relationships and discipleship
5. Reclaiming through active compassionate ministry

Corporate Strategy

REACH Southern England was the SEC's 2011-2015 plan for revival and reformation presented at the SEC Session in August 2011..

Reach Up to God through Bible study, prayer, Adventist Bible study guides, and the Spirit of Prophecy, resulting in revival and faithfulness.

Reach Out to others as a friendly church that puts Christ's mission first, invites all peoples to fellowship and makes a difference daily in the community.

Reach Across the barriers that threaten to divide us as a family, endeavouring to disciple, nurture, and involve every individual in the life and mission of the church. The church is called to improve retention of members, nurture members and increase the percentage of young people involved in the work of the church, as well as the percentage of young people who are retained within the church.

Reach In by training disciples through the development of spiritual gifts and enhanced leadership.

Delivering our Strategy

We delivered our 4year strategy by working interdependently as departments and in collaboration with our constituents.

Fig 1.0 The matrix below shows the linkages between strategic objectives, ministries, tactical areas to deliver our final results (See SEC Status by EoY 2014).

Strategy-Ministry Linkage				Ministries	Ministries /Tactical Area Linkage												
X	X	X	X	Communication and Media -Pastor Kirsten Oster-Lundqvist	X		X	X	X	X	X	X	X				
X	X		X	Ministerial- Pastor Emmanuel Osei	X	X	X		X								
X		X	X	Prayer Ministries-Pastor Emmanuel Osei		X	X			X							
X	X	X	X	Personal Ministries- Kirk Thomas		X	X		X	X	X						
X	X	X	X	Sabbath School- Pastor Kirk Thomas		X	X	X	X	X	X						
	X	X	X	Music & Arts- Bro Paul Lee/ Mike Thompson	X	X	X	X	X	X	X	X	X				
X		X	X	Stewardship-Pastor Richard De Lisser	X	X	X		X			X					
X	X	X	X	Education- Sis Opal Johnson Christie	X	X	X	X	X	X	X	X					
	X		X	Community Ministries- Sis Elsie Staples		X	X		X			X					
X		X	X	Health Ministries-Sis Elsie Staples	X	X	X					X					
X		X	X	Carers and Disabilities- Sis Sophia Nicholls	X	X	X	X	X	X	X	X					
X			X	Children's Ministries- Malika Bediako	X	X	X	X	X	X	X						
		X	X	Women's Ministries- Sis Malika Bediako	X	X	X	X	X	X	X	X					
		X	X	Family/Singles Ministries- Pastor Leslie Ackie		X	X	X	X	X	X						
	X		X	Muslim Ministries- Pastor Petras Bahadur		X	X		X			X					
	X			Prison Ministries-Pastor Kevin Johns		X	X					X					
X	X	X	X	Men's Ministries- Bor Chidi Ngwaba	X	X	X	X	X	X	X	X					
X	X		X	Church Growth-Aris Vontzalidis		X	X		X			X					
X	X	X	X	Youth/Pathfinders-Pastors Steve Thomas/Kevin Johns	X	X	X	X	X			X					
X	X	X	X	Teens- Dejan Stojkovic	X	X	X	X				X					
X	X		X	Chaplaincy- Dejan Stojkovic		X	X	X			X						
				Ministries													
Reaching Up	Reaching Out	Reaching Across	Reaching In	Reach Strategies					Tactical Areas	Health	Spirituality	Evangelism	Social Events	Personal Development/Training	Formation of new networks	Community	Departmental Support
				SEC Status by EoY 2014													
X	X		X	Total No. of Churches- 143						X	X	X					
X	X		X	No. of Companies (2011-2014)- 29% increase						X	X				X	X	
X	X		X	No. of New Church Plants & Groups 29						X	X					X	
			X	Tithe % Increase (2011-2014)- 6.30% increase				X	X	X	X	X	X	X	X		
X	X	X	X	Church Membership-23,137				X	X	X	X	X	X	X	X		
X	X	X	X	Average No. of Baptisms per year-586				X	X	X	X	X	X	X	X	X	
X	X	X	X	Missing/Lapsed Members (2011-2014)- 3.1K				X	X	X	X	X	X	X	X		

Corporate & Departmental Activity 2011-2014

Corporate Strategic Projects

Strategic Target	Department
<p>Create a school of Evangelism</p> <ul style="list-style-type: none"> • Create a school of evangelism that will nurture the evangelistic endeavours of our lay members. • Work with PM Director to conceptualise and develop a curriculum that would harness, equip and nurture the evangelistic zeal of our members. <p style="text-align: right;">Achieved</p>	PM/President
<p>Relocate Conference Offices:</p> <ul style="list-style-type: none"> • Source suitable office accommodation that will cater to the current office capacity including storage, but also provide scope for future growth; the current office space being far too small. • Value current site and estimate how much a new facility will cost us • Work with local agents to find the right location and office space. • Work with the Executive committee to deliver the above. <p style="text-align: right;">On-going</p>	President
<p>Bible Workers</p> <ul style="list-style-type: none"> • Increase the amount of Bible workers that we have in the conference • Work with graduates from Newbold who have their BA and are willing to serve in that capacity. <p style="text-align: right;">Achieved</p>	President
<p>Incorporate Eden School under SEC banner</p> <ul style="list-style-type: none"> • Incorporate Eden School under the South England Conference umbrella. • Ensure that the School meets all criteria for sound governance and strong financial management <p style="text-align: right;">Not Achieved</p>	Education/President
<p>Preserve the John Loughborough School etc.</p> <p style="text-align: right;">Not Achieved</p>	Education/President
<p>Olympics</p> <ul style="list-style-type: none"> • Work corporately with all departments to ensure that the Olympics was used as an evangelistic opportunity in all our churches. • Encourage all churches to provide some form of witnessing opportunity to engage the public who would be attending the games. • Street parties, Health fares, literature distribution, water distribution, feeding programs, fun days in the park, use of drama, • Work to provide funds for the various events. <p style="text-align: right;">Achieved</p>	All Depts
<p>Relocate the Hyland House School to Holcombe Road.</p> <p style="text-align: right;">Achieved</p>	President
<p>Produce DVD to warn the Public of the dangers of Halloween.</p> <ul style="list-style-type: none"> • Work with Carmel Grey to produce a short film with pertinent message. • Produce 10,000 DVDs for distribution <p style="text-align: right;">Achieved</p>	President

Church Growth & Adventist Mission: Aris Vontzalidis

Aim	Key Performance Indicator	Target date & Status	Reach Objective
Work toward assigning to selected and especially trained Pastors and Lay Leaders the single task of raising up a church in some of the un-entered cities and majority population areas of the SEC.	1 City entered each year	Annually (Achieved)	RU, RI, RO
<ul style="list-style-type: none"> a) Start at least thirty new church plants and groups (excluding simple churches) during the next term of office, b) With at least fifteen of those targeting the majority population, secular and un-churched people. 	8 Per year a) 100% implemented b) 100% implemented	2011-2015 (Achieved & Ongoing)	RO/RU/RI
Have at least twelve Simple Churches with Lay front line Missionaries by the end of the period.	3 Per year 30% to date	2011-2015 (Ongoing)	RO/RU
Expand the basis of well supported, coached and supervised Lay Led church plants and churches based on a relevant strategy the Church Growth Department is developing.	Support through quarterly training programmes, and train at least 40 Pastors as coaches. 70% to date	2011-2015 (Achieved & Ongoing)	RO/RU/RI
Help more of our existing churches to become healthier, and ensure the new ones start with a healthy DNA.	Carry out healthy church surveys annually 100% to date	2011-2015 (Achieved)	
<ul style="list-style-type: none"> a) Develop one healthy church plant in each area, to serve as a model, b) and at least four models of revitalised churches, which will offer a hands-on experience for those exploring church planting and church revitalization and would like to visit and learn from their experience. 	1 Plant in each area a) 70% implemented to date b) 75% implemented to date	2011-2015 (Not Achieved) 2011-2015 (Not Achieved)	RI/RU/RO
Establish at least fifty more Life Development/Growth Groups for discipleship and evangelism.	10 per year 60% implemented to date	2011-2015 (Achieved)	RU/RI/RO
Have more decentralised consultation and training in all the areas of the SEC.	Meeting with Area Co-ordinators and Pastors annually in areas and deliver training one Sunday every month through the Church Growth Team and the Evangelism Area Co-ordinators. 60% Implemented to date	2011-2015 (Not Achieved)	RA/RO
Continue to encourage creativity in reaching out to the community where the church plant wants to grow.	Receive and process at least 10 applications each year. 100% to date	2011-2015 (Achieved & Ongoing)	RO/RA
	Attending all BUC	2011-2015	RO/RA

	Planning meetings three times a year and rolling out agreed strategies. 100% to date	(Achieved & Ongoing)	
Continue to support and further develop the SDA Community Chaplaincy Services project. Under God it is gaining pace around the SEC and several churches and church plants are trying it in their communities as they visit from door to door with success. We are hoping that soon we will have registered this name and we will know within a couple of months if our application has been successful.	The name has been secured and have received the registration certificate. Programme will be rolled out with the help of PM Department 100%	2011-2014 (Achieved) 2011-2014 (Achieved)	RO/RU/RI
Work with the Youth Department for planting churches led by well selected, trained and empowered young people	Taking part annually in Youth training events promoting and teaching Church Planting Implementation (30%)	2011-2015 (Not Achieved)	RO/RI/RU
Deliver and participate in at least 8 training programmes a year besides the Sabbath and week day training of individual church plants and groups.	Impact assessments to be carried out after each event. 100%	2011-2015 (Achieved & Ongoing)	RO/RI/RU

Personal Ministries: Kirk Thomas

Goal	Aim	Key Performance Indicator	Target date & Status	Reach Objective
To move the SDA clergy and laity of the SEC into diverse facets of witnessing so that all can be grafted into the kingdom of God.	1. Relay 2012	Every church, group and company in the SEC.	First Sep 2010. Annually thereafter (Achieved)	RO
	2. Gideon 365	365 dedicated lay people praying everyday for the evangelistic work in the SEC	January 2012 (Not Achieved)	RI
	3. The school of evangelism.	A comprehensive evangelism programme of training throughout the year. It will be located at 1 site in London, 1 site at Newbold college and fluid for the counties.	Sep 2012 (Achieved)	RU, RI, RO, RA
	4. Musical evangelistic campaigns	4 musical evangelistic campaigns per year with churches that are musically gifted. This in collaboration with the SEC music department.	Dec 2012 (Not achieved)	RI, RO, RA
	5. Area lay rallies and award ceremonies	4 area lay rallies per year. Awards would be given to outstanding soul winners. School of Evangelism	Dec 2012 (Achieved)	RI, RO, RA, RU
	6. Cross cultural	2 programmes per year.	Dec 2012	RA, RI

	training programmes	Yes	(Achieved)	
	7. Family evangelism	Make available a wide range of resources to individuals and churches for family evangelism	Dec 2012 (Achieved)	RU, RO, RI, RA Septembe
	8. Support for innovative ministries	Use at least 1 Sabbath per month to visit innovative ministries and contribute to their growth and development	Dec 2012 (Achieved)	RI, RU Yes
	9. Media evangelism	Work with the SEC media department to promote SDA evangelism on the web. Also to train the laity in the use of technology for evangelism.	Dec 2012 (Achieved)	RI, RU, RO, RA Yes
	10. Community chaplaincy ministry	Have a minimum of 50 churches being involved in door to door witnessing.	September 2013 (Achieved)	RU, RI, RO, RA
	11. Adc sponsors	Appoint an ADC sponsor in half of the churches in the SEC.	December 2013 (Achieved)	RI, RO
	12. Disability evangelism awareness training.	Have at least 1 disability evangelism workshop per year in collaboration with the SEC disabilities coordinator. Also seek to provide relevant personnel to take care of those with disabilities at evangelistic events.	October 2012 (Achieved)	RI, RU, RO, RA
	13. Children evangelistic training	Use 2 willing churches as pilots to train and mentor children to do evangelistic campaigns.	December 2012 (Not Achieved)	RI, RU, RA,
	14. Pm/ss training for ethnic churches	Target 5 ethnic churches and provide them with pm/ss training in their own language.	December 2013 (Achieved)	RU, RI
	15. Go 5000	This is an evangelistic initiative to baptize 5000 people 2012-2015.	December 2015 (Not Achieved)	RU, RI, RO, RA
	16. Festival of the laity	A grand celebration of the evangelistic achievements of the SEC November 2013.	November 2013 (Not Achieved)	RU, RI
	17. Area evangelism Counsels.	8-16 persons who are trained to oversee the evangelistic work of the SEC. At least 2 persons in the eight areas of the SEC.	May 2012 (Not Achieved)	RI, RU, RO
	18. Sabbath school action units.	Over the next 4 years get 40% of the churches in the SEC to reduce the Sabbath school class sizes. Smaller classes as evangelistic action units that divide as they grow.	December 2015 (Achieved)	RU, RI, RO, RA

Sabbath School: Kirk Thomas

Goal	Aim	Key Performance Indicator	Target date & Status	Reach Objective
	19. Sabbath school programme helps.	Produce every other quarter uplifting Sabbath school programmes to help all the churches in the SEC.	December 2011 (Achieved)	RU, RI
	20. Local mission stories.	To produce at least 1 local mission story booklet per year to inspire the SEC and show that miracles happen here also.	December 2012 (Not Achieved)	RU, RI, RO
	21. Simplified Sabbath school lessons.	Every week a simplified version of the Sabbath school lesson will be emailed to as many teachers and pastors as possible.	December 2011 (Achieved)	RU, RI
	22. Cooperative learning methods workshops for Sabbath school teachers.	At least 1 in every area per year. These workshops will enable our teachers to facilitate the ss lesson better.	December 2013 (Achieved)	RU, RI
	23. Gifted greeters initiative.	Use 4 churches as pilots for this initiative. It has the potential to revolutionize the way we treat visitors to our churches.	November 2013 (Achieved)	RU, RI, RO, RA
	24. Free Bible project	Target 10 churches in London and 10 churches in the provinces to embrace and run with this initiative.	February 2013 (Achieved)	RU, RO, RA
	25. The great controversy project.	The distribution of at least a 3,000,000 great controversy's 2012-2015	2012-2015 (Achieved)	RU, RI, RO, RA

Family Ministries: Leslie Ackie

Goal	Aim	Key performance indicator	Target date & Status	Reach Objective
1. Engaged & married couples to have access to support at each stage of their relational development	1. Provide training in the use of pre-marital & marital enrichment tool prepare enrich	1. Organize two training days per year	1. Achieved	RA
	2. Train marriage mentors	2. Train ten couples for marriage	2. (Not	RA

	<p>3. Produce & promote couple spirituality resources</p> <p>4. Organize marriage retreats</p> <p>5. Train pastors to support couples in crisis</p>	<p>mentoring per year</p> <p>3. Publish couple prayer guide</p> <p>4. At least two per year</p> <p>5. Two one-day seminars</p>	<p>Achieved)</p> <p>3. Q1 2015 quarter (Achieved)</p> <p>4. Achieved</p> <p>5. Achieved</p>	<p>RA</p> <p>RA</p> <p>RA</p>
2. Each family to experience consistent, biblically-based, creative, relevant, age-appropriate family worship	<p>1. Produce & promote family worship resources</p> <p>2. The delivery of seminars & workshops</p> <p>3. Organize summer family camps</p>	<p>1. Complete a resource of ideas for family worship in cooperation with SEC children's ministry & BUC family ministries</p> <p>2. One one-day seminar/workshop per year.</p> <p>3. One family & one lone parent camp per year</p>	<p>1. Not Achieved</p> <p>2. Ongoing</p> <p>3. Achieved</p>	<p>RA/RU</p> <p>RA/RU</p> <p>RA/RU</p>
3. For parents to pass on a legacy of healthy relational skills to their children and be their primary disciplers	<p>1. Establish a parenting advisory</p> <p>2. Identify & promote family parenting course resources</p> <p>3. Train teams to deliver courses</p> <p>4. Promote kids in discipleship</p>	<p>1. Select 5-7 individuals</p> <p>2. Collate a catalogue of recommended resources</p> <p>3. Two one-day workshops per year</p> <p>4. Train six teams per year</p>	<p>1. Achieved</p> <p>2. Not done</p> <p>3. Not Achieved</p> <p>4. Not Achieved</p>	<p>RI/RA</p> <p>RI/RA/RO</p> <p>RI/RA/RO</p> <p>RI/RA</p>
4. For unattached Christians to achieve growth in all aspects of their lives and be fully integrated into the spiritual and social life of the church	<p>1. Days of fellowship</p> <p>2. Retreats for unattached Christians</p> <p>3. Organize seminars & workshops</p>	<p>1. At least one day of fellowship per year</p> <p>2. One retreat per year</p> <p>3. Organize at least two one-day events per year</p>	<p>1. Achieved</p> <p>2. Not Achieved</p> <p>3. Not Achieved</p>	<p>RA</p> <p>RA</p> <p>RI/RA</p>
5. Family life	1. Produce a	1. Complete	1. Long term- In	RI/RO

evangelism to be an integral facet of church outreach	family life evangelism pack	resources for distribution	progress	
	2. Promote the use of pre-marital group meetings as an outreach opportunity	2. Organize two training days per year	2. 1st/4th quarter Achieved	RI/RO
	3. Deliver seminars & workshops	3. At least three seminars/workshops per year	3. Achieved	RI/RO
6. Churches to be serviced by trained family life educators and leaders	1. Establish fm area coordinators	1. Appoint one coordinator for each area	1. Not Achieved	RI
	2. Sponsor certified family life educators	2. Five individuals to complete training	2. Achieved	RI
	3. Train individuals through the family life certificate training programme	3. One weekend residential retreat per year.	3. 4th quarter/yr Achieved	RI
	4. One-day training events for local family ministry leaders	4. At least three one-day workshops per year	4. 1st/2nd quarter/yr Achieved	RI
7. For unmarried church members, especially young people to be educated in the exercise of sexual abstinence	1. Sponsor area sexual purity conferences	1. Provide support funding	1. Achieved	RI
	2. Train individuals to deliver sexual purity education	2. One one-day seminar/workshop per year.	2. 3rd quarter Achieved	RI
	3. Produce a sexual purity toolkit in collaboration with the BUC	3. Complete a booklet to create awareness, provide guidance and recommend resources	3. 2nd quarter Achieved	RI
8. Church members to have access to support in dealing with significant loss which embraces bereavement but includes support through illness, redundancy, divorce etc.	1. Provide church leaders training in grief counselling	1. One one-day seminar/workshop per year.	1. Not Achieved	RI
	2. 'signpost' organizations which can provide specialist help	2. Produce a leaflet detailing referral sources	2. Not Achieved	RI
				RI

9. For family members to be free from abusive relationships all forms	1. Work in conjunction with other departments to promote the 'end it now' initiative	1. One one-day workshop per year	1. Achieved	RI/RA
	2. Raise awareness through sermons, seminars, workshops	2. Deliver sermons, seminars, workshops in local churches	2. Achieved	RI/RA
	3. Provide support to church leaders for dealing with reported adult abuse	3. One one-day workshop per year	3. Achieved in collaboration with Children/Women's Ministries Department	RI/RA
	4. Annual abuse awareness day	4. Deliver resources to church leaders	4. Achieved	RI/RA

Men Ministries: Cliff Hilton / Chidi Ngwaba

Goal	Aim	Key performance indicator	Target date & Status	Reach Objective
Increase in number of Ministries SEC-Wide	Carry out audit of existing MM	Increase in database entries	2012 (Achieved)	RO
	Share vision	One a month	2011-2012 (Achieved)	RI
	Leadership Training	Quarterly	2011-2014 (Achieved)	RI
	Resources	Born to Lead Course DVD	Dec 2012 (Achieved)	RI
Demonstrating Christlike Leadership in the Home	Target the following areas; Spiritual Development, High Priest, Accountability, Servant Leadership, Emotional Intelligence	Run Course, Workshop, Seminar or Team Building Exercise in each Area per quarter.	Dec 2013 (Achieved)	RI, RU
Men Leading Healthier Lives	Target the following areas; Medical Screening, Diet and Healthy Living, Physical Exercise, Stress Management, Health Awareness.	Run Course, Workshop, Seminar or Team Building Exercise in each Area per quarter.	Dec 2013 (Achieved)	RO, RI
Helping Young Men Achieve Excellence	Target the following areas; Spiritual	Growth in young people pursuing courses from	Dec 2014 (Achieved)	RO

	Development, Prayer and Bible Study, Sexual Purity, Courtship & Marriage, Career Choices, Role Models	baseline statistics		
Quality Friendships	Target the following areas; Reaching men in the community, Motivational Talks, Community Projects, Fellowship and Sports Days/Nights	Establish groups. 1 per Quarter	2011-2011 (Achieved)	RO, RA

Children: Malika Bediako				
Goal	Aim	Key performance indicator	Target date & Status	Reach objective
Kids in Discipleship	To inform our churches of the benefits of discipling children, and their families	More churches participating and reporting on impact	2012 – 2014 (Achieved)	RI
To produce a Children's Week of Prayer tool kit	This kit will be used by churches and families so that our children understand the importance of prayer	Increase in number of prayer events; information from children/parents (in partnership with Family Ministries)	2013 – 2014 (Achieved)	RI
SEC Children's Ministries Welcome Pack	Pack of useful materials to be offered to new families joining SEC churches, or who have baby's blessed at SEC churches	Reports from parents describing the support offered by their church	DEC 2013 (Achieved) SEP 2014 (Achieved)	RI
Creative Children's Ministries	To get every child's needs catered for within the Sabbath school	Questionnaire; parents' questionnaire; Staff training; Observation of Sabbath school classes	April 2012 – 2014 (Achieved)	RI
Community Children Initiative / Bring a Friend	To have more of the children's friends at children ministries events, i.e. choir, VBS, Sabbath school; as well as children from the	Reported events with data from the events held; evaluations from staff/ parents	July 2012 – 2014 (Achieved)	RI

	community			
Healthy Children	To enable the children we come in contact with to learn how to live a healthy lifestyle, and teach them the benefits of doing so	Children's Health Expo personnel trained, and delivering programmes to our churches and communities; Data will be collected at these events (in partnership with Community Ministries)	March 2012 – 2015 (Achieved)	RI
SEC Children's Ministries Council	They will be the face of the SEC at grass roots, and will deliver training and programming within their area	Feedback from the churches in the area	May 2012 Postponed to April 2015	RI
Jesus is My Friend	To help every child reach a decision to accept Jesus as their friend Commitment services	Amount of child-friendly Bible studies being conducted year on year Increase in Sabbath school and other programmes attendance.	June 2012-2015 (Achieved)	RI
Children Friendly Churches	That our children become included in the work of the church	Children that accept that church and Jesus is a part of their lives	2012 – 2015 (Achieved)	RI

Women: Malika Bediako

Goal	Aim	Key performance indicator	Target date & Status	Reach Objective
A Ministry for Every Woman	To provide workshops that will help women to be able to identify their ministry and then how to make it happen	By the growth in the SEC Women's Evangelism programmes By a questionnaire that will go out twice a year	March 2012 (Achieved)	RI
Training a woman from every area to be a member of the SEC Women's	That they will be able to execute women's training, support and programmes at a	Date coming from the churches wrt to Women to Women contacts made from	April 2012 – 2014 (Achieved)	RI

Advisory	grass roots level	evangelistic programmes		
Women to Women Evangelistic programmes	To minister to women in the following areas: Muslim women Prison ministries Host population and other ethnic groups Young mothers Singles	Starting up of small groups, simple church and sisterhood fellowship	March 2012 – 2014 (Achieved)	RI
To have sisterhood groups within the body of the church	In each church this will be used as the social and networking arm for the women, both within and outside of the church; including senior members and singles	Data collected by the women on the questionnaire twice a year The said women within the group will feel supported and nurtured	September 2012 – 2014 (Achieved)	RI
Healthy women	To encourage our women to become healthy through programmes that will nurture their mind, body and soul	Presence at information days, empowerment days and targeted programmes, i.e. Domestic Violence Conference	November 2012 – 2014 (Achieved)	RI
Young women's ministry	To encourage them to become whole women with regards to their spiritual lives, sexual lives, and health-wise. To create healthy environments for them to be nurtured in with the help of mentors.	Young Women's Conference that happens each year, and work to be DONE with the Teen's department and Prayer & Bible conferences	July/August 2012 (Achieved)	RI

Community Services: Elsie Staple

Goal	Aim	Key performance indicator	Target date & Status	Reach Objective
Profile the area/ ward/ borough	<p>To identify the felt needs in the community: Census information. Observation: walking the streets of your neighbourhood at different times of the day and making a note of what you see. Surveys: they can have value, but are very labour-intensive, Snowball interviewing: interviewing someone of importance or who knows the area who may suggest another person to be interviewed</p> <p>Identify the humanitarian needs of those in crisis following natural disaster and assist to alleviate them</p>	Facilitate 4 workshops to inform the process	2012-2014 (Achieved)	RI
		Run at least one disaster response training for each area	Nov 2014 (Achieved)	RI/RO
Seek God's counsel as they engage in the community	<p>Regular prayer, Bible study and fasting sessions and the study of the spirit of prophecy</p> <p>Identification of their spiritual gifts</p>	At least one session in each area DONE	Dec 2012 (Achieved)	RI
		Facilitate spiritual gifts awareness workshops in at least 4 areas	Dec 2012 (Achieved)	RI
Equip the members to engage in their communities	<p>Facilitate training: Food hygiene certificated course/ first aid locally and in the areas</p> <p>Community ministry's leadership training</p> <p>Homelessness series: (Mental health and the homeless; alcohol awareness, risk management, suicidal and self-harming</p>	At least 5 courses	Dec 2012 (Achieved)	RI
		Run 2 courses	Dec 2012 (Achieved)	RI
		Run at least one training for each subject	2012-2015 (Achieved)	RI/RO

	<p>Setting up your community project, setting up a feeding programme, night shelter, fund raising, setting up a social enterprise)</p> <p>Domestic violence conference in collaboration with Women's ministry</p> <p>Establish an Advent Shelter</p> <p>Establish a health/community training centre in which members can develop their vocational skills while engaging in ministry</p>	<p>1st Conference</p> <p>Establish during 2012</p> <p>Set training centre</p>	<p>Feb 2015 (On-going)</p> <p>Nov 2012 (Achieved)</p> <p>May 2015 (In Progress)</p>	RI/RA/RO
To assist carers /members to care for the elderly relatives in their homes/ communities	<p>Establish an adult sitter service which can provide some respite for the carer</p> <p>Establish a Feeding programme The establishment of a residential/ nursing and or sheltered accommodation for the elderly</p>	<p>Run an adult sitter course</p> <p>Formulate a team to process this initiative</p>	<p>May 2015 (Not Achieved)</p> <p>2013 (Achieved)</p>	<p>RI/RO</p> <p>RI/RA</p>

Health: Elsie Staple

Goal	Aim	Key performance indicator	Target date & Status	Reach Objective
Establishing creative ministries	The establishment of creative ministries	<p>Provide training and support</p> <p>Listening ministry</p> <p>Hospital visitation</p> <p>Clothing centre</p> <p>Street outreach</p> <p>Food action plan</p> <p>Walking groups</p> <p>Singing groups</p> <p>Crocheting club</p>	2012 (On-going)	RI/ RO/RA
For the pastors, and members and their families to develop healthier lifestyle: mind, body and	<p>Pastors MOT</p> <p>Know your health</p>	<p>1. Two health screening events for the pastors for 2012</p> <p>2. 6 churches/plants per area to host at</p>	<p>1. Sep 2012 (Achieved)</p> <p>2. Dec 2012</p>	<p>1.RI</p> <p>2.RI /RO</p>

soul	numbers-health screening (KYHN)	least one health screen event	(Achieved)	
	Move to live SEC Go UK (GC Adventist in-step-for-life initiative)	3. Monitor the physical activity church member: ratio and encourage movement by having planned sessions per area (together we can accrue 1million miles)	3. Quarterly (Achieved)	3.RI/ RO
	Grow to live			
	Healthy contest stage 2/3			
	Children health expo			
	Mental health first aid (MHFA)	4. Plant your garden: small-box/ container, front /back garden or allotment(plant your garden award)	4. 27 Aug-16 Sept 2012 (Achieved)	4. RI/RA
	International food festival			
	Healthy eating courses	5. 100 children stage 2/3 participating in the contest	5. Oct 2012 (Not Achieved)	5.RI/RU
		6. One expo in each area and in the SDA schools stage 2/3	6. Dec 2012 (Achieved)	6.RI/RO
	7.Two MHFA training sessions (4 days)	7. Oct 2012 (Achieved)	7.RI/RO	
	8.Diversity awareness international food festival/ awards- the largest vegetable	8. Sep 2012 (Achieved)	8.RO/RA	
	9.Cooking courses in each area	9. December 2012 (Not Achieved)	9.RI/RO/RA	
The members to have healthy spiritual lives (in keeping with building healthy 'i' churches initiative)	To engage the members in pray, Bible study, fasting and reading the spirit of prophecy	At least one day of prayer and fasting for the members to prayer for revival, reformation and the communities within the SEC	2012 -2014 Quarterly (Achieved)	RU
1) increase opportunities in the community for doctors and dentists to gain experience in community health improvement development	1.locate each medical/dental student (M/DS) to a named mentor	1.Orientation of M/DS to the organisation and the programme	1. Jan 2012 (Achieved)	RO/RA
	2.engage in know your health numbers (KYHN)/ health expo events as health counsellors and evaluation of the event	2.Attend at least 6 KYHN and assist in the collation of the evaluation	2. November 2012-2014 (Achieved)	RO / RA
	3.move to live SEC Go 1million(GC			

	<p>Adventist in-step-for-life initiative)</p> <p>4.engage in the children health expo</p> <p>5.become a course team member</p> <p>6.assist in facilitating training events for follow on sessions stress management, fitness sessions, stroke awareness and management, cancer awareness and management, domestic violence conference, smoking cessation, chip and weight management</p> <p>7.be a visitor/ assessor on the grow to live team</p>	<p>3.Involvement in at least 2 fitness/exercise sessions</p> <p>4.Assist in at least one children health expo</p> <p>5.Each M/DS to be involved in at least one course curriculum planning</p> <p>6.each M/DS to assist in at least one course</p> <p>7.at least 2 M/DS to be involved in the judging of the boxes/containers, front/back garden or allotment (plant your garden award)</p>	<p>3. 2012-2014 (Achieved)</p> <p>4. NOV 2014 (Achieved)</p> <p>5. October 2012 (Achieved)</p> <p>6. October 2012 (Achieved)</p> <p>7.27 august-16 September 2012 (visits) (Not achieved)</p>	<p>RI / RO</p> <p>RI/RO</p> <p>RO/RA</p> <p>RI/RO</p> <p>RO/RA</p>
<p>2.to increase the health and wellbeing of Londoners including the homeless</p>	<p>Health checks for the homeless</p> <p>Know their present health status Plan action goals</p> <p>Educate</p> <p>Sustain</p> <p>Celebrate achievements</p>	<p>Engage in at least 2 care provision/ services for the homeless</p> <p>Engagement in health checks at least x2</p> <p>Provide support to change behaviour for at least 6 persons</p> <p>Educate at least 6 regarding the cycle for behaviour change and encourage smart goals.</p> <p>Attend and assist in training sessions to affect behaviour change in at least 2 courses Assist in organising and facilitate at least one support specific group</p> <p>Celebrate with at least x2 persons their</p>	<p>Nov 2012-2014 (Achieved)</p> <p>Nov 2012-2014 (Achieved)</p> <p>Nov 2012 (Achieved)</p> <p>Oct 2012 (Achieved)</p> <p>Oct 2012 (Achieved)</p>	<p>RO</p> <p>RO RO/ RI</p> <p>RO/RI</p> <p>RI/RO</p> <p>RI/RO</p>

		achievement	Nov 2012 & 2013 (Achieved)	RI/RO
	ACM Awards	Recognise the work of the members involved in health community ministries	2014 (Achieved)	RI

Music: Paul Lee

Goal	Aim	Key performance indicator	Target date & Status	Reach Objective
1) To understand the core of Music Ministry (Members who lead out in Music Ministry)	Finalise and circulate ONE Philosophy of Music and ONE additional supporting devotional product	Booklet/ Article 'Philosophy of Music' sent to all local church Music team	Spring 2012 (Achieved)	RU, RI, RO, RA
	Support for individuals on how to experience personal revival and reformation	Devotional booklet sent to all local church Music Ministry leaders	Spring 2012 (Achieved)	RU, RI, RO, RA
		Both booklets available as online download from SEC website	Spring 2012 (Achieved)	RU, RI, RO, RA
2) Continue.. Establish vision of Music Ministry with Champions from across the SEC to establish, align and consult on this program prior to launch	Hold ONE meeting every six - eight weeks in first year of this session with invited SEC music representatives	Attendee register per meeting PLUS Meeting Minutes - agreed by attendees	Quarterly (Achieved)	RU, RI, RO, RA
		Action List from meeting (with responsibilities)	Quarterly (Achieved)	RU, RI, RO, RA
		Draft written Annual Plan for 2012	Annual (Achieved)	RU, RI, RO, RA
		Indicative written plan for 2013 – 2015	Review – Annual (Achieved)	RU, RI, RO, RA
	Establish and agree a common understanding of what is meant by Adventist Music Ministry	Music Ministry Forum/Symposium to share and pray about Music Ministry for local church membership to discuss issues around Music Ministry.	Annual (Achieved)	RU, RI, RO, RA
	Establish a network of Champions (Ministerial and Lay) of one - two people per area	Contact list of Area Ministerial champion/ contact (11 - 12 names) confirmed and updated	Annual - 31 Dec (Achieved)	RU, RI, RO, RA
		Contact list of Area lay champion/ contact (11 - 15 names) confirmed and updated	Annual - 31 Dec and update review by 30 June	RU, RI, RO, RA

			(Achieved)	
3) To Lead the Music Ministry engagement with Olympics programme	Events available for community in local churches and contributing to events at other venues/ national TV programmes during: Olympics 27 July-12 Aug 2012 AND/OR Paralympics - 29 Aug-9 Sept 2012	ONE Music Event/s in local churches or contributing to community events at other venues	Once - Summer 2012 (Achieved)	RU, RI, RO, RA
		National TV involvement (as available and as invited) in association with key people.	Once - Summer 2012 (Achieved)	RU, RI, RO, RA
		ONE Music Concert/s in local churches or contributing to events at other venue	Once - Summer 2012 (Achieved)	RU, RI, RO, RA
4) To celebrate the diversity and richness of musical talent in the SEC across all ages	Form an SEC Orchestra	One performance at a major SEC event (Camp Meeting, Xmas, Conference Session etc)	Bi-Annual (Not Achieved)	RU, RI, RO, RA
	Mono-ethnic churches inclusion -	Celebrate unity through cultural diversity regular music events to share evangelism	Bi-Annual (Achieved)	RU, RI, RO, RA
	ONE Children's' Festival (could also be planned to occur over same period as Olympics)	Children's Festival Event held in late August/ early September	Annual - 30 Sept (Achieved)	RU, RI, RO, RA
	ONE DEME Awards cycle with presentations at the Children's' Festival	Certificates and awards distributed at Children's' Festival Event	Annual - 30 Sept (Achieved)	RU, RI, RO, RA
5) Promote and develop Adventist Music Ministry and Art through training and sharing best practice.	Training programmes to continue at Area level for songwriting's/ choir leadership/ praise team leadership/ stage presence etc	4 - 6 Training Programmes (one per Area / combined Area)	Quarterly - as delivered by local Area leads (Achieved)	RU, RI, RO, RA
	Establish 1 or 2 churches per Area = 11 - 15 Exemplar Centres by 2015 Each Exemplar to act as a 'hub' for supporting local churches within their geographical location	11 - 15 Churches identified/ achieved as interested in becoming Exemplar Centres status by 2015	2 churches apply or are identified by SEC each Quarter (Not Achieved)	RU, RI, RO, RA
6) Engage un-churched through music projects involving members of the community	Guidelines and models for music-based evangelism	ONE new project using Croydon Model supported by SEC	Annual - specific period of support to be agreed with the church/ local project (Achieved)	RU, RI, RO, RA
	Training for churches on how to use music to bridge cultural	ONE new project using Bristol/ Reading Model supported by SEC		RU, RI, RO, RA

	divides.	Mono-ethnic churches inclusion - celebrate unity through cultural diversity regular music events to share evangelism		RU, RI, RO, RA
7) Continue to develop or maintain resources and info for either evangelism events or weekly worship	ONE online contacts database of musicians available across the SEC	Online database populated with musicians/ singers/ pianists/ organists from all SEC that are available to participate in evangelistic events or to support weekly church worship (choirs, groups or instrumental support)	ONGOING – 31 Dec2012 (Not Achieved)	RU, RI, RO, RA
	Develop a strategy for targeting the urban youth culture with music and arts.	Work with local church music coordinators and church- based community projects (will support Youth & Teens Dept projects)	2014 (Not Achieved)	RU, RI, RO, RA
8) To establish a Legacy for SEC Music Ministry	Encourage churches to use the SEC Music Department to add quality and efficiency to any type of campaign	Develop a network for Studio access managed through SEC contacts	2014 (Achieved)	RU, RI, RO, RA
	Engage with other professionals to share best practice in music as part of Music Evangelism	Develop a Production Team Network	2014 (Achieved)	RU, RI, RO, RA

Youth / Pathfinders: Steve Thomas & Kevin Johns

Goal	Aim	Key performance indicator	Target date & Status	Reach Objective
1. Youth developed Relationship With Christ and His Word (Reach In and Up)	Renewal of Youth and Young adults Spirituality by 5% annually via the Core of Adventism	Youth surveys and membership records. Plus number of youth actively involved in Federations and Youth Societies	Bible Summit (Reach In) Core 1: May Core 2: 7-9 July 2012 (Achieved)	RI
	Young adults spirituality developed by 5% annually by focusing on "The Path to Spiritual Growth" A Celebration of Discipline	Feedback: qualitative via surveys and talkback (forums) Prayer & Faith Conference (Young Adults- 18+) 2013 – Areas wide (one per quarter)... Go UK	2013 (Achieved) 2013 (Achieved) Oct 2014 (Achieved)	RI
	Youth and Young adults trained in the word of God and	Richard J Foster, Celebration of Discipline- The Path to Spiritual	Pathfinder Bible Expo 2012	RI

	witnessing	Growth.	(Achieved) Festival of the Word Summit OCT 2013 (Achieved)	
	Facilitate Area 5 Spiritual activities in order to increase its take up and viability. Increase take up by 5% annually Michael Kelly Area 5	The number of Youth and Young people engaging in Bible studies as well as able to understand and explain their faith Prayer and Faith Conference Area 5 (Thames Valley Youth Federation Annual Event)	2011-2014 (Achieved) 2-6th April 2012 (Achieved)	RA,RI RO
	Mentoring good programs by replicating TVYF program Dejan Stojkovic	Prayer and Bible Conference (SEC Teens Dept)	7-13 February 2012 (Achieved)	RI, RO
	Renewal of Youth and Young adults Spirituality by 5% and socially by 3%	Follow Me Youth week of Spiritual Emphasis and Social networking Use Me Day of Fellowship	FEB 14 2013 (Achieved)	RI,RO,RA
2. Provide Tools for Authentic Relationship to be developed in a social environment iEQUIP & iLIFE	2.1 BLUE CAFÉ SEC	1 event per year Area 7 & Area 5	2011-2014 (Achieved)	RI
	2.2 Organised retreats, days of fellowship	3000 books for gifts base ministry for youth in the community	2011-2014 Annually (Achieved)	RI
	2.3 Republish Steps to Christ with additional information targeting Youth and Drugs	At least one per year, rising to 6 in a four year cycle	2011-2014 Annually (Achieved)	RI
	2.4 Establish Youth community prayer groups to foster better relationships between the youth and the community	Pathfinder Rally Day's	2011-2014 Annually (Achieved)	RI
3. Develop & Celebrate Cultural Diversity iRelate	3.1 Develop and conduct seminars in Diversity	At least 1 per year	2011-2014 Annual (Achieved)	RA
	3.2 Organised retreats, days of fellowship. Egypt to Canaan (Egypt to Israel- Bible land tours, Training events etc)	1 per year as a social outlet	2011-2014 Annual (Achieved)	RI,RA
	3.3 BLUE CAFÉ (C4U Ministry): Young people mingling in a safe environment. Youth and Young adults	Facilitate and financially support at least 3 Saturday night social club/ networking programs annually	2011-2014 Annual (Achieved)	RI,RA

	networking, mentoring and developing skill sets. A place where I can connect with someone that makes a positive change in my life and my work ethics. Provide opportunity for jobs and information on career choice.	AREA 7 & 5 Pathfinder Banquet	2013 (Achieved)	
	3.4 PLEASE UNDERSTAND ME: Youth in a diverse environment-Cultural celebration where youth embrace their best friend culture, my parents culture and my current culture (REACH ACROSS) Date: Late 2012, early 2013	To increase cultural diversity and awareness by 1% via a Youth Cultural Day of Fellowship. Wearing my culture on the outside while living my understanding on the inside. Learning to cope with the British culture while living under the roof of a subculture.	2011-2014 (Not Achieved)	RI/RA
	3.5 SPIRITUAL AMBASSADORS... Being Spiritually, Socially and Morally driven (REACH ACROSS, IN, UP and OUT)	Youth and Young adults mentored in positive relationship, spiritual development and purpose drive	Annual Camp Meeting (Achieved)	RI/RA
	3.6 PATHFINDERS LEADERS AWARDS (PLA) 23-25 MAR; 27-29 APR	Kevin Johns	ONGOING	RI/RA
	3.7 Organise and Host A London Ambassadors program for the Olympic outreach: Understanding the nationalities in the Olympic and seeking to reach them and their families in a SAFE way. This includes SDA families visiting UK 4 D 1st	To have at least 1% of our Youth being involved in connecting with families visiting the UK during the Olympic (families with young people)	2011-2014 (Achieved)	RA
	3.8 Organise and Host A Pastors' children day out and social	To have at least one annual event for PK children	2011-2014 (Not Achieved)	RI
4. Develop and maintain loving relationship amongst young people iRELATE & iSOCIALISE	4.1 PLEASE UNDERSTAND ME: Youth in a diverse environment-Cultural celebration where youth embrace their best friend culture, my parents culture and my current culture (REACH ACROSS)	As before	June 2013 & 2014-10-07 (Achieved)	RI,RA

	4.2 SERVANT LEADERSHIP TRAINING for Youth in Leading their Youth 4.3 RESTORE (Special Needs Aware, Share and Care): Youth and Young adults with Special Needs included and incorporated	To increase the number of events and AYS programs providing facilities such as a Signer for Young People with Special Needs.	2011-2014 (Achieved)	RI,RA
	4.4 BLUE CAFÉ (C4U)	See others	2011-2014 (Not Achieved)	RO
	4.5 FACE-2-FACE. To develop the Facebook and Twitter as an avenue of communicating with the Youth and Young people.	To engage once a week on a talkback/forum. Taking ideas, feedback and critical analysis of the youth dept and youth in the SEC. To have one expert available to help	2011-2014 (Not Achieved)	RO
6. Mission-driven Young people, actively engaging in mission work	5.1 CITY-MISSION(Ur-Home-first): Young adults actively involved in mission work within their community. Also known as GAP YEAR IN THE CITY (REACH OUT AND IN)	That at least 3 churches will work with 3 young adults or Gap year students to facilitate mission work HIT London (Annually) Pathfinder March/Rememberance Day Parade	2011-2014 (Achieved)	RA,RI
iREACH OUT	5.2 AMBASSADORS FOR CHRIST(Olympic 2012)	To imitate the London Ambassadors programme via directions to events Youth outreach in Olympic zone, London Ghana. Youth ambassadors working with the Mayor of London. Tract distributions Going for God Tshirts: Ambassador for Christ youth did outreach in Weston and Pathfinders ambassadors did outreach in Hounslow Cornerstone Shopping centre	2012 (Achieved)	RO
	5.3 "WE CARE SEC" Mission trips. Young adults mentored and rallied to engaged in outreach abroad as a result of needs.	To engage at least one mission project per year.	April 2014 (Achieved)	RO
	5.4 Engaged Pastors children in a retreat for youth/young people	To conduct at least one lay youth preachers training per year followed	(Achieved)	RO/RI

	(Overseas Mission) 5.5 "VOICE OF YOUTH" – Youth trained and able to preach the word of God. Able to give Bible studies and to defend their faith.	by an outreach/inreach event, culminating in a day of youth speaks event. Pathfinder/Adventurer Camporee Drill & Drum Camps Area Camps	2012 (Achieved) 2012 (Achieved) 2013 (Achieved)	
	5.5 YOUTH OVERSEAS MISSION PROJECTS AND PREACHING (Y.O.M). Youth conducting camp meetings in other countries (Namibia, Kenya, Jamaica, South Africa etc)	To engage at least one mission/camp meeting testing times event per year	TANZANIA 2015 (In Progress)	RO
	Festival of Praise 2012 Brixton Advent Centre Venue near Newbold	To market the best of SDA Youth singers, musicians and worship, including a concert that promote the Bible in a social way	AUG 2014 (Achieved)	RO
	5.9 IMPACT 2012 Youth Rally and Olympic Torch bearers	Promoting SDA Youth and their Olympic endeavours on the streets ministry	(Achieved)	2012
6. Developed and facilitate training programs that enhanced the Young People's Spirituality (iLife)	6.1 Conduct training for supervisors in a mentoring programme for teens and young adults	Dejan Stojkovic	JAN 2013 (Achieved)	
	6.2 Encourage churches to adopt teens mentoring models	Kevin Johns Teen Leadership Training	2013 (Achieved ongoing)	RI/RA
	6.3 Establish and implement a Reclamation ministry in the churches (WOW = With-Out-Walls). Once per month or once per two months. Without Walls Ministry (REACH OUT, ACROSS and IN)	To encourage and set up one without walls church. A church for those who no longer fellowship with the church holding their membership. Those who have left the church, but NOT integrated back into the world. To provide a place for them to have the basic and basis of the word of God without much of the restrictions sometimes felt by such people	2012-2014 (Not Achieved)	RI/RA
	6.4 Establish Youth clubs within the Conference		2012-2014 (Not Achieved)	RI
	6.5 YLC – Camp meeting and Abroad.	To have at least 2 YLC per annum. Maximising	2012-2014 Annual	RI,RO,RA, RU

	To realign the Youth Leadership training locations/venues to allow greater numbers to be able to attend	the time available at Camp meetings and thus help to deliver training where the majority of Youth can access. But also to do one overseas, in the Bible land as a way of understanding the Biblical context of our world as a church	(Achieved)	
7. Young people understands the mission, vision and goals of the Youth Department and the Seventh-day Adventist church and adopt the churches core values/beliefs (Mission iPreach Jeasus)	7.1 Youth EXPO... This is Our History (REACH IN)	Youth and Young adults understanding of their Spiritual history (SDA) increased by 5% annually	2011-2014 (Not Achieved)	RI
	7.2 World Youth Prayer Congress : 7-11 March 2011, North Carolina. Youth Leadership and Advanced training	Participate to learn. At least 10 youth willing to attend and to take back ideas to do our own Youth Congress	2011-2014 (Achieved)	RI,RO
	7.3 SEC Youth Prayer Congress 2013/2014	Pathfinder, Teens and Youth MG/PLA Training	2011-2014 Annual (Achieved)	RI,RO,RA
	7.4 Youth Matters Symposium (TED): 18-21 October 2012, Holland	Teen Leadership Training	Oct 2012 (Achieved)	RA
	7.5 Mission Retreats: 3-9 April 2012	BUC/TED/GC	April 2012 (Achieved)	RO

Teens/Chaplaincy/ AYS Departments: Dejan Stojkovic

Goal	Aim	Key performance indicator	Target date & Status	Reach Objective
To establish teens' advisory	<ol style="list-style-type: none"> 1. Core leadership team 2. Help and support 3. Visioning 	<ol style="list-style-type: none"> 1. Activity of the team members 2. Self-initiative 3. Attendance to the meetings 4. Willingness to invest (time...) 	30 October 2011 (Achieved)	RI
To create teens' database	<ol style="list-style-type: none"> 1. To know the number, location and age of teens. 	Number of teens that we manage to register and process	Ongoing	RI
To grow and develop social side of teens' ministries in Adventism	<ol style="list-style-type: none"> 1. In-reach of our teens 2. Networking 3. Teens' advisory team building 4. Promotion of future teens' events 	<ol style="list-style-type: none"> 1. Number of teens we are able to reach for each event 2. Satisfaction of the teens who came to the event 3. Team efficiency as organisers 	Ongoing	RI
To establish Adventist student network advisory	<ol style="list-style-type: none"> 1. To build leadership team for the student chaplaincy 2. Coordinate and organise establishment of Adventist student network as student associations for different universities 3. Organise gatherings of students. 4. Help to build and maintain a website 5. Research and decide the best direction of evangelism and reclamation ministry 	<ol style="list-style-type: none"> 1. Activity of the team members 2. Self-initiative 3. Attendance to the meetings 4. Willingness to invest (time...) 5. Number of associations established 6. Web activity and newsletter distribution. 	31st March 2012. Annually thereafter (Achieved)	RI, RO, RU, RA
To inspire deeper spirituality of our teens (prayer and Bible conference)	<ol style="list-style-type: none"> 1. To re-establish prayer and Bible conference 2. To grow it and plant it in different areas of the SEC 3. Use it as a tool to help our teens grow deeper in there spirituality 	<ol style="list-style-type: none"> 1. Success or failure in re-establishing prayer and Bible conference 2. Number of teens who are supporting the conference 3. Number of areas in which we are able to establish the conference 	Started 13-17 Feb2012. Annually thereafter (Achieved)	RI, RU
Fellowship and worship (teens' days of fellowship)	<ol style="list-style-type: none"> 1. Corporate worship of teens in the SEC 2. Showing the bigger picture of the SEC teens' ministries 3. Reaching in, reach across 	<ol style="list-style-type: none"> 1. Spiritual growth 2. Number of teens that are supporting 3. Support of teens' department in coming events. 	Started 28th Jan 2012. Annual thereafter (Achieved)	RU, RI
To reach community (raindrop)	<ol style="list-style-type: none"> 1. To set up the community camp in London during the Olympics. 	<ol style="list-style-type: none"> 1. Number of people attending 2. Second camp being established in provinces 	30th August – 5th September 2012	RO

	<ol style="list-style-type: none"> 2. Involve teens in activities and training 3. Get to know and help community 4. Making contacts and hopefully invite them to the closing ceremony at local churches 		(Achieved)	
Teens' camp growing together spiritually, strengthening relationships, creating good memories	<ol style="list-style-type: none"> 1. Spiritual base for growth through preaching and small groups 2. Physical activities 3. Growing relationships through changes, games, moments spent together 	<ol style="list-style-type: none"> 1. Number of baptisms 2. Spiritual impact 3. Number of teens attending 4. We are hoping to have annually 3% of growth in camp attendance 	August 2012- 2014 (Achieved)	RI, RA, RO
Student Camp	<ol style="list-style-type: none"> 1. Students Spiritual Growth 2. Networking 3. Helping discussion and Growth 4. Meeting other Students Evangelism 	<ul style="list-style-type: none"> • Number of students • Number of Universities <p>Number of Non Adventist</p>	Annual since 2013 (Achieved)	RI,RA,RO RU
Adventist Voluntary Service	<ol style="list-style-type: none"> 1.Increas of Adventist Volunteers being sent to different missions fields 2.Increas of Adventist Volunteers received in South England Conference 3.Raising awareness of Adventist Voluntary's Service 	<ol style="list-style-type: none"> 1.Number of Volunteers sent 2.Number of Volunteers received 	(Achieved & Ongoing process 2012- 2014)	RI, RA
Establishments of SEC Teens Ministries Facebook page and web page	<ol style="list-style-type: none"> 1.Better and faster communication with teens 2.Offering Adventist spiritual content 3.Platform for promotion 4.Exposure of different teens events and teens artists 	<ol style="list-style-type: none"> 1.Traffic on the Facebook page 2.Trafic of the Facebook page 3. Number of Programs, devotions published. 4.Likes on the Facebook page 	(Achieved & Ongoing process 2012- 2014)	RI, RO, RU, RA
Establishments of SEC Chaplaincy ASN Facebook page	<ol style="list-style-type: none"> 1.Better and faster communication with teens 2.Offering Adventist spiritual content 3.Platform for promotion 4.Exposure of different 	<ol style="list-style-type: none"> 1.Traffic on the Facebook page 2.Traffic of the Facebook page 3. Number of Programs, devotions 	(Achieved & Ongoing process 2012- 2014)	RI, RO, RU, RA

	teens events and teens artists	published. 4.Likes on the Facebook page		
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Disability: Sophia Nicholls				
Goal	Aim	Key performance indicator	Target date & Status	Reach Objective
For people with disability to be included in the life of the church	1. Accessible gospel programs /inclusive worship training 2. Increase personnel implementing programs on local level 3. Creative worship programs 4. Partnership working within SEC director leadership	1. Hold 1 workshop in each area 2. Launch DAG/DAC 3. Quarterly creative worship training programs / resource development 4. Develop joint initiatives towards the goal	1. Dec 2013 (Achieved) 2. March 2012 (Achieved) 3. Dec 2012 (Achieved) 4. Quarterly 2012 (Achieved)	ALL RI /RU /RA
For people with disability to be active members in the decision making processes and leadership of the church	3. Disability Specific training workshop	1. Hold area wide training programs to increase awareness	2011-2015 (Achieved & ongoing)	RI /RA /RU
For church leaders and members to be empowered to minister to people with disabilities	1.Disability awareness Training courses 2. Accreditation courses 3. Church access reports 4. Church needs assessment	1. Develop and provide resources in disability ministry 2. Develop and run 1 training workshop per area 3. Increase by 50% the number of churches undertaking church access assessments 4. Increase by 30% the number of churches undertaking church disability needs assessment to check data	1. Quarterly (Achieved & ongoing) 2. Quarterly (Achieved & ongoing) 3. Dec 2010 (Achieved and ongoing) 4. July 2012 (Achieved & ongoing)	RA /RI / RU
For Carers to lead healthier lives and feel supported – improve health and well being	1&2. Carers support network 3..Empowering Carers	1. Carers workshops / 2.Annual Carers Weekend 3. Launch living to care project in collaboration with ASNA support weekend / resource development	1. Quarterly (Achieved and Ongoing) 2. Oct. 2012 (Achieved) 3. July 2012 (Achieved)	RI /RA

Adventist Muslim Relations: Petras Bahadur

Goal	Aim	Key performance indicator	Target date & Status	Reach Objective
1) conference to realize the mission to Muslims	1. Awareness programmes in churches	1. Do awareness programmes in at least 15 new churches	1. Dec 2014 (Achieved and ongoing)	RI/RA
	2. Assign area AMR coordinators	2. Have at least 5 AMR area coordinators	2. Jun 2014 (Achieved and ongoing)	RI/RA
	3. Assign church AMR coordinators	3. Encourage at least 20 AMR coordinators in churches	3. Jun 2014 (Achieved and ongoing)	RI/RA
	4. Utilise workers meetings	4. Promote AMR workers meeting	4. Sep 2014 (Achieved)	RI/RA
2) train key leaders for Muslim evangelism	1. Involve youth in AMR	1. Hold at least one training specifically for the youth	1. Dec 2014 (Achieved)	
	2. Involve women in AMR	2. Hold at least one training especially for the women	2. Dec 2014 (Achieved)	
	3. Train AMR area coordinators	3. Have one area coordinators training	3. Jun 2015 (Not Achieved)	
	4. Train AMR coordinators in churches	4. Have one church coordinators training	4. Jun 2014 (Achieved)	
	5. Train/collaborate with other departments	5. Have at least training with two other departments	5. Jun 2015 (Not Achieved)	
3) Outreach to Muslims	1. One to one outreach	1. Have at least 20 individual encounters in Muslim outreach	1. Jun 2014 (Achieved)	
	2. Churches' outreach	2. At least 10 churches with clear vision and strategy of reaching	2. Jun 2015 (Not Achieved)	
	3. Area strategy for outreach	3. At least 3 areas to have strategy for reaching Muslims	3. Jun 2015 (Not Achieved)	

4) mutual understanding with Muslims	1. Churches to have dialogue with Muslims	1. At least one church to hold dialogue with Muslims	1. Sep 2015 (Not Achieved)	
	2. Adventists/Muslims to have a joint community project	2. At least one church to initiate a joint community project with Muslims	2. Sep 2015 (Not Achieved)	

Stewardship: Richard deLisser

Goal	Aim	Key performance indicator	Target date & Status	Reach Objective
To raise the profile of stewardship literacy throughout the SEC	Stewardship training for the SEC stewardship leaders	Graduation December 2012	April-September 2012 (Achieved)	RI/RA/RO
	Stewardship summit	Hold a summit once a year	May 2012 (Achieved)	RI/RA/RO
	Holding stewardship days in various churches	Arrange preaching appointments across the conference	Bi-weekly (Achieved)	RI/RA/RO
	Running will clinics	An increase of 10% in the number of wills written by December 2012.	Quarterly (Achieved)	RI/RA/RO
	Writing articles in the messenger	Published articles quarterly.	Quarterly (Achieved)	RI/RA/RO
	Producing a quarterly stewardship newsletter	Feedback solicited from readers of the newsletter.	Quarterly (Achieved)	RI/RA
	Gift aid promotion	An increase of 10% in gift aid uptake	September 2012 (Achieved)	RI/RA/RO

Ministerial: Emmanuel Osei

Goal	Aim	Key performance indicator	Target date & Status	Reach Objective
To equip ministers and ministers' families to be effective in proclaiming the gospel and to prepare people for the 2nd coming	Have healthy ministerial families	Hold pastoral couple retreat annually	Annually Feb (Achieved and on going)	RI/RA
	Creating strong ministerial fraternal	Ministerial family retreats	Annually June (Achieved and on going)	RI/RA
	Leadership training of elders	Elders Retreat	Annually for church Elders (Achieved and on going)	RI/RU
	Produce elders' resources	Supply elders with elders digest and other resources	Quarterly (Achieved and on going)	RI/RA
	Produce ministerial resources	Created website for ministerial resources	(Achieved and on going)	RI/RA
		Visit ministerial	25 Annually (Jan-	RA

		family homes	Dec (Not Achieved)	
		Complete ministerial evaluation annually	January & February (Achieved and on going)	RI/RA

Prayer: Emmanuel Osei

Goal	Aim	Key performance indicator	Target date & Status	Reach Objective
To raise the profile of prayer ministries and to develop a team of prayer warriors in the SEC	Create a team that can minister in London and in the provinces where prayer is needed	Hold prayer ministries coordinators meeting in London	Quarterly (Achieved and on going)	RI/RU
	Create resources for effective prayer ministries within SEC	All London prayer and fasting day	1 per year (Achieved)	RI/RU
		Provincial prayer and fasting day	1 per year (Not Achieved)	RI/RU
		Hold prayer ministries training days in provinces	(Achieved)	RI/RA
		Develop resources for prayer ministries	(Achieved)	RI/RA

Education: Opal Johnson-Christie

Goal	Aims	Key performance indicator	Target date & Status	Reach Objective
Enhance the extended curriculum in our schools	Schools continue to extend their design and delivery of the goals of the 'Every Child Matters' Agenda beyond the classroom. Enhance students' self-confidence, raise their aspirations and improve their academic performance and attainment.	Ofsted inspections indicate that students' Spiritual, Moral, Social and Cultural development is at least good and academic performance is adequate and above.	Ofsted Inspections (dates will vary) Achieved	RA
	Students develop their interest in new areas and hone their talents and skills.	A noticeable increase in extra-curricular activities	Each academic year 2011 - 2015 Achieved	RA
	Opportunities for more collaboration between SDA schools.	Schools are participating more in church programmes. Encourage and facilitate interschool extra-curricular	At least one yearly event 3 collaborative events Achieved Schools	RA

		activities	have led out in a total of 16 Church services.	
	Provide more opportunities to showcase our schools in the local churches and beyond.	There is an increase in students' contribution to various charities and they participate more in community events. For example, 2012 Olympic and Paralympic Games.	Achieved. Our schools have contributed to 10 different charities. (Including Health Charities) Hyland House School has been acknowledged by the Olympic and Paralympic Games Committee for "exciting work" around the Committee's Values of Friendship, excellence, respect, inspiration, courage, determination and equality"	RI/RO
Improved stakeholders' investment in our schools	Closer involvement of staff, parents, students and alumni in the sponsorship and acquisition of resources	At least a 50% increase in the schools' fundraising (yearly) income. Yearly fundraising activities for each school advertised in the local community.	Achieved and exceeded by each school	RA
	Every school has access to good quality classrooms and teaching resources/materials.	Most needy schools present a yearly action plan for fundraising in their local vicinity and host the activities.	At the beginning of each academic year. Achieved by each school E.g. refurbishment, ICT and musical equipment acquired. Updated websites.	RA

Targeted training for education secretaries.	Accelerate the promotion of Adventist Christian education in the local churches.	More request from churches to celebrate SDA Education.	Termly Education Days supported by the Education Ministry. Achieved in 12 churches in and outside London. Yearly increase of SDA students in most of our schools.	RI
	Opportunities for more collaboration between education secretaries.	Yearly retreats for education secretaries.	Autumn half-terms. Retreats for education secretaries Not Achieved due to time constraints.	RI
	Compile and keep files of SDA teachers, and promote church employment to teachers in particular student	More interest expressed by graduates to teach/work in our schools	Achieved. At Education Days, members have made requests to work in our schools. SDA teachers have applied to and expressed an interest in working at our schools. Achieved End of each academic year the names of potential staff are added to the list.	RI

Education Continued: THE JOHN LOUGHBOROUGH SCHOOL

Goal	Aim	Key performance	Target date & Status	Reach Objective
Work with teachers at JLS in a mentoring capacity and/or engage consultants to act as mentors.	To ensure that the standards of teaching and learning are raised to, at minimum, "good".	The school will move out of Special Measures	April 2013 – the latest -Not achieved.	RA

To retain JLS as a non-fee paying SDA Secondary School while it exists.	The schools caters for children regardless of their gender, ethnicity, religion or background.	The school's role is maintained at a level to make the school financially viable.	On-going - Achieved up to closure. The decision by the LA to close the school did not hinder parental support.	RO
		The VA status secured or if necessary, Academy status achieved (either as a standalone or Sponsored Academy starting 2013).	On going -Not achieved – The school closed 31ST August 2013 (applications for academy status declined).	
The SDA ethos of the school is appreciated by all stakeholders.	Students' behaviour for learning and attitudes improve significantly.	JLS becomes a more diverse school where teachers are able to teach SDA Christian values and evangelise. JLS achieves healthy School Status	- Achieved up to closure.	RA/RO
To establish and embed more robust systems and structures.	The Board of Governors is revised to secure members who are more proactive in monitoring improvement in the school by challenging underperformance and supporting staff to improve students' achievement.	The revised governance is more strategic in their leadership role.	On going -Achieved up to closure.	RI

Media & Communications: Kirsten Oster-Lundqvist

Goal	Aim	Key performance indicator	Target date & Status	Reach Objective
Develop Communications Strategy with Leadership	Develop and implement Communications strategy for London Olympic 2012 for maximum exposure of our church.	Measured by outcomes achieved by Departments	Jul/Aug 2012 (Achieved)	RO,RI,RU, RA
	Develop a media strategy for upcoming Camp meetings	Strategy rolled out	May 2012 (Achieved)	RO,RI,RU, RA
	Ensure Digital identity of church and leaders is managed	Training and coaching in digital identity	2012-2014 Mar 15	RO,RI,RU, RA
	Provide training opportunity for pastors/directors in maximising mc/pc software	Annually	Jun 2012 (Achieved)	RO,RI,RU, RA
	Oversee website	Functionality	Aug 2012	RO,RI,RU,

	development. Marketing of Website	Web traffic	(Achieved)	RA
	Strengthen and train churches to use their website and SEC/National	Annual training	2011-2014 (Achieved)	RO,RI,RU, RA
	Strengthening local churches web presence	Increased number of churches use websites effectively	2011-2014 (Achieved)	RO,RI,RU, RA
	Work with BUC for a corporate web strategy	Launch	2011-2014 (Achieved)	RO,RI,RU, RA
	Oversee the Development of relevant apps and software as needed	Roll out apps Increase development off SEC-Media apps	2011-2014 (Achieved)	RO,RI,RU, RA
	Training pastors to intentional manage their digital identity.	Area training programmes quarterly	2011-2014 (Achieved)	RO,RI,RU, RA
	Ensuring churches' communications secretaries and pastors receive media/communication awareness as well as advising on media issues.	Media academy classes/workers meeting	2011-2014 (Achieved & Ongoing)	RO,RI,RU, RA
Public Relations	Ensuring the Church public image is represented as Leadership decides	Review media reports	2011-2014 (Achieved & Ongoing)	RO,RI,RU, RA
	Ensuring the Church public image is represented as Leadership decides	Review media reports	2011-2014 (Achieved & Ongoing)	RO,RI,RU, RA
	Ensure Training of Response in Crisis Communications	Provide training	2012-2014 (Achieved & Ongoing)	RO,RI,RU, RA
	Production of various programs representing the church (SKY /Hope Channel and other outlets as appropriate.)	Program research, production, filming, post production of annual SEC-Media programs	2011-2015 (Achieved & Ongoing)	RO,RI,RU, RA
	Continue Explore option of an Online Channel	Produce report	2012-2014 Achieved and ongoing)	RO,RI,RU, RA
	Produce short Video clips 3-4 min on our beliefs to be used in churches/website on Demand	Programme Roll out	2012-2014 (Achieved & ongoing)	RO,RI,RU, RA
	Train and strengthen the SEC media volunteers with further training and development	Annual academy	2012-2014 (Achieved & ongoing)	RO,RI,RU, RA
	Training and mentoring	Media academy	2012-2014	RO,RI,RU,

	churches on location to maximise the use of media		(Achieved & ongoing)	RA
	Annual Media Academy to engage and equip more church members to efficiently use media for evangelism.	annually	2011-2014 (Achieved & ongoing)	RO,RI,RU, RA
	Produce a series (dvd/online) of sermons on our Beliefs and general topics that can be used in smaller churches when a preacher isn't available.	ONGOING recording and producing	Dec 2014	RO,RI,RU, RA
	Assist churches in including media (audio and visuals) integrated into websites	Training at media academy	2011-2014 (Achieved & ongoing)	RO,RI,RU, RA
	Ensuring churches communications secretaries and pastors receive media/communication awareness as well as advising on media issues.	Training at media academy, Camp Meeting and workers meeting	2011-2014 (Achieved & ongoing)	RO,RI,RU, RA
Design / Photo	Including of creative arts in media to share the message	Annually	2011-2014 (Achieved & ongoing)	RO,RI,RU, RA
	Encourage up to date design of printed and online materials	Working with design	2011-2014 (Achieved & ongoing)	RO,RI,RU, RA
	Photography of events	Coverage of a variety of event for photo database and to feature online and on news stories	2011-2014 (Achieved & ongoing)	RO,RI,RU, RA
	Develop Photo database for use	Create database	Jun 2012 (Achieved)	RO,RI,RU, RA
Radio	Strengthen Radio ministry Light FM and liaison with Adventist World Radio to continue development	Media academy training, Camp Meeting training radio part of website	2011-2014 (Achieved & ongoing)	RO,RI,RU, RA

Looking Ahead 2011-2014

SEC Challenges 2014-2018



1

Growth of membership amongst majority population

2

Youth not involved in church missions

3

Spirituality of members and pastors

SEC Opportunities 2014-2018



1

Winning more men

2

**Churches more
involved in local
communities**

3

**Better deployment of
Pastors**



Closing Remarks

As I look back over the four years that we have been in office I would like to give thanks to God for all that has been achieved. It has not been by might or by power, but by the Spirit of Almighty God.

We have sought to be open and transparent by sharing our achievements and non-achievements. We have tried to do much, and much has been accomplished and yet there is still much to be done.

The Conference has grown evangelistically and financially and it is all thanks to God. As we look at what has been achieved in four years I thank God for the excellent team of directors that we have had to work with. All that has been accomplished could not have been done without our excellent supportive office staff. The work will never cease until the Lord returns. As a dynamic and growing church we must be continually seeking new ways, new avenues for communicating the gospel. We must be constantly seeking to grasp the opportunities that come our way but also facing up to the challenges that threaten to make us irrelevant in society.

We have listed some of those opportunities and challenges knowing that the next four years will be as exciting and as trying as those that have been left behind. The biggest challenge that the church faces going forward is engaging and winning the host community of this country. That is not an easy task, but we will need to be creative and innovative with our methods of evangelism keeping community involvement at the centre of our focus.

As the church continues its evangelistic thrust it is clear that the Christian message has a greater appeal to women than it does to men. The church needs to look at different ways in which we can keep our young men but also how we can make the gentle appeal of the gospel attractive to macho men, and win them for Christ.

Our young people continue to be our greatest asset as a church. They are the present and the future. Our Pathfinders literally turn heads in the street. How can we make better use of our young people who often feel under used and side-lined. They present us with a wonderful opportunity but also a challenge going forward.

The church continues to be the apple of God's eye. "It is the only object on earth on which he bestows his supreme regard." What a wonderful thought! The church is in good hands and I believe that whatever the challenges, whatever the opportunities that present themselves as we avail ourselves to God's leading and guidance he will make a way for us to grasp our opportunities and overcome our challenges going forward.

Sam Davis

President, South England Conference

Appendices

Appendix I

Opportunities and Challenges facing the South England Conference for 2015- 2018

Opportunities	Challenges
<ul style="list-style-type: none"> • Winning more men • Churches more involved in local communities • Better deployment of pastors • Office relocation (2) • Develop Highland House School at Holcomb Rd • Supplementary Schools for student attending non-Adventist Schools • Harness talent from across the whole conference • Increase tithes suggest commitment from constituents • Women to Women Evangelism • Full time chaplaincy department • New Youth Camp Site • Teens Worship service • Helping families to know Christ through taking care of their needs • Upper Class evangelism • Youth leading in more effectively in the church • Greater cohesion between departments • Engaging with Muslims • Social Media re: Gospel Dissemination • Coaching partners to address departmental workload • Deploy right pastors to plant church in majority population area • Support lay led church plants with trained Pastor coaches • People living longer with chronic conditions- Health Ministry • Local government expects NGOs to provide services • Develop prison ministries teams in more churches • Develop future leaders through TLT program • Social Entrepreneurship (business Development) 	<ul style="list-style-type: none"> • Growth of membership amongst majority population • Youth more involved in mission of the church • Spirituality of member and pastors • Federalisation • Camp meeting • Church building acquisition • Keeping the requirements of national church development • Intentional strategies for growth among the majority population • Most talented Ministers in Office not in Churches • Coaching as a culture across SEC • Missing opportunities due to lack of resources • Gain access to more prisons • Establish clubs in provincial areas (pathfinder clubs) • The placing of female pastors • Clarification of contact lists of departments • Breakdown o family relationships • Challenge of Islam to our young people in Schools • Youth discouraged by politically motivated church leaders • Education director full time position • Students attendance at Camp meeting • Local church reporting to the SEC • Getting our churches involved in the communities in which they are located • Youth losing faith due to culture of the times • Promotion of Homosexuality • Risk of running ahead w/o knowing the legal requirements • More involvement of Drs in Community services • Drug use amongst community and some members

