

Church of God of Prophecy

North Carolina

VISION 2020

Strategic Plan



Healthy Churches

*Glorifying God through loving relationships, praying,
leadership developing and the harvest*



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NORTH CAROLINA VISION 2020 OVERVIEW

The purpose of this document:

1. Present the vision, mission and core values for the Church of God of Prophecy in North Carolina to the members (including all levels of ministry, leadership and corporate expression)
2. Present the strategic plan that will be used to proceed with the vision
3. Explain the process used for discerning God's vision direction for North Carolina Church of God of Prophecy for the next decade.

With that said, it is important to remember that plans are guidelines. They aren't rules. Therefore as a fresh Word from God is received and discerned by the leadership of this state, this plan will be revised and/or adjusted to reflect the new vision and strategic actions.

RECOGNITION

The North Carolina ministry, staff and leadership are truly grateful to God for the visionary leadership of Bishop Randall Howard, The International Office Staff, General Presbyters and the taskforces that worked so diligently on the vision documents and presentation for the International Body of the Church of God of Prophecy. As a result, their findings have produced three Core Values that are universal to the church. Moreover, their research has identified internal and external environmental threats or barriers for the global church, many of which will also present a challenge to the North Carolina church and the implementation of our vision. Additionally, the Strategic Plan document produced by the International Offices trimmed the workload for North Carolina. Therefore the North Carolina *Vision 2020* Document is an adaptation from the International Office Vision 2020 Document, and based for the most part on the three CORE values as identified in the International Office Vision Document.

Introduction

Proverbs 29:18 "Where there is no vision, the people perish: but he that keepeth the law, happy is he."

These words demonstrate the need to map out strategic plans. The process of strategic planning aids in visualizing God-mandated goals and clarifying how to achieve them. *The development of goals in a church or any Christian organization must be accompanied by the development of a plan whereby those goals can be achieved.* Effective planning is thus a prerequisite for the success of any organization.

Often spiritual leaders begin their work with a vision of lost souls and a clear picture of leading people into anointed service of God and others. However, over time and the routines of contemporary ministry, the fire of Godly vision begins to fade. If we as leaders of this church fail to renew and refocus on God's vision for us, we will lose our pioneering spirit and the church in North Carolina could become unhealthy and unproductive.

Over the past four months, the leadership has dedicated time, study, and prayer toward hearing a fresh Word from God – His direction and focus for this Church. This document attempts to capture the results of this process, and build from this process a plan that will allow North Carolina to develop goals, objectives, and strategies to bring the vision to fulfillment.

Process of Analysis

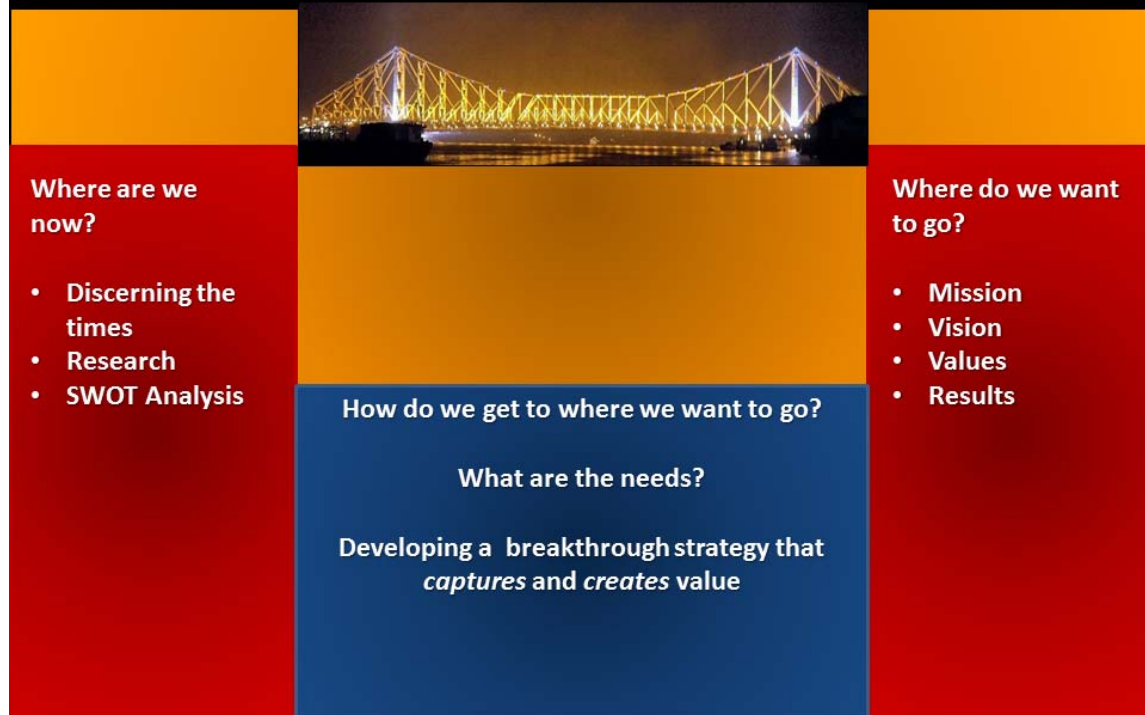
Our processes led us to ask the following types of questions:

1. Please list the strengths, weaknesses, needs, greatest needs of the community, ministry opportunities, barriers that hinder your church and the (threats) consequences if the barriers are not overcome.
2. What has worked well and what are significant events that have taken place in the life of North Carolina Ministry? Which ministries, committees, boards, etc., are most influential and effective and what is the most important change that you feel needs to be made?
3. How many of the following eight elements and/or characteristics are operating in your local church?
 - Leadership Development
 - Spiritually Gifted Church
 - Spiritually Passionate People
 - Clear Leadership Structure
 - Inspirational Worship
 - Holistic Small/ Cell Groups
 - Needs Oriented Evangelism
 - Loving Relationship

The questions helped us to identify and understand the following:

1. Where do we want to go from here?
2. Where have we been and what have we done? (Where we are now, in 2010?)
3. How do we get where we want to go?
4. What are the needs, as identified by the church and by the world around us?

Effective Organizations Have Vibrant and God-directed Answers to Three Critical Questions



The above-mentioned questions were addressed prayerfully using:

1. Input from State staff, Regional Overseers and various meetings and conversations.
2. Questionnaires that probed our **strengths, weaknesses, opportunities** and **threats**, and various questions developed from the Natural Church Development book.
3. A review of the regional & district structures.
4. The State Overseer Transition surveys.



During this process the leadership set out to:

- Perform an environmental scan – do internal appraisals of our **strengths, weaknesses, opportunities, and threats**, including an assessment of the present situation as well as the church life cycle
- Analyze existing Environmental Scan conducted by International Offices
- Analyze existing strategies *VISION 2010* – determining relevance from the results
- Develop a Vision Statement, set objectives – define what the organization is going to do
- Prepare plans for strategy implementation
- Establish benchmarks – needed for achievement of objectives and strategy implementation
- Create plans for monitoring results – taking corrective action, amending objectives/strategies
- Sorting our treasures, baggage and garbage

The following are the results of the Church of God of Prophecy International Offices Internal and External Environmental Scan. The check mark indicates issues that we believe are also present in North Carolina.

Internal Forces

1. Struggling for Spiritual Transformation ✓
2. Radically Local ✓
3. Self-absorbed Pews ✓
4. Increased Operational Cost
5. Increased Staffing
6. Worldwide Exposure
7. Loss of Denominational Loyalty ✓
8. Competition

External Forces:

1. Pernicious (destructive) culture of self-absorption ✓
2. Post-modernism ✓
3. Financial disorder ✓
4. Information Overload ✓
5. Generational segmentation ✓
6. Privatization
7. Loss of margin

Vision 2020 North Carolina Survey Summary Results

The following is a reflection of the top answers and are placed in order from the highest response to the lowest.

Please list the strengths that are in your local church (i.e., my church does this well consistently):

1. Youth & children*****
2. (Spiritual Passion) Praise & Worship in our churches (Prayer) *****
3. Loving Church (working together, small groups and good relationships)*****

Please list the weaknesses that are in our local churches (i.e., my church does not do this well):

1. Leadership structure & Development (lack of authority), administrative skills, accountability *****
2. Outreach*****
3. Attendance (Sunday School)*****

What does your local church need that will enable it to have greater effectiveness in ministry?

1. Leadership (with vision) organization*****
2. Commitment involved members***
3. Teaching***
4. Facilities***
5. Finances***

What are the greatest needs of the community surrounding your church?

1. Jobs*****
2. FAMILY Ministry, single mothers ministry, broken home ministry, drugs ministry, housing, food, resources, *****
3. Revival/ salvation*****
4. Youth (programs) volunteers)***

What are the greatest ministry opportunities which currently exist in your church community? How are you taking advantage of these opportunities?

1. Outreach Ministries; jail, street, connect with community agencies, bill assistance, community events, Counseling, marriage, drug*****
2. Food banks, clothes banks, soup kitchens (ministry to the homeless)*****
3. Youth & children's ministry*****
4. Seniors ministry*****

Please list the barriers that hinder your church from being effective in ministry.

1. Qualified leadership*****
2. Training, sound teaching (we are biblically illiterate) local ministry training*****
3. Tradition, refusal to change****
4. Lack of outreach***
5. Commitment/ spiritual transformation needed***

What are the consequences if the barriers are not overcome? What will happen to your community if the barriers are not overcome?

1. Churches will die, be stagnant, people will leave, the church will not *grow* to be healthy, we will perish, no people to reach out with or to*****
2. Lost souls*****
 - Families will hurt
 - Lose our spirituality

How can the state office contribute to your congregation in these (8) eight elements and or characteristics to promote excellence in these areas?

1. Provide training/ workshops*****
2. Liaisons *****
3. Prayer*****
4. Leadership Development****
5. Local church leadership training on site***

If I were State Overseer and had one thing to change in North Carolina, what would that one thing be?

1. We need new pastors; the ministry is aging*****
2. More regional meetings, smaller districts*****
3. Merge some of the churches****
4. Mentoring/ training****

How many of the following (8) eight elements and or characteristics are consistently operating in your local church?

	Response Ratio
Leadership Development (discipleship training, mentoring, succession development, etc.)	53.1%
Spiritually Gifted Church	28.1%
Spiritually Passionate People (prayer is central to everything that happens)	81.2%
Clear Leadership Structure	68.7%
Inspirational Worship (worship is creative, celebrates Jesus, is God inspired & challenges thought process)	87.5%
Holistic Small/ Cell Groups	37.5%
Needs Oriented Evangelism	31.2%
Loving Relationships	75.0%

Of the (8) eight elements and/or characteristics listed below, which are done with excellence in your local church?

	Response Ratio
Leadership Development	41.9%
Spiritually Gifted Church	29.0%
Spiritually Passionate People	74.1%
Clear Leadership Structure	48.3%
Inspirational Worship	77.4%
Holistic Small/ Cell Groups	25.8%
Needs Oriented Evangelism	22.5%
Loving Relationships	77.4%

CORE VALUES

Core values are operating philosophies or principles that guide our internal conduct as well as our relationship with the external world. The questions we must ask are: **What is the *best*? Is this what God is saying to us? Does this align with what we see God doing in the world?**

Our core values must ring true as flowing from eternal precepts. We must feel the authority of God's breath upon them. They cannot be the *better among the rest*. They must speak with the urgency of a mandate from God for North Carolina. Our Core values are Prayer, Love, Leadership Development and Harvest, and we feel this strongly about our core values.

Prayer, Loving Relationships, Leadership Development and Harvest are anchored in the pages of the New Testament, the life of Christ, the pattern of the early church and the needs of the hour for God's Kingdom to come and His will done on earth as it is in Heaven. Clearly God has called us to set aside all distractions and lesser priorities so that we all may pour our energies and resources into Prayer, Loving Relationships, Leadership Development and Harvest in this special time.

Today we are pressed in the Church of God of Prophecy. First, we are pressed by opportunities. God has given us opportunities beyond our dreams. It is wonderful to imagine what could be possible for this church statewide as we see the opportunities. Second we are pressed by needs. The needs we face today seem greater and even growing. Needs speak of a required critical response. Unlike opportunities that bring potential, needs bring the hint of crisis and loss if solutions are not found.

Finally, we are pressed by limited resources. Whether rising to respond to opportunities or responding to meet important needs, the difficulty factor rises when we understand the reality of limited resources. When we say resources, we speak of financial and human resources. When there are not enough finances for everything that is needed and/or desired, then choices have to be made. When there are not enough trained, qualified and/or willing people available, choices must be made. The solution seems to be taking steps to prioritize and then design our ministries so that resources can flow freely to the highest priorities of this church. That is why our core values are so vital. When we can define what is the life and breath of the church, then we know what must receive support, even at the expense of other well loved ministries and events. As one wise man said, "The good is the deadliest enemy of the best." And as Franklin Covey said, "focus on what matters most."

CORE VALUES EXPOUNDED - LOVE



The most powerful force on earth is the active moving presence of the love of God. Andre Crouch who wrote, "The Blood Will Never Lose Its Power", also understood that the blood of Jesus only flowed for our redemption because of the Love of God. Clemmie P. McAnally, the songwriter said it well when speaking of the church, - "Come under the banner of love, **the Standard** of the great Church of God, lift up the great ensign today and wave to the glory of God." This is even better understood through the words penned by F.M. Lemhman, who wrote, "The Love of God is greater far than tongue or pen can ever tell, it goes beyond the highest star and reaches to the lowest hell". The conclusion of the song says, "**Oh love of God, how rich how pure, how measureless and strong. It shall forevermore endure the Saints and Angels song.**" It was Love that caused God's only son to give his life as the price for our sin. Love underserved, unearned, matchless and endless. Therefore, love is the key element to Healthy Christian living and should be the motivating factor in all we do.

1 Cor 13: 1-3 "If I [can] speak in the tongues of men and [even] of angels, but have not love (that reasoning, intentional, spiritual devotion such as is inspired by God's love for and in us), I am only a noisy gong or a clanging cymbal. And if I have prophetic powers (the gift of interpreting the divine will and purpose), and understand all the secret truths and mysteries and possess all knowledge, and if I have [sufficient] faith so that I can remove mountains, but have not love (God's love in me) I am nothing (a useless nobody). Even if I dole out all that I have [to the poor in providing] food, and if I surrender my body to be burned or in order that I may glory, but have not love (God's love in me), I gain nothing.." (Amplified Bible) The sad fact is, we can reach out to this world, win many for the cause of Christ so that the church grows beyond our imagination, develop leaders, world changers, and build an army of prayer warriors, and Jesus might still ask us as He did Peter, "Lovest thou me more...?"

Jesus said in John 13:30-34 "A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another." On another occasion Jesus was asked, "Teacher, which is the greatest commandment in the Law?" Jesus replied: "'Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself. All the Law and the Prophets hang on these two commandments."

The Apostle John wrote in 1 John 4:7-9 "Beloved, let us love one another: for love is of God; and every one that loveth is born of God, and knoweth God. He that loveth not knoweth not God; for God is love. In this was manifested the love of God toward us, because that God sent his only begotten Son into the world, that we might live through him. John said, "and this commandment we have from him: whoever loves God must also love his brother." **1 John 4:21.** The Scriptures reveal that love is required to please God. And that Love is the foundational characteristic of God's personality. Hence, love must be seen in His Children. The Bible is clear that God is love, and goes on to tell us that everyone that is born of God is qualified as a son by having love in their hearts.

The Bible presents love as the motive for our response to God's grace. We love because we have been loved; we harvest because of love, we pray because of His love, and we develop people because of His love. Love is the supreme thing. **1 Corinthians 13**

John 3:16 calls for love to have tangible expression; for God so loved that He gave. Therefore it can be said that **Love is** lively passionate praise, adoration, thanksgiving and worship to our God and loving care for His people. **Love is Outreach** to people, our families, the community, and the World. Love is **Value added to people**; it celebrates all people, sacrifices personal time, fellowships, extends warm expressions, provides support and honest acceptance. And love always makes people better; it **Equips** and develops the believer to serve, to mature, minister to others, and prepare for Christ's return. This is love. And it is love that is the true motivation for everything we do. For to harvest souls and not love is to miss the point. Jesus' response to those who carry out these functions without LOVE, "I never knew you."

CORE VALUES EXPOUNDED - PRAYER



There are two profound statements made by Christ describing prayer. Jesus said, *“Men ought always to pray and not to faint,”* and he also said, *“It is written, my house is the house of prayer.”* These two quotes from the Lord are well known and well worn, but let’s take a fresh look at them. They continue to reveal the most rudimentary key to Christian life and Christian activity in this world. The International Children’s Bible says, *“Then Jesus used this story to teach his followers that they should always pray and never lose hope.”* Paul picks up on this vital key several times as he wrote: *“praying always with all prayer and supplication in the Spirit ...”* and *pray without ceasing ...”*

The New Testament is clear that believers should be involved in prayer always. From Luke 19, verse 46, Jesus declares a truth about His house. Nowhere else in Scripture will we find Jesus giving a definition of His house. This is the only place where Jesus provides insight, or paints a picture for the coming church of what His house is going to look like. This is His declaration about His house. This framework for the words of Christ causes our curiosity to rise. What is the only descriptive that Christ would use for His house? *“My house is the house of prayer.”*

If in His own personal life Jesus felt the need to pray regularly, repeatedly, and rigorously, how could His church survive, much less accomplish His mandate, without the same? These two small and well-used verses focus the call to prayer at the bedrock level. The people of God must be houses of prayer always engaged in touching heaven for the Divine provision to carry out the Kingdom mandate on earth. Without prayer there is a weakened connection to heaven. Without a strong connection to heaven there is little flow of Divine provision. Without flowing Divine provision there is little empowerment to achieve the mandate. No wonder Christ said, *“Men ought always to pray!”*

The prayerless Christian and the prayerless Church will always encounter great problems with Satan, his weapons, influences and the whole of the fallen world environment.

- Prayer changes everything.
- Prayer is the channel for us to come into God’s presence.
- Prayer is the channel for God to pour his grace upon us.
- Prayer is the agent that transforms the Christian

Prayer prepares us for the job ahead. And, prayer mysteriously moves the hand of God to work behind the scenes preparing the way. Prayer helps us distinguish between a good idea and a God idea. It helps us make sure that we are in line with what God is up to in the world.

Prayer keeps us looking. It keeps the burden fresh. It sensitizes us to the subtle changes in the landscape of our circumstances. When God begins to move, we see it. Praying helps us to not miss the opportunities that come our way.

We are hereby challenging all levels of leadership to embrace prayer as a core value and to ensure its continuance through specific prayer-goals and objectives.

CORE VALUES EXPOUNDED - LEADERSHIP DEVELOPMENT



“Study to shew thyself approved unto God, a workman that needeth not to be ashamed, rightly dividing the word of truth.” 2 Timothy 2:15

It has been said, “The church is the hope of the world, and leaders are the hope of the church.” Certainly Satan does not want churches to develop leaders because of the

positive impact such a process will have in promoting God’s kingdom over Satan’s. In order for the North Carolina church to be all God wants us to be, we must develop men and women with a passion for the heart of God. One of our primary tasks must be identifying, equipping, developing new leaders/workers and the encouragement and nurture of present ones. Therefore an emphasis will be placed on life-long learning.

We know that the church is an organization that has a critical role to play in North Carolina and the world. In order to perform that role, we must engage our ever-changing environment. So how do we engage or connect with a moving target? We must be on the move as well, and there are two motivations behind this movement for change. The church will either be motivated to change because she is not hitting the mark in this shifting environment, or because she realizes the world is changing and she begins to aim ahead in order to hit the mark of tomorrow. One motivation is reactionary, and the other is proactive and positive. Either motive will help activate needed change, and the key element will always be leadership. Leadership will lead change in a ministry or change will lead while the ministry stumbles along to catch up.

This line of reasoning has helped us to declare that developing leadership is one of our Core Values. We have a mandate from heaven to lead change that will transform culture and build God’s great Kingdom. God calls leaders to rise up and carry this out among His people. There are three tasks that we must carry out. They are as follows:

Nurturing	Equipping	Developing
Care	Training for work	Training for Personal Growth
Focus is on Need	Focus is on Task	Focus is on Person
Relational	Transactional	Leadership
Service	Management	Transformational
Maintains	Adds Leadership	Multiplies Leadership
Helping	Teaching	Mentoring
Need Oriented	Skill Oriented	Character Oriented
A Desire	A Science	An Art
Little or No Growth	Short-Term Growth	Long-Term Growth
All	Many	Few

Simply put, leadership development is an effort that enhances the learner’s capacity to lead people. Leading is setting direction based on vision and guiding others to follow that direction. A critical skill for leaders is the ability to manage their own learning.

We must provide academic and practical leadership development opportunities for existing leaders and emerging leaders including the young harvest.

“You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so among you.” Mark 10:42-43a (NIV)

We will promote the following qualities in leadership:	We must avoid the desire for:
<ul style="list-style-type: none"> • Servant hood • Teamwork • Caregiving • Mutual transparency • Personal growth • Plurality 	<ul style="list-style-type: none"> • Power • Prestige • Prosperity • Personal charisma

Power offers an easy substitute for the hard task of LOVE. It seems easier to be God than to LOVE God, easier to control people than to LOVE people, easier to own life than to LOVE life.

Plurality of Leadership

The transition toward plurality of leadership has taken a stronger surge in recent years. A larger table of leadership continues to expand for North Carolina. For example, the State Overseer works in conjunction with the Ministerial Review Board and the Advisory (Finance) Board to provide leadership, and governance, yet he remains the leader among leaders. Now the table will expand again to include Regional and District Overseers (as State Presbyters), and the State Staff both as part of the Plurality to provide expanded leadership, governance, inspiration, and vision for the state. In doing so we will provide a more comprehensive leadership, strengthen our connectivity and communication, and have the ability to make timely and comprehensive decisions regarding recruitment, licensure, discipline and restoration of ministers as recommended by the Assembly.

Pastor Passionate

The key factor to realizing vision is the pastor. He or she is the central figure in God’s divine plan to evangelize the world, build His Kingdom, and demonstrate His glory over all. Therefore, our commitment is to be a church that is pastor-passionate. Our conviction is that as the state office pours and invests into our pastors, we will be securing the future strength of our churches and ongoing ministries. With passion, we want to serve pastors so that they can become the God-given, grace-filled, Spirit-activated leaders that will lead every local congregation or mission. Therefore, we will give special attention to pastor.

CORE VALUES EXPOUNDED - HARVEST



Most people who are aware of the ministries of the Church of God of Prophecy will say that the call to the Harvest has been the impetus that God has used to bend and reform this ministry over the last twenty years. Some point back to God's call to repentance that moved through our churches, and really all around western Christianity in the mid-eighties, as the beginning of the Harvest Call. Most would point to the Assembly of 1994 as the critical turning point

where God spoke to us to "Turn to the Harvest," joining a world-wide call He was giving through those years. Today the leadership of this wonderful family of ministries feels God's Harvest Call continues to be our central mandate. It has not been rescinded nor fulfilled to date. May each local church, district and region be so consumed with this passion that they will align every activity to the harvest and focus every resource on reaching the lost.

As we consider this Harvest Core Value, God has elevated four areas that should not be overlooked:

- Nurture Strong Local Churches
- Plant New Churches
- Young Harvest Call
- Mission Participation

Nurture Healthy and Strong Local Churches

Growth happens at the local church level. Converts are baptized, members are received, communion is observed, and discipleship takes place – all at the local church level. Many of our current local churches are small. In order for them to become healthy, strong and vibrant, some nurturing is needed. To nurture is to;

- foster: help develop, help grow
- rear: bring up, as in; "raise a family," "bring up children"
- nourish: provide with nourishment
- breeding: helping someone grow up to be a producing part of the community of faith

Acts 2:42 provides for us an example of a *healthy, strong and vibrant church*. "They were continually devoting themselves to the **apostles' teaching** and to fellowship, to the **breaking of bread and to prayer**." They learned God's Word and the implications of it in their lives; they joined to carry out **acts of love** and service to one another; they commemorated the Lord's death and resurrection through the breaking of bread; and they prayed. Of course, we can do these things individually, but God has called us into His body. The church is the local representation of the worldwide-body, and we should gladly minister and be ministered to among God's people.

Active local church membership is imperative to living a life without compromise. It is only through the ministry of the local church that a believer can receive the kind of **teaching, accountability, and encouragement** that is necessary to stand firm in their convictions. God has ordained that the local church provide the kind of environment where an uncompromising life can **thrive**. Pastors and their congregations must be fostered, nourished, and encouraged. Without sustaining strong, vibrant, local churches, our future is in question. We are challenged at all levels to find new and effective ways to nurture strong local churches, and pursue specific goals and objectives to accomplish this.

Plant New Churches

Church planting is a typical Church of God of Prophecy action. Church planting has been in our DNA since the beginning. This is how the church gained presence in over 130 nations that plant an average of two churches daily.

Church planting is Biblical. (Refer to Acts 1:8; Acts 11:19-30, 13:1-3, 14:21-23). The first verses of Acts 13 mention five leaders from the church at Antioch who started nine churches and literally changed their world. It is interesting to observe that these five men were very different. They came from diverse backgrounds, of education and training, ethnicity, experience, economic status, religious traditions, and lifestyles.

Church planting makes sense. Without exception, the denominations that are reaching the harvest are the ones that are planting churches, particularly those who are planting ethnic churches.

- Planting churches is rewarding
- Partnering churches experience a great sense of mission and fulfillment
- New churches grow faster than established churches but also, stimulate the growth of existing churches
- The different ethnic groups need culturally relevant churches
- New communities and newly developed areas need new churches

Evangelism is the act of winning someone to Christ. That is good, but more is needed. Evangelization is the process of winning someone, enfolding them, delivering them, nurturing them, equipping them, mobilizing them, and sending them. There is no single ministry that does evangelization better than planting churches.

We need new churches, **different churches, young churches, ethnic churches**. We need churches for different kinds of people and cultures.

Starting a new church is an effective way of reaching the Lost. Only 17% of Americans are attending a Christian worship service on any given weekend. That number is dropping and the number of those who claim no faith is increasing. Numerous studies have shown that 68% of the new adult members of new congregations are people who were not actively involved in the life of any worshiping congregation immediately prior to joining a new mission. Reams of research consistently demonstrate that new churches reach previously unreached people more effectively than established churches are able to. Thus we need to plant churches because the harvest is plentiful, but the laborers are few.

“What kind of churches do we need to plant?” Disciple-making churches that reproduce.

“How should we plant a church?” Once we understand the right reason and the right kind of church we need to plant, the correct methodology should be the best approach for the context. Factors that determine approach include demographics, leadership competency, partnership structures, etc.

We as a state leadership are challenged to plant new churches, to work with Regions and Districts to partner together and establish specific goals and objectives to accomplish this end.

Young Harvest Call

Pastors most often in the deep center of their hearts are change agents. They are hungry to lead a congregation into vibrant change that will bring great harvesting, great ministry, and great community revival and impact. Pastors, remember that revival through the ages has nearly always included the young (youth and children). Most often revival begins with the young because they are more willing to respond, they have less fear of man or other's expectations, and they can be more sensitive to the fear of God, conviction, and His call to them. Youth by nature are more spiritually ready, even seeking spiritual solutions without as much baggage toward religious involvement.

Why Work With The Youth?

Pastors that are looking for partners for change must remember the young are willing to take a risk, willing to make changes, and willing to give radical service. The young still have that naive sense that they can make a difference in the world. Though the researchers or the secular may call it naive, most likely God calls it faith like a child and honors it high above others. The young are willing to invite, relate, serve, and win others. The young are more available to give their time, money and energy for the cause of Christ than many others. Pastors that want to make disciples that will join in changing a community should not overlook the young. Youth and Children are willing to learn, grow, be taught, and to try new experiences. While it may be hard to find those in the ranks of adults ready to leave their nets (*Matthew 4:20*) and follow in discipleship, the number of young ones ready and willing to join a cause is high. Remember, they may be the spark plug that will ignite the fire for your entire congregation to join. Church leader, as you read this strategic plan, God may remind you of the secret key to dynamic change and ministry you have been searching for. A plurality of leaders in the Church of God of Prophecy feel God is speaking to us to reach out more effectively to the *Young Harvest* now.

Remember:

1. The *Young Harvest* was a passion of Christ, "*Suffer the little ones to come unto me and forbid them not.*"
2. The *Young Harvest* accounts for 50% of the world population. Therefore, if we will be obedient to the Great Commission we will be planning strategies to reach the children and youth. We cannot leave half of the harvest out as we aim to evangelize the world.
3. The *Young Harvest* is our window of opportunity in evangelization.
4. The *Young Harvest* is the key to a HEALTHY, strong, vibrant, local church. Who has seen a strong, alive, and growing church that did not have children? It would be a rare case indeed. Churches that are effective in community outreach know that one key to success is to touch the hearts of the young.
5. The *Young Harvest* is how we will transmit the faith to a future generation. We must share the faith with our children so that a new generation will receive this Kingdom faith.
6. The *Young Harvest* is also a target of the enemy.
7. The *Young Harvest* is still God's call. The Savior is still leaving the ninety-nine sheep in the fold to reach out to the one lost and wounded lamb that is out alone and in danger. Can His church do anything less?

Mission Participation

God wants every person, everywhere, to be reached with His life-altering message of salvation. God's desire for human beings is not limited by personality, geography, nationality, language, culture, race, education, income, or religion; its scope is universal; its reach is global; its intent is world-encompassing; its perspective is personal, its purpose is transformational.

Participation in missions is at the core of biblical faithfulness. Participation in mission is urgent. Our Pentecostal forefathers in the early twentieth century interpreted the supernatural phenomena accompanying the Spirit's outpouring as indicators of the end time restoration of New Testament apostolic power for world evangelization. With the belief that Jesus would soon return, many of these missionary pioneers left their homes for distant lands with little in the way of needed financial support, or language/cultural preparation.

Participation in missions is informed by the reality of billions who are still lost from our Father's house. Our missionary passion calls us to proclaim Christ and **speak up against oppression perpetrated** on individual levels as well as through the structures of society.

Success will require methods and ministries that identify the church as indigenous (rooted in the unique culture and context), intentional, and incarnational (putting flesh on the gospel message through words and deeds).

Mission participation embraces the reality that we are a missionary movement and our mission has always been missions.

VISION 2020

Proverbs 29:18 *"Where there is no vision, the people perish: but he that keepeth the law, happy is he."*

The Church of God of Prophecy North Carolina will be A Healthy Church, Glorifying God through Prayer, Loving Relationships, Leader Development and Harvesting

MISSION

Empowered by the Holy Spirit and the Word of God, through Prayer and Love we will win the lost, disciple the believer, equip and develop leaders to develop healthy, strong and thriving local churches, preparing for the Lord's return.

PLAN CONCEPT

State Office Commitment and Your Participation - The State Office commits to work annually through the Values, Vision, and Mission to plan strategically. Our desire is that all of our resources would be focused effectively toward these central callings so that little or nothing is used on lesser activities. We believe these things form the heart of God's Will for North Carolina and we commit to them. Our Process will be PLAN, DO, REVIEW then PLAN, DO, REVIEW again.

It is the intention of the plurality of leaders that we will follow through with the stages of our strategic planning as identified in the plan, e.g., setting goals and objectives, designing strategies, choosing what to measure, and defining benchmarks to help us determine our progress at each level. We will involve each ministry and service area in this process so that we can effectively do what we feel is most vital as God directs us.

We are excited and believe that our efforts will effectively use our resources for ministry as we work to attain our callings to be HEALTHY CHURCHES.

We the leadership of the Church of God of Prophecy in North Carolina join in embracing the CORE VAULES of Prayer, Love, Harvest, and Leadership Development.

Diagrams (charts) are included in this document that show the process of strategic planning. There you will find the Values, Vision and Mission, Goals, Strategies, and more. The charts are a simple guide to walk along a strategic planning path.

GOALS & OBJECTIVES

We set goals in order to help fulfill our vision. They are simply more detailed and defining steps that specify the actions that need to be taken if the vision is going to come into fruition. A goal is a long-range target that is set for a specified period of time. It must be **specific, realistic, measurable, and attainable**. These long-range goals, which are set by the process of strategic planning, are translated into activities that will ensure reaching the goal through operational planning.

Objectives are even more detailed directions that state in simpler terms the actions that will be taken to achieve the goals. The objectives begin at the current status, and continue to point the way to reaching the outlined goals, and eventually seeing the vision come into reality.

An **objective** is a specific **step or milestone**, which enables you to reach a certain goal. Setting objectives involves a continuous process of research, decision-making, evaluating, and assessing where you are in your quest to reach the goals that you have set. Knowledge of your context **is a vital starting point in setting** objectives.

STRATEGIES AND METRICS

Why Measure?

- Progress – Are we moving forward?
- What needs to be directed and managed?
- Performance Analysis – Are we doing the job?
- Knowledge – How can you manage what you don't know?

BENCHMARK MEASURES

As a noun, the word **benchmark** is defined as a **“standard or point of reference against which things may be compared or assessed.”** Benchmarking is often described as a **method of developing requirements** and the setting of goals to assure the best possible performance. For our purposes, the topic is discussed here to assist in the development of **strategies and implementation** of our core values. However, it is important to remember that **benchmarking goes beyond the mere setting of goals, and focuses on practices** that will produce positive results. The first step in implementation is the necessity to determine what is to be measured. This is perhaps the most critical issue of the entire process. Every ministry must be reviewed to determine its compliance with the core values of prayer, love, leadership development and harvesting (outreach/church planting) efforts.

FUNDING THE PLAN

Strategic planning and budgeting are integral components of realizing the vision. The strategic plan charts direction, while the budget provides resources to implement the plan. A strategic plan neither grounded in fiscal reality nor linked to the budget would only be a dream. On the other hand, resource allocation without strategic thinking would be shortsighted and unresponsive to future conditions. Strategic planning guides the budget process. The strategic plan comes first. It establishes and affords leadership an opportunity to reevaluate existing allocations of funds. Ministries can develop strategies and action plans that detail what will be accomplished to achieve strategic planning goals and objectives each year. These action plans, together with performance measures, provide the strongest links between the operating and capital outlay budgets.

Planning and budgeting are interactive. Assumptions about available resources affect what can be achieved in the plan; the plan also sets priorities for resource allocations. Since funding continues to be limited, strategic planning can help as we strive to “do more with less” and operate a culture of thrift and accountability, while remaining focused on results.

The Internal/External Assessment component of the strategic planning process can be valuable in identifying trends, demand factors, and strategic issues to support budget development. Well-conceived strategic plans, with missions and goals that emphasize accomplishment of meaningful results in a constrained fiscal environment provide strong justification for resource allocation. We are realigning funding in keeping with our Vision, Mission, and Core Values. Unless our funding follows our priorities, they are really not priorities at all.

This will be an ongoing process involving all levels of leadership. Over the next 10 years we will operate a *Plan Do Review* process to monitor and evaluate the use of biblical principles and planned activities and status of the implementation of this plan. We will learn and adjust the plan as needed to continue our progress by monitoring and evaluating our activities and the implementation status. As a result, the leadership feels that God’s Call to Prayer, Love, Leadership Development and Harvest continues to be our mandate. We believe that none of these Core Values can stand alone, that if the North Carolina church will be Healthy, all of these values must be embraced. Therefore this Strategic Plan is presented to remind us of this critical call and help us to focus all we do toward its completion. We will build upon the successes of the past and pursue the future through divine Vision.

Proverbs 29:18, “Where there is no vision, the people perish: but he that keepeth the law, happy is he.”

Conclusion

The Church is at a crossroads aspiring to fulfill increasingly pivotal roles in addressing ever-expanding global challenges, as she looks toward an exciting new future. With this strategic plan, the Church is aligning herself with God’s vision to meet the grand challenges of humanity in a diverse world. Thus, we will pursue this vision with great vigor through prayer, loving relationships, harvesting – evangelization, and leadership development. The Church will continually raise the quality of leadership to better serve the present and future generations by addressing tomorrow’s challenges. **Together**, we are now embarking on this Strategic Plan.