



FIVE-YEAR DEVELOPMENT VISION FOR THE CHURCH OF PENTECOST CANADA (2014-2019)

PREAMBLE:

The Lord said to me, “Write my answer in large, clear letters on a tablet, so that a runner can read it and tell everyone else. But these things I plan won’t happen right away. Slowly, steadily, surely, the time approaches when the vision will be fulfilled. If it seems slow, wait patiently, for it will surely take place. It will not be delayed.” **(Habakkuk 2:2-3) NLT.**

Guided by Scriptural axioms and experience and understanding that God the Owner of the church would guide us as a church to fulfill the purpose for which he has taken hold of us and as a sequel to vision 2015, I put together, after much prayer, studying of some important documents of the Church, with careful consideration and consultations with certain personalities and having completed a situational analysis tour of the Church in the nation, the following as where the Church would want to get to by the end of the year **2019**.

After putting together the vision document, I shared with the members of the National Executive Council who have discussed and fine-tuned it. What is presented herein is the outcome of the vision as polished by the National Executive Council.

We still understand that since *“we know in part ...”* **(1 Corinthians 13:9)** and *since revelation is progressive, the contents of this document may not be the only things which will be undertaken. As a Spirit-led church, we will be opened to the leading of the Holy Spirit at all times*”. There would be regular evaluation of our plans and strategies for realizing our vision and we will be humble enough to change and adopt new means of reaching our goals when it becomes necessary.

Though we may not be able to realize the vision in its entirety, the National Executive Council envisages that this vision statement would be the *blueprint of our development for the next five years*. At the end of the five years, there must be seen here in Canada, The Church of Pentecost with distinctive characteristics features and ethos expected of biblical Pentecostal movement and worthy of respect and emulation by others.

Proverbs 29:18 says “Where there is no vision, the people perish.” Conversely, where there is vision and there are no people, the **vision dies**. In view of this the National Executive Council admits that, it alone cannot realize the vision presented in this document single-handedly. Its realization depends on all. It is therefore expected that the contents of this document would be disseminated at all levels so that ultimately it becomes a **collective vision**. Let us all work together towards realizing the vision. Now, all hands on deck.

PART 1

INTRODUCTION

I thank God the Almighty who always leads us in triumphal procession in Christ and through us spreads everywhere the fragrance of the knowledge of him for calling me to serve in the missions field for such a time as this. My sincere gratitude also goes to Apostle Dr. Opoku Onyinah, the Chairman of the Church, Apostle Alexander Nana Yaw Kumi-Larbi the General Secretary and Apostle Emmanuel Gyesi Addo the IMD and all the Members of the International Executive for the confidence reposed in me and the pledged of their unflinching support.

The Church of Pentecost Canada, as part of COP World-Wide would make it her goal to help in achieving the Chairman’s vision 2018 and the IMD’s vision 2016 by contributing our maximum quota in all areas and fully implementing the decisions of the International Executive Council as well as the International Mission Board. In view of this, I wish to say that through fervent prayer and the leading of the Spirit, the vision for the Church in Canada has been drafted to align to the Chairman and the IMD’s vision for the Church.

I also understand from Titus 1:5 that the reason Paul left Titus in Crete was for him to “*straighten out what was left unfinished*” and so with this in mind, the vision has been drafted as a sequel to the vision of my predecessors for the church here Canada.

I wish to express my appreciation to all the past National Heads and their wives and both past and present National Executive Members for their hard work and dedication to bring the Church in Canada to where it is now. To the Pastorate, all officers and members of the Church, I say well done and may God richly bless you.

And now being a Spirit-led Church, we understand that changes in leadership and administration may come during the course of the five years which may alter the plans and strategies to achieve our goals, the destination must be the same. This I believe would ensure continuity in the progress of the Church.

Now on behalf of the National Executive Council members and on my own behalf, I say God richly bless you in anticipation of your determination and commitment to contribute your quota at all times towards the realization of this vision.

**APOSTLE SAMPSON OFORI YIADOM (NATIONAL HEAD – COP CANADA)
PART 2: VISION SUMMARY AND ACTION PLAN**

1.1 SPIRITUALITY

We shall develop a Holy-Spirit filled and led church where the clergy, officers and members alike display high moral and spiritual standards as the norm in their daily lives. Church where spiritual gifts operate; where the fruit of the Spirit is demonstrated in the practical lives of all. Members must walk with a sense of Divine ownership and Divine presence. Holiness must characterize members' lives in practical terms.

1.2 Action Plan

- Discipleship would be the focus in the Church throughout the five-year period where proper training of Bible study leaders will be conducted, in order to have well groomed teachers to help in nurturing the Saints in the word of God.
- A standardized Bible Study outline will be produced for use across the Nation and ensure that systematic Bible study on any suitable day (according to locality) is carried out throughout the Church in the Nation.
- Sunday adult classes would be strengthened and established in all locals and to be conducted in small groups.
- We would commit ourselves to developing Pentecostal worship that exalts God, engages the heart, mind and soul. Attention would be tuned to Holy Spirit inspired songs in worship; training in Church music and developing members to lead authentically expressed spiritually alive worship.
- Cell meetings would continue to be on the agenda to promote maximum attendance and participation in Bible studies during the week days.
- Where applicable, Intra-city Bi-monthly joint prayer services would be encouraged throughout the Nation.
- Emphasis would be placed on Holy Spirit baptism and impartation of Spiritual gifts – services – at least once a month in every local assembly.
- Every local assembly shall be encouraged to become a house of prayer with fasting.
- Members shall be encouraged to develop personal devotional life and build strong family altar.

2.1 DISCIPLINE

Establishing a Church in which discipline is its hallmark.

2.2 Action Plan

- As Pentecostals, strict adherence to the tenets, beliefs and practices of the Church would be held in high esteem.
- Rewriting the Rules and Conducts of the Church suitable for the Church in Canada and applying them at all times.
- Using the document on Church practices from Ghana and elsewhere, we would produce one for the Church in Canada that would serve as a guide to all. *“These things I write to you, though I hope to come to you shortly; but if I am delayed, I write so that you may know how you ought to conduct yourself in the house of God, which is the church of the living God, the pillar and ground of the truth.” (1Timothy 3:14-15)*
- All official working documents (constitution, church practices, etc.) of the church shall be put in book form and copies made available to all concerned.
- Attempts would be made through Teachings, Retreats etc, to increase trust at all levels and everywhere between Heads and their subordinates; between Clergy and the Laity and among members, so as to ensure effective implementation of Church decisions and policies.
- Church leaders (ministers and presiding elders) would be taught on best ways of administering disciplinary measures in accordance with Scripture and Church practice.
- There shall be instituted appraisal of all ministers and officers of the church at all levels.
- We shall encourage ownership of collective decisions, policies and directives from leadership.

3.1 HUMAN RESOURCE DEVELOPMENT

Equipping the clergy, officers and staff to meet the growing needs of the Church in a fast- changing world.

3.2 Action Plan

- We shall encourage formal theological education among clergy and seek to grow leaders through both internal and external catalytic human resource input.
- Every Area/Districts would be assisted to equip, empower and encourage lay leaders to serve as ministry partners.
- There shall be a bi-monthly Gate-keepers seminar for all officers across the nation.
- Apostolization of ministers and officers at National and Area levels with the aim to impart ministry gifts would be carried out.

- Young people with the divine call to ministry would be equipped, encouraged and call to take up leadership roles in the Church especially in the PIWCs.
- Frequent Leadership/management Courses for ministers and officers would be held at National/Area/District level where applicable.
- We seek to give contextualized training to both the clergy and laity for effective ministry.

4.1 MENTORSHIP

Quoting from the church's vision 2018, *"Impacting people greatly depends upon their being with you, doing, seeing, hearing and understanding the rationale behind your actions.* Biblical form of **"parenting"** such as Moses to Joshua, Naomi to Ruth, Mordecai to Esther, Jesus to the twelve apostles and Paul to Timothy will be followed.

4.2 Action Plan

- To ensure proper interaction between Parents and their children in the home, there shall be organized a periodic seminars for all parents in every local assembly. This shall be called "Parents Day"
- A full time minister be called for specialized youth and children ministry
- Children would be encouraged to attend the main service from opening prayer and leave for their session after worship on every Sunday.
- They would be encouraged to have a full service with the adult once in every two months.
- Church officers shall be scheduled to be with the children each Sunday
- An enabling environment for one-on-one and small group discipling, mentoring, coaching, ministering and leading would be provided.
- Gifted children and youth in teaching and preaching shall be encouraged to preach and teach in some of our meetings.
- Attention would be given to specialized ministries.
- The skills and knowledge of the youth who are professionals would be tapped at various levels.
- Efforts would be made to encourage mentoring of new/young Christians by spiritually matured members.

5.1 EVANGELISM/CHURCH GROWTH

In order to expand the work in the Nation, Evangelism and church planting would be kept at the cutting edge throughout the period of the five-year plan. Our goal is to increase our membership by 30 percent within the next five years and Plant 20 well resourced assemblies. Serious efforts would be made to retain members in the Church.

5.2 Action Plan

- Efforts would be made to penetrate into the French sector of the nation.
- Dividing of existing assemblies just to create new ones would not be encouraged, instead strategies for breaking new grounds would be developed to help plant new assemblies.
- Each Area would be encouraged to plant at least two well-resourced Church a year.
- Souls target would be given to each Area/District each year.
- “Go Teams” would be formed, trained and funded in each Area/district to scout areas for Church planting.
- We would challenge the various ministries in the Church to embark on evangelization and measure the effectiveness of each ministry in terms of soul winning.
- We would develop and provide resource materials and incentives for aggressive evangelism (corporate/personal)
- Through discipleship, we shall develop witnessing-consciousness in all members where every member would see himself or herself as a witness for Christ and potential church planter. Each member shall be encouraged to win at least one soul a year.
- We seek to embark on aggressive follow-up exercise which aims at preserving the gains of evangelism. I.e. INTEGRATION, CONSERVATION, MATURATION AND MULTIPLICATION.
- Time management would be enforced. Long-hours of services on Sundays shall be discouraged. We strongly recommend a Maximum of three hours.
- The concept of “Glo-calization” would be introduced. Members would be trained to think globally while they act locally.

6.1 PENTECOST INTERNATIONAL WORSHIP CENTRES

PIWC concept would be strengthened. Attempts would be made to make the PIWC a true missionary Church in the Nation.

6.2 Action Plan

- Style and content (messages and songs) of church services would be fine-tuned to make it culturally relevant.
- For proper understanding and effectual running of our PIWCs, periodic training will be organized for all ministers and the officers of the PIWCs.
- Young people with the divine call to ministry would be equipped, encouraged and called to take up leadership roles in the PIWCs.
- Integration of teens into the PIWC churches would be seriously pursued.
- We would work with the PIWC restructuring Committee’s recommendation where applicable.

7.1 ADMINISTRATION

We shall commit ourselves to strengthening administration at all levels and put others in place with clearly defined roles of functionaries.

7.2 Action Plan

- We shall develop strong centralized administration based on Trusteeship, Standardization and Devolution.
- We shall increase the devolution process by strengthening the two existing Areas to make them more functional.
- The various Boards and Committees shall be evaluated for possible changes to be made to strengthen the weak or non-functioning ones. Others would be established to foster effective administration of the Church.
- We shall continue to pursue “open-door” policy where members of the Church could have their voices heard in decision making. This we intend to achieve by encouraging Church officers/members to submit memoranda to the National Executive for possible consideration preceding every National Council meeting.
- A possible review of the Church’s Constitution to meet the current conditions of the Church.

8.1 MISSIONARY FRONTIER

This would be kept on the agenda at all levels to support International missions’ work of the Church of Pentecost.

8.2 Action Plan

- The Church in Canada shall seek to reach out to places like Guyana to strengthen the church. There shall also be an internal mission’s work where a collective effort would be made to reach certain unreached parts of the Nation.
- Our traditional McKeown Missions Week and Missionary Offerings exercises would be given serious attention.
- The Church of Pentecost Canada shall work hard to adopt one or two needy Nations during the course of the five years.

9.1 FINANCE

We intend to build a strong financial base for the Nation and administer the funds of the church with prudence. We will begin to settle all the outstanding current liabilities of the church and work towards creating reserve fund that would act as a deposit to meet future contingency liabilities.

9.2 Action Plan

- Teachings on faithful tithing and giving would be given serious attention to improve our financial performance to make the church financially sound.
- We would aggressively play the role of enabling members to improve their personal income generation by organizing capacity building seminars, retreats and conferences for members. It is presumed that when the incomes of members improve, their corresponding paying of tithes and giving would also improve.
- The National Finance Board will be charged with the responsibility of finding practical ways of cutting down expenses at all levels, and exploring other means of building reserve fund to promote the advancement of the ministry. Ministers and other leaders of the church who are responsible for finances will be held accountable for unnecessary spending. Spending limits and approvals for purchases should be adhered to religiously.
- Mobilization of funds would follow laid down regulations of the church; management and administration of the Church funds would be done in strict compliance with financial policies of the Church.
- Transparency in handling Church finance would be encouraged at all levels.
- There shall be frequent auditing of the Church's accounts at all levels to ensure full compliance of financial policies of the Church. Audit Teams shall be set up in all Areas, Zones or Districts as applicable.

10.1 PROJECT, DEVELOPMENT, LOGISTICS

This would be given serious attention. Our goal is to decently house most of the local assemblies and ensure that in securing places of worship, we would not put undue strain on the members and the Church's finances. Long term planning for acquisition of properties would be the focus.

10.2 Action Plan

- We shall work very hard to complete all ongoing projects
- We shall develop strategies to help secure decent chapels/places of worship for all congregations.
- Each local assembly would be encouraged to raise funds toward the purchase of places of worships. Long term planning would be encouraged to ensure that, adequate funds are raised for such projects.
- The purchasing of very old buildings shall be discouraged since such buildings are usually difficult and expensive to maintain.
- There shall be strict adherence to the National Estate policies for acquisition and disposing off of properties.
- Youth and children facilities shall be seriously considered in acquisition of church buildings.

11.1 USE OF MODERN TECHNOLOGY AND THE MEDIA

As part of our effort to meet the contemporary expectations, we shall adopt and encourage the use of any technology that will improve ministry.

11.2 Action Plan

- Look into the possibility of being involved in TV ministry. A Committee would be set up to examine its viability.
- We shall establish COPCANADA Internet Radio Ministry where our programs could be aired and other relevant messages and information could reach the masses.
- The church's website shall be enhanced. We shall encourage our professionals to effectively manage our website and other technological needs.
- Strengthen our audio-visual department by supplying them with needed tools to work.
- The use of overhead projectors in Church services and other programs shall be encouraged. We believe that things that are visualized are easily remembered.
- Training would be provided for both the clergy and the non-clergy to effectively manage the technological advancement of our world to make our Church relevant in this respect.

12.1 MEMBERSHIP WELFARE

Look into the possibility of helping members to upgrade their way of life which will lead to financial freedom and healthy family life. We believe that a healthy family life translate into a healthy church.

12.2 Action Plan

- We shall encourage all Districts/locals to organize seminars and workshops that would aim at providing biblical truths, principles, practical solutions and skills to heal and strengthen our marriages and family relationships.
- A standardize welfare scheme for all assemblies in the Nation would be established and its implementation enforced in all locals to ensure that members needs are addressed properly and promptly especially during times of sickness, bereavement, etc.
- Welfare issues concerning staff and clergy would be improved. We shall strengthen the supplementary pension scheme for all staff and ministers.
- We would encourage diversification of our training to ministering to the total man **spiritually, socially, economically and mentally**. Our messages must begin to motivate people to build

confidence in their capacities to achieve success in this life even as their soul prospers. (**3 John 2**)

- Ministers and officers must appreciate the danger of over-spiritualizing. Ministrations therefore should create an enabling environment for members to excel in their personal fields of endeavor.
- We shall put up a counseling and mediation teams in each Zone/District/Local as necessary with proper training to handle the counseling needs of members.

13.1 MINISTRIES IN THE CHURCH

We believe that the various ministries in the Church are catalyst for Church growth and therefore must become vibrant in their operations.

13.2 Action Plan

- Encourage the various ministries and re-organize some of them where applicable to make their roles more functional.
- Serious attention would be given to the Youth Ministry and children Ministries. The Children shall be made to participate in the adult service every Sunday until after worship and shall also have full service with the adult at least once every other month. The National Leadership shall be helped to provide adequate training for handlers of the children. The necessary incentives would be given to motivate our Children leaders and teachers at the local level. The Youth shall not only be seen as the future leaders and members of the Church but as active players in the activities of the church today. They would be trained to become an Evangelistic arm to draw their peers in other races into the Church.
- A Full time Minister shall be designated for the National Youth and Children ministries.
- We shall give equal attention to the young men/ladies who are almost out of the youth zone and yet not feeling comfortable joining the adults ministries to see how best to integrate them into such ministries.
- Every member would be sensitized to become active member of at least one Ministry.
- The role of National, Area and District ministry leaders would be redefined to help strengthened the ministries at the local levels. The strength of the church begins at the local level.
- The Evangelism ministry shall become a resource centre for the other ministries in the Area of Evangelism.

14.1 CHURCH COMMUNITY RELATIONSHIP

The Church among other things exists to serve the people in her community. We seek to take the Church to the community so that we can impact them up-close. *“The word became flesh and made his dwelling among us. We have seen his glory, the glory of the One and Only, who came from the Father, full of grace and truth.”* (JOHN 1:14) NIV.

The love of Christ must be demonstrated practically to believers and unbelievers alike.

14.2 Action Plan

- We shall commit ourselves to strengthening the social services wing of the Church (PENTCDA) as the agency to use its activities to bring the beneficiaries of its programs to the saving knowledge of Christ.
- Each local assembly and ministry within the Church would be encouraged to embark on communal labor (cleaning campaigns, visiting assisted homes etc)
- Appointing Public Relation Officers (PRO's) in each district/local where applicable to closely monitor activities/events that go on in the Communities and inform District ministers/presiding elders for appropriate actions to be taken.
- We shall visit non-members who become bereaved and offer any appropriate support.
- Attempts would be made to strengthen relationship between Ministers/Church leaders. We will partner with Community leaders in promoting the welfare of the people without compromising on our beliefs and fundamental doctrines.
- We shall encourage participation in activities such as funerals and child naming ceremonies of other African Nationals who live in our communities but are NOT members of the Church of Pentecost. We propose that local assemblies send official delegates to attend such programs to demonstrate the love of Christ to the people.