



ANGLICAN CHURCH OF KENYA
ST. GERTRUDE KASARANI
DIOCESE OF NAIROBI

SUMMARY OF THE **2025-2030** **STRATEGIC PLAN**

As members of St. Gertrude, where do we want to see ourselves in the next 5 years? OUR VISION:

"A vibrant, empowered, and Christ-centered church sustainably transforming society."

And how do we want to get there and achieve our vision? OUR MISSION:

"To provide wholistic, dynamic, and transformative Ministry"

What principles do we believe in our value system? OUR CORE VALUES:

- **G**reat empathy and care,
- **E**quality and equity
- **R**emarkable, accountability, and transparency
- **T**eamwork
- **R**esounding professionalism,
- **U**nparalleled integrity
- **D**iversity and inclusivity
- **E**xcellent execution.

What are our areas of focus? OUR STRATEGIC RESULTS PILLARS:

- Spiritual growth and development
- Capacity building
- Sound governance and operational excellence
- Institutional growth and development
- Collaboration, networks, and partnerships
- Socioeconomic development

What did we give in our views as our KEY FLAGSHIP PROJECTS?

- Comprehensive Spiritual and social transformation programs
- Sanctuary expansion and renovation
- Comprehensive infrastructure acquisition (including 3 plots)
- Establishment of a fully-fledged Parish Sacco (Social Economic Driver)
- Establishment of a fully-fledged Health Center/Clinic
- Establishment of a fully-fledged comprehensive School
- Comprehensive Church Health insurance system
- Comprehensive Member Welfare Initiative
- Establishment of a Music School
- Establishment of a Culinary Arts School and Technical Training Institute (Community College)
- Adoption of green energy, water harvesting, and climate resilience practices

STRATEGIC RESULT PILLARS

1.0 Spiritual growth and development

Objectives

- 1.1 Enhance pastoral care for impact.
- 1.2 Strengthen Mission and Evangelism for results.
- 1.3 Strengthen worship for orderly and meaningful personal and corporate worship.
- 1.4 Promote music ministry as an integral part of the service.

- In summary, this result area aims to improve the spiritual well-being of the congregation through enhanced pastoral care, strengthen outreach efforts through mission and evangelism, foster meaningful worship experiences, and integrate music ministry into services.

2.0 Operational excellence and sound governance

Objectives

- 2.1 Promote efficiency and effectiveness in all operations.
- 2.2 Promote departmental operational excellence for impact
- 2.3 Strengthen PCC Capacity for optimal delivery

- In summary, this result area aims to achieve a holistic improvement across all operational aspects by fostering efficiency and effectiveness in all operations, driving departmental operational excellence for maximum impact, and strengthening the capacity of the organization for optimal delivery.

3.0 Capacity building

Objectives

- 3.1 Build the capacity of the congregation for effective engagement
- 3.2 Create platforms for all stakeholders to effectively engage and participate.

- In summary, this result area aims to enhance the congregation's capacity for effective engagement and foster inclusive participation among all stakeholders by creating platforms for dialogue and collaboration.

4.0 Institutional growth and development

Objective

- 4.1 Build adequate and appropriate wholesome infrastructure for safety, efficiency, and effectiveness.
- 4.2 Develop mechanisms that allow the Parish to build a sustainable resource base.

- In summary, this result area aims to enhance the Parish's infrastructure and resource base by building adequate and appropriate wholesome infrastructure for safety, efficiency, and effectiveness, while developing mechanisms to ensure a sustainable resource base.

5.0 Collaboration, networks, and partnerships

Objective

- 5.1 Identify, raise, and establish sustainable collaborations and partnerships

- In summary, this result area aims to establish and maintain sustainable collaborations and partnerships that drive meaningful outcomes.

6.0 Socioeconomic development, community engagement, advocacy.

Objectives

- 6.1 Develop mechanisms that promote the welfare of the congregation and community.
- 6.1 Develop programmes that reach out

- In summary, this result area aims to foster the well-being of both the religious community and the wider society through the implementation of welfare-focused mechanisms and outreach programs, underscoring a commitment to holistic care and social responsibility.

Expected Outcome

- The desired outcomes of the result areas are designed to achieve a multifaceted positive impact. The goal is to foster transformed lives, empowered members, sustained growth, enhanced efficiency, effectiveness, and productivity, a cohesive congregation, and adequate and appropriate infrastructure. This integrated approach aims to create a thriving and resilient community.

Departments, Ministries, and Committees

- The strategic plan's effective implementation will be facilitated by a structured organizational framework. This framework the Mission and Evangelism, Kenya Anglican Men Association (KAMA), Mothers' Union (MU), Youth Ministry, Children Ministry (Sunday School, Teens Ministry, Boy's Brigade and Girl's Brigade), Music Ministry (Choir, Praise & Worship, Instrumentalists and Media), Medical Team and our House Fellowships.
- Additionally, it encompasses focused efforts, collaborative decision-making, and efficient resource allocation through our well-structured governance structure, all of which are essential for achieving the plan's objectives.

Let us join hands and make our vision a reality, and ***"The God of heaven will give us success" ~ Nehemiah 2:20. Amen.***

