

STRATEGIC VISION FOR THE YOUTH MINISTRY OF THE CHURCH OF PENTECOST- 2015-2019

1.0 BACKGROUND

By the Grace of God, the Youth Ministry of the Church of Pentecost (CoP), has undergone significant growth from its inception in 1996 to date. Past and present leaders have played significant roles at each creative stage to re-invent structures and systems that have been able to meet the challenges and expectations of the times. We want to show our deepest appreciation to the Chairman of the Church, Apostle Dr. Opoku Onyinah and also members of the Executive Council for the trust vested in us, and their leadership and mentoring offered us over the years. Indeed, they have practicalised their passion to impact generations by grooming and tapping the potential of young people. May the good Lord continue to be with them. Glowing tribute is paid at this time to our two past directors: Aps D.K. Noble Atsu (Rtd) and Rev. Emmanuel Kwesi Acquah and their respective leadership teams for all the structures, ministry ideas and heritage they left in their trail as they led the Youth Ministry in their own generations. We also want to specially acknowledge our patrons; from past to present : Apostles D.K. Arnan, Dr Opoku Onyinah, John Appiah Aidoo and Eric K. Nyamekye, whose fatherly roles have piloted the ministry to this level.

The opportunity given the current leadership team to lead the Ministry for a second four-year term has been accepted with much appreciation. It has its own challenges and opportunities, which we hope to tackle in faith, hope and love.

This *strategic vision document* 2019 has been compiled with reference to the *vision 2018 document- youth ministry version* (which is still officially in full use; added as Appendix A), and A Review of Vision 2015 (added as Appendix B to this document).

We are inspired by the following scriptures:

1. Proverbs 29:18:
Where there is no vision, the people perish; but happy is he who keep the teaching (MEV)
2. Ephesians 3:20-21:
*Now to Him who is **able to do exceedingly abundantly beyond all that we ask or imagine**, according to the power that works in us, to Him be the glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen. (MEV)*

We have an opportunity to **consolidate** and **build upon** what was achieved in our first term (2011-2015). it is hoped that, by the unerring spirit of God leading us, this document will offer all youth workers at all levels; from local to the national, and even the international level, an opportunity to consolidate and build on what has already been achieved in the past years.

2.0 WHERE DO WE ASPIRE TO BE?

2.1 VISION STATEMENT

A holistically empowered youth who will live for Christ everywhere, and be matured and responsible Christians committed to Church and Nation building.

3.0 WHY DO WE EXIST?

3.1 MISSION STATEMENT

The Youth Ministry exists to mobilize and equip the youth to live for Christ, make Him known, and impact the Church and society.

3.2 OUR CORE VALUES: Respect for Authority, Humility, Responsible Christian behavior, Holiness, Accountability, Self-supporting, Commitment to God, church and nation building.

3.3 OUR CORE PRACTICES: Evangelism, Devotional Prayer life, discipleship, ministry excellence, prayer, giving room to the ministry of the Holy Spirit, sound leadership development, distinct church culture, voluntary giving and Church Discipline.

4.0 OUR PHILOSOPHY: We seek to build “a certain kind” of youth ministry (Pentecostal and Contemporary), produced by “a certain kind” of leadership team (authentic role models) that uses “a certain kind” of spirit-empowered contextualised ministry model which harmonises fellowship, evangelism, discipleship, worship and ministry development.

“A CERTAIN KIND” OF YOUTH MINISTRY



FELLOWSHIP (HEALTHY CONNECTIONS)
DISCIPLESHIP (GROWING PEOPLE)
WORSHIP (HONORING GOD)
**MINISTRY (DISCOVERING AND DEPLOYING
GIFTS AND SPECIAL ABILITIES)**
EVANGELISM (REACHING OUT)

5.0 OUR SUCCESSES AND CHALLENGES: See Review Of 2015 Vision Document In Appendix B

6.0 WHERE ARE WE TODAY?

SWOT ANALYSIS

a) INTERNAL ANALYSIS (STRENGTHS AND WEAKNESSES)

STRENGTHS	WEAKNESSES
<ol style="list-style-type: none"> 1. Vision of Executive Council focused largely on the Youth and the next generation. This makes the youth benefit from both spiritual and material support from the TOP leadership 2. Aggressive evangelism with impressive results under the WIN TEAM concept, PYM, PENSA outreaches and Specialised Ministries. 3. Dedicated Youth workers (both clergy and laity) 4. Administrative set-up is easy to co-ordinate and control with the introduction of the Youth Pastor and Campus Pastor Concepts. 5. Multi-skilled and multi-talented volunteers. 6. Adequate checks and balances 7. Respect for leadership that makes it easy for policies and vision documents to be pursued by all Youth Workers at all levels. 8. Strong Youth enthusiasm and huge turn-up during programs 	<ol style="list-style-type: none"> 1. Low entrepreneurial and skills development support to Youth members 2. Inadequate opportunity for leadership training. 3. Encroachment on our meeting days by some ministers/ officers leading to unpredictable number of meetings 4. Finances sometimes become a limiting factor

b) EXTERNAL ANALYSIS /ENVIRONMENTAL ANALYSIS (OPPORTUNITIES AND THREATS)

ENVIRONMENTAL PARAMETER	OPPORTUNITIES	THREATS
POLITICAL	<ol style="list-style-type: none"> 1. Peaceful atmosphere for Youth advocacy and empowerment 2. Good relationship with political leaders as many church members/officers have become key political figures in all parties. 3. National Youth Policy on youth groups and youth development 	<ol style="list-style-type: none"> 1. The challenge of politicising church platforms
ECONOMIC	<ol style="list-style-type: none"> 1. <i>Global village/house phenomenon</i> aiding trade and industry. Many youth are becoming employable via the pathway of technology. 2. Youth Members average financial contributions are able to meet the ministry's budget for now. 	<ol style="list-style-type: none"> 1. Materialism 2. Economic recess in many places 3. High unemployment rate (especially among young graduates) 4. Some Youth not able to afford the cost of education
SOCIAL	<ol style="list-style-type: none"> 1. Massive enlightenment of young people 2. Internet use has improved connectivity and socialisation 3. Access to healthcare and free basic education 	<ol style="list-style-type: none"> 1. Influence of foreign culture 2. Rural-urban migration leading to lack of youth leadership in rural areas 3. Reduced parental responsibility and family support systems. 4. Effect of homosexuality, co-

		habitation and internet fraud
TECHNOLOGICAL	<ol style="list-style-type: none"> 1. Easy access to mobile phones, computers and Internet use. 2. The use of projectors and more advanced sound equipment seem to favour youth work. 3. Social Media Platforms have changed church life. 	<ol style="list-style-type: none"> 1. Media abuse 2. The negative impact of <i>digimodernism</i>
ECCLESIASTICAL	<ol style="list-style-type: none"> 1. Proliferation of youth choirs and drama/choreography teams in many churches 2. The entire church and the larger Christian body focusing on how to prepare the future generations to take over leadership. 	<ol style="list-style-type: none"> 1. Youth drain 2. Influence of other church cultures and possible threat to our identity 3. Proliferation of cult groups, Mallams, medicine men who now make advertisements and erect sign boards, other faiths, etc. 4. Post modern churches abound where the youth are offered many attractive packages; from doctrine to practice.
LEGAL	<ol style="list-style-type: none"> 1. Respect for child rights 2. Promotion of African Youth Charter 	<ol style="list-style-type: none"> 1. Threat of gay and lesbian rights 2. Same sex marriages and co-habitation 3. Imminent court cases 4. Permissiveness and legalism.

c) STAKEHOLDER ANALYSIS (in order of importance)

STAKEHOLDERS	WHAT THEY CONTRIBUTE	WHAT WE OFFER THEM (“WE” as used here refer to the Youth Directorate and/ or the General Church Top Leadership)
Youth Members	<ol style="list-style-type: none"> 1. They make the ministry (Human resource) 2. New youth members through evangelism 3. Offerings/money 4. High sense of volunteerism 	<ol style="list-style-type: none"> 1. Discipleship leading to spiritual growth, Leadership training and fellowship 2. Social support systems i.e Scholarships, entrepreneurial support etc
National Executive Committee	<ol style="list-style-type: none"> 1. Policy direction for the ministry 2. Co-ordination of Youth activities 3. Monitoring and Evaluation of the ministry’s performance 	<ol style="list-style-type: none"> 1. A means of responding to God’s calling towards young people 2. Congenial atmosphere and material support for the work 3. The joy and satisfaction for working among young people.
PENSA Travelling Secretaries	<ol style="list-style-type: none"> 1. Pastoral care and counselling for students. 2. Spotting and calling of leaders for the Church. 3. Sale of Paraphernalia and devotional materials to students 	<ol style="list-style-type: none"> 1. Logistics for campus ministry 2. Conducive framework for student ministry
Area Youth Pastors/ Leaders	<ol style="list-style-type: none"> 1. Youth Leadership in all its entirety at Area Level 	<ol style="list-style-type: none"> 1. Leadership training and support.

Lay Leadership	<ol style="list-style-type: none"> 1. Nurturing the youth 2. Bringing in and discipling new believers. 3. Grassroots mobilization and administration of the ministry. 	<ol style="list-style-type: none"> 1. Recognition and joy of working with the youth. 2. Leadership training
Staff at the National Youth Office	<ol style="list-style-type: none"> 1. Offer administrative and technical support to the ministry 	<ol style="list-style-type: none"> 1. Salaries and Allowances 2. Recognition and respect 3. Spiritually conducive work environment
Other Church and Para-Church youth bodies	<ol style="list-style-type: none"> 1. Complementary ministry 2. Sharing of similar experiences and avenue for learning 	<ol style="list-style-type: none"> 1. Complimentary ministry 2. Sharing and learning of experiences.

WHAT MORE CAN BE DONE FOR OUR MAJOR STAKEHOLDERS?

1. **YOUTH MEMBERS:** More attention to their spirituality and Christian maturity, economic empowerment, more avenues for counselling and rehabilitation.
2. **PENSA TRAVELLING SECRETARIES:** Tools for campus work (projector and screen, increased phone call and internet access), and to facilitate the acquisition of permanent Mission Houses for PENSA Travelling Secretaries.
3. **AREA YOUTH PASTORS/ LEADERS:** To facilitate the acquisition of vehicles and permanent mission houses by Areas/Districts for the Youth Pastors.
4. **LAY YOUTH LEADERS:** Offer training in youth work and counselling annually
5. **STAFF OF THE YOUTH OFFICE:** Internal quarterly motivation for best-deserving staff (cash or kind)

WHAT MORE CAN THE MAJOR STAKEHOLDERS OFFER US?

1. **YOUTH MEMBERS:** Increase attendance to meetings as well as increase financial support and offerings to the ministry.

2. **PENSA TRAVELLING SECRETARIES:** Pay more attention to CoP schools, Alumni networking; starting with exit programs for final year students. Increase access to paraphernalia by students.
3. **YOUTH PASTORS/ AREA YOUTH LEADERS:** Take charge of training sessions for Youth workers at the grassroots, and also help to increase offerings to the Youth Ministry.

STRATEGY PRIORITIES

CRITICAL	VERY IMPORTANT
<ol style="list-style-type: none"> 1. Expand the Youth Pastor/ Campus Pastor Concept and make it more effective. 2. Intensify Discipleship/ Mentorship and Deepen Spirituality 3. Increase Evangelistic output 4. Economic and Human Resource empowerment 5. Leadership training and opportunities for leadership development 6. To protect meeting days and make youth meetings more attractive and impactful 7. To apply quality assurance principles to Youth Work to make sure that we are producing “a certain kind’ of young people. 	<ol style="list-style-type: none"> 1. Continue to improve the Apologetics School 2. Mount specific programs that address the needs of the varied groupings in the Youth Ministry. 3. Improve Youth Quiz and National Writers Contest. 4. To facilitate the construction of church buildings for PENSA meetings. 5. Business and political Chambers at the National level, which will later be replicated at the grassroots. 6. Increase Media impact on Internet, TV and Radio. 5. Streamline and Strengthen administrative machinery. 5. Buy new Music and Technical equipment 6. To improve on our finances and financial administration
DESIRABLE	IMPORTANT

- 1.To have interventions for young families and young couples' (i.e couples' recreational retreats and fellowships)
- 2.To have joint programs with other youth groups and Para-church bodies for the purpose of fellowship and peer-learning

1. To promote the setting up of Youth Resource Centres in all Areas.
2. Improve on the efficiency of the Music, Drama and Choreography units.
3. To promote Alumni Mobilisation and Networking
4. To promote the acquisition of permanent Mission Houses for PENSAs Travelling Secretaries and Youth Pastors.
5. To help with acquisition of Ministry tools for campus work

1. WHERE ARE WE GOING TO BE IN THE NEXT FOUR YEARS?

STRATEGIC ISSUES

A: **Aggressive Evangelism and Discipleship/ Mentorship**

1. Production of two new Syllabi for TEENS and YOUNG ADULTS to be used in all assemblies.
2. Continue to produce a systematic devotional study guide
3. Continuation of quarterly fasting and prayer/ ENCOUNTER retreats at Area, Zonal and/or District levels.
4. Do active Media evangelism through the Internet, Television and Radio, and seek to increase coverage of Radio broadcasts. Young people to be intentionally trained on how to use social media for evangelism.
5. Increase evangelistic output at all levels using the WIN Concept, PYM, Specialised Ministries and PENSAs Outreach Teams

B) **Leadership and Human Resource Development**

1. Expand the Youth Pastor/ Campus Pastor concept and make it more effective.
2. To set up a Youth Ministry Training School in collaboration with PTS where there will be an intentional, periodic training of Youth Pastors, PENSA Travelling Secretaries, and Lay Youth Workers (both in PENSA and Mainstream).
3. Economic empowerment seminars and networking, scholarship schemes and entrepreneurial forums to curb youth unemployment and poverty.
4. Improved apologetics school
5. Political, Business, and Performing Arts Chambers shall be set up at the National level to offer training for identified talents in these fields who shall also impact others in their respective geographical locations.
6. Continue to improve on Youth Quiz and Writers Contest as annual events.
7. To promote the setup of Youth Resource Centres in the various Areas.

C) Administration

1. Well streamlined, sharpened and decentralized structures (WIN, Specialised Ministry, etc)
2. To fully develop our TEENS MINISTRY as a formidable group, and also to create meeting space for only the TEENS.
3. To organise the Young Adults group better, and offer effective training for them at their level, preferably on Mondays.
4. IT Ministry coordinators appointments to be completed.
5. Separate Performing Arts Ministry from Media Committee, and pay more attention to structures for training and productions for the Performing Arts Committee
6. Issue identification certificates/ cards to all national functionaries of the Ministry: National Executive, PENSA Travelling Secretaries and Coordinating Team members to aid their relationship to the church community and other institutions.
7. To promote ALUMNI mobilization and networking

D) Media Presence and Impact:

1. To take advantage of PENT TV to package youth-focused programs that are doctrinally sound.
2. To develop an App for the Youth Ministry where all Youth Ministry activities shall be assembled.
3. To be more active on our website and other social media platforms.
4. To have a Youth Program on Radio in each Political Region.

E) Other Youth- Focused Activities

1. Interventions for young families; mentorship and recreational ; monitored by Youth Pastors
2. Sports Fiesta as an annual event
3. Continue to Mount specific interventions and programs that address the needs of the varied groupings in the Youth Ministry.- **PENSA, TEENAGE, THE ELITE, SEMILITERATE, PROFESSIONALS, LADIES, GENTS and so on.**
- 4.

F) Finances

1. To increase our offerings by 40% annually.
2. To ensure a more prudent use of resources by PENSA leadership teams
3. To create more financial support for young people who want to be enrolled in vocational/ technical institutions.
4. To liase with PENSA Alumni to support infrastructural developments by PENSA.

G) Periodic Assessment/ Evaluation Of Work/ Quality Assurance

A conscious effort shall be made to evaluate work done by individuals as well as programs organized in the Youth Ministry to ensure progressive improvement at all levels.

STRATEGIC OBJECTIVES AND ACTIVITIES:

1. We shall expand the Youth Pastor/ Campus Pastor concept and make it more effective by appointing Youth Pastors for 70% of the Areas in Ghana within four years, and also having National Youth Pastors in the external branches through the Missions Office. PENSA sectors to be increased from 13 to 16 by dividing the Brong Ahafo, Western and Central Sectors for effective supervision.
2. We shall Produce two new Syllabi for the ministry; one for TEENS and the other for YOUNG ADULTS to be used in all assemblies by April 2016. At least, 15,000 copies of each is to be produced. This will be accompanied by a new attendance register to be used in all assemblies. Leaders shall be trained effectively on how to use the syllabus.
3. We shall continue to produce not less than 40,000 copies annually of the systematic devotional study guide. Copies are to be ready latest by mid-November every year for the ensuing year. Arrangement shall be made to make our books: devotionals and syllabi available for purchase online.
4. We shall continue with the quarterly fasting and prayer/ ENCOUNTER retreats at Area, Zonal and/or District levels.

5. We shall increase evangelistic output at all levels using the WIN Concept, PYM, Specialised Ministries and PENSA Outreach Teams
6. We shall Do active Media evangelism through the Internet, Television and Radio, and seek to increase coverage of Radio broadcasts. Young people to be intentionally trained on how to use social media for evangelism in all Areas. Practical training on proclamation of the gospel shall be intentionally incorporated in our programs.
7. We shall set up a Youth Ministry Training School in collaboration with PTS latest by May 2016 where there will be an intentional, periodic training of Youth Pastors, PENSA Travelling Secretaries, and Lay Youth Workers (both in PENSA and Mainstream). This shall be done at International, National and Regional levels. Deliberate attempt will be made to ensure that the impact of such training is felt at the local level. There shall be a periodic assessment format for this.
8. Scholarship schemes shall be promoted from National to Local assemblies, and shall be made not only to focus on formal education, but on informal training as well. We shall seek to sponsor at least 40 young people into Carpentry, Sewing, Hairdressing and Electricals. We shall also seek to train not less than 20 young people in assembly and repair of IT gadgets (Phones, Ipads, Laptops etc). We shall do this in collaboration with Kumasi Polytechnic Institute of Technology.
9. The School of Apologetics shall be improved by increasing participation and content, while mobilizing the Alumni of the School to impact the church and society.
10. We shall continue to improve on Youth Quiz and Writers Contest as annual events.
11. We shall promote the setting up of Youth Resource Centres that have an office for youth pastors, counselling rooms, library, ICT centres and if possible, recreational facilities in the various Areas.
12. We shall fully develop our TEENS MINISTRY as a formidable group, and also to have regular meetings for only the TEENS at the local level.
13. We shall organise the Young Adults group better, and offer effective training for them at their level, preferably on Mondays.
14. We shall separate Music and Arts Ministry from Media Ministry. A committee shall then be set to oversee the Music and Arts Ministry.

The Music and Arts Ministry shall be a resourcing body who will brainstorm and package ministry materials that will be deployed to the grassroots through organized training programs.

15. Political and Business Chambers shall be set up at the National level latest by June 2016 to offer training for identified talents in these fields who shall also impact others in their respective geographical locations. The different chambers shall have periodic meetings and awareness campaigns.
 - A) The Business Chamber for example shall handle entrepreneurial drives of the Youth Ministry at the National level. Economic empowerment, entrepreneurial and networking seminars shall be organized at National Level at least once a year. Areas and districts shall also embark on similar programs and report on them. Farming (of all forms; both plant and animal) as an economic activity, shall be promoted by the Ministry, with the ministry itself leading the way in some selected places.
 - B) The Political Chamber shall bring on board young politicians and aspiring politicians who shall be groomed for 'political callings'.
16. To promote ALUMNI mobilization and networking at various levels.
17. To enhance the work of PENSA Travelling Secretaries by offering them appropriate support where necessary in terms of logistics for the work and also facilitating the acquisition of permanent Mission Houses. We shall also seek to attend to other concerns with the Travelling Secretary concept that are still not clarified, including modalities for their transfers.
18. To liaise with PENSA Alumni to support infrastructural developments by PENSA.
19. To improve on record keeping and ensure prudent use of resources by PENSA leadership teams.
20. To package and produce youth-focused television programs on PENT TV that are doctrinally sound. Sponsorship is to be sought for these programs so as to sustain them. We shall also encourage Areas to run youth programs on Radio.
21. To develop an App for the Youth Ministry where all Youth Ministry activities shall be assembled.
22. To be more active on our website and other social media platforms. IT Ministry coordinators appointments at Area and district levels to be completed.

23. To institute a maze of Young Couples Fellowships as part of our aim of meeting the needs of young adults. This will be monitored by youth leaders at all levels. Area youth leaders shall monitor and report on same.
24. To intensify the activities under the 'Specialised Ministries' (Sports Ministry, Health Outreaches, Physically and Mentally Challenged, Street persons etc) and hold a Sports Fiesta as an annual event.
25. Continue to Mount specific interventions and programs that address the needs of the varied groupings in the Youth Ministry WHERE NECESSARY.- **PENSA, TEENAGE, THE ELITE, SEMILITERATE, PROFESSIONALS, LADIES, GENTS and so on. Subcommittees to be set up to mobilize some of such groupings appropriately at all levels. (Titus 2:1-10)**
26. To improve on our finances and financial administration by encouraging increased attendance to youth classes, generous giving and prudent use of resources at all levels.
27. To institute a Quality Assurance evaluative mechanism for the Youth Ministry as follows:
 - a) Area Youth Pastors/ Leaders shall be tasked to build quality into the work of district and local leaders. There shall be consistent training, monitoring and evaluation of work done by these leaders. Where necessary, Area Leaders shall organize sessions for particular leaders to advise and encourage them. Orientation shall be organized for all newly appointed local, district and Area youth executives by the Youth Pastors/ leaders. Persistent challenges with grassroots leaders shall however be addressed with the district pastors concerned.
 - b) District leaders shall assess Youth Pastors once a year. This confidential report shall be forwarded to the directorate.
 - c) PENSA Travelling Secretaries shall do same for PENSA presidents and their executives at least twice a year.
 - d) Youth Pastors and Travelling Secretaries shall be assessed formally once a year by the appointed assessing authorities. Apart from that, Informal assessments shall be done as and when necessary.
 - e) The quality and impact of some programs shall be evaluated to validate their merit from time to time.
 - f) Review of youth workers as per constitutional demands shall be practiced to ensure that commitment to duty is held high by all who have the privilege to serve at the local, district and Area levels.

CONTEXTUALISED STRATEGIES AND MEASUREMENT AT THE GRASSROOTS:

To be completed with the Youth Pastors and PENSA Travelling Secretaries



APPENDIX A:

THE CHURCH OF PENTECOST- YOUTH MINISTRY

VISION 2018 ACTION PLAN

DECEMBER 2013

INTRODUCTION

The general five-year goal of IMPACTING GENERATIONS, chosen by the Executive Council of the Church of Pentecost, has been met with joy, satisfaction and a sense of hope by the leadership of the Youth Ministry. We see that this focus will directly impact, in no small magnitude, youth work in the Church of Pentecost, and secure the future of the Church of Pentecost in the hearts of her properly disciplined youth.

Sam Doherty has said:

‘Every worker among children [young people] needs to have spiritual bi-focals. He evangelizes young people because he sees their present need for Jesus Christ and His salvation. But he also evangelizes them because he sees their potential for the future, and he is investing in that future’ ¹[Emphasis mine].

¹ Doherty S., *Why Evangelize Children?* (Lisburn: Child Evangelism Fellowship, April,1996) p. 21.

We recognise that Vision 2018 has been birthed out of a passion to invest in the coming generations to meet their discipleship needs today. The vision also recognizes the potential of the youth to consolidate the gains chalked from our founding fathers to present, and build upon it. We therefore commend the Chairman of the Church, Apostle Dr. Opoku Onyinah, and the entire Executive Council, for their exemplary leadership and unqualified passion for young people and their development in Christ.

We also recognise that, for VISION 2018 to be achieved, the church has to take radical, yet practical steps to:

1. Bridge the adult-youth cultural gap. Enormous work has been done in this area, but there remains more ground to cover.
2. Institute a system for ministerial appraisal of appointed youth workers/pastors/ PENSAs Travelling Secretaries. The Youth Directorate has to be made to assess such youth workers, which will be factored into their ministerial progress. It is said that people will do what you inspect, not what you expect.
3. Protect meeting days of the Youth Ministry; and indeed all ministry meeting days, to avoid interruptions from other week-programs.

DEVELOPMENT OF ACTION PLAN

Analyzing VISION 2018, we recognized **Vision Points 3, 5 and 10** as having direct bearings on the operations of the Youth Ministry. **Strategic objectives** were then formulated out of the 'Actions to be employed' sections of VISION 2018 as well as outcomes of discussions by the Youth National Executive and Travelling Secretaries meeting. We then translated the strategic objectives onto a logical frame matrix for easy implementation of the vision and achievement of objectives.

STRATEGIC OBJECTIVES

VISION POINT 3

Objective 3.1:

Area Heads, District Pastors, Presiding Elders and Ministry Leaders at all levels shall identify young people who are gifted in teaching and preaching and put them on Wednesday and Sunday Speakers plan and other programs such as Christmas Convention and Easter Convention.

Objective 3.2:

Biannually, Presiding Elders shall organize open forums/fora where the youth would ask questions on issues they do not understand and also bring forth their ideas towards building the Church. This may also be done as and when necessary.

Objective 3.3:

The skills and knowledge of youth who are professionals will be tapped at various levels including serving on committees.

Objective 3.4:

The Youth would be encouraged to submit memos on issues concerning the Church and particularly the youth, to the Youth Ministry for consideration through formal writing, the use of suggestion boxes and social media platforms. Such suggestions may be forwarded to the appropriate quarters for attention where necessary.

Objective 3.5:

Area Heads and District Pastors shall be responsible for putting up church buildings that follow prototypes provided by the Head Office such that the youth would have youth-friendly meeting places.

Objective 3.6:

The Youth Ministry shall support and facilitate the organization of National Singles Conference annually which may be replicated at Area levels.

Objective 3.7:

The Church shall mount mentorship structures with trust as core and produce mentorship materials to aid mentorship of the emerging generation.

VISION POINT 5

Objective 5.1:

Youth Pastors shall be trained and resourced to become more effective in handling contemporary issues of the youth.

VISION POINT 10

Objective 10.1:

The Youth Ministry shall administer questionnaires that seek to solicit ideas from PENSA and the youth in some Districts on areas of youth work that need improvement.

Objective 10.2:

There shall be full time Campus Pastors (Regional/Sector PENZA Travelling Secretaries) to take care of PENZA solely at the sector levels. Campus ministry shall be separated from the mainstream work. The Travelling Secretaries shall not be Pastors of Worship Centres. However, they may be attached to a District within the Area just to worship there with their families. They shall report directly to the Youth Directorate.

Objective 10.3:

There shall be established on pilot basis **Area Youth Pastors** in twenty selected Areas (pilot project) who would oversee youth work in the respective Areas and made to head Worship Centres. Meanwhile, Area Youth Leaders shall continue with the youth work in Areas that will not have Area Youth Pastors while the piloting is ongoing.

Objective 10.4:

All PENZA buildings shall conform to at least one of three prototype drawings developed by the Head Office.

Objective 10.5:

Funding of PENZA building projects shall be multifaceted - PENZA fund raisings, alumni contributions and regular support from the Head Office.

Objective 10.6:

Well-resourced and functional Youth Centres shall be established by the Areas, where the Area Youth Ministry shall provide counselling and guidance support.

Objective 10.7:

- In order to minister effectively to both teenagers and young adults (those above 20 years), there is the need to have separate meeting arrangements for the two groups.
- A meeting shall be arranged with the other Ministry Directorates in order to fine tune age brackets, programs and meeting times.
- It is proposed that 4pm - 6pm every Saturday be used for TEENAGE CLASSES in all assemblies/districts. Those who cannot meet on Saturday evenings should propose a day and time of meeting through their Area Leaders to the Directorate for consideration.
- That the Assistant Youth Leaders (at all levels) should be in charge of the Teenage Ministry.
- Different syllabi should be developed for both the Teenage and Adult Youth.

- Districts and local assemblies that are already running, or can organize; teen services on Sundays are encouraged to do so.

Objective 10.8:

Mondays and Tuesdays shall be reserved for ministry meetings. All Week celebrations shall commence on Wednesday at all levels.

LOG FRAME MATRIX

OBJECTIVE	ACTIVITIES	OUTPUTS	MONITORING INDICATORS	RESPONSIBLE PERSONS	ASSUMPTIONS	BUDGET
Area Heads, District Pastors, Presiding Elders and Ministry Leaders at all levels shall identify young people who are gifted in teaching and preaching and put them on week-days and Sunday Speakers plan and other programs such as Christmas/ Easter Conventions, etc	Identifying young people who are gifted in teaching and preaching	Gifted young people identified	Identified gifted young people placed on speakers plan at various levels to preach and teach.	1. Supervisor: The Chairman, Area Heads and Youth Directorate 2. Implementers: Area Heads, District Pastors, Presiding Elders and Ministry Leaders	Awareness and Cooperation amongst stakeholders - Area Heads, District Pastors, Presiding Elders, Ministry Leaders and identified young people	
	Formal introduction of the gifted young people to other stakeholders periodically	Periodic introduction of gifted young people	Database for tracking the progress of gifted young people			

<p>Biannually/periodically Presiding Elders shall organize open forums where the youth would ask questions on issues they do not understand and also bring forth their ideas towards building the Church.</p>	<p>Forums created for interaction</p>	<p>Interactive forums scheduled as part of Church activities/service</p>	<p>Reports generated</p>	<p>1. Supervisor: Area Heads 2 .Implementers: District Pastors, Presiding Elders and youth ministry leaders at all levels.</p>	<p>Pastors and Presiding Elders will buy into the vision and attach a lot of importance to same. Open and friendly atmosphere</p>	
	<p>Documenting salient ideas and issues arising out of the Forums for attention</p>	<p>Documented ideas and issues Attention given to documented ideas</p>	<p>Progress reports received</p>	<p>1. Supervisor: Area Heads 2.Implementers: District Pastors/Presiding Elders</p>	<p>Pastors and Presiding Elders will buy into the vision and attach a lot of importance to same. Open, and friendly atmosphere</p>	
<p>The skills and knowledge of youth who are professionals will be tapped at various levels including serving on committees.</p>	<p>Database of professionals generated at all levels.</p>	<p>Database generated at all levels</p>	<p>Query (recall) data for analysis</p>	<p>1. Supervisor: Chairman, Area Heads, Youth Directorate 2. Implementers General Secretary, Area Heads, District Pastors and Presiding Elders</p>	<p>Cordial relationship and mutual respect among players.</p>	

	Categorise professionals into related skill clusters.	Clusters of related fields formed and put to use	Query (recall) Clusters formed for progress evaluation	-do-		
	Strategic appointment of young professionals unto Church committees where they have the expertise	Skills of young people being tapped.	Young professionals appointed to serve on committees at Area, District and Local levels.	-do-	-do-	
The Youth would be encouraged to submit memos on issues concerning the Church in general and particularly the youth to the Youth Ministry for consideration through formal writing, the use of suggestion boxes and social media platforms.	Encouraging the writing and submission of memos by the youth to the appropriate quarters through the Directorate for fine-tuning	Written memos submitted and reviewed for onward submission to appropriate quarters.	Number of written memos submitted, reviewed and sent to appropriate quarters for redress.	Executive Council, Youth Directorate Heads, Pastors, Boards, Committees etc. Youth Leadership	Goodwill shown by all parties	
	Facilitate the submission of memos by youth through formal writing, suggestion box, social media, discussions, etc.	Suggestion boxes provided, social media to be used indicated	Number of suggestion boxes available in each District, as well as number of social platforms created for generating sound ideas from youth.	Youth Directorate, District Pastors, Presiding Elders	-do-	

<p>Area Heads and District Pastors shall be responsible for putting up Church buildings that follow prototypes provided by the Head Office such that the youth would have youth-friendly meeting places.</p>	<p>Building of youth-friendly chapels</p>	<p>All new church buildings with youth friendly facilities built and old ones redesigned (if possible)</p>	<p>Number of youth friendly facilities.</p>	<p>1. Supervisor: General Secretary, Projects Development / Estate Manager and Youth Directorate</p> <p>2. Implementers: Area Heads, District Pastors, Presiding Elders and Estate Committee(s)</p>	<p>Availability of funds</p>	
<p>The Youth Ministry shall support and facilitate the organization of National Singles Conference annually which will be replicated at Area levels</p>	<p>In collaboration with the Chairman's Office and the Counselling Unit, modalities for organizing singles conference at various levels of the Church would be developed and registration forms designed.</p>	<p>Modalities established and forms designed</p>	<p>All logistics made ready for the Singles Conference three months before the scheduled date.</p>	<p>1. Supervisor General Secretary's Office</p> <p>2. Implementers Youth Director and Head of the Counselling Unit, Area Heads, Area Secretaries and</p>	<p>The Singles Conference shall continue to be organised as a national event.</p>	
	<p>Register and mobilize members for the conference at all levels of the Church.</p>	<p>Participation from all over the country</p>	<p>Full participation of singles from all Areas</p>	<p>1. Supervisors: Area Heads and Youth Director</p> <p>2. Implementer</p>	<p>All Area Heads and Area Youth Leaders will be actively functional in the registration and</p>	

				s: Area Secretaries and Youth Leaders	mobilization of members across the country.	
The Church shall mount mentorship structures with trust as core and produce mentorship materials to aid mentorship of the emerging generation.	Identify Christ-like individuals who are successful in their various endeavours and mounting training programs for them at Area levels on mentoring the emerging generation with integrity	Mentors identified at the Area levels and equipped with mentoring skills	Having a database of mentors at the Area levels and organization of a training programs	1. Supervisors: The Chairman and Youth Director 2. Implementers: Area Heads, Area Youth Leaders and District ministers	Every Area has mature and willing people who can impact the next generation. Mentors would avail themselves for the training.	
	Set up a committee by June 2014 to produce a mentorship training manual by September 2014.	Committee set and training manual produced	The committee has been set and training manual produced by September 2014	1. Supervisor: Youth Director 2. Implementer: The Committee	Members nominated would be willing The Committee would work to produce the manual within a stipulated time	
	Create a platform where mentees and mentors would meet and interact at Area/ Zonal levels	Mentorship relationships stimulated between the youth and mentors	Mentorship relationships stimulated	1. Supervisor: Youth Director 2. Implementer: Area Youth Leader	The Youth are interested in being mentored.	

<p>Youth Pastors shall be trained and resourced to become effective in handling contemporary issues of the youth.</p>	<p>Organize well-structured training programmes (School of Youth Ministry) biannually with focus on contemporary youth issues</p>	<p>Well-structured training programmes organized biannually</p>	<p>Biannual training programmes effectively organized</p>	<p>1.Supervisor: Youth Director 2.Implementer: Area Youth Pastors</p>	<p>Area Heads would release their Youth Pastors for Training.</p>	
	<p>Equip and resource Youth Pastors with relevant logistics such as laptops, projectors etc.</p>	<p>Youth Pastors equipped with relevant materials and resources</p>	<p>Provision of relevant materials to Youth Pastors</p>	<p>1. Supervisor: The General Secretary 2. Implementer: Youth Directorate</p>	<p>All relevant materials would be adequately provided.</p>	
	<p>Encourage and sponsor Youth Pastors to participate in other youth related training programmes outside the Church</p>	<p>The scope of experience of Youth Pastors would be broadened.</p>	<p>Number of conferences, seminars and youth activities outside the church attended by our youth leadership teams.</p>	<p>1.The Executive Council 2.The National Executive Committee 3. Area Heads</p>	<p>The Church is willing to sponsor Youth Pastors to participate in other youth related training programmes outside the Church.</p>	
<p>The Youth Ministry shall administer questionnaires that seek to solicit ideas</p>	<p>Set up a committee tasked to design and submit a questionnaire by December, 2013</p>	<p>Committee formed</p>	<p>Questionnaire submitted for distribution.</p>	<p>1.Youth Director 2. Survey Committee</p>		

from PENZA and the youth in the districts on areas of the youth work that need improve-ment	administer questionnaire in some selected Districts across the country and analyse data collected by 10 th January, 2014	Ideas from the youth collected	Ideas from the youth collected	1. The Youth Director 2. Survey Committee, NEC members and Travelling Secretaries	The Youth will respond favourably to the questionnaires	
	Fine tuning of ideas from questionnaires	Workable ideas obtained	Workable ideas obtained	1.The Youth Director 2.NEC	The Youth will respond favourably to the questionnaires	
	Implementation of fine-tuned ideas	Workable ideas solicited are implemented.	Workable ideas solicited are implemented.	1.The Youth Director 2.NEC, Area Youth Leaders	Workable ideas have been obtained	
There shall be full time Campus Pastors to care for PENZA at the Regional / Sector levels. They shall not Pastor Worship Centres. However, they may be attached to a big districts within the Area to worship there with their families	Detach current T/S's from their current worship centres	Campus Pastors stationed at Sectors and are responsible solely for PENZA	Ten Campus Ministers not doubling as Worship Centre Pastors	The Executive Council		
	Ministers with the flare, requisite skills and with PENZA experience to be identified and appointed as T/S	Qualified ministers so appointed	Experienced ministers stationed at sectors who shall be fully available to PENZA.	Executive Council	Logistics for T/S's will be provided.	
	T/S should be designated as minister - attaché to big	T/S designated attaché to bigger District	T/S and family worship as attaché to big	Executive Council, Area Heads	T/S will be assessed by the Youth Director and	

	Districts for worship, especially for his family		Districts		report sent directly to the Executive Council.	
There shall be established on pilot basis Area Youth Pastors in some selected Areas who would oversee youth work in the respective Areas and made to head Worship Centres. Meanwhile, Area Youth Leaders shall continue with the youth work in Areas that do not have Area Youth Pastors during the trial period.	Appointment of 20 qualified Youth Pastors	Area Youth Pastors appointed	Area Youth Pastors appointed in 20 selected Areas and made to pastor Worship Centre	Executive Council		
	To resource and equip the Area youth workers and offer training within the Area.	Area Youth Pastors appointed.	Area Youth Pastors provided with needed resources for their training sessions.	Executive Council Directorate Area Heads	Provision of logistics - mission houses, vehicles, projectors, laptops, etc.	
All PENZA buildings shall conform to at least one of three prototype drawings developed by the Head Office.	Provision of prototype building plan by Head Office	Prototype building plans provided by the Headquarters	PENZA Auditoriums built according to specification	The General Secretary, Projects/ Development and Estate Manager		
	With the exception of current on-going projects, all buildings should	-do-	-do-	Directorate Area Heads T/S's LCC's		

	conform to one of three prototype drawings					
Funding of PENZA buildings shall be multifaceted	Fund raising by PENZA members	Funds raised in an ethical manner.	Stakeholders live up to expectation.	PENZA presidents and their LCC's		
	Head Office support	Support funds released	Head Office releases funds through the Area offices	Executive Council, Area Heads Campus Pastors	Monies released on time.	
	Alumni contributions	Contributions made from PENZA alumni	Alumni support funds set up.	Alumni representative T/S PENZA President	Expected amount to be raised by alumni willingly. Students are themselves passionate about the project.	
Well-resourced and functional Youth Centres shall be established by the Area Office and the Area Youth Ministry to provide counselling and guidance support to the youth.	Provision of office accommodation by the Areas	Office accommodation provided and furnished.	Facility ready.	Area Heads Youth Pastors		
	Areas to provide logistics to make the centres resourceful.	Logistics procured and centre well resourced.	-do-	Area Heads Youth Pastors	Desk tops, lap tops, projectors, e-library etc.	
	Procuring the services of IT experts and professional counsellors	IT experts and professional counsellors sought on volunteer basis from the church	Youth Resource Centres working efficiently to provide counselling,	Area Heads, Area Youth Pastors	Right personnel for the jobs are readily available.	

		public	education and recreation			
In order to minister effectively to both teenagers and young adults (20+), there is the need to have separate meeting arrangements for the two groups	Write a memo proposing 4pm to 6pm on Saturdays for Teenage Meetings to the Executive Council for consideration.	Active teen service and active adult youth service put in place.	Groups separated running effectively	Executive Council Youth Directorate Area Heads Pastors Presiding Elders Ministry Leaders		
To arrange a meeting with the other Ministry Directorates to fine-tune age brackets, programmes and meeting times.	Contact other ministry Directors to arrange for the meeting.	Meeting held.	Workable Youth membership defined.	Youth Director Other Directors	Directors of Ministries will meet in time.	
	Write a joint memo with Directors of other Ministries to Executive Council for approval of age brackets decided on.	Age brackets determined: Space created for distinct programs and meeting times for various age categories. Minimised duplication of efforts by various ministries		Executive Council Director	Directors will agree on common memo and its content.	
To develop different syllabi for both Teenage	Appoint Committees to prepare Syllabi by February	Draft Syllabi produced by February 2014	Draft Syllabi submitted	1. Youth NEC 2. Syllabus Committee		

and Adult Youth	2014					
	Vet Syllabi	Press-ready syllabi produced			1. Youth NEC 2. National Literature Committee	Syllabus Committee will submit draft Syllabus on time
	Publish syllabi	First set of separate syllabi produced by October 2014	Teen and Adult Youth Syllabi in use by Youth Ministry at Local level by November 2014		1. Youth Director 2. Syllabus Committee	1. Syllabus Committee will vet and approve draft syllabi on time. 2. Youth Ministry will make funds available to develop syllabi
To get Mondays and Tuesdays reserved for Ministry meetings. All week-long celebrations to commence on Wednesdays at all levels in order to secure uninterrupted meeting days for the Ministries	Prepare a joint memo with Ministries for Executive Council's consideration to the effect that Youth and Evangelism meet alternatively on Mondays and Women and PEMEM meet on Tuesdays; running alternatively. Each ministry will have 18 meetings	Mondays and Tuesdays secured for Ministries' meeting days	Youth Ministry holding uninterrupted meetings throughout the month regardless of weeklong activities planned except for Lord's Supper week.		1. Executive Council 2. Ministry Directors 3. Area Heads 4. District Pastors 5. Presiding Elders 6. Ministry Leaders at all levels	Directors will agree to common memo and its content. Executive Council's approval of memo

	annually.					
	Restructure the Executive Committees of the Youth Ministry at the Various levels to make the Assistant Leader responsible for the Teens	Assistant Leader of Youth Ministry at all levels in charge of Teens	Teen Service runs smoothly regularly.	Half and annual reports will capture segregated activities.	Executive Council will approve proposal to have a Teens Service on Saturdays.	
To put Assistant Leader of Youth Ministry at all levels in charge of Teenage Min. in order to provide effective ministry to the Teens.	-do-	-do-	-do-	-do-	-do-	

CONCLUSION

It is our expectation that all stakeholders shall spare no cost in the quest to achieving the content of VISION 2018. The youth ministry leadership is committed to seeing this vision accomplished, and so shall endeavour to co-operate with leadership at all levels towards the realisation of this vision.

Thank you.

SIGNED BY:

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**DAVID NYANSAH HAYFRON (PASTOR)
DIRECTOR, YOUTH MINISTRY**

APPENDIX B

A REVIEW OF THE 2015 STRATEGIC VISION OF THE YOUTH MINISTRY

WHAT WAS SET OUT TO BE DONE FOR OUR MAJOR STAKEHOLDERS

- ⊙ **YOUTH MEMBERS:** More attention to their spirituality and Christian maturity, economic empowerment, more avenues for counselling and rehabilitation. **(ON-GOING WITH IMPRESSIVE RESULTS. AREAS LACKING INCLUDE: Clear strides in economic empowerment)**
- ⊙ **PENSA TRAVELLING SECRETARIES:** Stronger Vehicles due to their greater jurisdiction, Offering them smaller jurisdiction, tools for campus work (projector and screen, increased phone and internet access allowance) **(Vehicles purchased by the General Headquarters. Tools for campus work still lacking: Projectors and Screens also started)**
- ⊙ **AREA YOUTH LEADERS:** Consider the Area Youth Pastor concept. Area Youth Pastors to be focused on the Youth work in their respective Areas as well as their worship centre, and may not be encumbered with other Area activities.

(YOUTH PASTOR CONCEPT APPROVED and IMPLEMENTED BY GENERAL COUNCIL)

- ⊙ **LAY YOUTH LEADERS:** Offer professional training in youth work and/ or counselling **(BEING PURSUED)**
- ⊙ **STAFF OF THE YOUTH OFFICE:** Internal quarterly motivation for best-deserving staff -cash or kind **(YET TO BE DONE)**

WHAT MORE COULD THE MAJOR STAKEHOLDERS DO FOR US?

- ⊙ **YOUTH MEMBERS:** Increase financial support and offerings to the ministry. **(VERY GOOD, BUT STILL ROOM FOR IMPROVEMENT)**
- ⊙ **PENSA TRAVELLING SECRETARIES:** Pay more attention to CoP schools, Alumni networking; starting with exit programs for final year students. **(MORE CAN BE DONE)**

STRATEGIC OBJECTIVES:

1. To produce and sell 20,000 copies of a new systematic devotional study guide at a subsidised and affordable price annually, starting from February 2012. The first batch (for 2013) to be ready by October, 2012.

(WE HAVE BEEN ABLE TO REACH A MAXIMUM OF 45,000 COPIES PRODUCED AND SOLD IN ONE YEAR (2015))

2. To institute quarterly fasting and prayer retreats at Area, Zonal and/ or District level in all the 48 areas, effective from February 2012 to emphasize deepening spirituality and effectiveness of youth members.

(ONGOING, BUT NOT BEING EFFECTIVE AS EXPECTED)

3. To redesign the Youth Website within 3 months, effective December 2011 to make it more useful and interactive, and to institute the appointment of National, Area and District IT ministry co-ordinators within 6 months, effective December 2011. **(THIS HAS BEEN CARRIED THROUGH SUCCESSFULLY. OUR WEBSITE: www.penteagle.org HAS BEEN DULY LAUNCHED AND HYPERLINKED TO THE CHURCH'S MAIN SITE, www.thecophq.org . A LOT IS BEING DONE FROM NATIONAL TO THE GRASSROOTS. THE CHALLENGE IS WITH MONITORING OF ONLINE ACTIVITIES OF AREAS, DISTRICTS, LOCALS AND INDIVIDUALS.)**

4. Mount specific interventions and programs that address the needs of the varied groupings in the Youth Ministry.- PENZA, TEENAGE, THE ELITE, SEMILITERATE, PROFESSIONALS and others, effective from February 2012. **(ONGOING; ROOM FOR IMPROVEMENT).**

5. To mount two economic/ entrepreneurial related programs at the national level, one at Area level and one at district level every year effective from January 2012. To set up National Scholarship Scheme to sponsor the training of 10 persons annually in Small Scale Businesses (Hairdressing, Carpentry, Sewing, Electronics or Plumbing, etc) effective from January 2012. City and Town Districts to train 1 person annually. **(THIS HAS ONLY BEEN MINIMALLY DONE. MORE HAS TO BE DONE IN THIS REGARD IN THE NEXT FOUR YEARS)**

6. To raise 2000 well motivated financial partners by March 2012, who will sponsor the devotional guide project, TV, Radio, Youth Quiz project, Magazine productions, Scholarship Schemes to ensure effective running of these programs effective July 2012. **(THIS WAS LATER ABANDONED. WE STOOD BY THE CONVICTION THAT ALL YOUTH MEMBERS MUST BE MOTIVATED TO GIVE GENEROUSLY TO SUPPORT THE MINISTRY, AND THAT IS WORKING FOR US)**

7. To set up an Apologetics School by August, 2012, which shall run a One-week course twice a year, and to recruit 100 people every two years to be trained in the art of apologetics and polemics. **(CARRIED OUT VERY WELL BY GOD'S GRACE. TWO BATCHES GRADUATED. ALUMNI HAVE TO BE COORDINATED VERY WELL AND**

WELL MOTIVATED TO CARRY OUT THEIR FUNCTIONS IN THE CHURCH AND SOCIETY)

8. To start annual Youth quiz competition by April 2013, incorporating bible memorisation and content from the Devotional Study Guide. To offer attractive prizes to winners.

CARRIED OUT EXCELLENTLY

9. To have a well understood and functioning administrative structures and terminologies by holding leaders meetings, effective March 2012.

◎ (ALL OUR EVANGELISM- BASED APPROACHES (6 OF THEM) APART FROM SPECIALISED MINISTRIES WERE PLACED UNDER THE WIN TEAM CONCEPT FOR SIMPLIFICATION

◎ SPECIALISED MINISTRIES TEMPO NEEDS TO BE INCREASED AT ALL LEVELS.

10. To sharpen evangelistic skills by offering annual training on proper preparation, effective proclamation and fruitful preservation of souls won, effective June 2012. We expect a growth in membership of 20% in 4 years (16,250 souls annually)

WIN TEAMS WELL FORMED, TRACTS PRODUCED. YOUTH MEMBERSHIP BY JUNE 2015 HAS REACHED 660,000; 130% INCREASE IN MEMBERSHIP IN FOUR YEARS

11. To commission a new Media Committee by January 2012, who shall raise partners and funds for the ministry. They shall also facilitate the acquisition of airtime on one Television station, and on Radio stations in Accra, Kumasi Takoradi, Koforidua and Tamale latest by December 2012, and see to the weekly running of these programs. Programs on air shall focus on evangelism, Morality issues and apologetics.

BEING DONE WELL, ESPECIALLY IN ACCRA. AIRTIME AT OTHER CITIES ARE YET TO BE COORDINATED. MEDIA COMMITTEE MUST BE SEPARATED FROM THE MUSIC COMMITTEE IN SUBSEQUENT VISION DOCUMENT. PROFESSIONAL TRAINING IN DRAMA AND CHOREOGRAPHY IS STILL LACKING IN MANY PLACES. ATTENTION HAS TO BE GIVEN TO THIS.