



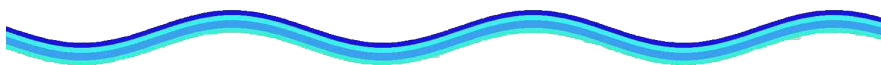
GLORY OUTREACH ASSEMBLY

Vision 2055 And

2021-2025 Strategic Plan

Pursuing the Great Commission

Since 1991





Our Vision

Fully mature disciples, compassionately pursuing the great commission, demonstrating Godly zeal and transformational leadership, bringing positive change globally



Our Mission Statement

To creatively respond to the great commission, by creating strong Christian fellowships, developing ethical leadership, caring for the vulnerable, mitigating conflict in our communities and improving the social-political-economic status of nations

Our Core Values



Integrity/Uadilifu



Stewardship/Uwakili



Peace/Amani



Compassion/Huruma



Love/Upendo

A young girl with dark hair is being baptized in a swimming pool. Two men are standing in the water with her. One man, wearing a white shirt, has his hands on her head and chest. Another man, wearing a grey shirt, is also touching her chest. A third man, wearing a dark shirt, is standing to the left, looking on. The background shows a building with a red cross sign on the wall.

DISCIPLESHIP

We strive achieve continual growth in GOA church membership both in numbers and in the acceptance of and living the Gospel message.

Key Impact Areas

**Self-propagating,
Self-governing
self-supporting congregations**

Strategic investment on land and resources for future church growth

Theological Training of GOA Clergy and Church Leaders

New mission lands in other African countries and other continents

Establish the updated register of the congregations and membership in the GOA global structure

Strategies

- Devolved Bible and evangelism training
- Missions to Unreached and the reached peoples
- Vibrant programs for Youths and Children
- Establishment and management of Pastors Support fund
- Church Empowerment through GOA SACCO

- Strategic Land acquisition in potential areas for growth
- GOA Churches' Savings Schemes with GOA SACCO for asset

- Establishment of GOA Bible College
- Minimum qualifications for pastors and prescribe on going training and improvement in seminary and short term trainings through ILI.

- Stabilize GOA in existing countries and venture into new countries
- Establish and capitalize on GOA Radio and TV stations for Global evangelization
- Create new Sports Evangelism Networks in New Countries

- Harmonization of all GOA churches management
- Unified discipleship program
- Implementation of GOA Church Census
- Full time evangelists supported by Local churches
- Retirement planning for GOA Pastors and church leaders



COMPASSION & DIGNITY

**We shall strive to bring dignity to the less fortunate socially, economically and
Academically**

Key Impact Areas

Expanded & Diversified compassion ministry:

Unique excellent, competitive and holistic children homes models in Kenya and beyond

Economically and Spiritually stable and impactful children from GOA homes

foster program and communities upgrade programs around our homes

Strategies

- Spread action compassion to all GOA Countries and establish a coordinating center in each Country
- Explore and establish a home for the elderly
- Centre for those suffering domestic violence, FGM and early marriage in the unreached areas
- Expand widows Project

- Staff appraisal & Training in all homes
- Home exchange visits for benchmarking and spiritual strengthening of children.
- Improvement of the infrastructure in the existing children's homes
- Professional support in assessment and advisory on how to grow acceptance and confidence.

- Invest in skills and trades for the children empowerment
- Develop a program of technical skills training for GOA Children
- Establish a reserve fund for emergencies at the homes
- Invest in child development, to cloth, educate and feed them.
- Invest in Spiritual growth programs for the children

- Create clear guide for the GOA Foster care program
- Expand the Home staff capacity to Community impact



MENTORSHIP

We care for the youth and children who are growing in continually changing realities through, Talent development, Sports, Peer Support, Volunteerism, international exchange and ICT

Key Impact Areas

Build a strong alumni from the children's homes to support other children

Vibrant Peer Support Training Program for Life skills, Career and youth Ministry

Enhance the Sports and talent growth among GOA Youth Ministry

Strategies

- Alumni Association for children that exit the homes
- Volunteerism among youth
- Internship program

- Provide Career guidance for children from young age and in transition post-Secondary
- Provide more intentional Spiritual assistance to the Post-Secondary students
- Initiate a program to mentor the children and instill leadership skills

- Encourage young people in churches to embrace Sports as a tool to reach younger people through the vision of GOA.
- Initiate Sports academies in our various disciplines-
- Initiate production units for Floorball and other equipment to support the growth of sports
- Incorporate sports into other departments for healthy lifestyle and recreation.
- Initiate the GOA annual tournament as a way of nurturing and deploying talents to international levels



STEWARDSHIP & INTEGRITY

The goal here is to grow mature leadership for every age of the GOA existence among the top management and in the members

Key Impact Areas

Strategies

Continuous Leadership training & Development

- Create Education kitty for motivation and sponsoring bright kids
- Improve accessibility to GOA Schools, through means of transport

Revitalize GOA Schools' Management System

- Functional Education board to closely oversee academic affairs
- Diversification in GGU programs to meet local needs adequately and accreditation to offer recognizable certificates.
- Develop the School of theology to a global level

Establish the GOA TIVET training Centers

- Entrench TIVET in the GOA Education system
- Introduce technical and other programs to make GOA schools more competitive.



PEACE

Peace Building and Conflict Resolution, Mental Health family Strengthening

Key Impact Areas

Establish Professional training on Peace, Mediation, Conciliation

Establish a certified Counseling Centre for family, GBV and youth

Rigorous training in counseling for the congregations and children's homes and other GOA institutions

Establish a cultural Centre for intergenerational history knowledge transfer

Strategies

- Establish a regional Centre for Peace/Mediation/Arbitration Centre
- Formulation and Initiation of Community based Peace building committees at different administration levels
- Building rescue Centers for victims of conflicts in conflict prone areas
- Youth engagement activities to promote peace

- Mentoring trained Counselors among youth for sustainability
- Counseling offices with counselors be set up in all GOA Institutions .
- Professional Counseling Services at GOA Head office
- Pre and Post –Marital Family Counseling
- Counseling Centre for youth and women
- Self sustaining RIPEN Program for youths

- Adult guided Peer Counseling schemes at the children's homes
- School based Youth counseling Programs

- Establish a Cultural Centre: where peace artifacts can be placed and young generation can have a place to identify with their cultures as well a venue to our annual cultural diversity celebrations

Key Impact Areas

Accreditation to continental and Global Institutions concerned with Peace, Human Rights

Strategies

- Create a global plan for peace building
- Learning by physical and online visits to other peace pursuing organizations
- Full time Engagement on National and International politics and National Cohesion.
- Partnership with Government on Peace initiatives



**FINANCIAL STABILITY
AND SUSTAINABILITY**

Our goal is to establish a financial and resource self-sustaining GOA towards 2055

Key Impact Areas

Sustained Partner communication and engagement

Establish a stable resource base through viable and sustainable income generating activities

Grow GOA SACCO to be a financial institution of repute

Strategies

- Regular Partner Communications
- Enhance accountability and transparency
- Engage partners in decision making in cases of joint ventures
- Create reserve, endowment funds and other Social Investment

- Diversify resource mobilization & Expand the support base
- Establish a printing press to supply materials for our training institution and printing services to the general public
- Establish an investment on available properties
- Establish Guest houses and conference facilities around GOA strategic locations
- Grow the current sale of Floorball sales to a larger venture
- Create a CSR kitty from GOA SACCO to support GOA activities
- Invest more in the GOA church congregations through self-funding programs

- Creation of more products for a dynamically growing market
- Automation of GOA SACCO systems
- Open the services of GOA to the front office
- Upgrade GOA SACCO to a Microfinance
- Grow GOA Sacco membership to over 5,000 especially through the churches.

Key Impact Areas

Grow GOA Support from the local churches

Strategies

- Fully adopt self- funding conferences
- consistent & full remissions of 10% contributions
- Encourage Gifts in kind support from local partners and Churches



PARTNERSHIP, COLLABORATION
AND NETWORKING

We work towards Promoting institutional partnership, external resources mobilization and enhancement of collaborations

Key Impact Areas

Strategies

Promote institutional partnership, external resources mobilization and enhance collaborations

- Explore opportunities for more partnership with Government
- Maintain Existing Partnership
- Deepening Leadership Training
- Partnership with Corporate Bodies
- Integrate relevant global celebrations in the annual operations

To improve, conserve and rehabilitate the environment

- Initiate environmental Mentorship Programs
- Environmental rehabilitation & Tree growing
- Environmental advocacy

Enhancement of ecumenical cooperation among other Christian churches and Enhancement of Interfaith dialogue

- Participate in the annual week of Christian Unity every Feb/ March?
- Participate in the world day of peace every January
- Organize and Participate in interfaith initiatives and dialogues
- Strengthen the membership of GOA in the Federation of Evangelical and Indigenous Christian churches of Kenya among other ecumenical movements



GOVERNANCE AND LEADERSHIP

We seek to establish a stable governance & management structure for GOA

Key Impact Areas

GOA Governance to meet the local and global organizational demands

Apply strategic planning in management of programs and actions

Build in systems for succession planning

Compliance with the law and other ordinances guiding GOA

Strategies

- Adopt leadership Structure with a global outlay.
- Asset mapping and audit
- Training on GOA Vision from the top to the bottom it for ease of conducting ministry activities.
- structures that will focus on the different groups.

- Train the all staff on the Vision & Strategic plan.
- Develop annual plans along the Vision & Strategic plan document
- Strengthen regional Offices mandate for growing the areas

- Scheduled staff and Management Training
- Competent & Effective Staff Establishment

- Conduct Management Audit as needed
- Timely submission of taxes to KRA

Key Impact Areas

GOA Headquarters in Nairobi Kenya

Strategies

- Contract registered Architects & Engineers
- Pursue County and National Government and related agencies
Fund raise through Proposals to partners and organized fundraisers
Appeal to corporates and potential partners.
- Construction of dream Centre

Streamline communication and accountability systems

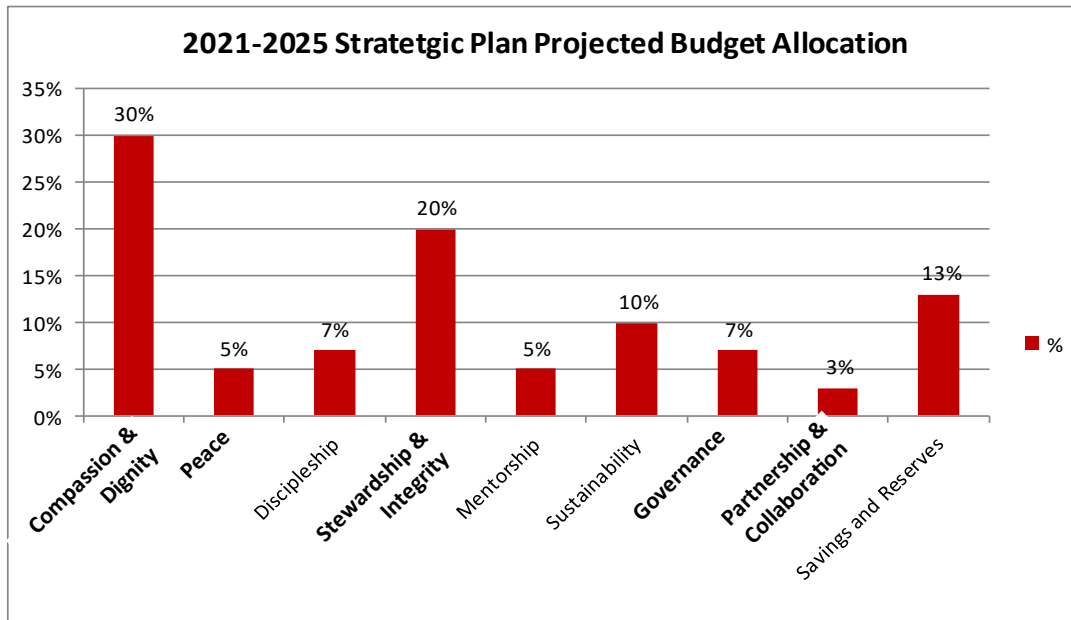
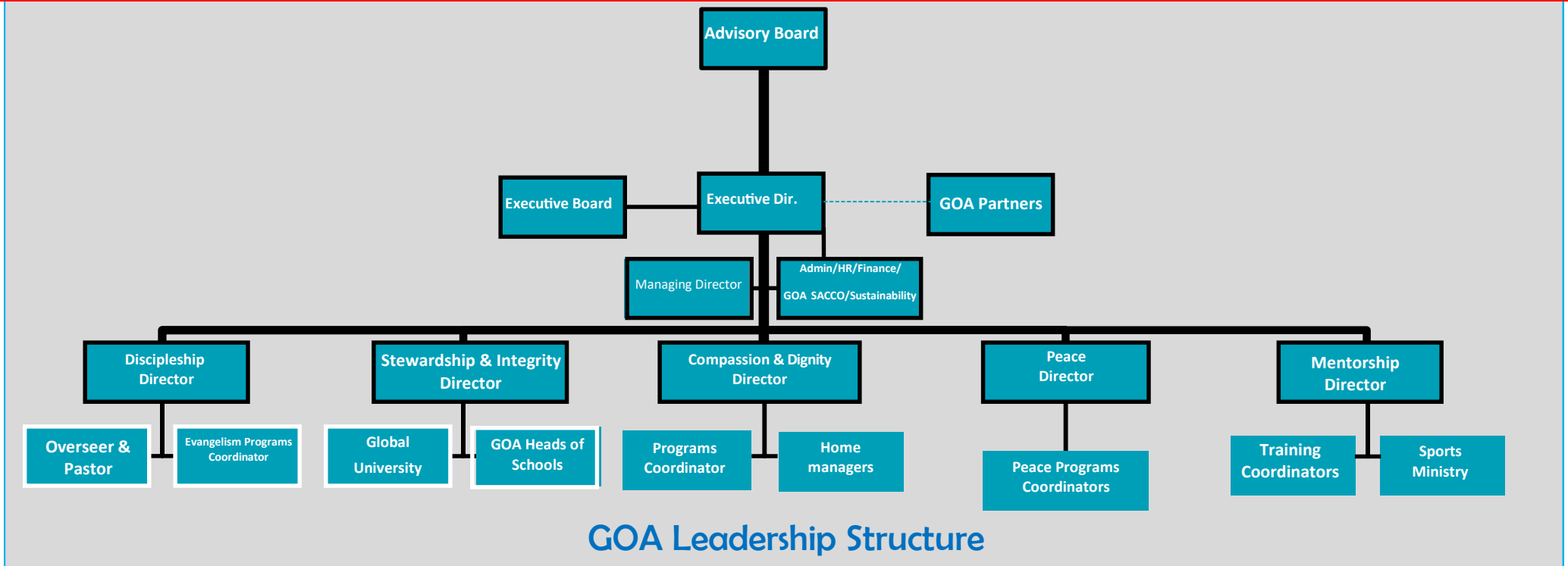
- Modern automated Management systems
- Open system for communication between GOA HQ and the local churches
- Create financial reporting structures from a church to the regional office and finally to the head office

GOA 2055 ASPIRATIONS

- A fully functional Dream Centre that Will be a resource, symbol of the unity of GOA organization in pursuit of the great commission sustainably resourcing and hosting the GOA global teams to accelerate the pursuit of the Vision of GOA.
- Nations reached with the Gospel by a movement of missionaries and cross cultural witnesses who are equipped and empowered.
- Equipped and empowered Pastors through the GOA theological institutions rightly dividing the word in preparing disciples and spreading the Gospel.
- A sustainable ministry that invests in property across the different regions in the country making it possible to establish ministry projects to reach more communities with the Great commission as well as establishment of sustainability projects that sustain the ministry.
- A ministry that provides holistic health care to the members of the community as strategy of expressing the love of Jesus to them with Medical facilities that are well equipped to address the health needs of the members of the community.

- Church at walking distance to members of the community in the countries where GOA will have been established with well-built worship sanctuaries, which act as centers of transformation within the communities where they are established.
- Ministry with expanded partnerships and Networks that fully partners with GOA in building permanent worship sanctuaries within Kenya and internationally to reach more people with the Gospel among communities that have no church.
- Generations of young people who discover and passionately pursue their God given life purposes and goals through the vision of GOA and their communities as a result of the sustainable strong GOA youth mentorship programs.
- Highly harmonized and devolved ministry with shared Goals and character from the top office to the furthest outpost.
- Sustained commitment to the improvement of lives of the vulnerable in society
- Vibrant educational sector with Centers of excellence in basic education, higher education and TIVET
- Highly adaptive ministry responding to the signs of times and remaining true to the dictates of the Gospel
- Grow the foster care program and its expansion strategies.
- Highly effective and efficient management system for financial accountability, human resource and communication across all departments and sectors
- Enhanced child care
- Establish exchange programs for both staff and children
- Improved means of transport at Tumaini children's home
- Active compassion offices in different countries
- Regular training in counseling for the GOA congregations and children's homes and other GOA institutions
- A complete and functional peace resource center
- Regular family building programs and activities in different countries
- Launch and roll out of GOA Civic education Manuals to be used in different countries

GOA Leadership Structure and Budgetary Needs





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