



The Strategic Plan of the Church of God (Holiness)

*developed and compiled from 2002 to 2004
presented at General Convention on June 6, 2005*

A Strategic Planning Implementation Team was appointed by the Home Missions Board of the Church of God (Holiness) to compile the work of the General Convention into one document which serves as
The Strategic Plan of the Church of God (Holiness).

THE HOLY WORD

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2. Develop Leadership Training

With our Mission Statement in mind, we will endeavor...

...to develop servant-leaders to guide the COGH in effective ministry.

- 2.1. Help your congregation come to an understanding of the meaning of “ministry”
- 2.2. Discover, develop and share quality resources that will help your congregation understand the role and scope of lay leadership in ministry
- 2.3. Explore the process of empowering leaders
 - 2.3.1. Teach the concept of how the Holy Spirit brings about “Christian experience” in our lives which results in “Godly character”
 - 2.3.2. Teach how “Godly character” results in “Godly influence”
 - 2.3.3. Teach the “Godly principles” upon which influence is based
- 2.4. Help your people find their individual place of service
 - 2.4.1. By understanding and discovering their “spiritual gift”
 - 2.4.2. By providing gift counseling
 - 2.4.3. By creating a climate open to experimentation in areas of ministry
- 2.5. Promote, conduct and attend training workshops to develop skills in specific areas of ministry such as:
 - 2.5.1. Evangelism
 - 2.5.2. Leading Bible studies
 - 2.5.3. Deacon job description and training
 - 2.5.4. Community service
 - 2.5.5. Music
- 2.6. Expand training opportunities by networking
 - 2.6.1. Publish a resource list of leadership training materials and ideas for pastors
 - 2.6.2. Provide leadership training at public gatherings such as General Camp and Ministers’ Conference
 - 2.6.3. Encourage regional leadership training workshops
 - 2.6.4. Provide mentoring opportunities to provide on-the-job training
 - 2.6.5. Discover, develop and share quality resources that define role and methods of leadership
 - 2.6.6. Promote, conduct, and attend training/workshops to develop leadership skills in specific areas of ministry
 - 2.6.7. Develop peer to peer mentoring among regional pastors
 - 2.6.8. Encourage pastors to seek training with churches to providing expenses
 - 2.6.9. Provide workshops for youth on developing leadership skills
 - 2.6.10. Promote Youth Sundays to familiarize young people with ministry opportunities within the church
 - 2.6.11. Have deacons develop job descriptions for themselves
 - 2.6.12. Develop a deacon leadership retreat / conference



7. Promote the Doctrine of Holiness

With our Mission Statement in mind, we will endeavor...

...to proclaim and practice the doctrine of entire sanctification.

- 7.1. Teach and preach the doctrine of entire sanctification
 - 7.1.1. Train pastors thoroughly on the Biblical doctrine of entire sanctification
 - 7.1.2. Disciple new converts and seasoned saints by offering special classes or Bible Studies focusing on the Biblical doctrine of entire sanctification
 - 7.1.3. Encourage laity to inquire and desire experience of Holiness
- 7.2. Offer courses on holiness doctrine to COGH
 - 7.2.1. Commission the Publication Board to a course of study
 - 7.2.2. Recommend material suitable for Holiness Workshops or Seminars
- 7.3. Produce materials explaining how Holiness contemporary issues
 - 7.3.1. Print summary in a booklet or tract format
 - 7.3.2. Encourage and expect life-style resulting from the experience of Holiness



8. Revitalize Worship

With our Mission Statement in mind, we will endeavor...

...to revitalize worship within COGH congregations.

- 8.1. Clarifying the meaning of true worship
 - 8.1.1. Remember that we are leading people into the very presence of God
 - 8.1.2. Recognize the need to expand our concepts of the varied, individual contributions each believer can make in exalting Jesus Christ
 - 8.1.3. Reiterate that worship is based on a relationship with Jesus Christ—not something performed for the sake of religion, ritual, or routine
 - 8.1.4. Review currently used methods and implement gradual changes
 - 8.1.5. Remain flexible—a “one-size-fits-all” mentality may not work
- 8.2. Conditioning every component employed in and affected by worship
 - 8.2.1. Consider the exercise metaphor of “conditioning.” Conditioning...
 - 8.2.1.1. ...of the individual worshipper—not only for the worship service, but also for personal worship throughout the week
 - 8.2.1.2. ...of the corporate body—arrive with a mind-set ready for worship
 - 8.2.1.3. ...of the leader(s)—provide resources and training for song leaders and worship team personnel
 - 8.2.1.4. ...of the atmosphere/environment—
 - physical—furniture, lighting, architecture, art, audio/visual, etc.
 - spiritual—prayer, Scripture, witnessing, testimonies, etc.
 - 8.2.2. Pastors could help in the selection of music to fit the theme of the service
 - 8.2.3. Prelude music could also be incorporated in concert with the theme
 - 8.2.4. Musicians and song leaders could rehearse selected worship sequences
 - 8.2.5. Be serious and sensitive by thoroughly preparing for each service
 - 8.2.6. Make worship attractive to “outside” individuals and visitors
- 8.3. Challenging our congregations to be participators instead of spectators
 - 8.3.1. Encourage spontaneous participation of the entire congregation
 - 8.3.2. Promote an atmosphere that facilitates corporate involvement
 - 8.3.3. Communicate how to prepare to give our best to God
 - 8.3.4. Emphasize giving worship as a sacrifice of praise to God as opposed to receiving His bountiful blessings



3. Encourage Prayer

With our Mission Statement in mind, we will endeavor...

...to increase the quantity and quality of time spent in prayer.

- 3.1. Communicate the power and priority of prayer through Biblical instruction and examples
 - 3.1.1. Develop training/materials/methods to increase prayer support
 - 3.1.2. Develop lessons on prayer in our Sunday School Literature
 - 3.1.3. Provide workshops on prayer during Ministers' Conference
- 3.2. Organize concerted prayer efforts
 - 3.2.1. Forty days of fasting involving our Churches each taking a day
 - 3.2.2. Produce prayer calendars for needs constituency wide
 - 3.2.3. Laity/pastor prayer teams to meet regularly
- 3.3. Develop accountability to encourage consistency in prayer
 - 3.3.1. Small groups
 - 3.3.2. Prayer partners
 - 3.3.3. Prayer triplets
- 3.4. Encourage systematic prayer life
 - 3.4.1. Prayer request lists
 - 3.4.2. Keep prayer journals
 - 3.4.3. Dedicate certain days for specific needs
- 3.5. Celebrate answers to prayer
 - 3.5.1. List answers to prayer in the church bulletin and COGH publications
 - 3.5.2. Make answers to prayer monuments



4. Promote Spiritual Growth

With our Mission Statement in mind, we will endeavor...

...to promote spiritual growth in believers that they may attain their God-given purpose in life.

- 4.1. Declare the authority of the Word of God
 - 4.1.1. Provide teaching on how we received the Bible
 - 4.1.2. Instruct individuals on how to study, interpret, and apply the Bible
 - 4.1.3. Create an appetite for the Word by using it in public worship
- 4.2. Promote the Lordship of Jesus Christ
 - 4.2.1. Help your people fall in love with Jesus
 - 4.2.2. Preach and teach on His "Person", "Passion" and "Provision"
 - 4.2.3. Role model and teach submission and obedience
- 4.3. Help your people discover what it means to be "passionately spiritual"
 - 4.3.1. Determine what brings spiritual strength
 - 4.3.2. Discover what inspires devotion to Jesus Christ
 - 4.3.3. Discuss the areas of discipline needed in a Christians' life
 - 4.3.3.1. Encourage daily, individual Bible reading and prayer
 - 4.3.3.2. Encourage Sunday School attendance
 - 4.3.4. Encourage and equip your people for "personal" worship
- 4.4. Develop ways to incorporate spiritual disciplines into believers' lives to effect spiritual health
 - 4.4.1. Preach on the benefits of the disciplined life
 - 4.4.2. Use small groups to create an atmosphere conducive to growth
 - 4.4.2.1. Fellowship
 - 4.4.2.2. Accountability
 - 4.4.2.3. Open discussion of the Word
 - 4.4.2.4. Opportunity to share personal experiences with God
 - 4.4.2.5. Explore areas of service
 - 4.4.2.6. Discovering God's will in every area of life
- 4.5. Provide resources for various age levels, genders and maturity levels

- 6.2.1.6.4. Develop the regional meetings concept
- 6.2.1.6.5. Give opportunity for people to make good reports
- 6.2.1.6.6. Form prayer groups
- 6.2.1.6.7. Find specialties in various areas
- 6.2.1.6.8. Develop a committee as a "pastor to church" arbitrator
- 6.2.1.6.9. Delineate lines of authority
- 6.2.1.6.10. Write bylaws and constitution local churches could adopt
- 6.2.1.6.11. Develop a model for churches to follow
- 6.2.1.6.12. Develop bylaws and constitution for General Convention

6.2.2. Professional Ministry

- 6.2.2.1. Encourage pastors to be accountable to Regional Pastors or to the General Convention by providing annual reports
- 6.2.2.2. Encourage pastoral accountability to local churches regarding preparation of sermons
- 6.2.2.3. Encourage pastoral accountability to local churches regarding adequate study and preparation for ministry
- 6.2.2.4. Develop means by which pastors can network better and be accountable to each other
- 6.2.2.5. Encourage pastors to be more accountable to church boards

6.2.3. Family

- 6.2.3.1. Train and encourage accountability between partners in marriage
- 6.2.3.2. Train and encourage accountability between children and parents

6.2.4. Individual

- 6.2.4.1. Encourage spiritual growth
- 6.2.4.2. Facilitate accountability of individuals to their pastors
- 6.2.4.3. Expect accountability to the Bible

6.3. Inspire Unity

6.3.1. Loyalty

- 6.3.1.1. Promote the general work
- 6.3.1.2. Organize think tanks to address the problem
- 6.3.1.3. Emphasize distinct advantages of the COGH
- 6.3.1.4. Form lay advisory councils for the general boards
- 6.3.1.5. Emphasize support for fellow pastors
 - 6.3.1.5.1. Be a part of COGH ministries
 - 6.3.1.5.2. Develop clear guidelines for General Convention
 - 6.3.1.5.3. Form regional fellowship gatherings
 - 6.3.1.5.4. Write Sunday School Curriculum to promote the COGH and New Testament Church doctrine
 - 6.3.1.5.5. Take general offerings for the needy
 - 6.3.1.5.6. Form a loyalty committee
 - 6.3.1.5.7. Share needs between Regions



6.3.2. Fellowship

- 6.3.2.1. General
 - 6.3.2.1.1. Encourage fellowship with workers/pastors/leaders
 - 6.3.2.1.2. Implement leadership prayer meetings
 - 6.3.2.1.3. Form mutual local understanding meetings
- 6.3.2.2. Local
 - 6.3.2.2.1. Promote family unity—minister to contemporary needs
 - 6.3.2.2.2. Improve pastor to people relationships
- 6.3.2.3. Damage Control
 - 6.3.2.3.1. Squelch rumors
 - 6.3.2.3.2. Never spread bad news
- 6.3.2.4. Tolerance
 - 6.3.2.4.1. Understand we must agree to disagree agreeably and go on
 - 6.3.2.4.2. Allow the Holy Spirit to control people
- 6.3.2.5. Instruction
 - 6.3.2.5.1. Teach how to attain unity among diversity
 - 6.3.2.4.1. Model Biblical unity to the world

5. Support of Pastors and Workers

With our Mission Statement in mind, we will endeavor...

...to encourage COGH laity and department ministries in affirming pastors and servant-leaders to enable them to lead the local church.

- 5.1. Mobilize the laity into assisting with ministries
 - 5.1.1. Make Spiritual Gift Inventory Tests available to churches to assist members to see what gifts they have
 - 5.1.2. Develop system to encourage/facilitate mature Christians and to mentor young/new Christians
 - 5.1.3. Conduct Sunday School Teaching Seminars
 - 5.1.4. Hold Open Forum to plan/improve communication—an opportunity for the church to share ideas/concerns with the board and pastor
 - 5.1.5. Develop a Pastor-Laita Liaison to improve communication and unity
 - 5.1.6. Evangelism by laity
 - 5.1.7. Focused/goal-oriented laity
 - 5.1.7.1. Each member has a role
 - 5.1.7.2. Unity between laity and pastor
- 5.2. Assist pastors in pursuing continuing education and professional development
 - 5.2.1. Develop Pastor Resource Helps
 - 5.2.2. Conduct seminars/workshops by experts offered locally, regionally or COGH-wide
 - 5.2.3. Church cover pastor's expenses for continuing education
 - 5.2.4. KCCBS offer continuing education courses during General Camp
 - 5.2.5. Notify churches of training opportunities (COGH or outside)
 - 5.2.5.1. School of Prophets, Bus and Outreach Convention
 - 5.2.5.2. Home Missions could notify church boards of opportunities so the pastor does not have to ask
 - 5.2.6. Train pastors on resources and technologies available to help them
- 5.3. Motivate local church and departmental boards to conduct regular performance and financial evaluations
 - 5.3.1. Find methods to discuss pastor's financial needs
 - 5.3.1.1. Include challenges of the pastor otherwise employed
 - 5.3.1.2. Letter from Home Missions to church boards annually to remind them to review pastor's salary
 - 5.3.1.3. Church chairs would give contact information to Home Missions
 - 5.3.1.4. Direct contact with the church board is better than the pastor bringing this info to the board
 - 5.3.2. Herald and Banner Press could encourage church boards to track cost-of-living indices and adjust pastor's salary annually
 - 5.3.3. Incorporate the financial review within bylaws or standing rules of the local church
 - 5.3.4. Participate in the Retirement Plan for pastors and church workers
 - 5.3.5. Review the cost of health benefits and look for solutions to assist the pastor
 - 5.3.6. Help pastor with travel expenses (allowance or vehicle)
- 5.4. Encourage pastors to seek out a mentoring pastor and be open to serve as one
 - 5.4.1. Be aware of mentoring needs of pastors
 - 5.4.2. Be willing to work with pastor to help him grow and improve
 - 5.4.3. Work with church board and pastor when strife/accusations arise
- 5.5. Inspire the general constituency to encourage local church leaders
 - 5.5.1. Have Convention to establish a Counseling Committee—appoint a few individuals a pastor can contact for counseling or encouragement
 - 5.5.2. Approach Department Heads to suggest improvements/corrections—keep the lines of communication open rather than criticizing from afar



6. Develop Communication, Accountability and Unity

With our Mission Statement in mind, we will endeavor...

...to inspire unity within COGH congregations, departments, and ministries by improving communication and increasing accountability.

- 6.1. Improve Communication
 - 6.1.1. Medium
 - 6.1.1.1. E-mail (Strategies)
 - 6.1.1.2. Multimedia - electronic, radio, TV, publication
 - 6.1.1.3. Give more information to the Church Herald and Holiness Banner
 - 6.1.1.4. Have better reporting from the Churches
 - 6.1.1.5. Encourage the people to read our material
 - 6.1.1.6. Promote our printed material more
 - 6.1.1.6.1. Promote/provide church web pages
 - 6.1.1.6.2. Provide web design for the churches
 - 6.1.1.6.3. Provide COGH ads for local churches to put in newspapers, radio and TV
 - 6.1.1.6.4. Provide electronic newsletters from Departments to local churches
 - 6.1.1.6.5. Provide forms for reporting to the Church Herald and Holiness Banner
 - 6.1.1.6.6. Put the Church Herald and Holiness Banner on the web
 - 6.1.1.6.7. Promote pastor to pastor communication through letters, cards, e-mail phone etc.
 - 6.1.1.6.8. Utilize video conferencing for instruction and business meetings regional, national and international
 - 6.1.1.6.9. Upgrade the Church Herald and Holiness Banner to full color on glossy paper
 - 6.1.1.6.10. Use an official logo for the COGH
 - 6.1.2. Training
 - 6.1.2.1. Develop training programs for better communication
 - 6.1.2.2. Develop training tips for better communication
 - 6.1.3. Promote Awareness of COGH Needs and Accomplishments
 - 6.1.3.1. Share visions and strengths of the COGH with the world
 - 6.1.3.2. Inform other independent churches of COGH interests
 - 6.1.3.3. Improve information flow between churches sharing needs with other churches
 - 6.1.4. Preaching
 - 6.1.4.1. Encourage and train pastors to preach clearly and concisely
 - 6.1.5. Prayer
 - 6.1.5.1. Organize prayer chains to help communicate needs
 - 6.1.5.2. Organize monthly regional prayer meetings
 - 6.1.6. Evangelism
 - 6.1.6.1. Take the gospel outside the church
 - 6.1.6.2. Develop relationships with people to connect with them
- 6.2. Increase Accountability—submitting oneself to being responsible and reliable
 - 6.2.1. Local Church
 - 6.2.1.1. Train churches regarding accountability without diluting autonomy
 - 6.2.1.2. Urge local church accountability to COGH departments
 - 6.2.1.3. Advance local church accountability—have congregations provide annual reports within each Region and for General Convention
 - 6.2.1.4. Encourage church workers to be accountable to pastors
 - 6.2.1.5. Advise each member of the congregation to be more accountable
 - 6.2.1.6. Expect faithfulness and integrity
 - 6.2.1.6.1. Develop a checklist/job description outlining pastoral and departmental responsibilities duties and guidelines
 - 6.2.1.6.2. Encourage pastors to receive more training
 - 6.2.1.6.3. Train local churches in self-government

