

● GREEN PASTURES TABERNACLE CHURCH

Strategic Plan 2026–2030

The Trinity City

A premium roadmap for spiritual growth, discipleship, leadership development, and community transformation.

"Where there is no vision, the people perish."

PROVERBS 29:18



A Church Rooted in Christ

A bold, elegant, and faith-centered presentation of the strategic vision for Green Pastures Tabernacle Church – Rongai.

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FOREWORD

A milestone in faith, growth, and service

The Strategic Plan marks a significant milestone in our journey of faith, growth, and service. Since our humble beginnings in 2014 at Maasai Mall to Crystal Plaza and now to Exciting Area behind Zoros Supermarket, the Lord has faithfully led us through seasons of planting, nurturing, and expansion.

This Strategic Plan is born out of prayer, reflection, consultation, and discernment. It represents our collective commitment to seek God's direction intentionally, steward His resources faithfully, and respond strategically to the changing spiritual, social, economic, and technological realities of our time. As Scripture reminds us, "Where there is no vision, the people perish" (Proverbs 29:18). This document provides a clear vision, a shared roadmap, and a unifying framework for the next five years.

The plan articulates our calling to be a church that is spiritually grounded, outward-looking, and socially relevant, while remaining firmly anchored in sound doctrine. It provides practical strategies to strengthen discipleship, expand community outreach and evangelism, enhance member care and retention, ensure financial sustainability, and invest in infrastructure, media, and expansion.

We are deeply grateful to the leadership, members, departmental heads, staff, and all stakeholders who participated actively in the strategic planning process through surveys, workshops, and consultations. Their insights, experiences, and faith-filled aspirations shaped this plan and ensured broad ownership and accountability. We also appreciate **Dr. John Makokha** whose professional guidance helped translate our collective vision into a structured and actionable strategy.

This Strategic Plan is vital to the growth of Green Pastures Tabernacle Church – Rongai, as it provides a clear and deliberate pathway toward acquiring our own property by 2030. Its successful implementation will depend on our collective action, prayer, unity, discipline, sacrifice, and faithful stewardship of every activity and program. As we step into the 2026–2030 period, we do so with confidence that God, who has brought us this far, will continue to lead us as we seek to make disciples, transform lives, and impact our community for Christ.

May this plan serve to glorify God, strengthen His Church, and advance His Kingdom now and in the years to come.

Pastors Joshua & Ann Mbugua,
Senior Pastors, GPTC-Rongai



**Pastors Joshua &
Anne Mbugua**

LEADERSHIP

Local Church Council Highlights



Joshua & Anne Mbugua
SENIOR PASTORS



Dr. John Makokha
I/C OF STRATEGY



Dominic Osoro
I/C OF TRINITY CITY PROJECT



Mrs. Jackie Rotich
I/C OF PRAYER MOBILIZATION



Jonathan Kimeu
I/C OF FINANCE

LEADERSHIP MANDATE 2026-2030

Serving the vision with prayer, unity, and accountable stewardship

The Local Church Council will provide spiritual oversight, strategic coordination, accountability, and stewardship throughout the implementation of this plan. Together, the leadership team will guide discipleship, welfare, infrastructure growth, prayer mobilization, financial stewardship, and ministry expansion in line with the church's mission and vision.

Spiritual Oversight

Guarding doctrine, prayer, worship, and pastoral direction.

Strategic Stewardship

Coordinating resources, timelines, responsibilities, and accountability.

Member & Ministry Care

Strengthening welfare, engagement, discipleship, and department support.

EXECUTIVE SUMMARY

What this plan sets out to achieve

The Green Pastures Tabernacle Church – Rongai Strategic Plan 2026–2030 provides a structured framework to guide the church’s growth, ministry effectiveness, and sustainability over the next five years. Developed through a participatory and consultative process involving leadership, members, and key stakeholders, the plan responds to both internal realities and the external environment within which the church operates.

The situational analysis reveals a mature and stable congregation of over 150 regular members, characterized by strong spiritual foundations, a welcoming culture, skilled human capital, and significant growth potential. However, it also highlights challenges such as financial constraints, inconsistent program implementation, slow numerical growth, and the need for stronger discipleship and outreach efforts. The PESTEL analysis further underscores emerging political, economic, social, technological, environmental, and legal factors that will shape church operations in the coming years.

Building on these insights, the Strategic Plan articulates a clear vision: **to be a true and growing spiritual Church of Jesus Christ with an earthly relevance and a heavenly focus**, and a mission centered on making disciples through evangelism and obedience to Christ’s teachings. The five Strategic Focus Areas form the backbone of the plan: Discipleship; Community Outreach and Evangelism; Member Care, Engagement and Retention; Financial Stability and Economic Empowerment; and Infrastructure, Media and Expansion.

The plan outlines specific strategic objectives, activities, indicators, budgets, and responsible persons for each focus area. Over the five-year period, a total budget of **Ksh 24,255,775** is projected, excluding operational costs and the Trinity City Project, with member giving identified as the primary funding source.

Implementation will be supported by a clear organizational structure, risk management measures, a resource mobilization strategy, and a robust monitoring and evaluation framework. Progress will be tracked through monthly, quarterly, annual, mid-term, and end-term reviews to ensure accountability, learning, and continuous improvement.

VISION

To see transformed lives and communities rooted in Christ and empowered by the Holy Spirit.

MISSION

To reach out with the Gospel of Jesus Christ, nurture believers through sound teaching, and equip them to serve faithfully in their communities.

PURPOSE

Faithful support and care to vulnerable families.

INTRODUCTION

Background, objectives, and planning rationale

Background information

GPTC-Rongai started in 2014 at Maasai Mall along Magadi Road in Ongata Rongai town, Kajiado County. In 2017, the church moved to Crystal Plaza behind the then Tumaini supermarket. The space at Crystal Plaza became small and in 2019, the church moved to Exciting Area behind Zoros Supermarket in a rented plot where there was enough space for parking, children’s church, a kitchen, and a spacious sanctuary. The church grew both spiritually and in numbers. As at 2025, the church had over 150 regular members, excluding children.

According to a survey done in October 2025, 11.8% of members were between 18–25 years, 35.3% were between 26–40 years, 47.1% were between 41–60 years, and 5.6% were above 60 years. This implies that GPTC-R is composed largely of mature adults who are likely to be the financial backbone of the church and key decision-makers, while also shouldering significant family and social responsibilities.

It is also notable that 70.6% of members have been in the church for over 6 years, 23.5% have stayed for 1–5 years, and 5.9% for less than a year. While this indicates member loyalty and stability, it also points to slow addition of new members, calling for intensified outreach and active small group engagement.

Church objectives

Build lives for the Kingdom of God through worship, discipleship, service, and love.

Reach out with the Gospel of Jesus Christ.

Nurture believers through sound teaching.

Equip members to serve faithfully in their communities.

Conduct vibrant worship services, Bible studies, youth and children ministries, outreach programs, and fellowships.

Rationale and process

This strategic planning exercise is an ongoing organizational process to harness existing knowledge and document GPTC-R’s intended direction. It serves as a systematic framework for making fundamental decisions and actions that shape and guide the church’s identity, activities, and underlying purpose with a focus on the future.

The process enabled GPTC-R to define its future vision, establish priorities, identify long-term goals and objectives, devise strategies for attaining them, and ascertain the required resources. It also ensured that long-term goals, objectives, and strategies are supported by data and sound rationale, while helping prioritize effort, optimize resource allocation, and align stakeholders with the church’s goals.

The existing 2023–2025 Strategic Plan concludes at the end of 2025, necessitating the development of a new five-year plan from 2026 to 2030. This new plan represents GPTC-R’s strategic direction for the coming five years and is designed as a dynamic document that can respond to anticipated and unforeseen opportunities, threats, legal, regulatory, social, economic, and ministry realities.

In developing this strategic plan, the consultant adopted a participatory and consultative approach that enabled engagement with leadership, employees, board representatives, members, departmental leaders, Local Church Council members, staff, the pastoral team, and other key stakeholders. The process included document review, an online survey distributed to church members and leaders, synthesis of findings into thematic segments, and a one-day strategic planning workshop held on 29th November 2025.

The workshop discussed emerging strategic issues, Strategic Objectives and Key Performance Indicators, SWOT analysis, PESTEL analysis, stakeholder analysis, risk management, the five-year budget, and the resource mobilization plan.

Environmental scan and previous plan review

SWOT summary

Strengths

- Strong spiritual foundation
- Vibrant and youthful membership
- Skilled and gifted community
- Welcoming and united culture
- Strategic assets and growth potential

Weaknesses

- Financial constraints
- Inadequate member availability and attendance
- Low discipleship and mission focus
- Weak relationships in teamwork and ministry impact

Opportunities

- More evangelism
- Social support and compassion ministries
- Community engagement and empowerment

Threats

- Unsound doctrine from emerging churches
- Moral decadence among youth
- Growth of Islam and other religions
- Exposure to explicit media

PESTEL summary

Political: Heightened regulation, political polarization, and scrutiny on governance and public messaging.

Economic: Rising cost of living, reduced disposable income, growing poverty, and increased pressure on church revenues.

Social: Moral shifts, youth disengagement, single-family pressures, and mental health concerns.

Technological: Rapid digitalization, AI adoption, online church growth, and need for digital discipleship skills.

Environmental: Climate change impacts, waste disposal challenges, and a need for creation care.

Legal: Noise moderation, data protection, employment law, safeguarding, and child protection compliance.

SWOT strategic implications and responses

Strong spiritual foundation: translate purpose into worship, discipleship, fellowship, and mission programmes.

Vibrant and youthful membership: invest in digital ministry, creative worship, and interactive learning.

Skilled and gifted community: utilize members' gifts in ministry teams and reduce reliance on external expertise.

Welcoming and united culture: strengthen small groups and fellowship structures to improve assimilation and retention.

Financial constraints: implement lean budgeting, cost-sharing across ministries, and sustainable income planning.

Low discipleship and mission focus: measure discipleship outcomes, not attendance only.

Threats from unsound doctrine and moral shifts: equip members with discernment, mentoring, accountability, and Christlike service in a multi-faith context.

PESTEL strategic responses

Political: strengthen governance, transparency, compliance, peacebuilding readiness, and avoid partisan political utterances in church.

Economic: diversify income streams, promote financial stewardship, and initiate skills, SACCO, and entrepreneurship empowerment programmes.

Social: redesign discipleship to be practical and contextual, invest in youth-led and intergenerational discussions, and establish counseling support.

Technological: invest in media, livestreaming, digital discipleship, technology literacy, and responsible use of AI for ministry and pastoral care.

Environmental: integrate environmental stewardship into biblical teaching and partner with stakeholders for community cleaning campaigns.

Legal: strengthen documentation, compliance, regular audits, safeguarding, child protection, data protection, and ethics training.

Review of the 2023–2025 strategic plan

GPTC-R had a three-year strategic plan running between 2023 and 2025. It was developed after the COVID-19 pandemic and aimed at growing the church in numbers, care, and discipleship. Members reported satisfaction with children's church, ladies department, and praise & worship, while Trinity City Project and outreach recorded the lowest satisfaction and require focused attention moving forward.

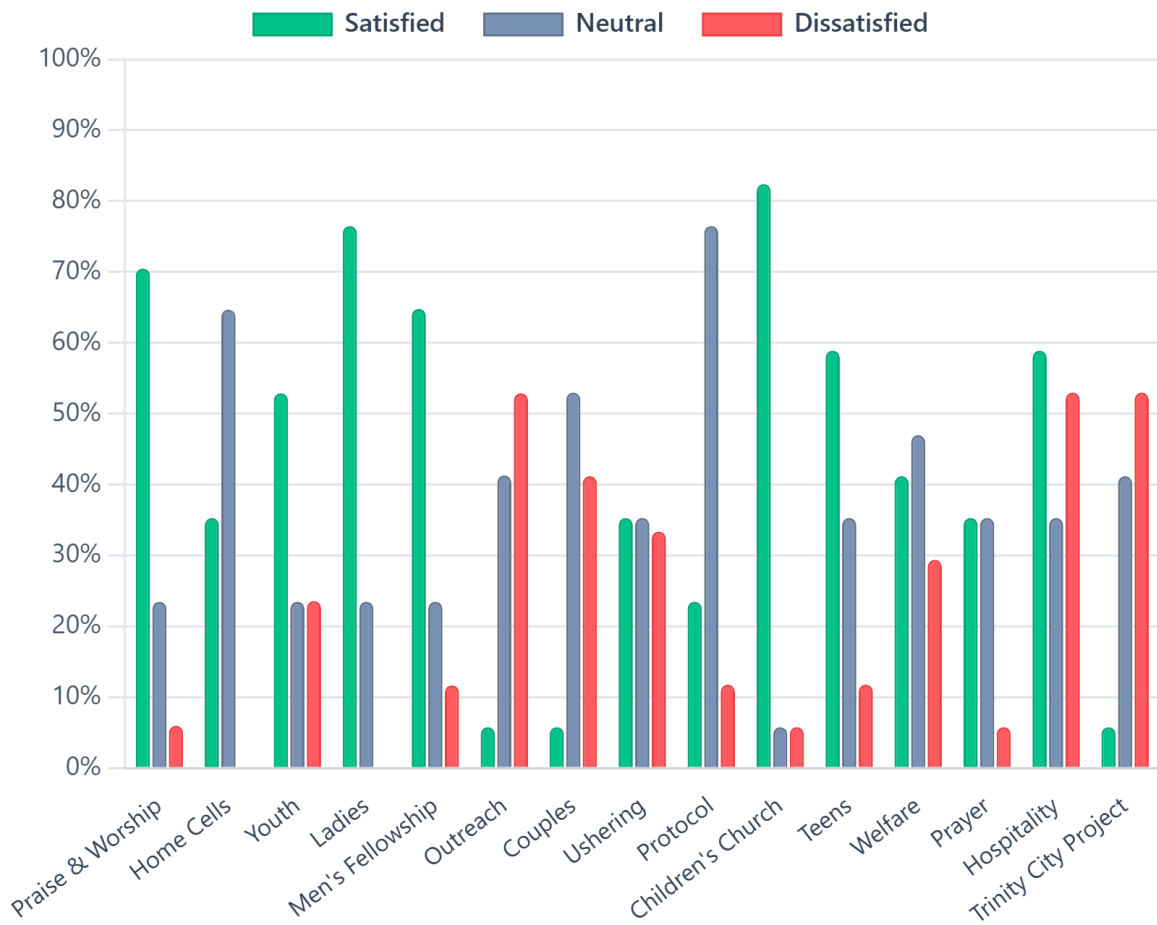
Outcomes achieved: fellowship and community building through home fellowships, men fellowships, seminars, and consistent meetings; spiritual growth through ladies Bible study, peer group Sunday, monthly youth services, and fervent prayers; pastoral and member support during bereavements; and teamwork in Holy Communion and baptisms.

Un-accomplishments: more than half of members felt activities were not implemented as planned due to financial constraints, competing priorities, and low commitment caused by overstretched participants and stakeholders.

Way forward: strengthen member welfare and support systems, deepen spiritual growth and discipleship, re-engage absent members, improve programme consistency and coordination, and build a more inclusive member experience.

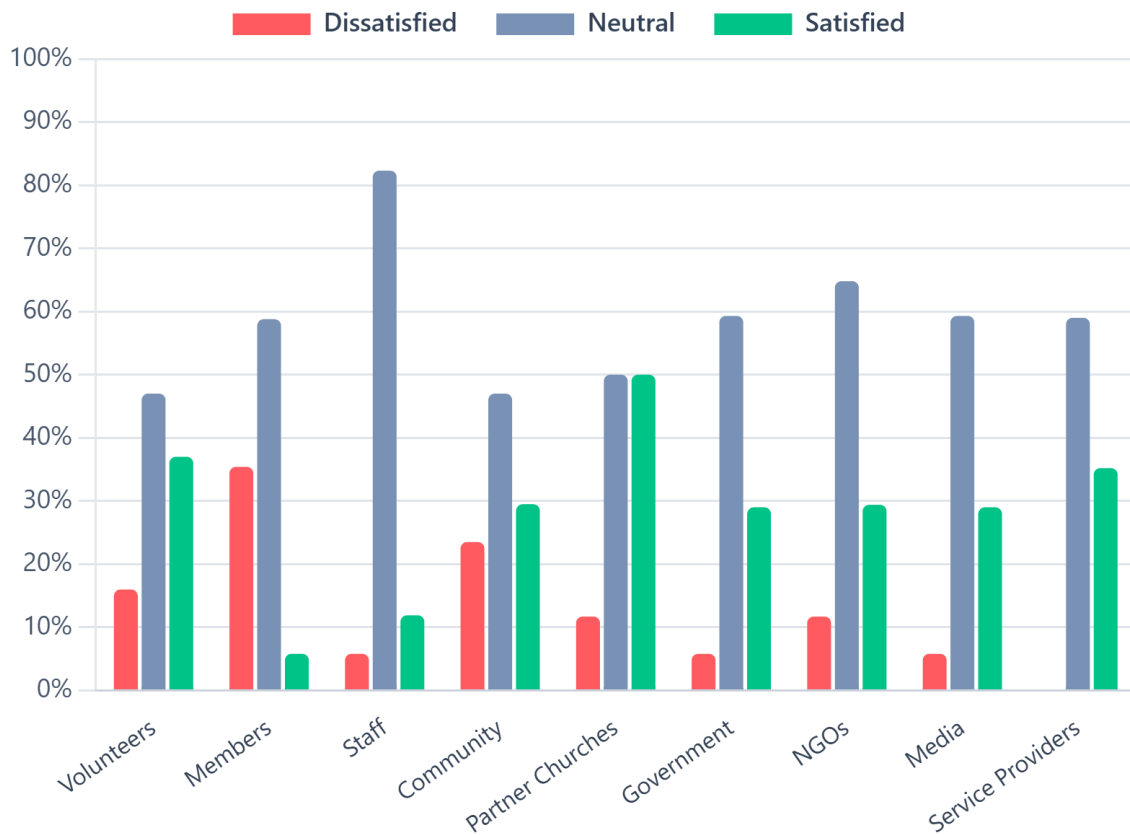
FIGURE 1
Departmental Performance

Members' assessment



Key insight: Children's Church, Ladies, Praise & Worship, Men's Fellowship, Teens, and Hospitality show encouraging satisfaction levels, while Outreach and Trinity City Project need focused attention in the 2026–2030 cycle.

FIGURE 2
Stakeholder Satisfaction



Key insight: Members mostly indicated neutral satisfaction with stakeholder engagement. This may mean members are unsure of the church’s stakeholder engagement, showing limited interaction with stakeholders by members. Moving forward, stakeholder expectations must be clearly communicated and deliberately acted upon.

Expectations and relationships

Stakeholder	Their expectation	Our expectation
Members	Sound doctrine	Participation in church activities
ORMF	Active participation in their programs	Opportunity to host some of their functions
Chief's office	Abide by the laws of the land	Intervene whenever called upon
Service providers	Prompt payment	Excellent service
LCC	Efficiency in church transactions	Sound decisions and leadership in church activities
Departmental leaders	Prompt support to execute programs	Efficient execution of programs
Staff	Conducive working environment and motivation	Performance above expectation
Volunteers	Motivation from church leadership	Availability
Government	Abide by the laws of the land	Enact laws that safeguard freedom of worship
County	Abide by the laws of the land	Maintain cleanliness in town and a well-lit neighborhood
GPT HQ	Loyalty and sound doctrine	Moral and spiritual support
Community	Community programs	Participation in church programs
Other GPT branches	Participation whenever they have joint activities	Participation in our joint activities

VALUE CREATION

What members want changed

Eliminate

- Time and resource wastage

Reduce

- Meetings
- Many activities after Sunday service in a month
- Unnecessary criticism

Improve

- Follow-ups
- Structured discipleship and mentorship
- Consistency in programs and focus areas
- Preaching the Word & discipleship
- Resource utilization
- Interactions with new members
- Interaction among members
- Members' welfare
- Customer focus (member experience)
- Fellowship and bonding

Add

- Talent Sunday
- Community outreach projects
- More in-the-week meetings
- Ways of adding income to the church
- Policies
- Bible study sessions on Sundays
- Intercession

Mission, vision, values, and unique position

VISION

To see transformed lives and communities rooted in Christ and empowered by the Holy Spirit.

MISSION

To reach out with the Gospel of Jesus Christ, nurture believers through sound teaching, and equip them to serve faithfully in their communities.

UNIQUE SELLING POINT

A vibrant, youthful and professional church community enriched with diverse skills, exceptional hospitality, sound teaching and leadership, and a strong worship and prayer culture, nurturing gifts across generations and transforming lives in the marketplace and beyond.

STRATEGIC POSITIONING

The plan is anchored in discipleship, evangelism, member care, financial stewardship, and strategic investment in infrastructure, media, and expansion.

It responds to the church's internal realities and the external environment while preserving a strong prayer culture, sound doctrine, and community transformation focus.

Core Values

Faithfulness to God's Word

Spirit-led Worship

Integrity and Accountability

Community and Fellowship

Service and Compassion

Five pillars shaping the 2026–2030 plan

1 Discipleship

Nurturing spiritually mature, grounded believers who live out their faith in daily life through doctrinal depth, character formation, leadership development, and sustainable church growth.

A vibrant praying church with 70% participation by 2030

- Prayer training conference
- Overnight prayers
- Prayer and fasting
- Sunday prayers

70% holistic, seasoned and established believers in God's Word across all ages

- Weekly Bible Study & Sunday Service
- Home cell & Bible Study
- School of Ministry
- Revival meetings

Community Outreach and Evangelism

Positioning the church as God's transforming presence in society by meeting spiritual, social, and practical needs and drawing communities into redemptive relationships with God and one another.

Attracting the next generation

- School ministry outreach visits
- Content creation
- Youth activities and tournaments

Leveraging our resources and infrastructure to impact community

- Family support for nonmembers
- Legal / medical camps
- Family enrichment conferences

Peer-driven evangelism

- Men's breakfasts
- Men and Ladies conferences
- Annual conferences
- Joint youth / teens conferences

Member Care, Engagement and Retention

Nurturing belonging through intentional member care, responsive leadership, and systems that strengthen unity, reduce attrition, and encourage mutual support.

Increase membership by 100% by 2030

- Invite visitors and home cell fellowship members
- Professional workshops
- Effective outreach such as street preaching, social gatherings and worship nights

Improve members' welfare

- Member visits within home cells
- A welfare kitty
- Maintain welfare basket
- Keep members data for follow-up
- Pastoral visits

Engage and retain at least 75% of members

- Enlist every church member to a home cell
- Activate giftings and talents through apprenticeship
- Members join ministry teams

4

Financial Stability & Economic Empowerment

Equipping members with biblical stewardship, financial literacy, and livelihood skills to enhance self-reliance, sustain ministry, and transform families and communities.

Increase church income annually by 50% by end of December 2030

- Financial reports
- Teaching on giving
- Church premise income through Trinity City Project

A holistic community of generous givers in all aspects by 50% by December 2030

- Business trainings

Infrastructure, Media & Expansion

Investing strategically in facilities, land, media, and digital platforms to strengthen worship, learning, outreach, and long-term growth.

Acquire our own media equipment

- Raise funds through member resource mobilization
- List equipment required and prepare budget

Acquire our own piece of land

- Continue contributing to the SACCO
- Lobby members to honor pledges
- Direct annual pledge to Trinity City Project

Improve social media presence

- Revive social media channels
- Post content consistently
- Brand the church for visibility

MILESTONES

Milestones across the plan period

3.3 FIVE-YEAR MILESTONES

Milestone	Y1	Y2	Y3	Y4	Y5
Discipleship curriculum developed	<input checked="" type="checkbox"/>				
Discipleship teaching materials available	<input checked="" type="checkbox"/>				
Sign-up for evangelism system established	<input checked="" type="checkbox"/>				
Business training materials developed	<input checked="" type="checkbox"/>				
Revive live streaming	<input checked="" type="checkbox"/>				
Make deposit for own land	<input checked="" type="checkbox"/>				
Welfare policy in place		<input checked="" type="checkbox"/>			
Functional welfare database		<input checked="" type="checkbox"/>			
Land deposit			<input checked="" type="checkbox"/>		
Mid-term evaluation			<input checked="" type="checkbox"/>		
Counseling services established			<input checked="" type="checkbox"/>		
Relocate to own land				<input checked="" type="checkbox"/>	
End of term evaluation					<input checked="" type="checkbox"/>

This matrix presents the milestones in their implementation sequence across the 2026-2030 plan period.

Coordination structure and delivery approach

FIGURE 3

GPTC-R organizational structure

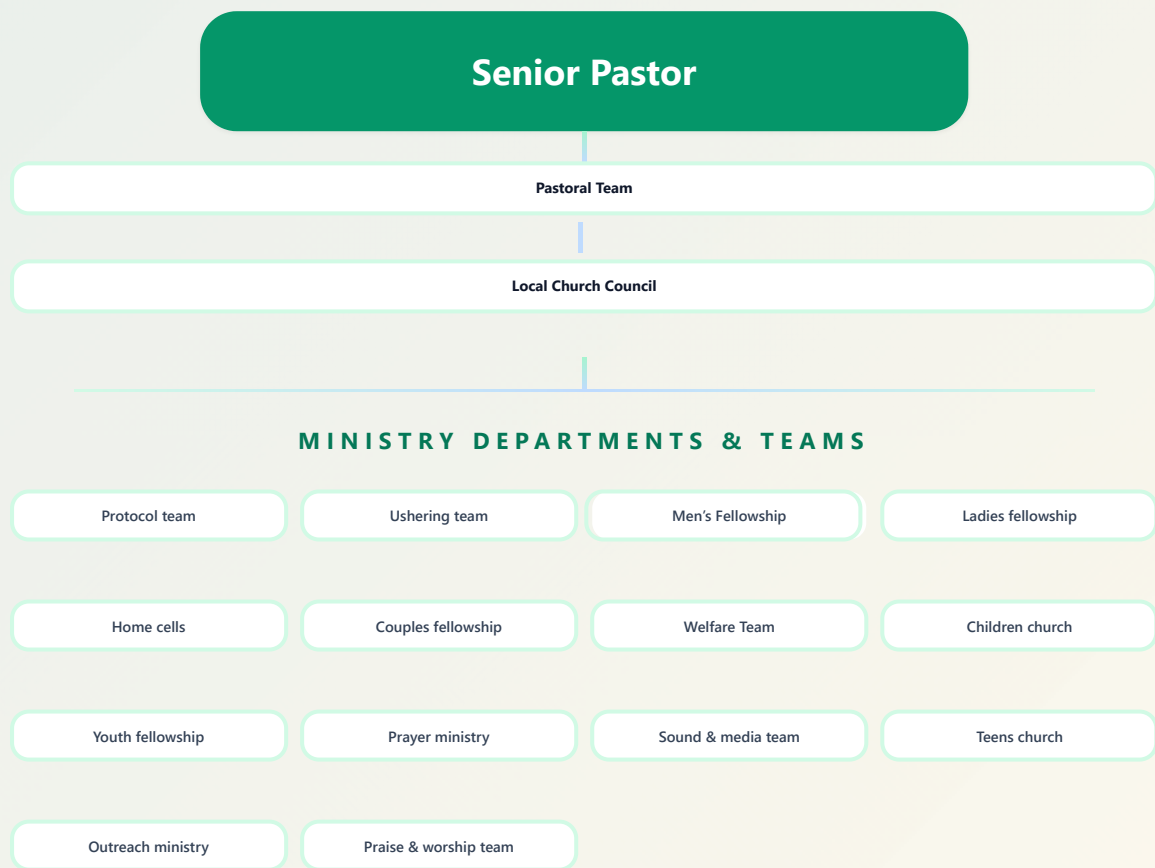


FIGURE 4

Church staff establishment



Financial requirements: GPTC-R will require a total of Ksh 24M (excluding Trinity City Project) during the five-year period. The resource requirement as per the Strategic Focus Areas is reflected in the budget figures below.

RISK MANAGEMENT

Priority risks and mitigation

The implementation of the 2026–2030 Strategic Plan will be accompanied by emerging operational risks that must be addressed for successful execution. Departments will consistently recognize, analyze, and document risks, including new emerging risks and lessons learned during implementation.

Protocol and Ushering teams will continually identify and assess issues and trends, prepare monthly reports, and offer recommendations to the Pastoral Team for action.

Child Safety & Security

Impact: 4
Likelihood: 4

Identification bands, closed gate, authorized pick-ups, volunteer at the gate

Physical Security & Access Control

Impact: 4
Likelihood: 4

Insurance of items, CCTV cameras, data protection

Membership Retention & Growth

Impact: 4
Likelihood: 4

Recognize second-time visitors, follow up new members

Financial & Resource Limitations

Impact: 4
Likelihood: 4

Quarterly reports, appreciate members

RESOURCE MOBILIZATION

Funding outlook and responsible teams

The programmes to be implemented under this Strategic Plan will mainly be funded from financial resources raised from the church and from local and international partners. During the plan period, GPTC-R will explore extensive resource mobilization initiatives, including strengthening local incomes through kingdom business ventures to ensure sustainability and implementation of planned activities.

Source	Amount	By when	Contribution	Responsible
Facility Utilization & Asset Leasing	1.06M	5 yrs	4.4%	Admin & Pastor Office
Education, Training & Skills Programs	N/A	5 yrs	–	–
Business Ventures & Product Sales	N/A	5 yrs	–	–
Partnerships & Community Engagement	1.79M	5 yrs	7.4%	Admin & Pastor Office
Member Engagement & Giving Culture	21.3M	5 yrs	88.2%	Church members & Finance Committee

Reporting structure and accountability cycle

Table 5: M & E reporting matrix

Monthly Activity Report

Protocol & Ushering team leaders

A one-page report focusing on risk assessment and Sunday service safety measures.

Quarterly Reports

All Departments

Progress on programme and project activities undertaken in the quarter.

Annual Reports

All Departments

Annual achievements against targets in the implementation plan and recommendations.

Midterm Evaluation

LCC and Pastoral team

Internal review of progress toward strategic goals and effectiveness of implementation.

End Term Evaluation

LCC and Pastoral team

Achievements, challenges, lessons learnt, and priorities for the next period.

Framework notes

Monitoring will verify whether outcomes generated by executed activities align with expected outputs and whether they were achieved within the stipulated performance criteria and timeframes.

The church will track programme performance, resource utilization, coordination, service provision, and organizational capability. Departments will maintain consistent records to support evidence-based decision-making.

Quarterly review meetings will examine activities concluded in the previous quarter and shape plans for the next one. Corrective actions will be taken where implementation drifts away from the strategic objectives.

Annual implementation plans will be developed for every department, linked to yearly KPIs in the implementation matrix, and monitored through quarterly and annual reporting cycles.

Implementation schedule

Plan	Start	End
AWP 1	January 2026	December 2026
AWP 2	January 2027	December 2027
AWP 3	January 2028	December 2028
AWP 4	January 2029	December 2029
AWP 5	January 2030	December 2030

Annex 1: Implementation plan matrix

STRATEGIC FOCUS AREA 1.0: DISCIPLESHIP

Strategic Objective 1.1: A vibrant praying church with 70% participation by 2030

Target Matrix		Y1	Y2	Y3	Y4	Y5	
Activity	Indicator						
1.1.1 Prayer training Conference	10 meetings, 300 people	40	50	60	70	80	
1.1.2 Overnight Prayer	60 overnight Keshas (1800 people)	240	300	360	420	480	
1.1.3 Prayer and fasting	180 days	12	24	36	48	60	
1.1.4 Sunday Prayers	260 days	52	52	52	52	52	
Budget, Verification and Responsibility							
Activity	Y1	Y2	Y3	Y4	Y5	Means of Verification	Person Responsible
1.1.1 Prayer training Conference	2,000	2,500	3,000	3,500	4,000	Semiannual Reports	Prayer Coord
1.1.2 Overnight Prayer	12,000	15,000	18,000	21,000	24,000	Quarterly Reports	Prayer Coord
1.1.3 Prayer and fasting	-	-	-	-	-	Quarterly Reports	Prayer Coord
1.1.4 Sunday Prayers	-	-	-	-	-	Quarterly Reports	Prayer Coord
Budget totals	14,000	17,500	21,000	24,500	28,000	Total	105,000

STRATEGIC FOCUS AREA 1.0: DISCIPLESHIP

Strategic Objective 1.2: 70% Wholistic seasoned and established believers in God's word across all ages

Target Matrix		Y1	Y2	Y3	Y4	Y5	
Activity	Indicator						
1.2.1 Weekly Bible Study & Sunday Service	520 days	104	104	104	104	104	
1.2.2 Home cell & Bible Study	300 meetings	480	480	480	480	480	
1.2.3 School of Ministry	60 meetings	600	720	840	960	1,080	
1.2.4 Revival meetings	15 meetings	3	3	3	3	3	
Budget, Verification and Responsibility							
Activity	Y1	Y2	Y3	Y4	Y5	Means of Verification	Person Responsible
1.2.1 Weekly Bible Study & Sunday Service	5,000	5,000	5,000	5,000	5,000	Quarterly report	Pastoral department
1.2.2 Home cell & Bible Study	-	-	-	-	-	Monthly report	Home cell coordinator
1.2.3 School of Ministry	3,600	3,600	3,600	3,600	3,600	Quarterly report	Pastoral office
1.2.4 Revival meetings	60,000	60,000	60,000	60,000	60,000	Annual Reports	Pastoral office
Budget totals	68,500	68,600	68,600	68,600	68,600	Total	342,900

STRATEGIC FOCUS AREA 2.0: COMMUNITY OUTREACH AND EVANGELISM

Strategic Objective 2.1: Attracting the next Generation

Target Matrix		Y1	Y2	Y3	Y4	Y5	
Activity	Indicator						
2.1.1 School Ministry visits (monthly)	No. of visits and invitations	3	4	5	6	7	
2.1.2 Content Creation	No. of posts / No. of followers	12 / 200	12 / 300	12 / 400	12 / 500	12 / 600	
2.1.3 Youth activities (tournaments)	No. of souls reached	1	2	3	4	5	
Budget, Verification and Responsibility							
Activity	Y1	Y2	Y3	Y4	Y5	Means of Verification	Person Responsible
2.1.1 School Ministry visits (monthly)	30,000	40,000	50,000	60,000	70,000	Reports, invitations, growth in numbers	Youth and Teens
2.1.2 Content Creation	-	-	-	-	-	Follower reports	Youth and Teens
2.1.3 Youth activities (tournaments)	50,000	100,000	150,000	200,000	250,000	Reports	Youth and Teens
Budget totals	80,000	140,000	200,000	260,000	320,000	Total	1,000,000

STRATEGIC FOCUS AREA 2.0: COMMUNITY OUTREACH AND EVANGELISM

Strategic Objective 2.2: Leveraging our resources and infrastructure to impact community

Target Matrix		Y1	Y2	Y3	Y4	Y5	
Activity	Indicator						
2.2.1 Family Support (Nonmembers)	No. of families	2	3	4	5	6	
2.2.2 Legal / Medical Camps	No. of camps	1	1	1	1	1	
2.2.3 Family enrichment Conferences	No. of conferences	1	1	1	1	1	
Budget, Verification and Responsibility							
Activity	Y1	Y2	Y3	Y4	Y5	Means of Verification	Person Responsible
2.2.1 Family Support (Nonmembers)	70,000	100,000	100,000	100,000	100,000	Family feedback	Welfare Dept & Hospitality & W.O.V
2.2.2 Legal / Medical Camps	50,000	50,000	50,000	50,000	50,000	Camp reports	Peer groups
2.2.3 Family enrichment Conferences	100,000	100,000	100,000	250,000	250,000	Planning committee reports	Pastoral
Budget totals	220,000	250,000	250,000	250,000	250,000	Total	1,200,000

STRATEGIC FOCUS AREA 2.0: COMMUNITY OUTREACH AND EVANGELISM

Strategic Objective 2.3: Peer Driven Evangelism

Target Matrix		Y1	Y2	Y3	Y4	Y5	
Activity	Indicator						
2.3.1 Men's Breakfast	No. of breakfasts	1	1	1	1	1	
2.3.2 Men and Ladies Conference	No. of conferences	1	1	1	1	1	
2.3.3 Annual Conference	No. of Conferences / Participants	1	1	1	1	1	
2.3.4 Joint Youth / Teens Conference	No. of events held	1	1	1	1	1	
Budget, Verification and Responsibility							
Activity	Y1	Y2	Y3	Y4	Y5	Means of Verification	Person Responsible
2.3.1 Men's Breakfast	20,000	20,000	20,000	20,000	20,000	Attendance list / Reports	Men's Department
2.3.2 Men and Ladies Conference	50,000	50,000	50,000	50,000	50,000	Reports / Attendance	Men's & Ladies Leadership
2.3.3 Annual Conference	100,000	100,000	100,000	100,000	100,000	Program Reports	Pastoral Team
2.3.4 Joint Youth / Teens Conference	100,000	100,000	100,000	100,000	100,000	Reports / Attendance	Teens & Youth Dept.
Budget totals	270,000	270,000	270,000	270,000	270,000	Total	1,350,000

STRATEGIC FOCUS AREA 3.0: MEMBER CARE ENGAGEMENT AND RETENTION

Strategic Objective 3.1: Increase membership by 100% by 2030.

Target Matrix		Y1	Y2	Y3	Y4	Y5	
Activity	Indicator						
3.1.1 Inviting visitors & members of home cell fellowships	Number of new members	20	20	20	20	20	
3.1.2 Conduct professional workshops for church members who will attend activities	Number of activities held and members who attend	3	3	3	3	3	
3.1.3 Conduct effective outreach e.g. street preaching, social gatherings, worship nights etc.	Number of outreach activities	3	3	3	3	3	
Budget, Verification and Responsibility							
Activity	Y1	Y2	Y3	Y4	Y5	Means of Verification	Person Responsible
3.1.1 Inviting visitors & members of home cell fellowships	-	-	-	-	-	Home cell leader reports	Home cell leader
3.1.2 Conduct professional workshops for church members who will attend activities	20,000	20,000	20,000	20,000	20,000	A report from the peer leader	Peer leader
3.1.3 Conduct effective outreach e.g. street preaching, social gatherings, worship nights etc.	30,000	30,000	30,000	30,000	30,000	A report from outreach leader	Outreach leader
Budget totals	50,000	50,000	50,000	50,000	50,000	Total	250,000

STRATEGIC FOCUS AREA 3.0: MEMBER CARE ENGAGEMENT AND RETENTION

Strategic Objective 3.2: Improve Members Welfare.

Target Matrix							
Activity	Indicator	Y1	Y2	Y3	Y4	Y5	
3.2.1 Member visits within Home cells	Home cell visit records	Ongoing	Ongoing	Ongoing	Ongoing	Ongoing	
3.2.2 A welfare Kitty	Operational kitty	Active	Active	Active	Active	Active	
3.2.3 Maintain welfare Basket	Basket maintained	Active	Active	Active	Active	Active	
3.2.4 Keep members data for effective follow-up	Updated records	Updated	Updated	Updated	Updated	Updated	
3.2.5 Pastoral visits for members	Visit records	Ongoing	Ongoing	Ongoing	Ongoing	Ongoing	
Budget, Verification and Responsibility							
Activity	Y1	Y2	Y3	Y4	Y5	Means of Verification	Person Responsible
3.2.1 Member visits within Home cells	-	-	-	-	-	Home cell and welfare records	Home cell leaders
3.2.2 A welfare Kitty	-	-	-	-	-	Finance and welfare reports	Welfare team
3.2.3 Maintain welfare Basket	-	-	-	-	-	Welfare reports	Welfare team
3.2.4 Keep members data for effective follow-up	-	-	-	-	-	Member database	Administration
3.2.5 Pastoral visits for members	-	-	-	-	-	Pastoral reports	Pastoral team
Budget totals	20,000	20,000	20,000	20,000	20,000	Total	100,000

STRATEGIC FOCUS AREA 3.0: MEMBER CARE ENGAGEMENT AND RETENTION

Strategic Objective 3.3: To engage and retain at least 75% of members.

Target Matrix							
Activity	Indicator	Y1	Y2	Y3	Y4	Y5	
3.3.1 To Enlist every church member to a home cell	100% member attendance	100%	100%	100%	100%	100%	
3.3.2 Activating members giftings and talents through apprenticeship	Number of mentees engaged	10	10	10	10	10	
3.3.3 Members to join Ministry teams to activate talents, gifts and abilities	Number of members joining ministries	10	10	10	10	10	
Budget, Verification and Responsibility							
Activity	Y1	Y2	Y3	Y4	Y5	Means of Verification	Person Responsible
3.3.1 To Enlist every church member to a home cell	-	-	-	-	-	Report from H/C Leaders	H/C Leaders
3.3.2 Activating members giftings and talents through apprenticeship	-	-	-	-	-	Report from Peer leader	Peer leader
3.3.3 Members to join Ministry teams to activate talents, gifts and abilities	-	-	-	-	-	Report from Ministry Leaders	Ministry Leaders
Budget totals	-	-	-	-	-	Total	-

STRATEGIC FOCUS AREA 4.0: FINANCIAL STABILITY & ECONOMIC EMPOWERMENT

Strategic Objective 4.1: Increase church income annually by 50% by the end of Dec 2030.

Target Matrix							
Activity	Indicator	Y1	Y2	Y3	Y4	Y5	
4.1.1 Financial reports	10 reports	2	2	2	2	2	
4.1.2 Teaching on giving	60 meetings	12	12	12	12	12	
4.1.3 Church premise income (Trinity City Project)	Amount saved annually	-	-	-	-	-	
Budget, Verification and Responsibility							
Activity	Y1	Y2	Y3	Y4	Y5	Means of Verification	Person Responsible
4.1.1 Financial reports	-	-	-	-	-	Financial Presentations	Finance Department
4.1.2 Teaching on giving	-	-	-	-	-	Quarterly Reviews	Pastoral Department
4.1.3 Church premise income (Trinity City Project)	-	-	-	-	-	Bank deposit slips	Trinity City Project committee
Budget totals	-	-	-	-	-	Total	-

STRATEGIC FOCUS AREA 4.0: FINANCIAL STABILITY & ECONOMIC EMPOWERMENT

Strategic objective 4.2: A holistic community of generous givers in all aspects by 50% by 2030 December.

Target Matrix							
Activity	Indicator	Y1	Y2	Y3	Y4	Y5	
4.2.1 Business trainings	2 meetings	2	2	2	2	2	
Budget, Verification and Responsibility							
Activity	Y1	Y2	Y3	Y4	Y5	Means of Verification	Person Responsible
4.2.1 Business trainings	3,000	3,000	3,000	3,000	3,000	Semiannual Reports	Finance Team
Budget totals	3,000	3,000	3,000	3,000	3,000	Total	15,000

STRATEGIC FOCUS AREA 5.0: INFRASTRUCTURE, MEDIA & EXPANSION

Strategic Objective 5.1: Acquire our own media equipment.

Target Matrix							
Activity	Indicator	Y1	Y2	Y3	Y4	Y5	
5.1.1 Raise funds through member resource mobilization	Amount raised	200K	200K	200K	200K	200K	
5.1.2 List the equipment required in the next five years and prepare budget	Number of equipment bought	2	2	2	2	2	
Budget, Verification and Responsibility							
Activity	Y1	Y2	Y3	Y4	Y5	Means of Verification	Person Responsible
5.1.1 Raise funds through member resource mobilization	200,000	200,000	200,000	200,000	200,000	Report from Media Team	Media Team Leader
5.1.2 List the equipment required in the next five years and prepare budget	200,000	200,000	200,000	200,000	200,000	Report from Media Team	Media Team Leader
Budget totals	400,000	400,000	400,000	400,000	400,000	Total	2,000,000

STRATEGIC FOCUS AREA 5.0: INFRASTRUCTURE, MEDIA & EXPANSION

Strategic Objective 5.2: Acquire our own piece of land.

Target Matrix							
Activity	Indicator	Y1	Y2	Y3	Y4	Y5	
5.2.1 Continue contributing to the SACCO for project by obtaining a loan	Amount contributed by church	2M	2M	2M	2M	2M	
5.2.2 Continue lobbying members to honor their pledges	Pledges honored	100%	100%	100%	100%	100%	
5.2.3 Annual pledge to be directed to the Trinity City Project	Number of pledges	100%	100%	100%	100%	100%	
Budget, Verification and Responsibility							
Activity	Y1	Y2	Y3	Y4	Y5	Means of Verification	Person Responsible
5.2.1 Continue contributing to the SACCO for project by obtaining a loan	20,000	20,000	20,000	20,000	20,000	Report from T.C. Comm	Trinity City Project Chairperson
5.2.2 Continue lobbying members to honor their pledges	5,000	5,000	5,000	5,000	5,000	Report from T.C. Comm	Trinity City Project Chairperson
5.2.3 Annual pledge to be directed to the Trinity City Project	5,000	5,000	5,000	5,000	5,000	Report from T.C. Comm	Trinity City Project Chairperson
Budget totals	30,000	30,000	30,000	30,000	30,000	Total	150,000

STRATEGIC FOCUS AREA 5.0: INFRASTRUCTURE, MEDIA & EXPANSION

Strategic Objective 5.3: Improve Social Media Presence

Target Matrix							
Activity	Indicator	Y1	Y2	Y3	Y4	Y5	
5.3.1 Revive our social media channel using the available resources.	Active social media accounts	100%	100%	100%	100%	100%	
5.3.2 Post content consistently	No. of posts in every account	12	12	12	12	12	
5.3.3 Branding the church for marketing visibility	Number of new engagements	1	1	1	1	1	
Budget, Verification and Responsibility							
Activity	Y1	Y2	Y3	Y4	Y5	Means of Verification	Person Responsible
5.3.1 Revive our social media channel using the available resources.	10,000	10,000	10,000	10,000	10,000	Report from Media Team	Team leader
5.3.2 Post content consistently	-	-	-	-	-	Report from Media Team	Team leader

BUDGET ESTIMATES

Budget distribution and annual outlook

Figure 5: Budget per strategic focus area

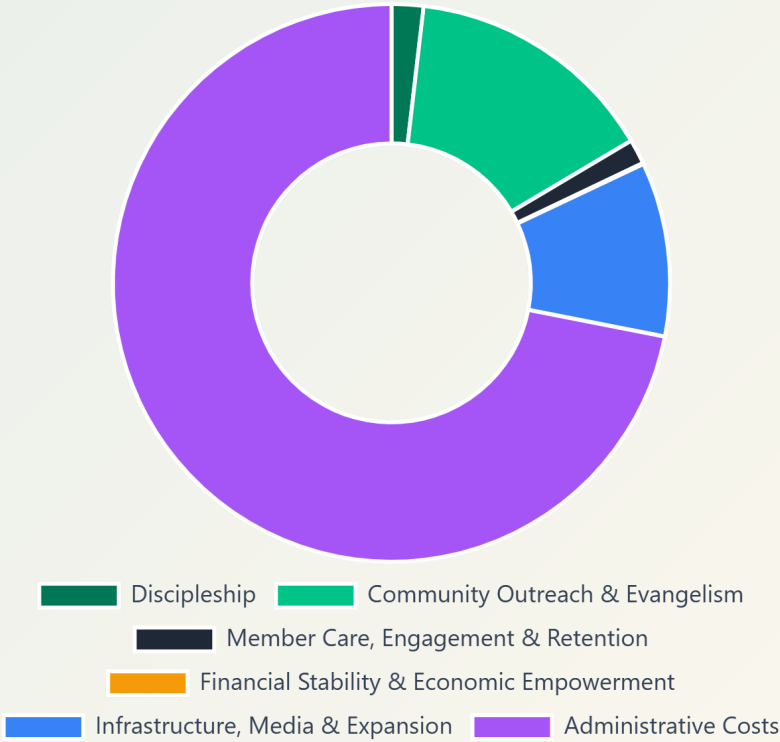
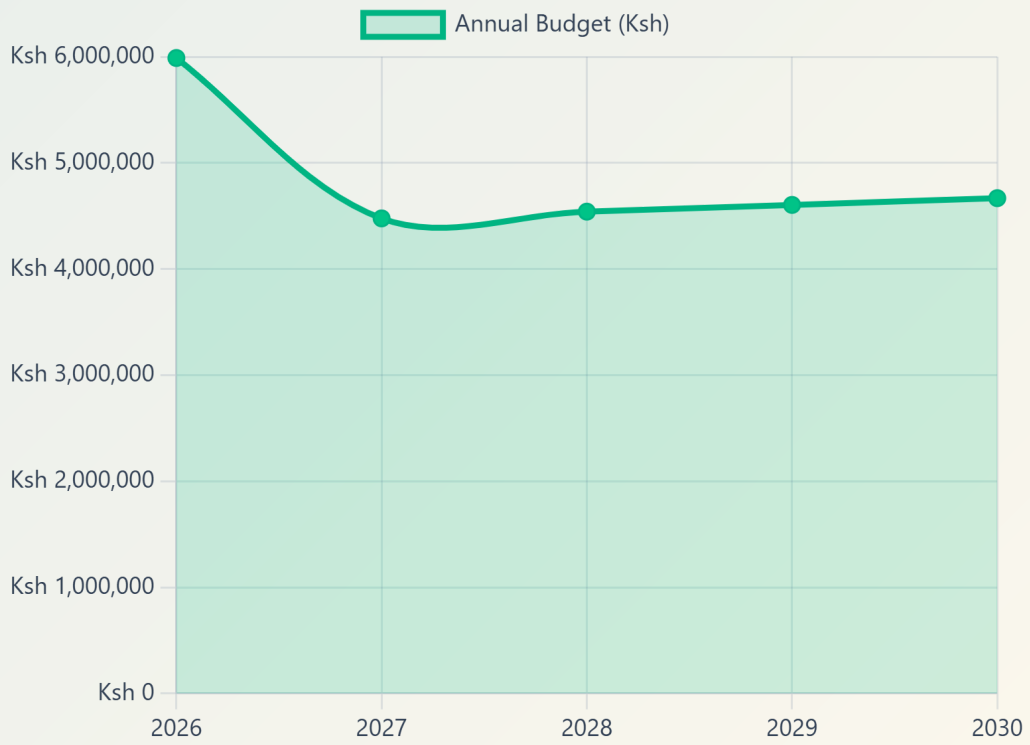


Figure 6: Annual budget estimates



Annex 2: 2026–2030 Budgetary Estimates

Part A — Strategic Focus Areas 1 to 3

SFA / SO	2026	2027	2028	2029	2030	Total
Strategic Focus Area 1.0: Discipleship	82,500	86,100	89,600	93,100	96,600	447,900
Strategic Focus Area 2.0: Community Outreach and Evangelism	570,000	660,000	720,000	780,000	840,000	3,550,000
Strategic Focus Area 3.0: Member Care Engagement and Retention	70,000	70,000	70,000	70,000	70,000	350,000

Annex 2: 2026–2030 Budgetary Estimates

Part B — Strategic Focus Areas 4 & 5, administrative costs, and total

SFA / SO	2026	2027	2028	2029	2030	Total
Strategic Focus Area 4.0: Financial Stability & Economic Empowerment	3,000	3,000	3,000	3,000	3,000	15,000
Strategic Focus Area 5.0: Infrastructure, Media & Expansion	490,000	490,000	490,000	490,000	490,000	2,450,000
Administrative costs	4,772,575	3,167,575	3,167,575	3,167,575	3,167,575	17,442,875
Grand Total	5,988,075	4,476,575	4,540,175	4,603,675	4,667,175	24,255,775

Annex 2: Objective-level budgetary estimates

Strategic Focus Area 1.0: Discipleship

SFA / SO	2026	2027	2028	2029	2030	Total
Strategic objective 1.1: A vibrant praying church with 70% participation by 2030	14,000	17,500	21,000	24,500	28,000	105,000
Strategic Objective 1.2: 70% Wholistic seasoned and established believers in God's word across all ages	68,500	68,600	68,600	68,600	68,600	342,900
Sub-total	82,500	86,100	89,600	93,100	96,600	447,900

Strategic Focus Area 2.0: Community Outreach and Evangelism

SFA / SO	2026	2027	2028	2029	2030	Total
Strategic Objective 2.1: Attracting the next Generation	80,000	140,000	200,000	260,000	320,000	1,000,000
Strategic Objective 2.2: Leveraging our resources and infrastructure to impact community	220,000	250,000	250,000	250,000	250,000	1,200,000
Strategic Objective 2.3: Peer Driven Evangelism	270,000	270,000	270,000	270,000	270,000	1,350,000
Sub-total	570,000	660,000	720,000	780,000	840,000	3,550,000

Strategic Focus Area 3.0: Member Care Engagement and Retention

SFA / SO	2026	2027	2028	2029	2030	Total
Strategic Objective 3.1: Increase membership by 100% by 2030.	50,000	50,000	50,000	50,000	50,000	250,000
Strategic Objective 3.2: Improve Members Welfare.	20,000	20,000	20,000	20,000	20,000	100,000
Strategic Objective 3.3: To engage and retain at least 75% of members.	-	-	-	-	-	-
Sub-total	70,000	70,000	70,000	70,000	70,000	350,000

Strategic Focus Area 4.0: Financial Stability & Economic Empowerment

SFA / SO	2026	2027	2028	2029	2030	Total
Strategic Objective 4.1: Increase church income annually by 50% by the end of Dec 2030.	-	-	-	-	-	-
Strategic objective 4.2: A wholistic community of generous givers in all aspects by 50% by 2030 December.	3,000	3,000	3,000	3,000	3,000	15,000
Sub-total	3,000	3,000	3,000	3,000	3,000	15,000

Strategic Focus Area 5.0: Infrastructure, Media & Expansion

SFA / SO	2026	2027	2028	2029	2030	Total
Strategic Objective 5.1: Acquire our own media equipment.	60,000	60,000	60,000	60,000	60,000	300,000
Strategic Objective 5.2: Acquire our own piece of land.	30,000	30,000	30,000	30,000	30,000	150,000
Strategic Objective 5.3: Improve Social Media Presence	400,000	400,000	400,000	400,000	400,000	2,000,000
Sub-total	490,000	490,000	490,000	490,000	490,000	2,450,000
Administrative costs	4,772,575	3,167,575	3,167,575	3,167,575	3,167,575	17,442,875
Grand Total	5,988,075	4,476,575	4,540,175	4,603,675	4,667,175	24,255,775

Approval and Adoption

This page confirms the formal adoption of the Green Pastures Tabernacle Church - Rongai Strategic Plan 2026-2030. The signatures below indicate leadership commitment to implementation, monitoring, accountability, and faithful stewardship throughout the plan period.

Date adopted: _____

Church stamp / seal: _____

Senior Pastor

Pastor Joshua Mbugua

Signature _____

Senior Pastor

Pastor Anne Mbugua

Signature _____

Local Church Council Chair

Signature _____

Local Church Council Secretary

Signature _____

Finance / Treasurer

Signature _____

Strategy Lead

Dr. John Makokha

Signature _____



Strategic Plan

2026 - 2030

"A Church Rooted in Christ,
Growing in Purpose,
and Serving Generations."

This strategic plan is a roadmap for intentional ministry, faithful stewardship, and transformative impact.

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GREEN PASTURES TABERNACLE CHURCH - RONGAI

The Trinity City

Strategic Plan 2026 - 2030