



UTTERMOST EVANGELISTIC TEAM

STRATEGIC PLAN 2019 – 2023

“Whom Shall I send?... Here am I, Send me.” [Isaiah 6:8]

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Foreword by Chairman, UET Governing Board

I am grateful to God for giving us (Uttermost Evangelistic Team) another opportunity to serve Him in another strategic period 2019 -2023. This strategic plan marks a great milestone in the life of the team from completing the 2016 – 2018 strategic period having seen more than 6000 souls come to the Lord and great results achieved in mentorship of University students in the affairs of the team and towards commitment to the calling, mission and vision of the team. Though infrastructural development did not move as expected in the just ended strategic period, the great commission of Jesus Christ was achieved as planned by the Grace of God. We give God all the glory for allowing us to be partakers of the great mysteries of His Kingdom.

This new strategic period gives us together with partners and stakeholders another chance to do what we were created to do – to serve. We have a bigger target of bringing at least 10,000 souls to the lordship of Jesus Christ while we ensure discipleship happens for the same souls and other young believers in partnership with the mission host churches. To enhance sustainability, we have a strategic objective to go to the next phase of construction of facilities at UET centre at Kathome – the team’s head office. This will help us to cut cost of hosting meetings and conventions in rented facilities and at the same time provide a stream of income which may be attained by offering services to other members of the body of Christ at the centre.

As I present this great strategic document to the team, I would like to greatly appreciate the Strategic Planning and Implementation Team (SPIT) of the Governing Board (GB) for the great commitment and efforts they put in coming up with this strategic direction; may God bless them abundantly. I invite all the members of the team, friends and stakeholder to join efforts with the GB and all its committees in accomplishing the milestones set in this strategy. Great efforts and sacrifice are required to see the success of what we have set out to do in these next five years. Let us embrace unity and avoid any efforts of the enemy to divide us along any lines. By the grace God, sacrificially all of us will spend our resources and be spent for Gospel and God will expand our territories. God bless all of us as we launch into the deep regarding the kingdom of God through UET.

Japheth Mutisya Muli

UET GOVERNING BOARD CHAIRMAN, 2019

Foreword by Chairman, Strategic Planning & Implementation Committee

The Uttermost Evangelistic Team (UET) is an evangelistic team which was established in 1983 by born again students from Ukambani region in the University of Nairobi. It was then known as Ukambani Evengelistic Team. In 2006, it changed the name to Uttermost Evangelistic Team (UET). When it was started, it focused on student fellowship but over the years it has grown to consist of 14 student branches in different universities in the country and 3 non-student branches. It has continued to provide a fellowship for nurturing and mentoring young born again Christians. The Team has remained faithful to the great commission call by our Lord Jesus Christ “... **Go ye therefore unto the entire world and preach the gospel...**” **Mathew 28:19-20.**

In the year 2008, the Team sought to broaden its approach to the preaching of the gospel by embracing community development initiatives not only as entry points for winning souls for the Lord, but also as a key component of a holistic approach which meets the needs of the whole person. The team has had four successive Strategic Plans (SP) for the period 2003-2008, 2008-2012, 2013-2015, and 2016-2018. Each strategic plan was informed by the lessons learned from the previous one.

During the 2016-2018 strategic plan, the team was focusing on Kambusu area within Mwingi North Sub County in Kitui County. The final mission in this Focal area was conducted in August 2019. The experiences in that Focal Area have informed the development of this 5th strategic Plan. Within the period covered by this Strategic Plan, Kaunguni, in Kibwezi West Sub-County in Makueni County has been identified as the Focal Area.

We are encouraging the Team and all Stake holders, by Grace of God, to contribute towards the implementation of the Strategic Plan so as to ensure realization of excellent results for the Kingdom. Without each person playing his/her role that goals identified in the Strategic Plan will remain a lofty venture.

We owe it to the brethren who started UET, we owe it to God, and we owe it to ourselves to keep the fire of the Gospel burning.

Regards,

Justus Mutia

CHAIRMAN, UET STRATEGIC PLAN & IMPLEMENTATION COMMITTEE, 2019.

EXECUTIVE SUMMARY

Uttermost Evangelistic Team (UET) is an organization registered under the societies Act with a mandate of preaching the Gospel of Jesus Christ in Kenya and other Nations of the world. Headquartered at Kathome in Machakos, the organization currently has a total of 17 branches with 14 based public Universities in Kenya and 3 non-student branches in Nairobi, Machakos and Kitui counties.

To fulfill its purpose of existence, UET has developed the Strategic Plan 2019 - 2023. In the strategic period the team has a focus and a purpose to lead at least 6000 persons to give their lives to Jesus Christ. The new believers will be disciplined and nurtured to be rooted and well established in Jesus Christ. In the implementation of the Strategic Plan, UET will continue to be guided by its Vision, Mission and Core Values as below

Vision: *To be a lead organization in transforming the lives of people in Kenya and beyond, by the holistic gospel of Christ through the power of the Holy Ghost*

Mission: *As a non-denominational ministry, UET is committed to prayerfully proclaim the gospel of Jesus Christ through preaching, discipleship, training, mentoring and implementation of community development initiatives in Kenya and beyond.*

Core Values

- i. **Integrity & purity:** UET upholds honesty and will remain strong to the right moral principles fleeing from any form of contamination.
- ii. **Transparency & accountability:** UET will explain everything and ensure comprehension by all parties.
- iii. **Teamwork:** UET works as a group to ensure effectiveness and efficiency.
- iv. **Passion & compassion:** UET shall remain committed in its mandate and concerned of the sufferings or misfortunes of others.
- v. **Servanthood:** UET is committed to serve others
- vi. **Excellence:** UET will remain and aspire to outstanding in all that we do.
- vii. **Role modeling:** UET believes in nurturing others by remaining to be an example to be imitated.

UET Statement of Beliefs

This Team believes that: -

- i. The Bible is the Inspired Word of God and none may add thereto or take away therefrom except at their damnation.
- ii. The Unity and the Trinity of the Godhead eternally exists in three (3) co-equal persons; the Father, the Son and the Holy Spirit and these three (3) are ONE.
- iii. The Universal Church consists of all persons who have been regenerated by the Holy Spirit and made new creatures in Christ Jesus and Christ is the Head of the Church.
- iv. Christ existed before His incarnation, and through the power of the Holy Spirit was conceived and born of the Virgin Mary.
- v. Through Adam's sin all human beings became sinners and through the death and resurrection of Jesus Christ, all who believe in him are saved from penalty and power of sin.
- vi. Christ is the healer of the body and those who walk in obedience to His will can claim divine healing for their bodies.
- vii. Christ as the baptizer in the Holy Spirit should be evident in life of Christians.
- viii. Jesus Christ will return to receive unto himself the Church and afterwards set up His Throne as King.
- ix. Though salvation is obtained by faith alone in Lord Jesus Christ, good works and obedience to the revealed will of God in life and service are important, for through them eternal rewards shall be received.
- x. The Supreme mandate of the Church is to glorify God and to be involved in the Great Commission, “Go therefore and make disciples of all nations, baptizing them in the Name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you: and lo I am with you always even to the end of age. Amen” (Mathew 28:19-20).

STRATEGIC DIRECTION

Goal

All Nations of the World starting with Kenya are transformed by the holistic gospel of Jesus Christ.

Key Strategic Pillars

1. Evangelism

Strategic Objective 1: The gospel of Jesus Christ is preached to the unreached through a holistic approach

2. Discipleship

Strategic Objective 2: New members and new converts are nurtured to maturity for the kingdom of God

3. Resource Mobilization and infrastructural development

Strategic Objective 3: Sufficient financial and infrastructural resources are mobilized for evangelism and discipleship

ABBREVIATIONS AND ACRONYMS

AGM	-	Annual General Meeting
AS	-	Administrative Secretary
SGM	-	Special General Meeting
BEC	-	Branch Executive Committee
CBO	-	Community Based Organization
CDF	-	Constituency Development Fund
CEO	-	Chief Executive Officer
EFK	-	Evangelical Fellowship of Kenya
EGM	-	Extra Ordinary General Meeting
FMA	-	Focal Mission Area
FOCUS	-	Fellowship of Christian Unions
ICT	-	Information Communication Technology
JKUAT	-	Jomo Kenyatta University of Agriculture and Technology
KSCF	-	Kenya Students Christian Fellowship
KU	-	Kenyatta University
LATF	-	Local Authority Transfer Fund
M & E	-	Monitoring & Evaluation
MOU	-	Memorandum of Understanding
NGO	-	Non- Governmental Organization
NEMA	-	National Environmental Management Authority
NACC	-	National Aids Control Council
PDC	-	Projects and Development Committee
SPC	-	Strategic Planning Committee
TOR	-	Terms of Reference
UON	-	University of Nairobi
UET	-	Uttermost Evangelistic Team <i>formerly</i> Ukambani Evangelistic Team
UUSET	-	Ukambani University Evangelistic Team
UUSETA	-	Ukambani Evangelistic Team Associates

TABLE OF CONTENTS

Foreword by Chairman, UET Governing Board 2

Foreword by Chairman, Strategic Planning & Implementation Committee 3

EXECUTIVE SUMMARY 4

ABBREVIATIONS AND ACRONYMS 7

1. INTRODUCTION..... 10

1.1 Overview of UET Kenya 10

1.2 Historical background UET Kenya 10

1.3 UET Identity 10

1.3.2 Mission Statement..... 11

1.3.3 Core Values 11

1.3.7 Organizational Structure 13

1.4 Highlight of Key Milestones..... 14

1.5 REVIEW OF EXTENT OF REALISATION OF UET SP 2016-2018 TARGETS 17

1.6 Purpose of the SP 2019-2023 18

1.7 Process of Developing Strategic Plan 2019-2023..... 18

2 CONTEXTUAL AND SITUATIONAL ANALYSIS..... 19

2.1 External Environment Analysis 19

3 UET SP 2019-2023 STRATEGIC DIRECTION 2

3.1 Goal 2

3.2 Strategic Focus Areas 2

3.3 Strategic objectives and expected outcomes..... 4

4 IMPLEMENTATION FRAMEWORK 0

5 ANALYSIS OF RISKS AND CRITICAL ASSUMPTIONS 0

5.1 Risks 0

5.2 Critical assumptions 0

6. MONITORING AND EVALUATION 1

6.1 Monitoring 1

6.2 Evaluation 1

6.2.1 Process Evaluation 1

6.2.2	Mid-term Strategic Plan Implementation Evaluation	1
6.2.3	End-Term Strategic Plan Implementation Evaluation	2
6.2.4	Project Specific Evaluation	2
	Appendix 1: Strategic Planning and Implementation Committee Members	0

1. INTRODUCTION

1.1 Overview of UET Kenya

Uttermost Evangelistic Team (UET) is registered under the Societies Act with a mandate of preaching the Gospel of Jesus Christ in Kenya and other Nations of the world. The organization has its headquarters in Machakos and has seventeen (17) branches in Kenya – fourteen (14) University branches and three (3) non-student branches in Nairobi, Machakos and Kitui counties. In the Universities, born again students are allowed to become members while non-student branches are composed of former students and other born again brethren who ascribe to the objectives of the team. UET Members engage in fellowships and other Christian based meetings with an aim of nurturing, supporting and mentoring one another to continue and grow in the Christian faith. Through the branches or the UET headquarters, branches or the entire team plan and execute evangelistic missions/outreaches to either Focal Mission Areas of other places in or outside the country. The non-university branches besides evangelism, are involved in programmes focusing on Christian leadership development and community outreach including community development and capacity building programmes, areas that enhance holistic living.

1.2 Historical background UET Kenya

UET was formed in 1983 by a few University of Nairobi students who were born again. The motive of forming the team was the urge to protect and sustain the Christian faith of students who joined the university having known the Lord Jesus Christ. The founders noticed that some students who were Christians before joining the university would soon have their Christian values eroded on joining the university after joining the wrong company. As the Bible says that bad company corrupts good morals, failure for these students to join the right company would lead to backsliding from the Christian faith. With such a drive, the founders felt indebted to do something that would help Christian university students find the right company and thus help them keep the faith, thus the birth of UET.

1.3 UET Identity

1.3.1 Vision Statement

To be a lead organisation in transforming the lives of people in Kenya and beyond, by the holistic gospel of Christ through the power of the Holy Ghost

1.3.2 Mission Statement

As a non-denominational ministry, UET is committed to prayerfully proclaim the gospel of Jesus Christ through preaching, discipleship, training, mentoring and implementation of community development initiatives in Kenya and beyond.

1.3.3 Core Values

- ii. **Integrity & purity:** UET upholds honesty and will remain strong to the right moral principles fleeing from any form of contamination.
- iii. **Transparency & accountability:** UET will explain everything and ensure comprehension by all parties.
- iv. **Teamwork:** UET works as a group to ensure effectiveness and efficiency.
- v. **Passion & compassion:** UET shall remain committed in its mandate and concerned of the sufferings or misfortunes of others.
- vi. **Servanthood:** UET is committed to serve others
- vii. **Excellence:** UET will remain and aspire to outstanding in all that we do.
- viii. **Role modeling:** UET believes in nurturing others by remaining to be an example to be imitated.

1.3.4 UET Statement of Beliefs

This Team believes that: -

- i. The Bible is the inspired Word of God and none may add thereto or take away therefrom except at their own damnation.
- ii. The Unity and the Trinity of the Godhead eternally exists in three (3) co-equal persons; the Father, the Son and the Holy Spirit and these three (3) are ONE.
- iii. The Universal Church consists of all persons who have been regenerated by the Holy Spirit and made new creatures in Christ Jesus and Christ is the Head of the Church.
- iv. Christ existed before His incarnation, and through the power of the Holy Spirit was conceived and born of the Virgin Mary.
- v. Through Adam's sin all human beings became sinners and through the death and resurrection of Jesus Christ, all who believe in him are saved from penalty and power of sin.

- vi. Christ is the healer of the body and those who walk in obedience to His will can claim divine healing for their bodies.
- vii. Christ as the baptizer in the Holy Spirit should be evident in the life of Christians.
- viii. Jesus Christ will return to receive unto himself the Church and afterwards set up His Throne as King.
- ix. Though salvation is obtained by faith alone in Lord Jesus Christ, good works and obedience to the revealed will of God in life and service are important, for through them eternal rewards shall be received.
- x. The Supreme mandate of the Church is to glorify God and to be involved in the Great Commission, “Go therefore and make disciples of all nations, baptizing them in the Name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you: and lo I am with you always even to the end of age. Amen” (Mathew 28:19-20).

1.3.5 UET Slogan

“Whom shall I send? here am I, send me” Isaiah 6:8

1.3.6 Aims and Objectives

UET mandate is to fulfil the Great Commission of our Lord Jesus Christ as stated in Mathew 28:19-20: “Go ye therefore and make disciples of all nations, baptizing them in the Name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you and lo I am with you always even at the end of ages Amen”

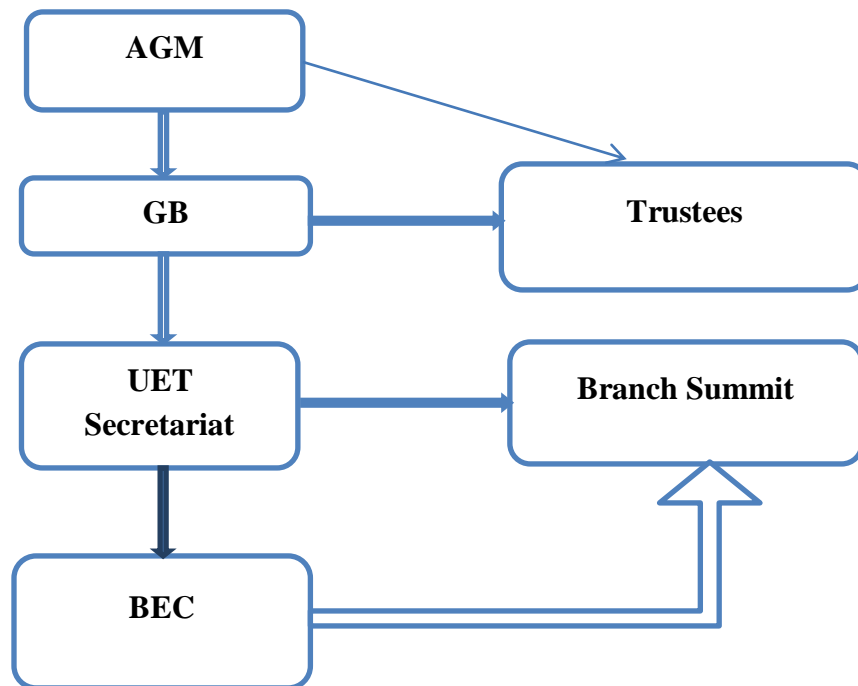
The Team’s objectives are

- a. To spread the gospel of Jesus Christ to the unreached .
- b. To provide spiritual nurturance to the new converts.
- c. To have regular fellowships, prayers and bible study meetings, which are essential to our personal spiritual growth and our power for the Ministry.
- d. To provide training in Christian leadership and service.

- e. To encourage Interdenominational fellowship.
- f. To show and demonstrate Christ’s love and concern for people by engaging in selective community development projects based on biblical and evangelical principles and practices.
- g. To open branches at Universities/Colleges and other areas where there is sufficient membership.

1.3.7 Organizational Structure

UET is governed by a Governing Board (GB) elected by the members during annual general meetings (AGM). The organization has a constitution that stipulates that a member of the governing board shall serve for one term of 2 years and can be re-elected after a period of at least one more term. The GB is answerable to the AGM and draws its members from the non-student branches. The branches are governed by Branch Executive Committees (BECs) elected by branch members under the same conditions of service as the GB but answerable to the Branch AGMs. The BECs from all branches form the UET Branch summit which meets at least three times a year to discuss pertinent issues of leadership in the branches. The GB uses the summit to conduct leadership trainings and pass vital information to the branches. The organization has a secretariat which is run by the Administrative Secretary who is the Chief Executive officer of the Team.



1.4 Highlight of Key Milestones

UET like any other organization has changed in terms of growth and approaches of taking the gospel of Jesus Christ to the unreached. This has not been without challenges and lessons. The challenges have been opportunities and the lessons embraced to inform strategic change. The following table indicates the key milestones, challenges and lessons learnt over time in the life of the team.

Period	Description
1982 - 1983	<ul style="list-style-type: none"> • UUSET (now UET) formed in the University of Nairobi (UON), Main Campus (With Associates which were referred to as UUSETA)
1983 - 1990	<ul style="list-style-type: none"> • Team spread to newly created Public Universities through opening of new branches.
1991 - 1993	<ul style="list-style-type: none"> • Name changed to UET (Ukambani Evangelistic Team) • Team initiated annual missions, conventions and Gospel Trumpet magazine. •
1994 - 2004	<ul style="list-style-type: none"> • 20-year anniversary celebrations and • launch of the first UET 5 year Strategic Plan(SP)
2006 -2008	<ul style="list-style-type: none"> • The name changed to Uttermost Evangelistic Team (Initials Retained as UET) • Second five-year Strategic Plan developed and launched (2008) • First Focal Mission Area (FMA) period of 5 years initiated.
2008 - 2013	<ul style="list-style-type: none"> • First FMA period completed with mission activities held in Kawethei for five consecutive years • UET acquired land at Kathome in Machakos county • UET employed the first Administrative secretary (AS) bringing a shift from having the office run by a travelling secretary (TS) to AS dispensation
2013 - 2015	<ul style="list-style-type: none"> • 30-year Anniversary • Launch of 3year strategic plan 2013 - 2015 • Implementation of the 3rd strategic plan 2013 - 2015 • UET Centre ground breaking construction of fencing • Launch of JOOUST, Laikipia and Maasai Mara University Branches • FMA period changed to 3 years • 2nd FMA period completed at Mavindini in Makueni (3 years) • Launch of a new “3-year” Strategic plan 2016 -2018 • Identification of the new FMA • Launching of the SP 2016-2018

2016-2018

- 3rd FMA period completed.
 - Renovation and expansion of UET Office at UET Centre
 - Installation of electricity at UET Centre
 - Relocation of UET Head office from Nairobi to UET centre
 - Construction of ablution blocks and gate at UET centre
 - Establishment of UET Resource Mobilization Committee
 - Partial Landscaping of the UET Centre grounds.
 - Over 300 Trees seedlings planted at UET Centre
 - UET annual convention renamed THE TRUMPET OF REVIVAL CONVENTION
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1.5 REVIEW OF EXTENT OF REALISATION OF UET SP 2016-2018 TARGETS

STRATEGIC AREAS OF FOCUS	ACHIEVEMENTS	CHALLENGES
Pillar 1: EVANGELISM		
SO 1: The gospel of Jesus Christ is preached to the unreached through and holistic approach	Mission work has been successfully done in the country	<ul style="list-style-type: none"> ✓ Lack of transport means to mission grounds ✓ Inadequate PAS system ✓ Busy schedules in student calendars limiting the number of missions per year. ✓ Denominational conflicts ✓ Financial hick ups in the team limiting the frequency of missions ✓ Few university branches
Pillar 2: DISCIPLESHIP		
SO 2. new members and new converts are nurtured to maturity for the kingdom of GOD.	Discipleship has been done to some extent	<ul style="list-style-type: none"> • Lack of enough personnel • Poor discipline platforms • Poor follow-ups methods
Pillar 3: RESOURCE MOBILIZATION AND INFRASTRUCTURAL DEVELOPMENT		
SO 3. sufficient financial and infrastructural resources are mobilized for evangelism and discipleship.	About 25% of the target amount raised for UET activities. Members willing to support team activities	Limited partners and donors
SO1(indicator outcomes)		
At least 6000 new souls are won	Target exceeded with 6347 souls won to Christ.	<ul style="list-style-type: none"> ✓ Poor records of converts kept ✓ Limited number of missions
New believers are delivered from strongholds like alcoholism, immorality, witchcraft	This has been done successfully by prayer and the impact of the Holy spirit	<ul style="list-style-type: none"> • Poor follow-ups • Unwillingness of victims to surrender to Jesus. • Limited number of ground works
Unity among leaders in the body of Christ enhanced	<ul style="list-style-type: none"> ✓ Pastors in the ground are united to carry out the mission of UET ✓ Members well united to carry out the mission of evangelism 	<ul style="list-style-type: none"> • Lack of enough platform for member/ stakeholders
SO2		
Increase in the number of missionaries for the work of evangelism	<ul style="list-style-type: none"> ✓ The number of missionaries has grown every year ✓ OVER 2000 MISSIONERS involved in missions in the 3 years 	<ul style="list-style-type: none"> ✓ Uncooperative branches and members with busy schedules limiting them to attend missions
Various gifts and talents are identified and nurtured for edification of the body of Christ	<ul style="list-style-type: none"> ✓ Great mentorships has been done ✓ Trainings are also done in the team 	<ul style="list-style-type: none"> ✓ Lack of enough time for mentorships and trainings

SO3.		
Sufficient funds to support UET activities	✓ UET activities well financed	✓ Lack of a constant flow of finances to the teams activities
UET Centre is developed and office among other teams operations are moved to UET center	✓ UET office operational	✓ Structures not in good conditions ✓ Office not completely furnished .
Increased strategic partners with relevant stakeholders	✓ Few donors/partners supports the teams	✓ Lack of a wide platform hosting partners and donors to supporting the team
An evangelism bus is purchased	Not done	✓ Lack of enough funds to purchase the bus ✓ Objective not well followed and implemented

1.6 Purpose of the SP 2019-2023

This Strategic Plan succeeds the 2016-2018 strategic plan. The purpose of this plan is to provide strategic direction for the Team in the next five years (2019-2023) with a core focus on THREE Strategic Pillars: Evangelism, Discipleship, and Resource Mobilization and infrastructural development

1.7 Process of Developing Strategic Plan 2019-2023

The 2019-2023 strategic plan development process was spearheaded by a strategic planning committee (SPC) appointed by the GB. The process was participatory and entailed the SPC meeting severally to strategize on how the Strategic Plan would be developed. The SPC engaged UET members on various forums to contribute to the strategic planning process and to make sure that the document is developed by the Team for Team with the SPC playing a facilitator role. Key organs of the Team including the GB and the Projects and Development Committee (PDC) were involved in the consultations. Broad UET membership were also given an opportunity to contribute to the SP through a meeting in October 2018 at the maturity Centre, Machakos. This gave the SPC a direction in terms of the objectives, the activities and the expected milestones for the Strategic Plan period.

Upon formulation of the SP, a validation meeting was held during the UET Day in Dec 2018 at Maturity Centre. The SP was finally adopted by the UET AGM held on the 23rd March, 2019.

2 CONTEXTUAL AND SITUATIONAL ANALYSIS

The contextual analysis of UET operating environment is threefold — external environment, internal environment and analysis of the Team’s stakeholder expectations and obligations. The PESTLE scan was used to examine the external environment. On the one hand SWOT analysis was used to analyze the internal environment of the Team.

2.1 External Environment Analysis

Analysis of UET external environment entailed the analysis of the key natural, political, economic, social, technological, spiritual and legal environments issues and trends that have implications on the Team. This gave the perspective that would help UET position itself strategically in accomplishing its objective

Table 2.1: External Environment Analysis

Environmental factors	Scenario
Natural Environment	<ul style="list-style-type: none"> • Climate change that is affecting our environment with droughts becoming common and having negative Impacts on general livelihood • Land degradations as a result of population growth • Many water resources have been drying up and much of the virgin land has already been cultivated. • Increased poverty and economic dependency among target populations particular in areas dependent on agriculture.
Political Environment	<ul style="list-style-type: none"> • There is freedom of expression and association in the country since independence. • Kenya has been a peaceful country despite the terrorist threats. However, the frequency of contested elections has resulted in uncertainty, fear, civil unrest and ethnic suspicion and animosity • There is increased civic awareness. • The country has been divide into 47 counties. Thus, there is possibility of partnering with the County governments in advancement of UET Ministry agenda • The central government is still in charge of strategic national functions, which still make it significant in key decision making processes. • Increasing connectivity of the African continent creating opportunities for ministry and partnership across the borders.

Economic Environment	<ul style="list-style-type: none">• Kenya has witnessed a remarkable economic growth in the recent past. Country has transited from low income to middle income country.• Decentralization of government has resulted in economic growth in the grassroots.• Construction of roads, dams and boreholes funded by the counties has made life easier.• Efforts to positive economic growth are severely hampered by rampant corruption at both public and private institutions.• UET has the opportunity of creating awareness in the FMA areas on civic education on the roles and obligation of citizens in line with the new constitution. UET can potentially bid for Civic education funds at county level where they have FMA for this course and mainstream civic education within the core business of the team in these areas.• High inflation rate resulting in high cost of living- cost of preaching is high, resources mobilization• Interest rate capping has resulted in general difficulty in accessing credit especially for SMEs and salaries people from the mainstream banking sector. This has resulted in proliferation of online financial services that are relatively charging quite high interest rates.• Rising national debt leading to low government capitation of key services thus affecting flow of cash in the economy• Increased rate of retrenchment and limited employment rates• Influx of foreign businesses specifically from China killing local industries.• Increased poverty and dependency among rural and urban populations. This is increasing the possibility of hopelessness and frustrations that may result in social ills like crime, family instability, among others. Thus need for a more holistic approach to outreach that addresses not only the spiritual needs but also physical ones• Opening up of markets within and outside the country e.g. the opening of the East African Community and the Continental Free Trade Area• Counties have become epicenters for development with more and more resources being channeled from the central government to the devolved units.• There has been high inflation over the period thus rising cost of living.• NGOs and CBOs are penetrating in the local communities.• Free primary, secondary education program and subsidized TIVET education providing access to education by many.• Improved infrastructure• There is entrepreneurship awareness among the general populace• Increasing national debt that is leaving little for public service delivery for key sectors including health and education
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<p>Socio-Cultural environment</p>	<ul style="list-style-type: none"> • Freedom of worship continues to exist, with increased exposure of citizens to cultism and devil worship. Devil worshipers and artheists are no longer hiding under closets but now in public eye. • The social moral fabric that united Kenyans- an element from our traditional culture- is fast getting eroded and various forms of deviant behaviours such as gayism, lesbianism, bisexual and transgender (LGBT) debates have rocked the nation with the courts declaring right of association of such groups. There is also debate on lowering the age of sexual consent from the current 18 years. • Alcoholism and drug abuse has increased tremendously and our youth are affected in addition to numerous deaths from our rural areas resulting from lethal traditional brews. • Dysfunctional family set up resulting in high rates of divorce single parent families • Distortion of social norms and moral probity of Kenyans including socialites, “slay queens”, “mpango wa kando”, “sponsors”, etc • Islamic radicalization and the growing influence of Islam in Kenya and the world including halal certification -a threat to Christianity • Glorification of materialism demonstrated by such practices as majini, betting, graft, illuminati, prosperity gospel, etc • Church disunity, competition and in-fighting • Doctrinal disunity especially among the Pentecostals and evangelicals • Lukewarm Christianity, too-busy Christian with no time for faith and God • Christians not teaching our children on the doctrine
<p>Technological Environment</p>	<ul style="list-style-type: none"> • Information and other forms of knowledge is now available online and easily accessible through mobiles. • Pornographic materials are now in arms way with little censorship from the government though legislative efforts are being mooted • Ease of communication and avenues for Ministry • Information explosion causing selective attention even on key messages • “Children and gadgets” that may present challenge including access to adult content and possible initiation where censorship is not implemented • Technology killing privacy and social-connectedness and “abuse of technology” • Government intervention in dealing with security-related cyber-threats including efforts to curb cyber-crimes and scrutiny on in-out information on the social media platform • Hacking of private accounts • Media has helped spread Satanism, immorality and other vices. <p>NB: This reflects the complexity of the spiritual environment as well and provides an opportunity for UET to seek for the best approaches to reach the youth and adults who are fast adopting the digital culture. UET needs to embrace use of technology and social media (Facebook, twitter, flicker, what’s up, skype etc.) in order to reach thousands of youth and persons with the Gospel of Christ.</p>

<p>Spiritual Environment</p>	<ul style="list-style-type: none"> • Interdenominational intolerance amongst brethren. • Mushrooming of churches • Gay marriages is no longer done in secret • There is a lot spiritual information in the internet • Individuals owning churches other than the church being owned by Christ. • Shallow Christian teaching and non-trained pastoral staff. • More entertainment in churches than worship. • Spiritual pride. • The church is slowly deviating from the core business. • Witchcraft/occultism/Cults • Rapid spread of Islamism. • More congregants are joining theological training. • Compromise and complacency in preaching and teaching
<p>Legal and Legislative environment</p>	<ul style="list-style-type: none"> • The Judiciary in Kenya is changed and taken up a different structure under the new constitutional dispensation. However, Justice is still in favor of the “haves” and skewed against the “have nots”. • Over-empowered citizenry including children- glorified rights without obligation • Judiciary allowing stakeholders forums to allow opening up of the judiciary-thus possibility influencing justice • More development in the judiciary that has resulted in building trust through the workmanship of the judicial service • An assertive judiciary that is able to address some of the social evils • Independence of judiciary • Different county legislations that has effected to lack of harmonized county legislations • Perceived skilled justice for the poor and the voiceless • Opening up public litigation where interested parties can institute a proceeding on behalf • Lack of harmonized legislation among the county governments • Threat of regulation of the church including formation and pastorship by the government. This follows complains about the conduct of church “business” and that of ministers. Many churches and pastors may be barred from conducting ministry as it happened in Rwanda

2.2 Analysis of UET Internal Environment

Table 2.2 UET SWOT Analysis

Strengths	Weaknesses
<ol style="list-style-type: none"> 1. Strong believers and experienced leadership 2. No denominational inclination 3. Members who support the team financially 4. Trust and good rapport from key churches 5. Neutral to political divides 6. Existence of organizational policies. 7. Good rapport with communities and other stakeholders. 8. Documentation and sharing of information. 9. Clear governance structures and accountability mechanisms 10. Good image and acceptance in the area of focus Ukambani and beyond Well educated and informed membership 11. Diversified membership in professional and age groups 12. Strong mentorship among the members 13. Membership endowed with financial and human resources 14. Presence in all public Universities 	<ol style="list-style-type: none"> 1. Limited resource base characterized by overreliance on members for funding 2. Senior members of the team increasingly missing in the team's leadership 3. Inadequate funding to meet evangelism and community needs 4. Inconsistence and lacking commitment of members including attendance to missions and other events caused evident diminished sense of ownership 5. Lack of a consistent and structured discipleship mechanism including low level of follow up of the new converts 6. Non-standardized training for evangelism 7. Lack of a mechanism to handle members who have strayed away from the faith. 8. Increased cases of disinterest in leadership 9. High turnover of leaders 10. Inability to capitalize and expand on partnerships 11. Lack of commitment from our church partners on the ground
Opportunities	Threats
<ol style="list-style-type: none"> 1. Huge potential in members to be tapped 2. Many mission fields that do not attract most urban preachers and churches 3. Increased number of universities in which UET can start new branches 4. Advanced technology that could be deployed to reach many with the gospel 5. Improved infrastructure in the country e.g. electricity installation 6. Devolved governance structures & development (new branches can be opened in county headquarters) 	<ol style="list-style-type: none"> 1. Defamation of the gospel by false prophets 2. Low commitment by young members threatening extinction of the team 3. Modernization and ICT development diluting the gospel of Jesus Christ especially among the youth 4. Terrorism and radicalization 5. UET being viewed as a regional or an ethnic grouping

2.3 Stakeholder Analysis

Stakeholders are individuals, people or groups who have an interest in or are affected by the organization’s activities. There is an exchange relationship between the stakeholders and UET. The main question is: - what do stakeholders want from the organization and what does the organization (UET) expect from the stakeholders?

Key UET stakeholders are summarized below

Stakeholder	Stakeholder Expectations	UET Expectations
God	- The supreme being in UET, the Reason for the Team.	- Obedience and Trust
UET Members	<ul style="list-style-type: none"> - Fellowship - Spiritual nurturing - An opportunity for serving - Sound doctrine 	<ul style="list-style-type: none"> - Commitment to the Team’s mission, vision and core values - Support of team’s activities both materially and non-material - Being available to serve in whatever capacity - Good ambassadors of the team
Employees	- Render services.	Better terms of service; Remuneration - Career enhancement; Part of a successful Organization.
Recipients of the Gospel	<ul style="list-style-type: none"> - To receive the true undiluted Gospel of Christ Contribution to Socioeconomic development - Demonstrable of Christ - Appreciating them as part of the society - Being true to the gospel that we preach 	<ul style="list-style-type: none"> - that people’s lives will be transformed by the holistic Gospel - To be available during our activities in their communities - Be open to receive the gospel - Acceptance
The National and County Governments	<ul style="list-style-type: none"> - That UET will stick to its mission - Bring Spiritual and socioeconomic transformation of the target populations - Maintain law and order - Partner in social economic development 	<ul style="list-style-type: none"> - Peaceful and conducive political and economic environment - Enabling legal environment - Open to partner in our socio-economic mandate
Churches	<ul style="list-style-type: none"> - Support in preaching the Gospel of Jesus Christ - Partners in the ministry - Stick to the sound - True demonstration of Christ-like character 	<ul style="list-style-type: none"> - Hosting of missionaries - contribution in cash and in kind to the work of Gospel - partnership in activities - specific role in discipleship including absorbing and nurturing the new converts - True to the gospel of Christ
NGOs and other socio-economic development partners	- Collaboration and partnership in community development	- Collaboration and partnership in community development

3 UET SP 2019-2023 STRATEGIC DIRECTION

3.1 Goal

All Nations of the World starting with Kenya are transformed by the holistic gospel of Jesus Christ.

The purpose of God is to have the Gospel of salvation preached to all Nations of the earth and then the end will come. This is supposed to be the goal of every church, group, fellowship and believer who has Christ in their lives; for we are co-workers with Christ.

3.2 Strategic Focus Areas

In pursuit of the broad goal, the Team will focus on THREE Strategic Areas:

1. Evangelism,
2. Discipleship, and
3. Resource mobilization and infrastructural development.

FIVE Strategic Objectives are identified for implementation to deliver the vision, goal and impacts sought by the UET SP 2019-2023. Thus

3.2.1 Evangelism

Strategic Objective 1: Preach the gospel of Jesus Christ to non-believers through a holistic approach

Strategic objective 2: Build the capacity of UET members and partners for evangelism

3.2.2 Discipleship

Strategic Objective 3: Nurture new converts to maturity in the Kingdom of God

Strategic objective 4: Capacity build UET members and partners for discipleship

3.2.3 Resource Mobilization and infrastructural development

Strategic Objective 5: Mobilize sufficient financial and infrastructural resources for evangelism and discipleship

The Strategic Focus Areas and Strategic Objectives are summarized in Figure 3.1:

Figure 3.1: UET SP 2019-2023 General Framework



3.3 Strategic objectives and expected outcomes

Following is a summary of the specific Strategic Actions and implementation framework of the UET SP 2019-2023

STRATEGIC PILLAR 1: EVANGELISM		'19	'20	'21	'22	'23
SO 1: Preach the gospel of Jesus Christ to non-believers through a holistic approach						
Expected Outcomes	Activities					
1. At least 10,000 New believers come to the knowledge of Jesus Christ and accept Him as Lord and Saviour	i. Missions outreach					
	ii. Follow up missions					
	iii. Specialized outreach events e.g. sports, environmental activities, social activities, medical camps, among others					
2. New believers are delivered from bondage	i. Build spiritual altars on the mission ground					
	ii. Teachings					
	iii. Deliverance prayers					
	iv. Counselling					
	v. Sponsoring drug addicts for rehabilitation					
3. UET and its partners adopt the holistic approach to preaching the gospel of Christ to meet both spiritual and physical needs of the target communities	i. Constantly disseminate the founding beliefs of UET to members, partners and target communities					
	ii. Community development projects					
SO 2: Build capacity of UET members and partners for evangelism						
Expected outcomes	Activities					
1. All UET members are sufficiently equipped to correctly divide the Word of Truth	i. Training					
	ii. Coaching					
	iii. Mentoring					
	iv. Develop a Guide on UET Ministry including who we are, what we do, and how we do ministry					

2. All partners working with UET in evangelism are equipped with understanding and are practicing UET way of evangelism	i. Sponsor FMA pastors for key conferences and seminars					
	ii. Disseminate the UET Ministry Guide to all Ministry partners through capacity-building workshops and seminars					

STRATEGIC PILLAR 2: DISCIPLESHIP		'19	'20	'21	'22	'23
SO 3: Nurture new converts to maturity in the Kingdom of God						
Expected Outcome	Activities					
1. Formulate a Framework of identifying and Monitoring new converts	i. Establish a complete database for new believers (using prescribed forms)					
	ii. Sponsor ground-missionaries to coordinate work of discipleship (both full time and part-time)					
	iii. New believers discipleship classes					
2. New believers are integrated into doctrinally-sound churches and fellowships	i. Teaching on how to identify a doctrinally sound church as part of discipleship program					
	ii. Encourage the new believers to identify and join churches					
	iii. Hand over the new believers to pastors					
3. New believers are filled with the Holy Spirit	i. Teaching of new believers and church leaders and pastors on the person, ministry and gifts of the Holy Spirit					
	ii. Prayer of impartation					
	iii. New believers encouraged to be alert to the spirit and provided opportunities to exercise their gifts					
4. Various Spiritual gifts and talents are identified and nurtured for service and edification of the body of Christ	i. Task BECs and GB to identify and document gifts and talents among UET members.					
	ii. Encourage partnering churches to identify and document gifts and talents among believers					
	iii. Have various ministries responsible for different departments at branch level and encourage FMA Churches to do the same					
	iv. Have mentorship programs for every department					
	v. Avail opportunities for service for different gifts and talents					
5. New believers outwardly manifesting and confessing their faith in Jesus Christ	i. Build the capacity of FMA churches and pastors to monitor manifestation of Spiritual gifts					
	ii. New believers constantly attending church and ministry assignments					
SO 4: Build capacity of UET members and partners for discipleship						
1. Unity among leaders in the body of Christ is enhanced	i. Introduction of a Pastors fellowship in the FMA					

	ii. Regular meetings of Pastors fellowship					
2. UET adopts a Standardized approach to discipleship	i. Develop UET Discipleship guide					
	ii. Training of UET Members and Partnering Churches on the Discipleship Guide					
	iii. Constant monitoring of the usage of the UET Discipleship guide by both					
	iv. Careful selection of the discipleship facilitators					

STRATEGIC PILLAR 3: Resource Mobilization and infrastructural development		'19	'20	'21	'22	'23
SO 5: Mobilize sufficient financial and infrastructural resources to support UET activities and operations						
Expected Outcomes	Activities					
1. Sufficient funds to support UET activities including infrastructural development	i. Projects and Development Committee (PDC) formulates a trackable Resource Mobilization Strategy incorporating an annual monitoring framework to be used by the GB.					
	ii. BECs to put in place strategies for meeting their budgets and GB allocation and share the same with GB					
2. Phase two of UET Centre is completed and in use for income generation	Complete phase 2 of UET Centre including Theatre/meetings hall and accommodation facilities					
3. Other Strategic assets are identified and acquired for the Team	i. A framework for Strategic Assets identification is formulated					
	ii. Identification and acquisition of strategic assets for the Team e.g. land in strategic locations, among others.					
4. Strategic partnerships are identified and activated	i. Identification and recruitment of strategic ministry partners					
	ii. Hold partnership meetings e.g. Breakfast, dinner or luncheon meetings with invited stakeholders to have resources pledges from them					
5. An evangelism bus is purchased	i. Form a bus-purchasing committee to spearhead the process					
	ii. Hold a fundraiser to raise money for purchasing a ministry bus acquire the bus					

4 IMPLEMENTATION FRAMEWORK

SO 1: The gospel of Jesus Christ is preached to the nonbelievers through a holistic approach					
Expected Outcome	Activities	Outcome Indicators	Lead Agency	Other agencies	Time Frame
At least 10,000 New believers come to the knowledge of Jesus Christ and accept Him as Lord and Saviour	i. Missions ii. Follow up missions iii. Outreach events e.g. sports, environmental activities, social activities, medical camps, among others	i. No of missions and follow ups held by UET Kenya and specific branches ii. Number of outreach events held iii. Number of new believers won for Christ.	GB Missions director	Branch Missions coordinators	Annually
New believers are delivered from bondage	i. Build spiritual altars on the mission ground ii. Teachings iii. Deliverance prayers iv. Counselling v. Sponsoring drug addicts to participate in rehabilitation centres	i. Number of people delivered from bondage	GB Missions director	Branch Missions coordinators	Annually
UET and its partners adopt the holistic approach to preaching the gospel of Christ to meet both spiritual and physical needs of the target communities	i. Adherence to sound doctrine by UET members and partners ii. Constantly disseminate the founding beliefs of UET to members, partners and target communities iii. Community development projects	i. Number of community development projects initiated at the FMA ii. Number of times UET founding beliefs are disseminated to members, partners and target communities	GB Missions director	<ul style="list-style-type: none"> • Branch Missions coordinators • Resident missionaries • AS 	Annually

SO 2: Capacity building of UET members and partners for evangelism

Expected Outcome	Activities	Outcome Indicators	Lead Agency	Other agencies	Time Frame
All UET members and partners are sufficiently equipped to correctly divide the Word of Truth (scripture)	i. Training, coaching and mentoring UET members ii. Develop a UET Ministry Guide including who we are, what we do, and how we do ministry iii. Sponsor FMA pastors for key conferences and seminars iv. Organize capacity-building workshops and seminars for partnering pastors and ministers	i. UET Ministry Guide is developed ii. Number of UET members empowered on evangelism iii. Number of pastors sponsored for seminars and conferences iv. Number of capacity-building workshops and seminars organized for partnering pastors and ministers	GB Missions director	<ul style="list-style-type: none"> • Branch Missions coordinators • AS 	Annual

SO 3: New converts are nurtured to maturity for the kingdom of God

Expected Outcome	Activities	Outcome Indicators	Lead Agency	Other agencies	Time Frame
Formulate a Framework of identifying and Monitoring new converts	i. Establish a complete database for new believers (using prescribed forms) ii. Ground Missionaries to coordinate work of discipleship (both full time and part-time) iii. New believers discipleship classes	i. Up to date database for new believers is maintained at both GB and Branches ii. On-ground missionaries recruited and deployed at FMA iii. Number of new believers attending discipleship classes	GB Missions director	<ul style="list-style-type: none"> • BECs • Resident missionaries • Partnering churches and ministers • AS 	Annual
New believers are integrated into doctrinally-sound churches and fellowships	i. Teaching new believers on how to identify a doctrinally sound church as part of discipleship program ii. Encourage the new believers to identify and join churches iii. Hand over the new believers to pastors	i. Number of new believers taught on ways of identifying doctrinally-sound churches ii. Number of new believers fully integrated in partnering churches	GB Missions director	<ul style="list-style-type: none"> • GB • BECs • Resident missionaries • Partnering churches and ministers • AS 	Annual
New believers are filled with the Holy Spirit	i. Teaching of both new believers and church leaders and pastors on the person, ministry and gifts of the Holy Spirit ii. Prayer of impartation iii. New believers encouraged to be alert to the spirit and provided opportunities to exercise their gifts	i. Number of teaching and impartation sessions held with new believers on the Holy Ghost iii. Number of new believers filled with the Holy Spirit	GB Missions director	<ul style="list-style-type: none"> • BECs • Resident missionaries • Partnering churches and ministers • AS 	Annual
Various Spiritual gifts and talents are identified and nurtured for service and edification of the body of Christ	i. Task BECs and GB to identify and document gifts and talents among UET members. ii. Encourage partnering churches to identify and document gifts and talents among believers iv. Have mentorship programs v. Avail opportunities for service	i. Database of spiritual gifts and talents among UET members and partnering churches is created and regularly updated. ii. Number of spiritual mentorship programs conducted in UET and partnering churches iii. Number of believers utilizing their	GB Missions director	<ul style="list-style-type: none"> • Resident missionaries • BECs • Partnering churches and ministers • AS 	Annually

	for different gifts and talents	gifts and talents effectively in UET and the partnering churches			
New believers outwardly manifesting and confessing their faith in Jesus Christ	<ul style="list-style-type: none"> i. Build the Capacity of churches and pastors to monitor progress of new believers in ministry ii. New believers constantly attending church and ministry assignments 	<ul style="list-style-type: none"> i. Number of newly born-again actively involved in Ministry in Church. 	GB Missions director	<ul style="list-style-type: none"> • Partnering churches and ministers • Resident missionaries • AS 	Annual

SO 4: Strategic objective 4: Capacity building of UET members and partners for discipleship					
Expected Outcome	Activities	Outcome Indicators	Lead Agency	Other agencies	Time Frame
Unity among leaders in the body of Christ is enhanced	i. Initiation of Pastors fellowship in the FMA ii. Pastors fellowship regular meetings	i. Active pastors fellowship at the FMA ii. Number of meetings of pastors' fellowship held	AS	<ul style="list-style-type: none"> • Partnering churches and ministers • Resident missionaries 	Annually
UET develops a Standardized approach to discipleship	i. Training of UET Members and Partnering Churches on effective discipleship ii. Careful selection of the discipleship facilitators	i. Number of UET members and partners trained on effective discipleship ii. Number of discipleship facilitators recruited and trained.	UET Missions Director	<ul style="list-style-type: none"> • BECs • AS 	Annually

SO 5: Sufficient financial and infrastructural resources are mobilized and developed for UET activities and operations

Expected Outcome	Activities	Outcome Indicators	Lead Agency	Other agencies	Time Frame
Sufficient funds to support UET activities including infrastructural development	i. Projects and Development Committee formulates a trackable Resource Mobilization Strategy incorporating an annual monitoring framework to be used by the GB. iii. BECs to put in place strategies for meeting their budgets and GB allocation and share the same with GB	i. Resource Mobilization Strategy formulated. ii. Annual resource mobilization targets met at both Branch and UET-Kenya level iii. BEC fundraising strategies developed	GB Treasurer	<ul style="list-style-type: none"> • UET Projects and Development committee . • BECs, 	Year one and Annually thereafter
Phase 2 of UET centre is developed	i. Mobilize financial resources for UET Centre	i. Sufficient financial resources mobilized for UET Centre phase 2 ii. Amount of financial resources generated from UET Centre	GB Treasurer	Projects and Development committee	Year 5
	ii. Complete phase 2 of UET Centre	i. UET Centre phase 2 is completed	GB Chair	Projects & Development Committee	Year 5
Strategic Assets are identified and acquired for the Team e.g. land in strategic locations	i. A framework for Strategic Assets identification is formulated	A framework for Strategic Assets identification is formulated	GB Chair	• Projects and Development committee	Year 1
	ii. Financial resourced mobilization for acquiring identified strategic assets.	Financial resources mobilization for acquiring identified strategic assets.	GB Treasurer	• GB Treasurer and Development committee.	Continuous
	iii. Acquire additional strategic assets acquired for the team	Strategic assets acquired for the Team	GB Chair	• Trustees • GB Treasurer • Projects and Development committee	Continuous
Increased strategic partnership with relevant stakeholders	i. Hold partnership meetings e.g. Breakfast, dinner or luncheon meetings with invited stakeholders to have resources pledged from them	i. Number of partnership recruitment events held ii. Amount of finances pledged by partners.	GB Chair	<ul style="list-style-type: none"> • Projects and Development committee • BECs 	Annually for 3 years
An evangelism bus is purchased	i. Form a bus committee ii. Hold a fundraiser for purchasing a bus & purchase the bus	i. A bus purchasing committee is formed ii. Sufficient money is raised for the ministry bus	UET Missions Director	<ul style="list-style-type: none"> • PDC • Bus committee 	Year 4

		iii. Ministry bus purchased			
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5 ANALYSIS OF RISKS AND CRITICAL ASSUMPTIONS

5.1 Risks

The implementation of the UET 2019-2023 strategic plan may be faced with the following risks:

- i. If not well and carefully considered, selection of FMAs may be biased to where UET brethren come from without critical analysis and this amounts to being taken advantage of.
- ii. Concentrating on the core business and failing to input in other contributory areas like education and social welfare for members and target communities.
- iii. Having UET activities concentrated in Ukambani for unnecessarily too long yet we are an uttermost evangelistic team which is supposed to preach the gospel to all tribes of all nations.
- iv. Being affected by political and socioeconomic changes that may deter the implementation of the strategic plan.
- v. Branches may fail to align themselves to either or all the Planned Strategic Objectives.

5.2 Critical assumptions

- i. All members and branches will use the strategic plan as a guide to their activities and that the entire team will be guided by the goal and objectives of the strategic plan
- ii. All the team members are born again and attest to the faith in Jesus Christ.
- iii. New environments or FMAs will fit to the strategic objectives
- iv. There will be sufficient resources for the implementation of the strategic plan
- v. Leaders will consistently remind members and mobilize them to support the goals of the team and implementation of the SP

6. MONITORING AND EVALUATION

The purpose of monitoring and evaluation is to ensure existence of checks and balances leading to maximum accountability, efficiency and effectiveness in the implementation of the Strategic Plan. This Strategic Plan will be results-based and will seek to focus on agreed targets and results. The monitoring and evaluation activities will be based on an agreed framework that will be annexed to this strategic plan document

6.1 Monitoring

The UET 2019-2023 Strategic Plan and other strategy documents, operational plans and project proposals, project work plans, architectural plans as well as bills of quantities will form the basis for monitoring. In this respect, the Plan will be monitored continually and at agreed intervals based on the defined strategic objectives, activities, outcomes and indicators.

The monitoring process will involve information gathering and feedback through periodic Strategic Planning & Implementation Team (SPIT) and GB meetings. Such review meetings shall be held on a semi-annual basis.

6.2 Evaluation

The evaluation function will involve both process and impact evaluation approaches.

6.2.1 Process Evaluation

The process evaluation will involve ongoing, periodic or mid-term Strategic Plan Implementation reviews. The purpose will be to determine the extent to which both immediate and medium-term Strategic Plan objectives are being achieved. This will provide the basis for making improvements and adjustments in the course of the SP implementation process.

6.2.2 Mid-term Strategic Plan Implementation Evaluation

The UET SPIT in collaboration with the GB will conduct a mid-term evaluation of the Strategic Plan after the first two years of implementation. This will inform the Team of the percentage achievement and highlight areas of adjustment or need for overhaul of some or all plans.

6.2.3 End-Term Strategic Plan Implementation Evaluation

This evaluation will focus on assessing and evaluating the overall performance and outcomes of the Strategic Plan implementation. This end-term evaluation shall be conducted by the UET SPIT in collaboration with the GB.

The outcome of the evaluation will document the impact, key milestones and lessons learnt thus provide the basis for the next strategic planning cycle.

6.2.4 Project Specific Evaluation

Specific projects (e.g. UET centre) evaluations will be undertaken based on the agreed Terms of Reference (TOR) entered with the relevant stakeholders.

7.0 UET SP 2019-2023 INDICATIVE BUDGET

STRATEGIC PILLAR 1: EVANGELISM								
Strategic objectives , Expected Outcomes & Specific Activities		Quantity	Year/Budget in Ksh					
			2019	2020	2021	2022	2023	Total
SO 1: The gospel of Jesus Christ is preached to the nonbelievers through a holistic approach								
Expected Outcome 1: At least 10,000 New believers come to the knowledge of Jesus Christ and accept Him as Lord and Saviour								
Activity 1	GB Annual Missions	1 annual mission x 5 years	450,000	495,000	544,500	598,950	658,845	2,747,295
	Branch Missions	1 annual mission x 17 branches x 5 years @Ksh 100,000	1,700,000	1,870,000	2,057,000	2,262,700	2,488,970	10,378,670
Activity 2	GB Follow up Missions	1 mission x 5 years	100,000	110,000	121,000	133,100	146,410	610,510
	Branch follow-up Missions	1 follow up mission x 17 branches x 5 years @ 50, 000	850,000	935,000	1,028,500	1,131,350	1,244,485	5,189,335
Activity 3	Specialized outreach events & projects e.g. sports, environmental activities, social activities, medical camps, among others	1 event p.a. x 5 years	100,000	100,000	100,000	100,000	100,000	500,000
Subtotal			3,200,000	3,510,000	3,851,000	4,226,100	4,638,710	19,425,810
Expected outcome 2: New believers are delivered from bondage								
Activity 1	Spiritual altars establishment;							
Activity 2	Deliverance Teachings sessions	Included in						

	to new believers and host churches;	mission and follow-ups budget						
Activity 3	Deliverance Ministry;	-						
Activity 4	Counselling Sessions							
Activity 5	Sponsoring drug addicts for rehabilitation	Need based	100,000	100,000	100,000	100,000	100,000	500,000
	Sub total		100,000	100,000	100,000	100,000	100,000	500,000
Expected Outcome 3: UET and its partners adopt holistic approach to preaching the gospel of Christ to meet both spiritual and physical needs of the target communities								
Activity 1	Constantly disseminate the founding beliefs of UET to members, partners and target communities	1 seminar/workshop p.a. x 5 years	100,000	100,000	100,000	100,000	100,000	500,000
Activity 2	Community development projects	Need based	100,000	200,000	200,000	200,000	200,000	900,000
	Sub totals		200,000	300,000	300,000	300,000	300,000	1,400,000
SO 2: Capacity building of UET members and partners for evangelism								
Expected outcome 1: All UET members are sufficiently equipped to correctly divide the Word of Truth								
Activities 1, 2 and 3	Member trainings; coaching; mentorships	1 session p.a. x 5 years	100,000	100,000	100,000	100,000	100,000	500,000
Activity 4	Develop a Guide on UET Ministry for use in internal and external trainings	Consultation, publishing, etc.	100,000	0	0	0	0	100,000
	Sub totals		200,000	100,000	100,000	100,000	100,000	600,000
Expected outcome 2: All partners working with UET in evangelism are equipped with understanding and are practicing UET way of evangelism								
Activity 1	Sponsor FMA pastors for key	10 ministers p.a x	50,000	50,000	50,000	50,000	50,000	250,000

	conferences and seminars	5 years						
Activity 2	Dissemination of the UET Ministry Guide	1 workshop p.a x 5 years	50,000	50,000	50,000	50,000	50,000	250,000
Sub-Total:			100,000	100,000	100,000	100,000	100,000	500,000
Total Strategic Pillar 1								25,650,000

STRATEGIC PILLAR 2: DISCIPLESHIP								
Strategic objectives, Expected Outcomes & Specific Activities		Quantity	Year/Budget in Ksh					
			2019	2020	2021	2022	2023	Total
Strategic Objective 3: New converts are nurtured to maturity for the kingdom of God								
Expected Outcome 1: Formulate a framework of identifying and Monitoring new converts								
Activity 1	Develop and update for new believers database(using of prescribed forms)	Staff office man-hours						
Activity 2	Sponsor on-ground missionaries (both full time and part-time)	2 missionaries p.a x 5 years @20,000 pp/pm	480,000	480,000	480,000	480,000	480,000	2,400,000
Activity 3	FMA new believers discipleship classes	Discipleship materials; facilitators?	50000	50000	50000	50000	50000	250,000
Sub total			530,000	530,000	530,000	530,000	530,000	2,650,000
Expected Outcome 2: New believers are integrated into doctrinally-sound churches and fellowships								
Activity 1	Teaching on how to identify a doctrinally sound church;	No separate budgetary allocation	-	-	-	-	-	-
Activity 2	Encourage the new believers to identify and join churches		-	-	-	-	-	-
Activity 3	Hand over the new believers to pastors		-	-	-	-	-	-
Sub total			-	-	-	-	-	-
Expected Outcome 3: New believers are filled with the Holy Spirit								
Activity 1	Teaching of both new believers and church leaders and pastors on the person, ministry and gifts of the Holy Spirit;	No separate budgetary allocation	-	-	-	-	-	-

Activity 2	Prayer of impartation		-	-	-	-	-	-
Activity 3	New believers encouraged to be alert to the spirit and provided opportunities to exercise their gifts		-	-	-	-	-	-
Sub total			-	-	-	-	-	-
Expected Outcome 4: Various Spiritual gifts and talents are identified and nurtured for service and edification of the body of Christ								
Activity 1	Task BECs and GB to identify and document gifts and talents among UET members.	No separate budgetary allocation	-	-	-	-	-	-
Activity 2	Encourage partnering churches to identify and document gifts and talents among believers		-	-	-	-	-	-
Activity 3	Have various ministries responsible for different departments at branch level and encourage FMA Churches to do the same		-	-	-	-	-	-
Activity 4	Have mentorship programs for every department		-	-	-	-	-	-
Activity 5	Avail opportunities for service for different gifts and talents		-	-	-	-	-	-
Sub total			-	-	-	-	-	-
Expected Outcome 5: New believers outwardly manifesting and confessing their faith in Jesus Christ								
Activity 1	Build the capacity of FMA churches and pastors to monitor manifestation of Spiritual gifts	No separate budgetary allocation	-	-	-	-	-	-
Activity 2	New believers constantly attending church and ministry assignments		-	-	-	-	-	-

Sub Totals			-	-	-	-	-	-
Strategic Objective 4: Capacity building of UET members and partners for discipleship								
Expected Outcome 1: Unity among leaders in the body of Christ is enhanced								
Activity 1	Introduce a Pastors fellowship in the FMA	No separate budgetary allocation	-	-	-	-	-	-
Activity 2	Pastors fellowship regular meetings		-	-	-	-	-	-
Sub total			-	-	-	-	-	-
Expected Outcome 2: UET adopts a Standardized approach to discipleship								
Activity 1	Develop UET Discipleship guide	Consultation, publishing, etc.	60,000	0	0	0	0	60,000
Activity 2	Training of UET Members and Partnering Churches on the Discipleship Guide	1 workshop p.a. x 5	100000	100000	100000	100000	100000	500,000
Activity 3	Constant monitoring of the usage of the UET Discipleship guide by both UET members and FMA ministers	No separate budgetary allocation	0	0	0	0	0	0
Activity 4	Careful selection of the discipleship facilitators	No separate budgetary allocation	0	0	0	0	0	0
subtotal for EO 2			160,000	100,000	100,000	100,000	100,000	560,000
Total Strategic Pillar 2								3,210,000

STRATEGIC PILLAR 3: Resource mobilization and infrastructural development								
Strategic objectives, Expected Outcomes & Specific Activities		Quantity	Year/Budget in Ksh					
			2019	2020	2021	2022	2023	Total
Strategic Objective 5: Sufficient financial and infrastructural resources are mobilized and developed for UET activities and operations								
Expected Outcomes 1: Sufficient funds to support UET activities including infrastructural development								
Activity 1	Formulation and implementation of a trackable Resource Mobilization Strategy	Retreats and meetings; publication	100,000	–	–	–	–	100,000
Activity 2	BECs strategies for meeting their budgets and GB allocation	No separate budgetary allocation	–	–	–	–	–	–
Sub Totals Expected Outcome 1			100,000	–	–	–	–	100,000
Expected Outcomes 2: Phase two of UET centre is completed and in use for income generation								
Activity 1	Complete phase 2 of UET Centre	Theatre/meetings hall and accommodation facilities	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	10,000,000
Sub Totals Expected Outcome 2			2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	10,000,000
Expected Outcome 3: Other Strategic assets are identified and acquired for the Team								
Activity 1	A framework for Strategic Assets identification is formulated	RMC meetings and consultations	50,000	–	–	–	–	50,000
Activity 2	Identification and acquisition of strategic assets for the Team e.g. land in strategic locations, among others.	Need-based allocation	500,000	500,000	500,000	500,000	500,000	2,500,000

Sub Totals Expected Outcome 3			550,000	500,000	500,000	500,000	500,000	2,550,000
Expected Outcome 4: Strategic partnership are identified and activated -								
Activity 1	Identification and recruitment of strategic ministry partners	Communication	20,000	20,000	20,000	20,000	20,000	100,000
Activity 2	Hold partnership meetings with invited stakeholders to have resource pledges from them	1 annual partnership meeting x 5 years	100,000	100,000	100,000	100,000	100,000	500,000
Sub Totals Expected Outcome 4			120,000	120,000	120,000	120,000	120,000	600,000
Expected Outcome 5: An evangelism bus is purchased								
Activity 1	Form a bus-purchasing committee to spearhead the process	Committee meetings	20000	–	–	–	–	20,000
Activity 2	Hold a fundraiser for purchasing a bus	Fundraising event	100,000	100,000	100000	–	–	300000
Activity 3	Purchase the bus	Bus purchase	–	–		7,000,000	–	7,000,000
Sub Totals Expected Outcome 5			120,000	100,000	7,100,000	–	–	7,320,000
Total for Strategic Pillar 3								20,570,000
Grand Total								46,205,810

Appendix 1: Strategic Planning and Implementation Committee Members

	Name	Responsibility	Branch
1.	Justus Mutia	SPIT Chairman	Machakos Branch
2.	Mary Mutua	SPIT Vice Chairman	Nairobi Branch
3.	Jeremy Muli	Secretary	AS
4.	Tabitha Nganga	Member	Nairobi Branch
5.	Moses Mwangangi	Member	Nairobi Branch
6.	Stephen Koma	Member	Machakos Branch
7.	Silvester Ndeto	Member	Machakos Branch
8.	Francis Kisovi	Member	Nairobi Branch
9.	Ray' Mutinda	Consultant	Nairobi Branch



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