



2023/2025 SPIRITUAL YEAR STRATEGIC PLAN

1. MISSION DOCKET STRATEGIC

PLAN OBJECTIVE AREAS AS PER THE CONSTITUTION

In the light of NORET KENYA constitution, the docket seeks to focus its plans and strategies towards the following strategic objectives.

- ★ To engage in spiritual empowerment of the people of North Rift in conjunction with local churches.
- ★ To provide spiritual nurture to new converts
- ★ To provide training in Christian leadership and service
- ★ To encourage interdenominational fellowship

SITUATIONAL ANALYSIS INTERNAL ENVIRONMENT ANALYSIS

The internal environment factors considered here include both the strengths and weaknesses of NORET KENYA Mission engagements, planning, finances, follow up and potential relation to the work focus as summarized in the table below.

STRENGTHS	WEAKNESSES
1. Relatively large and growing pool of laborers for the Mission events	1.Lack of mobilized resources for the mission events
2. Autonomous operations of our branches in planning and financing of their missions	2. Low investment on long term Gospel impact in the region.
3. A strong involvement of the associates in the activities of the various student branches.	3. Underutilized partnership opportunities.
4. Diverse professional inputs into the mission programs and structures by NORET KENYA Members.	4. Under exploited skills, giftings and contribution by the members
5. Relatively good relationships with churches and other organizations within the region.	5. Inadequate adoption of appropriate technology fo use in missions.
6. Ability to identify with the needs of the region and seek to meet them in the most appropriate way.	6. Lack of consistent available means of transport within NORET KENYA i.e., Buses.
7. Good representation from all the NORTH RIFT counties	7. Lack of structured mission-discipleship approaches as a blend to our annual missions
8. Large finance base through the branch inputs and allocations	8. Moderately trained workforce

EXTERNAL ENVIRONMENTAL ANALYSIS

The analysis of external environment factors includes the socio-economic, political and other factors that Impact NORET KENYA but may be beyond our control.

OPPORTUNITY	THREATS
1. Great receptivity and potential for the NORET KENYA Ministry	1. Insecurity in some the targeted regions
2. Availability of potential partners within the region.	2. non-cooperative church denominations
3. Unrestricted access to our target areas.	3. Negative and harmful cultural practices
4. Enlightened and well exposed youthful membership base with potential of greater impact for the region	4. Unpredictable government policies and legislations
5. Great potential for regional expansion by the upcoming branches	5. Growing embrace of non-biblical teachings and existence of various cults in the region

RATIONALE AND STRATEGIC PLANS OBJECTIVE AREAS

1. Mission-Discipleship of labourers

NORET KENYA draws labourers as members from the NORTH-RIFT counties by virtue of their belonging in fellowships in the universities, colleges and the various NORET community fellowships. We therefore acknowledge the contribution of the institutions and churches in the discipleship and empowerment of our members to be fruitful in the Mission of God. This has been achieved through discipleship

programs in the Christian unions through FOCUS leadership in partnership with other strategic organizations that contribute to different aspects of their discipleship journeys.

In consideration to the available discipleship platforms and forums, the objective is to increase an emphasis to our members on their participation and consideration of them as training platforms. We therefore seek to partner and cooperate with the organization's efforts as an appreciation of the resulting effect to the larger NORTH-RIFT region through the work of NORET KENYA.

NORET KENYA will therefore seek to fill any gap in this area by facilitating any specific and necessary training for its members as will be deemed fit using forums such as the easter conference, online training, College/university-based training sessions and referral to other platforms for training.

2. Branch Missions

NORET KENYA is composed of the following current existing Branches:

- A. Student Branches- 9 Branches
- B. Community Fellowships- 9 Fellowships

The NORET KENYA branches are considered as groupings of the whole which exist in their uniqueness in capacity and culture. They therefore exist for fellowship, growth and discipleship of the members towards ownership and participation in the evangelization of the NORTH RIFT region through planned outreaches in any part/county of the region as will be guided by the Lord.

Every NORET KENYA branch will be expected to organize at least one mission engagement in a year to a destination of their choice but preferably to areas with a greater need of the Gospel presentation and discipleship. They are also encouraged to come up with various ways/strategies of engaging the various communities within their reach and influence thus contributing towards transformation through the work of Christ amongst them. This can be through partnerships with churches, CBOs, NGOs. Schools, TVETs, KMTCS, county governments etc. This will result in more than 40 mission activities in a year within the region. Let's trust God for more!!

The NORET KENYA Leadership will offer guidance and support towards every effort of our branches in their strategies and plans. The branches are as well tasked with recruiting partners within their region for the facilitation and catalyzation of the great commission work within the region.

3. Professional Based Ministries

Academic platforms

NORET KENYA has a mandate to significantly contribute to the spiritual and academic well-being of the region's next generation. The opportunity available to us is of a strategic nature bearing in mind the number of institutions in all the counties. We seek to do this in partnership with other stakeholders as we have overtime been able to identify our contribution to this space. This mandate is done through the utilization of the available tertiary institutions such as TVETs, Colleges and High-school platforms through various opportunities that are available to us.

NORET KENYA will therefore seek to be intentional and strategic about a growing engagement of our members in branch levels as follows.

- Facilitation of the discipleship of teacher students in preparation for fruitful ministry once they are employed or absorbed to any of the colleges and high schools.
- Mobilize for seminars in partnership with like-minded organizations with a bid to empower and increase the capacity of the teachers on mission.
- Encourage every branch to seek opportunities in nearby institutions for Ministration- focus on areas with less interaction.
- Encourage every branch to organize for weekend Challenges and rallies in high schools in partnership with organizations that are in front focusing on the High School ministry.
- Encourage teachers on training to consider applying for TP and teaching opportunities in high impact (greater need) areas Gospel-wise.
- Partner with like-minded individuals for the ministry opportunities. ● Initiate a NORET KENYA academic professionals ministry forum.

Suggested name **MWALIMU NETWORK**

Mwalimu network will be steered by an academic professional lead structure that will champion the utilization of the platform towards the advancement of NORET KENYA Vision and mission.

The network will be instrumental in:

- a) Accounting for the coverage of the ministry in the region's institutions.
- b) Be a forum for discussion and mobilization for college & high school ministry.
- c) Be a channel of communication on available ministry opportunities and placements to needy and strategic institutions within the region.
- d) Seek partnerships with schools and institutions, organizations and churches to facilitate effective ministry.

- e) Recruit other like-minded practitioners- Be a recruitment organ into the NORET KENYA Mwalimu Network.
- f) Organize and facilitate the discipleship-based partnerships in the institutions i.e., deployment of the IMPACT PROGRAM Volunteers to different schools as per the need. g) Dream, plan and advance the network towards greater impact in the region.
- h) Work closely with KSCF, Timazi, Trinity Fellowship and other like-minded organizations in expanding their ministry in the region.
- g) Contribute towards the Catalyzation of a discipleship mindset amongst the teacher's population.

NB: This will act as a pilot towards initiating other profession-based networks.

4. Program based Ministry Approach

NORET KENYA in the early years adopted the traditional short term outreach strategy of reaching a particular region through the annual missions for a period of 10 days. This has yielded amazing results in terms of the receptivity of the gospel out of the huge coverage of our evangelistic efforts in any particular area. Further evaluation of our strategy has over time necessitated the need to invest in long term discipleship and empowerment approaches that would target specific groups within the community and churches. This approach will initiate a long-term engagement with the various groups within the next 2 years after the mission.

The following strategic groups are to be considered.

Sunday school teachers- NORET KENYA will continue with the training and empowerment of Sunday school teachers in the various regions where our annual missions will be focused. This special focus guarantees a strategic investment to the younger children which will therefore result in a multi-generational impact within the area. The plan is to work with like-minded organizations to accomplish this as we partner together through the available materials and platforms to see the effectiveness of this. NORET KENYA Will through the office of the Chair, mission coordinator and the Organizing secretary be involved in facilitating the partnerships and resource mobilization for the efficiency and effectiveness of the program.

Areas of focus will include.

- Sourcing for the materials
- Organizing for the joint Sunday school teachers training within the region.
- Conduct follow-up training and track the usage of the resources.
- Monitor and evaluate the program utilization and effectiveness and impact of the program.

Christian leadership and service program (Joshua program) - the program brings together youth leaders from different churches and denominations within a particular area for a well designed mentorship program. The proposal is to have at least 3 sessions

per year that is geared towards the sharing of impactful knowledge and personal discipleship of the leaders for effective leadership as well as discipling others under them. The program will be rolled out immediately after the annual mission and will run for the two consecutive years of our mission focus. This will be achieved through careful planning and resource allocation, partnership and a designation of a team that is to focus on the implementation of this strategy. An assessment of this program will guide on whether it is to be adopted as an all-time ministry strategy or to be done within the annual mission context only. Also, the program will focus on helping the youth leaders from various denominations without a structured teens/youth program to;

- a) Developing or sourcing for a mission- discipleship tool that is contextualized to their spiritual needs.
- b) Teaching and Training the Leaders on the 'How' in facilitating the programs
- c) Conduct a follow up quarterly and track the usage of the mission discipleship tool.

5. Prayer Mission

In partnership with the prayer docket, the mission docket proposes a county-focused NORET KENYA Monthly online prayers. This is to bring together the students and the associates for a time of concerted prayers for the manifestation of the kingdom of God and the growth of the church in the various counties as well as intercession for the various needs in the communities as will be guided. This will as well be a time to pray for any concluded, ongoing and planned mission engagements by the branches.

6. Mission-Discipleship as follow-up

This strategy seeks to increase our focus on the impact of the annual mission by deploying volunteers back to the mission stations every year for a period of three months. Volunteers will be mobilized from the larger family for the three months facilitated and financed by NORET KENYA. This will facilitate a long-term engagement with the initiated programs and other Gospel engagements within the area of reach. It will as well give a platform for the actualization of the Christian leadership and service program, college, High-schools ministry, Sunday school programs as well as other programs as may be deemed necessary in every area of interest.

NORET KENYA will mobilize and facilitate the recruitment of volunteers under the **IMPACT VOLUNTEER PROGRAM (IVP)**. The volunteers will be engaged for 3 months in partnership with churches and institutions in the area of need after going through a two weeks training to prepare and equip them for the work. This is to be replicated at branch levels as may be deemed fit by branch leaderships in their mission engagements and plans. The volunteers will be drawn from different professional fields depending on the needs of the community of focus.

*The program will as well act as a recruiting channel for all other partnership needs within the region.

Strategies	Focus areas	Performance Indicators	Expected outcome	Focal docket/organ
Members Discipleship	Emphasize on existing missiondiscipleship programs and platforms	Growing involvement and participation of our members in	Mature and fruitful participation in missions by NORET KENYA Members	NORET KENYA & Branch leaderships.
	Utilize NORET KENYA Platforms for training and equipping.	mission-discipleship programs		
Branch Mission activities	Organize at least one mission activity within a year.	Increasing community outreach and regional evangelization	Increased NORET KENYA missions' activities and data.	Branch leaderships
	Organize at least one weekend challenge in a high-school within a year	More involvement in High School ministry	Growing Impact of NORET KENYA Mwalimu Network	Branch Leaderships
	Creative ways of Community engagement and transformation	More spheres of our communities ministered to.	Growing impact of NORET KENYA activities in our communities	Branch leaderships
	Recruitment of partners to NORET KENYA Partnership base.	More partnership conversations within the communities.	Growing partnership base and increasing mission power.	NORET KENYA & Branch leaderships.

Professional based ministries	Utilization of strategic discipleship rich platforms i.e., high schools, colleges and universities through professional based platforms,	More Christian unions initiated and nurtured as well as increasing mission-discipleship efforts within the institutions by NORET KENYA members.	Increased Discipled students and individuals within the region.	Branch leaderships & Mwalimu Network
	NORET KENYA teachers & High school ministry forums. (MWALIMU NETWORK)	Coordinated and mobilized colleges & high school ministry efforts to needy areas.	A rich coverage of the student world with the word of God and discipleship minded teachers	Mwalimu Network, National and Branch leaderships
Program based Ministry Approach	Sunday school teachers' program	Focused and intentional discipleship of children through Sunday school platforms	Increased number of wellearned dedicated Sunday school teachers' population and regional impact.	NORET KENYA Sunday school ministry, IVP volunteers & Branch & National leaderships.
	Christian Leadership & service program (JOSHUA PROGRAM)	Mature, effective and impactful leadership service to the church by participants in the program	Growing network of mentors and increased mentees population and improved leadership quality in every sphere.	Joshua program team, IVP volunteers & Branch leaderships.
Prayers as mission	Monthly prayer focus and sessions for intercession for the region and the country. (PRAYER MISSION)	Decrease of the factors ailing the region and an expansion of the kingdom of God	Growing awareness and participation of the NORET KENYA Members in concerted structured prayers for the region	Prayer Docket & Branch leaderships.

Discipleship as follow-up	Send volunteers for a long-term discipleship based follow up. (IMPACT VOLUNTEER PROGRAM)-IVP	Growing impact of our mission engagements in quality and quantity.	Discipled and multiplying converts as well as supported programbased ministry plans within the community.	National leadership & Impact Volunteer Program team.
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2. SOCIAL ACTION AND ADVOCACY DOCKET

SOCIAL ACTION AND ADVOCACY DOCKET

Social action

Social Action is a term applied to that aspect of organized social welfare activity directed towards shaping, modifying or maintaining the social Institutions and policies that collectively constitute the better adjustment of the social environment i.e., to meet the recognized needs of the individuals and facilitate those relationships and adjustments necessary to its own functioning.

Advocacy

Advocacy refers to the pursuit of influencing outcomes- including public policy and resource allocation decisions within Political, Economic and Social systems and Institutions that directly affects people's current lives. It represents the series of actions taken and issues highlighted to change 'the what is' to 'what should be', considering 'what should be' is a more decent and more just society. In everyday life, advocacy happens at all levels where there exist relationships between people including the family, workplace and churches. Advocacy at a more formal level of government or business is in many ways an extension of these relationships and activities. For the church, advocacy is mainly not for selfish gains but partly part of working with God to bring about his kingdom with a particular focus on the poor and the marginalized.

Advocacy is vital both practically and theologically to the church's calling to bring about justice, speak out for truth, defend the oppressed and to work towards redeeming the whole creation. It involves both tackling individual cases of injustice or poverty and tackling systems and structures that allow this injustice to happen. It is firmly rooted in the hope and promise we have for a better future and we do it in the confidence that God is working His purpose out. We look forward to justice not backward to revenge and are involved as part of our calling to be salt and light in the world.

All these can be summed up in one word 'SHALOM' which means completeness, wholeness, health, peace, welfare, safety soundness, tranquility, prosperity, perfectness, fullness, rest, harmony, the absence of agitation or discord. Each follower of Christ has a role to play in bringing about shalom. The prince of peace has put a burden of bringing about shalom among His people, the church he has entrusted them with the ministry of reconciliation (2nd Cor 5:18-19). How believers behave determines shalom in the world. The nations will be blessed if the Lord's people will not compromise but will revere Him (Jer 4:1-2).

God wants to transform us in all spheres of life. He wants to make us salt and light to our families, neighborhoods and nation, making them better places to live for everyone; better towns, better nations where His people will be revered. Blessed are the shalom makers/ peacemakers for they will be called sons of God (Mat 5:9).

As NORET KENYA we are looking forward to creating an impact in the communities particularly in those regions we go for missions, as we share the gospel, we desire also to be of more blessing to those communities. The social action and advocacy docket will help us identify the needs of the communities not only the spiritual aspect but also the physical needs so we can be a blessing to them. As followers of Jesus Christ, we are required to work with Him in bringing this good news to all the people and to follow His heart for the poor.

Central to this good news is the idea of putting things back to where God originally intended, redeeming things for their original purpose (Col 1: 20, 2nd Cor 5:19). This redemption brought about by Jesus' life, death and resurrection enables individuals to be redeemed to live in a relationship with God. This is based on love, grace, submission and service.

This calls for us to do research of the community we are visiting so we can understand its needs as each community's needs vary, such understanding will be handy in mobilizing resources and identifying partners who we can work together to meet the needs. There are some organizations that could be working in the said community and partnering with them will help us achieve the goal. God has blessed us in various ways as a family, we have brethren serving in the political arena who can be a blessing in effecting policies in these communities; Health professionals IT gurus, entrepreneurs, Engineers, Environmental conservatives and many more. As we look forward to raising support for the various initiatives, I believe our professionals can be a blessing to them. This will enable us tap the potential within the family and be able to give back to the community. In regards to financial support, we could allocate every branch a percentage to be used in meeting the needs arising or allocate a part of the budget from the national kitty.

Here are some of the areas we can consider in effecting change in our communities;

- a) Political involvement
- b) Social-cultural factors

- c) Ecological factors
- d) Technological factors

e) Economic factors STRATEGIC PLAN

Political factors

Strategic objective; Educate the community on the importance of political involvement and policy making programs. **Socio-cultural factors**

Strategic objective; Sensitization of the community on the demographic changes and steps for a better coexistence.

Strategy

- a) Health- Setting up medical camps for medical checkups and education (matters of communicable and non-communicable diseases).
- b) Family- Focus on strengthening the family institutions and more so parent child relationships to enhance a proper discipleship in the family unit. (Raising a Godly generation)
- c) Poverty/ illiteracy- Mobilizing resources to support the less fortunate with food, water and clothes, creating awareness on the importance of education.
- d) Negative ethnicity- Enlightening communities on the importance on the importance of embracing peace and love with their neighbors thus enhancing security and oneness. Effects of tribal conflicts
- e) Drug and substance abuse- Organize talks with the youths and enlighten them on the effects of using drugs.
- f) Creating awareness on the effects of some cultural practices such as Female Genital Mutilation (FGM).
- g) Creating awareness on the best practices of animal keeping i.e animal health to on improve on animal productivity.

Ecological factors

Strategic objective; To restore the tree cover and focus on fighting climate change

- a) Environmental conservation-Advocate for tree planting and conservation of the water catchment area.
- b) Renewable energy- Educate the community on adopting use of other ways of energy e.g., use of biogas

Technological factors

Strategic objective; To educate the youth and the community at large on the use of technology more so to improve their livelihoods.

a) Engage the youthful generation to embrace productive use of social media i.e to acquire new life skills, networking etc.

b) E- commerce

Use it as a platform for promoting products through social platforms among others.

Economic factors

Strategic objective; To help the people in our communities to establish ways to grow financially especially in this tough economic season

a) Unemployment- Be an encouragement to the youths that are unemployed and challenge them to be proactive.

b) Favorable environment for business

c) Labor agitation

Strategies	Activities	Key Performance Indicators	Expected outcome	Timeline
To strengthen the family institutions and enhance proper discipleship in the family setup	i)Organize training with parents to prioritize their relationships with their children as a means of Christian discipleship	Parents turning up for the sessions	Improved parent-child relationship	2023/2024
	ii) Have forum for family dispute	Families embracing talks over violence	Ending domestic violence	2023/2024

	resolution			
Sensitization of the community on	i)Set up medical camps in the places we visit	Success of a medical camp	People to receive free medical checkup	December 2023

health measures and precautions	ii)Organize for menstrual Hygiene camps with girls	Fulfilment of the first campaign	Girls to have access to sanitary towels	2024
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	iii)Educate the people on the importance of medical checkups and proper nutrition	Good tur up of the members of the community	Reduced cases of malnutrition and early attendance of the patients	December 2023
To improve the lives of the youths in view of the future generation	i)Open forums to discuss drugs and substance abuse	More youths on drugs embracing rehabilitation	Decreased use of drugs among the youths	2023/2023
	ii)Organize meetings on hard living trauma	The church developing programs on emotional health and counselling	People experiencing healing and open up about their struggles	2023/2024
To restore the tree cover and focus on fighting climate change	i)Role out tree planting programme ii)Organize seedling nurturing iii)Helping victims of natural disasters	More members of NORET family adopting trees and willing to nurture more seedlings	More tree covers Have more seedlings to plant Have victims of natural calamities helped	2023/2024
To educate the youth and the community at large on the use	i)Educating members on the use of internet to showcase their	Have more people create pages and use online platforms	Growth of local businesses	2023/2024

of technology to improve their livelihoods	products ii)Embracing the local talents to create income	to promote their business and talents	Creation of employment	
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To be a blessing to them that have no one to turn to when in need	i)Children’s home visits. ii)Partnering with other organizations to help the needy iii)Christmas packages for underprivileged families, elderly and orphans.	Success of a visit Having partnership with the existing teams at the ground	The less fortunate being catered for	2023/2023
To promote social cohesion among bordering communities	i)Engaging the community elites to be ambassadors of peace in their various regions. ii)organizing peace talks and prayers involving the said communities	Ability to identify the willing elites to engage the communities Success of the peace talks	Unity among the neighboring communities	2023/2024

Educate on Animal Health	Have extension officers educate the communities on animal health and best practices	Receptivity and increased turn up of the farmers in training forums	Have the animal keepers adopt new farming practices to increase productivity	2023/2024
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RESOURCES

As for resource mobilization, we could have a section of the budget allocated from the national team and also have mobilization for funds and items as one-time gifts from members.

We could also have members of the family committing to adopt a tree or two at a fee, e. g 100/= each, that could help us acquire seedlings.

Partnership with churches and faith-based organizations at the ground will help us get more resources to support the needy and the less fortunate in the society.

Where policy making is involved, we can use our friends in the influential positions to help us advocate for rights and policies that are favorable to the said target group.

Our professional input could also be very instrumental. For example, when we have a medical camp, the medics can help us run the camp instead of finding other people which could be a bit costly for us. I believe we can achieve all these with that which we have at hand.

CONCLUSION

You will notice that there are a lot of programs and activities outlined but I believe we can meet them as a family and also through partnerships with churches and even other organizations which share in the same vision.

We have our annual mission once a year and that would mean that we get to reach one region at a go in a year. I propose that we take this initiative to the branch level to help us reach several places in a year.

Each student branch has their annual mission to different places and the working branches also have activities apart from their monthly fellowships. If we have every branch in-cooperating this in their planning then we will cover a broader place which will be a blessing to a wider community.

3. Publicity and Media Strategic Plan 2023/2025

For effective relaying of information and events of an organization depends on the means of communication that is reliable and convenient to many if not all. Media happens to be the major and global mode of fast and vast communication.

As NORET we would wish each member to be aware of the past, current and upcoming events pertaining the family at large. To manage this, the following plan may be implemented;

- ✓ Establishing a media team of at least five members to ensure proper progression and establishment of ideas pertaining the docket.
- ✓ Timely updating of schedules and events in our social media platforms i.e. posters and fliers.
- ✓ Ensuring that our Facebook page is active and interactive.
- ✓ Acquiring a stable video camera for the family to be used in streaming of various events such as missions and conferences.
- ✓ Acquiring a NORET YouTube Channel for documentaries and talents-based clips or videos.
- ✓ Having a functional Website that outline the purpose, mission, vision and every detail that pertains NORET (i.e. this includes linking it to the YouTube channel, conducting challenges, Bible Trivia, hyperlinked Photos and any other event or relevant information). This must be initiated by purchasing a domain
- ✓ Purchasing of a hard disk for storage NORET information. It will act as a backup of information and data in the website.