

**East Zimbabwe Conference
Education, Communication & Music Departments**

Strategic Document

2018-2020

Presented to the Conference Administrative Committee (ADCOM)
during the 2017 Year-end Executive committee meeting for discussion
and adoption

Presented by
Departmental Director: Dr. Robert Muzira



STRATEGIC PLAN 2018 – 2020

MISSION:

To provide Christian education that prepares students Spiritually, Mentally, Physically and Socially for productive service in this world and prepare for greater service in the world to come.

VISION:

An education that glorifies God and benefits humanity.

MOTTO:

Adventist Education – A Celebration for Excellence!

CORE VALUES:

1. Excellency
2. Integrity
3. Unity
4. Service
5. Accountability
6. Innovation

STRATEGIC GOALS

1. To have revived and reformed educational institutions characterized by vibrant prayer ministries, intentional soul winning and Bible-based teaching and learning experiences.
2. To uphold and foster quality Adventist standards of education in all our institutions of learning.
3. To facilitate the repositioning of Nyazura, Waterfalls, Nyahuni, Anderson and Kariwi Adventist High Schools to world class Christian institutions.

SPECIFIC OBJECTIVES

1. To engage all our educational institutions in Bible based revival and reformation.
2. To have all our schools attain a quantitative minimum of 75% and qualitative minimum of 60% pass rate in national examinations.
3. To upgrade Nyahuni and Waterfalls Adventist High Schools to reach world-class status with special emphasis on sciences.
4. To have a minimum of 65% Adventist - teacher establishment in all our schools by 2020.
5. To upgrade at least one Day-Secondary School into a boarding School.

6. To have unregistered schools registered and infrastructure developed

ACTIVITIES

Objectives	Action plans	Responsibility	Milestones
<p>1. To engage all our educational institutions in Bible-based revival and reformation programme</p>	<ol style="list-style-type: none"> 1. To launch Revival and Reformation in all our schools 2. To share EZC department of Education's vision and be adopted by all its educational centers 3. All schools to follow Revived by His Word Reading Plan. 4. Encourage use of technology to enhance personal devotional life 5. All schools to establish prayer ministries. 6. To promote Seventh-day Adventist Education Triad Base. (Home, church and school) 7. All Schools to adopt Schools in Discipleship program 8. All schools to run week of spiritual emphasis sessions at least once a term. 9. To baptize at least 700 souls per year in our schools 10. To procure Adventist books and literature 11. To establish vibrant teacher associations 12. To have teachers convention annually. 13. To encourage schools to be self-reliant. 	<p>Conference Director Heads of schools Pastors and chaplains</p>	

<p>2.To have all our schools attain a quantitative minimum of 75% & qualitative minimum of 60% pass rate in national exams. (Quality Results – Grade 7, one or two units in each subject area; A or B grades for ‘O’ & ‘A’ level subjects.</p>	<ol style="list-style-type: none"> 1. To conduct staff development programs for Teachers, Administrators, Business Managers, Chaplains and School Development Committees. 2. To have pre-accreditation school visits. 3. To promote Adventist Accreditation Association (AAA) standards in all schools. 4. To have in-service training for support staff and team building training. 5. To conduct School exchange programs in our schools. 6. To establish East Zimbabwe Conference Education council. 7. To have all schools remit 10% of fees collected to EZC for developmental purposes 	<p>Heads of schools</p> <p>Conference director Regional coordinators and School Heads</p>	
--	---	---	--

<p>3.To upgrade Nyahuni High, Waterfalls High, Anderson Sec, Karirwi High and Nyazura High to reach world class status with special emphasis on sciences.</p>	<ol style="list-style-type: none"> 1. To produce a Quality and Standards control document 2. To conduct Quality and Standards Control visits. 3. Resources for the model schools mobilized. 4. To promote exchange programs with international schools. 5. To construct a state of the art Science Laboratory at Waterfalls High School. 6. To install E-learning facilities in all boarding schools and some day schools. 	<p>School boards</p> <p>Education director and the education council</p>	
<p>4.To have a minimum of 70% Adventist – teacher establishment in our schools.</p>	<ol style="list-style-type: none"> 1. To deploy qualified Adventist heads and deputy heads to all our schools who are academically, professionally and spiritually qualified. 2. To intensify the recruitment of Adventist qualified teachers. 3. To engage Ministry of Education in staffing of Adventist teachers in our schools. 	<p>Education director C o n f e r e n c e officers</p>	
<p>5. To upgrade at least one day-Secondary school into a boarding School</p>	<ol style="list-style-type: none"> 1. To identify the targeted schools. 2. To set aside budgets for upgrading targeted schools. 3. To conduct quality and standards control visits. 4. To mobilize resources for the targeted schools. 5. To establish and maintain active Alumni Associations. 	<p>Director, School boards, and departmental council</p>	

6.To have unregistered schools registered and infrastructure developed	<ol style="list-style-type: none"> 1. To have the following schools registered: Waterfalls High, Revelation of Hope, Muunga Sec, Anderson Sec, Nyahukwe, Mutare Adventist Prim, Gotora Sec 2. To develop new schools in selected campsites 	Director, Conference officers and Education Council	
--	--	---	--

Greek philosopher Aristotle once said, “Educating the mind without educating the heart is no education at all.” For Seventh-day Adventists, education extends even further—it reaches the soul.

The Adventist education system reflects the heavenly “society” God intended for us. It gives us tools and resources to become wiser and healthier. It provides us opportunities to look beyond ourselves and to serve others. It connects us as friends, as partners and as a community. Most importantly, it helps us fulfill our potential of being “good” citizens, eagerly anticipating an eternity with the God who created us.

Adventist education is about teaching a whole and complete life, for a lifetime.

ASSESSMENT/EVALUATION

1. School heads quarterly reports.
2. Education councils
3. School board meetings



COMMUNICATION DEPARTMENT

STRATEGIC PLAN 2018 – 2020

MISSION:

To present a favorable image of the church and to spread the gospel using multi-media platforms.

VISION:

A visible church that effectively communicates the gospel using various media platforms.

MOTTO:

Building bridges of hope.

CORE VALUES:

1. Innovation
2. Integrity
3. Unity
4. Teamwork
5. Accountability
6. Efficiency

STRATEGIC GOALS

1. To spread the gospel through the effective use of media and contemporary communication systems and technologies.
2. To foster a positive image of the church to internal and external publics.
3. To facilitate the establishment of vibrant corporate communication strategies and delivery systems with all East Zimbabwe Conference (EJC) entities and higher organization.

SPECIFIC OBJECTIVES

1. To train at least 50% of our membership in multi-media evangelism.
2. To engage 50% of our churches in meaningful revival and reformation using multi-media.
3. To avail Adventist news and messages to all our churches.
4. To have a Media Centre that has attained a minimum of 20% self-support.

5. To equip all EZC entities with crisis response strategies.
6. To promote the proper signature configuration and proper use of the church logo.

ACTIVITIES

Objectives	Action plans	Responsibility	Milestones
1. To train at least 50% of our membership in multi-media evangelism	<ol style="list-style-type: none"> 1. To conduct multi-media evangelism training sessions for Trainer of Trainers (TOTs). 2. Facilitate the training of pastors to use social media (e.g. WhatsApp, Facebook, LinkedIn, Twitter, Viber, etc.) to reach out 	Conference director	
2. To engage 50% of our churches in meaningful revival and reformation using multi-media	<ol style="list-style-type: none"> 1. To promote 777 program, Operation Global Rain, Revived by His Word Reading program using media platforms 2. To establish on-line prayer and fasting networking 3. To upload Sabbath School study guide links on official known church websites and used by churches 4. To enhance systematic Bible reading through multi-media 	Conference director C h u r c h C o m m u n i c a t i o n D i r e c t o r s	

<p>3. To avail Adventist news and messages to the entire EZC territory</p>	<ol style="list-style-type: none"> 1. To promote broadcasting of Adventist programs on national television and radio channels 2. To establish an EZC Internet based Radio Station. 3. To procure state of the art equipment for EZC Media Centre 4. To publish a quarterly Conference magazine. 5. To establish a DVD Ministries. 6. Promote outreach services through entity owned websites. 7. Promote increase in the Hope Channel viewership 8. Facilitate the distribution of the book of the year, tracts and DVDs 	<p>Conference director C h u r c h C o m m u n i c a t i o n S e c r e t a r i e s</p>	
<p>4. To have a media center that has attained a minimum of 20% self-support</p>	<ol style="list-style-type: none"> 1. Monitoring and evaluation of Media Centers based on quality production targets accomplished. 	<p>Conference director</p>	
<p>5. To equip all EZC entities with crisis response strategies</p>	<ol style="list-style-type: none"> 1. To establish crisis response advisory committees. 2. To conduct training sessions for Communication directors and secretaries. 	<p>Conference director and departmental council</p>	
<p>6. To promote the proper signature configuration and proper use of the church logo.</p>	<ol style="list-style-type: none"> 1. To conduct church logo seminars. 	<p>Conference director, Executive committee, departmental council and Church boards</p>	

NB: It is a sin,” Ellen White states, “to be heedless, purposeless, and indifferent in any work in which we may engage, but especially in the work of God” (*RH, March 18, 1884*).

ASSESSMENT/EVALUATION

1. Departmental quarterly reports.
2. Departmental councils
3. Executive committee meetings
4. Church board meetings



MUSIC DEPARTMENT

STRATEGIC PLAN 2018 – 2020

MISSION:

To promote Adventist music in all our institutions, schools and churches.

VISION:

Music that glorifies God in church and in the world.

MOTTO:

Building inspirational bridges of hope through music.

CORE VALUES:

1. Excellency
2. Innovation
3. Quality
4. Integrity
5. Unity
6. Accountability

STRATEGIC GOALS

1. To spread the gospel through the effective use of music.
2. To promote establishment of vibrant church choirs in all our churches and schools.
3. To promote usage of music notes and Adventist hymnal in all worship programs.

SPECIFIC OBJECTIVES

1. To train at least 50% of our choir directors in musicology.
2. To promote usage of Adventist hymnals in all worship services.
3. To promote church choirs in all local churches and in Adventist schools.

ACTIVITIES

Objectives	Action plans	Responsibility	Milestones
1. To train at least 50% of our choir directors in musicology.	1. To conduct music notes training sessions for Trainer of Trainers (TOTs) and choir directors.	Conference director and departmental council	
2. To promote usage of Adventist hymnals in all worship services	1. To promote purchase and usage of Adventist hymnals in all worship services 2. To discourage church members from singing choruses during worship services. 3. To promote recording and distribution of Adventist music.	Conference director Church Music Coordinators	
3. To promote church choirs in all local churches and in Adventist schools	1. To promote all local churches and schools to have Sabbath school and church choirs. 2. To promote church choirs to have uniforms	Music Coordinators	

ASSESSMENT/EVALUATION

1. Departmental quarterly reports.
2. Departmental councils
3. Executive committee meetings
4. Church board meetings

