

**INTER-AMERICAN DIVISION
GROWTH AND CONSOLIDATION STRATEGIC PLAN 2015-2020**



We Have Not Seen God in His Fullest Yet

Even though the title is an impossibility, because there is no time, moment, or circumstance, where it is possible for us to see or understand God in His fullness, there is however the possibility to be open for greater manifestation of His will in our lives.

Past blessings should never be perceived as the "limit of God." Certainly He has done great things with us, and through us in the past, but we must remember that "There is no limit to the usefulness of the one who, putting self aside, makes room for the working of the Holy Spirit upon his heart, and lives a life wholly consecrated to God." Christian Service p. 254

Our Lord is more than willing to bestow His blessings and guide us in greater things for Him. We must never think that the past is the best we have had and there is nothing more to do, or more efficient ways to achieve the end of saving humanity

In starting this new quinquennium, we must be thankful for past blessings and guidance, but, even though we have nothing to fear, unless we forget how the Lord has led in the past, this does not mean we must remain stuck in the past.

As we are nearing the end of time, it requires new thinking, new strategies, new ways of doing things in order to respond to new challenges, and allow God's mercies and leading to be renewed in us every day.

The purpose of this plan is to present a united front in our effort to be more available for the Lord to use.

Praise the Lord for his leading in the past, however, give glory to Him for the certainty of His present leading and guidance in the task at hand. The great task of saving those who are lost and know it, and those who are lost and are not even aware of their conditions, is ours to do. We therefore commit ourselves to the Lord to be used by Him for His honor and glory.

Maranatha!

Dr. Israel Leito
President

Introduction

Reach up to God, reach in with God and reach out with God are the principal tenets of the “Reach the World” Strategic Plan of the General Conference for this quinquennium to advance the mission of the Lord by preparing the world for the second advent of Christ. In contextualizing this strategy, the administration of the Inter-American Division has adopted the theme; “Lord Transform Me.

Over the last several years, we have experienced phenomenal growth of the church here in this Division. We have attributed this to the leading of the Lord, the transforming power of the gospel of Christ and the empowerment of the Holy Spirit. The triune God has worked through administrators, departmental leaders, pastors, other organizational employees and the laity. As we reflect, we express gratitude to both the Lord and all those who made themselves available to be His chosen channel in realizing what we now celebrate as the Inter-American Division.

Today more than ever, we believe that we are at the border of the Promised Land, and crossing is closer now than it has ever been. As we look across our vast territory, we envision a great task yet to be accomplished. There are still millions within our shores who have not yet given primary attention to the three angels message of Revelation 14:6-12 that we, the remnant people of God are commissioned to proclaim.

During this quinquennium, the growth and consolidation strategy of the Church here in this Division must be focused on each member developing an understanding of the righteousness of Christ and being involved in more vibrant and sustaining spiritual relationship with the Lord. We must identify the needs and resources within the church and the wider community, affirm the strengths, and through the development of appropriate skills and competencies, address the needs. We must endeavor to have all members giving their full interest and participation in the life and mission of the Church and contacting others and sharing with them in most meaningful and positive ways that will lead to multiple life changing experiences. We must continue to grow our membership because the specific mandate of the Lord to the Church is to preach, teach, baptize and teach. This command has great implications for retention of those who are baptized.

Our strategy is a comprehensive one that calls for the collaboration of all ministries, departments and institutions, working harmoniously to fulfill the heart of our mission. We desire to see faithfulness to the tenets of our beliefs as a church on the part of every member. With this new comprehensive thrust, we anticipate transformation in every area of the life and service of our Church.

The prayer, aspiration and motivation of every member of the Church for this quinquennium is, “Lord Transform Me!

Dr. Balvin B. Braham *Chair,*
Growth and Consolidation Strategic Planning

Mission Statement

To glorify God, and under the influence of the Holy Spirit, lead every convert to experience a personal and transforming relationship with Christ, enabling the believer to become a disciple in sharing the everlasting Gospel with everyone.

Vision Statement

Every member of the body of Christ living in readiness for the Kingdom of God.

Our Values

Integrity

Unity

Respect

Glory to God

Lifestyle

Excellence & Humility

Compassion

Fairness

Commitment

Strategic Imperatives

Our strategic imperatives are the areas of growth needs that must be addressed in our churches and institutions to strengthen the spiritual life of the members, engage all members in service to fulfill the mission of the organization and win souls for Christ, and coordinate ministries and departmental approaches to influence the faithfulness of all members.

1. Equip Adventist Pastors and Elders with appropriate skills and competencies to organize their members to effectively connect and share with others to build strong social relationships, increase the membership of their congregations annually and consolidate all members through appropriate methods, and eliminate or significantly reduce the active and inactive classifications whereby the members of the church become active and faithful disciples of Christ.
[Assistant to the President for Evangelism]

2. Nurture Pastors and Elders to grow spiritually, faithfully attend to the needs of their families, and each member of their congregation, build strong collegiality among themselves and provide training and motivation that enable them to remain committed leaders of the to Church. Equip

them as well to train their members to remain loyal to the doctrinal beliefs of the Church.
[Ministerial Association]

3. Nurture and retain **all** members of the faith through intentionally organized bible study programs especially those made available through the Sabbath School Ministries and other needs based bible study initiatives. [Sabbath School]

4. Affirm and cultivate where necessary, the spirit of faithfulness in each member, to consider returning tithes and offerings faithfully as an integral part of their transformed life in Christ that must be lived. Utilizing their talents and spiritual gifts to connect and share with others must likewise be strongly emphasized and nurtured. [Stewardship]

5. Every member of the church must live a transformed life in Christ and be an instrument for the saving of souls. They must be equipped to determine social and spiritual needs both within and outside the Church and be trained to connect and share with others. Their skills and competencies in lay preaching, lay bible work, bible instruction and lay witnessing they must influence others to Christ and disciple them not only to remain within the faith but to share their faith with others as well. [Personal Ministries]

6. Educate and encourage students in Adventist educational institutions to know and understand the doctrinal beliefs of the church, accept Christ as their Savior and participate in leading others to the faith and to support them in maintaining their faith. [Education]

7. Guide Adventist students and professionals who are studying and or working at non-Adventist universities to know and understand the doctrinal beliefs of the church, accept Christ as their Savior and participate in leading others to the faith and to support them in maintaining their faith. [Public Campus Ministries]

8. Nurture the youth of the Church to develop a personal relationship with the Lord, wisely and biblically evaluate current trends, embrace wholesome social relationships within the Church, train them to connect with non-Seventh-day Adventists and influence them to develop and maintain relationships with the Lord and membership in the Seventh-day Adventist Church.
[Youth Ministries]

9. Assist members in developing strong spirituality within their biological and church families, train them to reach other non-Adventist families with the gospel of Christ, provide inspirational messages to encourage both Adventist and non-Adventist families to live and share their faith in Christ and to maintain strong family cohesion. [Family Ministries]

10. Devise means to educate the members of the Church to appreciate and embrace the ministry

of Ellen White in the SDA Church, to study her writings and make personal applications as well as to connect and share with others important messages from her writings that will nurture and build faith in Christ, the Seventh-day Adventist Church, and the mission of the Church.

[Spirit of Prophecy]

11. Develop and nurture the interest of members of the Church to utilize all available media; print, digital and all other forms of mobile devices to share the gospel. Direct them on how to access available content information to share their faith and influence others to Christ. Provide them the appropriate training to explore, learn, connect and share. [Communication]

12. Equipping members to establish Adventist presence in un-entered territories within the Division is a priority for evangelizing people in unreached territories, primarily in the large cities.

[Global Mission]

13. Organize and nurture the ladies of the Church to grow their relationship with the Lord, develop strong social relationships with others, both within and outside the Church, through effective connect and share initiatives, and to train them to reap and disciple others through intentional initiatives.

[Women Ministries]

14. Organize and nurture the children of the Church to grow their relationship with the Lord, develop strong social relationships with others, both within and outside the Church, through effective connect and share initiatives, and to train them to reap and disciple others through intentional initiatives. [Children Ministries]

15. Impaired physical and mental health is a great issue both within and outside the Church. By helping members to develop trust and confidence in the Lord, determine their state of social, spiritual, mental and physical wellbeing, addressing deficiencies and helping others also along similar lines, they will become God's channel to help others find the path to health and happiness in Christ. [Health Ministries]

16. To share Adventist beliefs, lifestyle and practices through the printed pages has been a primary missiological approach of the Church since 1848. It has contributed to the exponential growth in Adventism around the world. To motivate colporteurs to develop and live a transformed life in Christ, organize them to fulfill special connect and share initiatives and train them for effective participation in such initiatives, will continue to increase the membership growth of the Church and pass on the legacy of the church to succeeding generations.

[Publishing Ministry]

17. Both man made and natural disasters have been prevalent and inevitable in our Division territory. Poverty and social inequality are likewise characteristic features that must be addressed. There must be organized and trained groups of volunteers within the church who are able to connect and share with governments and NGOs to address felt needs and also to share on a faith basis as appropriate. By addressing developmental and social needs, these volunteer Adventists must point the beneficiaries to Christ. There must be such initiatives in place that the members are trained to execute in order to guide both beneficiaries and donors to a saving relationship with Christ. [ADRA]

18. Very often it appears that some civic, community and business leaders are quarantined and cannot be reached by those who carry the gospel. While it is true that many of the members may not be effective in reaching them through issues of proximity and social visibility, there are those within the church who, by virtue of their visibility are able to reach them. There should be initiatives of the church to recruit and train such volunteers to be able to connect and share with them on a social level as well as spiritually. [Religious Liberty]

19. Impaired physical and mental health is a great issue both within and outside the Church. Effective Adventist health care institutions help all of their employees and volunteers to develop a strong relationship with the Lord, connect with their patients socially, emotionally and spiritually and share compassion with them. They also address deficiencies and help them to find the path to health and happiness in Christ. [Health Institutions]

LORD TRANSFORM ME [LTM]

LORD TRANSFORM ME is an intentional effort of all employees and laity of the SDA Church in the Inter-American Division to live Christ-like lives, through the empowerment of the Holy Spirit in harmony with Romans 12:2, “Be not conformed to this world; but be ye transformed by the renewing of your mind, that ye may prove what is that good, and acceptable, and perfect will of God”. Through a renewal of the mind, they experience reformation in the way they live, interact and serve. Resulting from this renewal, they influence others through deliberate means to accept Jesus as their Savior and become disciples of Christ.

Theological Reflections

The current world in which we live is considered the “evil age” (cf. Gal. 1:4; 2 Cor. 4:4; Eph. 2:2). This is placed in contrast to “the age to come” (cf. Matt. 28:20; Heb. 1:3; 1 John 2:15–17). Followers of Christ face the challenge of contending with these two ages at the same time. Through the attractions of daily realities and sinful human nature, they are coerced each moment to become conformed to the present evil age. To this coercion, they either readily or hesitantly acquiesce. The Apostle Paul in his counsel in Romans 12:2 exhorts them “not to continue to be like the changing, fallen world system (the old age of rebellion) of which they are still physically a part, but to be radically changed into Christlikeness (the new age of the Spirit)”.

This counsel that he places in the present passive imperative with the negative article “**do not be conformed**” calls on believers in Christ to stop the behaviors of conformity to the present evil

age that they are already pursuing. Ellen White said; “Nothing but the grace of God can convict and convert the heart; from him alone can the slaves of custom obtain power to break the shackles that bind them. It is impossible for a man to present his body a living sacrifice, holy, acceptable to God, while continuing to indulge habits that are depriving him of physical, mental, and moral vigor” {CTBH 10.2}.

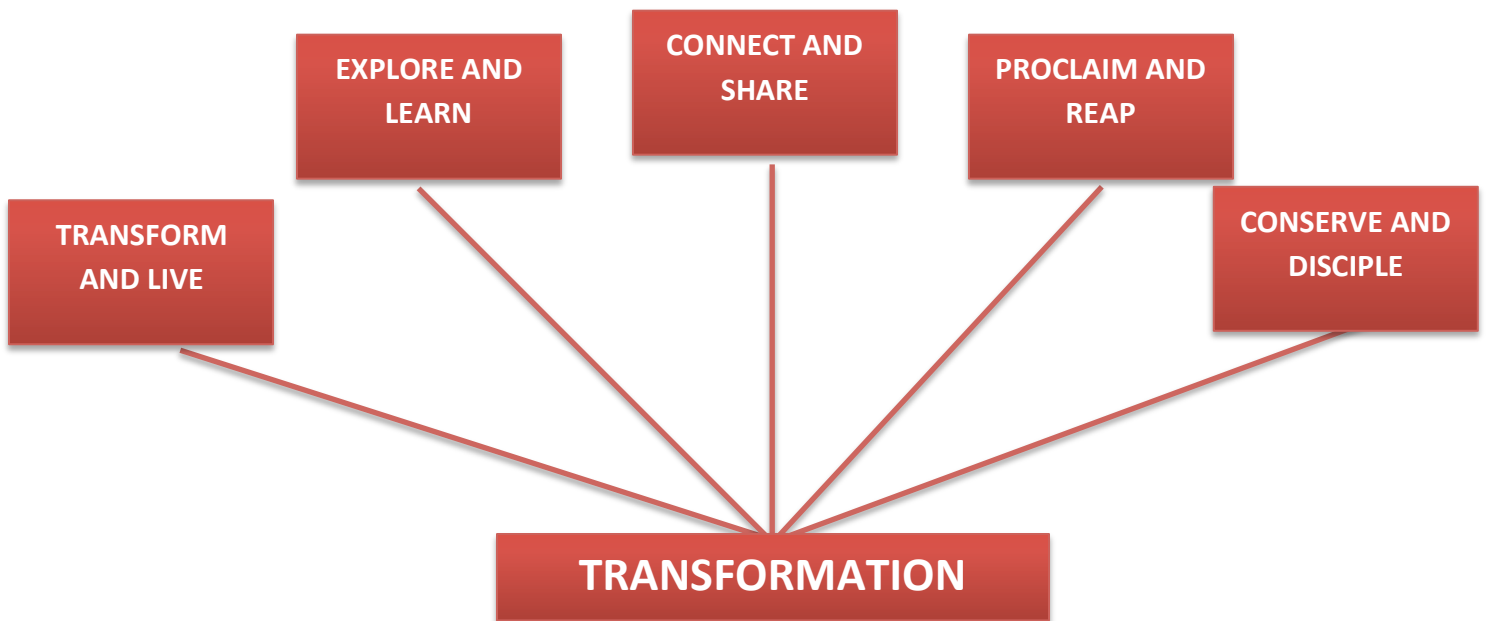
In Romans 12:1-15:13, Paul emphasizes the expression of faith-righteousness. He accentuates the concept that Christianity is a way of life and that the Christian life is an obedient response to the grace of God. This response is manifested in true meaningful worship (Romans 12:1–2), which consists of total self-surrender and vital participation in church life. In this sense, Christians should recognize their dependence upon God and one another (Romans 12:3–5) and should use the gifts, which God gives them through the Holy Spirit for the good of others (Romans 12: 6–8) and practice real love in all personal relationships (Romans 12: 9–21).

By his appeal to “**Be transformed**” in verse 2, Paul extends a call for Christians to dedicate their whole life to God. The basis of the appeal rested in the mercy of God (12:1). As believers are transformed in their minds and conformed to the image of Christ through the power of the Holy Spirit (Titus 3:4-7), they will develop an abiding relationship with Him (Mark 3:13-15), be able to discern the righteousness of Christ (Malachi 3:17-18), participate actively in the mission of Christ (Matthew 28:18-20), communicate in wholesome ways within the faith community (Ephesians 4:29), and actively seek to nurture others in the faith (John 15:16). Only through spiritual renewal can believers do the will of God (1 Thessalonians 5:16-18).

AN OVERVIEW OF THE STRATEGIC PRIORITY *LORD TRANSFORM ME*

FIVE PRINCIPAL COMPONENTS OF “LORD TRANSFORM ME”

1. TRANSFORM AND LIVE
2. EXPLORE AND LEARN
3. CONNECT AND SHARE
4. PROCLAIM AND REAP
5. CONSERVE AND DISCIPLE



1. **TRANSFORM AND LIVE** - This involves the “Believe His Prophets” Bible and Spirit of Prophecy reading, and United in Prayer initiative, and all spiritual initiatives to aid each member to become transformed by the Spirit of the Lord to live Christ-like lives,

shadowing the righteousness of Christ, exemplifying faithfulness to the Lord and His cause and participating faithfully in the mission of Christ.

2. **EXPLORE AND LEARN** - This includes all the didactic approaches for building relational skills and to address specific opportunities for effective connecting, reaping and consolidation of members.
3. **CONNECT AND SHARE** - This is the deliberate, contextualized initiatives undertaken to initiate contact with others on a social level that leads to friendly relations, study of the Word of God and interest in the Seventh-day Adventist message.
4. **PROCLAIM AND REAP** - This includes all the evangelistic activities, both personal, and public that motivate individuals to find security in Christ and make decisions to accept Him as their Savior and become members of the Seventh-day Adventist Church.
5. **CONSERVE AND DISCIPLE** - This includes the social and spiritual activities deliberately administered to disciple new members into the advent faith by providing them affirmation, love, assurance and support. Also by equipping them to effectively share their faith with others thus influencing them to accept Christ as their Savior.

NB. Transformation is the desired outcome of every individual and function within the organization.

GENERAL OBJECTIVES OF EACH LORD TRANSFORM ME COMPONENT

Transform and Live:

1. To provide bible-reading initiatives that will inspire and motivate every member of the Church to develop a personal bible reading routine that will help them to increase their bible knowledge and apply the word of God to their personal life.
2. To engage the members in a special study of the Righteousness of Christ and encourage them to shadow the lifestyle of Christ each day.

3. To encourage the members to enhance their knowledge of the ministry and counsels of Ellen White and to make personal applications to their lives and ministry.
4. To engage the members in a renewed study of the 28 fundamental beliefs of the Church.
5. To encourage the members to enhance their personal prayer life through ongoing prayer initiatives.
6. To encourage every member of the Church to live a life of faithfulness to the Lord in the way they manage their talents, time, resources and body temple and serve the church and others.
7. To encourage worship leaders in all churches to improve the worship services through enhancing the elements of each worship service so as to create a transformational experience for the worshipper.

Explore and Learn:

1. To assist every member of the Church to identify his or her talents, passion, interests and spiritual gifts.
2. To train them to utilize their talents, gifts and skills in fulfilling their role in the execution of the mission of the Church.
3. To conduct relevant surveys within the church and the wider community to determine social and other needs as available resources in order to address deficiencies and affirm strengths.
4. Develop curriculum and structure training modules based on perceived needs, to equip members with requisite skills and competencies to make meaningful impact in fulfilling the mission.
5. Train members how to attract the interest and attention of non-Adventists and conduct bible studies with them.
6. To develop appropriate materials and resources and mentoring and coaching opportunities to ensure success in the Connect and Share, Proclaim and Reap and Conserve and Disciple initiatives.
7. To assist Pastors in contextualizing the Lord Transform Me initiative and develop their own implementation strategic plan.
8. To train Unions and local fields Evangelism Training and Development directors, pastors and local church LTM team members to effectively execute their duties.
9. To encourage the members to enhance their personal spiritual lives by taking adequate time each day for reflection and meditation.

10. To train individuals within the organization to hone their leadership skills, innovate, lead groups and ministries and effectively manage in times of change to realize desired outcomes.

Connect and Share:

1. To help both members and non-members to deal with their social, physical and emotional issues.
2. To encourage non-Adventists to develop interest in spiritual matters and assume intimate relationship with the Lord.
3. To help every congregation to determine the best possible method to attract the attention of individuals and organizations outside the Adventist faith and build friendly relationships with them.
4. To help every member to determine the best possible method to attract the attention of other members of the Church and develop friendly relations with them.
5. To help every member to determine the best possible method to attract the attention of persons outside the Church and develop friendly relations with them.
6. To encourage every member of the church to have at least two Contact and Share Associates at all time. One should be a member of the Church; the other should be a non-member who is a prospect for church membership.

Proclaim and Reap:

1. To train and equip pastors to proclaim the gospel of Christ and reap souls for His kingdom.
2. To train and equip pastors to train and equip their members to proclaim the gospel of Christ and reap souls for His kingdom.
3. To train Pastors to conduct regional Proclaim and Reap campaigns in their pastoral districts.
4. To determine the most appropriate time each year to conduct Proclaim and Reap campaigns.
5. To conduct annual Proclaim and Reap campaigns at the local Church/Pastoral district, local field, Union and Division levels each year.
6. To train a cadre of members to serve in various categories in an evangelistic Proclaim and Reap campaign.
7. To determine a special financial plan for each Special Proclaim and Reap Campaign

8. To encourage each Union to strategize in order to realize an annual 8% increment in baptisms.

Conserve and Disciple:

1. To devise relevant methods to Conserve and Disciple all the newly baptized members of the church.
2. To assign an individual special responsibility in each local church to coordinate the Conserve and Disciple initiative.
3. To engage various ministries of the church to develop specific conserve and disciple initiatives relevant to the membership category that they serve.
4. To provide recognition and appreciation to employees and laity for their involvement in the mission of the Church.

LORD TRANSFORM ME STRATEGIC INITIATIVES

Transform and Live

A special study of the Righteousness of Christ, Revived by the Word Reading plan, Study of the Fundamental beliefs of the Church, ongoing prayer initiatives and faithfulness to the Lord and His Mission. “See how great a love the Father has bestowed on us, that we would be called children of God; and such we are. For this reason the world does not know us, because it did not know Him. Beloved, now we are children of God, and it has not appeared as yet what we will be. We know that when He appears, we will be like Him, because we will see Him just as He is. And everyone who has this hope fixed on Him purifies himself, just as He is pure” (1 John 3:1-3).

Transform and Live Objective #1:

To provide bible-reading initiatives that will inspire and motivate every member of the Church to develop a personal bible reading routine that will help them to increase their bible knowledge and apply the word of God to their personal life.

1.1 - Revived By His Word

A special bible reading plan called Revive by His word shall be an ongoing program of the church for this quinquennium. “See how great a love the Father has bestowed on us, that we would be called children of God; and such we are. For this reason the world does not know us, because it did not know Him. Beloved, now we are children of God, and it has not appeared as yet what we will be. We know that when He appears, we will be like Him, because we will see Him just as He is. And everyone who has this hope fixed on Him purifies himself, just as He is pure” (1 John 3:1-3).

Transform and Live Objective #2

To engage the members in a special study of the Righteousness of Christ and encourage them to follow the lifestyle of Christ each day.

2.1 - The righteousness of Christ

Between June 1, 2016 and December 31, 2016, a special study of the Righteousness of Christ will be conducted in each local church. An elder should be assigned the responsibility to coordinate this initiative. This theme shall be the subject of study for daily worship at work among employees in all institutions and organizations of the Church within the Division. Pastors, Elders and those who use the pulpit within our churches shall present messages on this theme. The Division shall make materials on this subject available to all pastors, church leaders, organizations and institutions and where possible to all members through technology or other means. “But now apart from the Law the righteousness of God has been manifested, being witnessed by the Law and the Prophets, even the righteousness of God through faith in Jesus Christ for all those who believe; for there is no distinction; for all have sinned and fall short of the glory of God,…” (Romans 3:21-23).

Transform and Live Objective #3

To encourage the members to enhance their knowledge of the ministry and counsels of Ellen White and to make personal applications to their lives and ministry.

3.1 - Spirit of Prophecy

Each local church shall encourage every member to acquire the “Believe His Prophets” initiative of the church by following the daily reading guide. Someone in each Church should be assigned the responsibility to coordinate this initiative. In places where it is possible, the ministries of the local church may coordinate such initiative. This initiative shall continue throughout the quinquennium.

Transform and Live Objective #4

To engage the members in a renewed study of the twenty eight fundamental beliefs of the Church.

4.1 - Fundamental Beliefs

Between January 2017 and April 2019 one of the Fundamental doctrines of the church shall be studied in each church and institution within the Division on a monthly basis. This shall also be coordinated by one of the elders at the local church level. “Study to shew thyself approved unto God, a workman that needeth not to be ashamed, rightly dividing the word of truth” (2 Timothy 2:15).

Transform and Live Objective #5

To encourage the members to enhance their personal prayer life through ongoing prayer initiatives.

5.1 - Lord Transform Me Prayer Initiative

The special prayer initiative “Lord Transform Me” shall be organized in each local church, institution and organization of the Division. Someone shall coordinate this initiative at all levels. This shall be a major prayer theme in all the churches throughout the quinquennium. Every Friday night in each home,

neighborhood and relevant locations, “Lord Transform Me” prayer sessions shall be held. These can be personal, small groups and/or congregational spiritual encounters. These shall help all participants to focus on their personal need for spiritual transformation, faithfulness and participation in the Mission of Christ, whereby the Holy Spirit can truly accomplish the work in them and use them in service to others. “Lord Transform Me” will integrate the United in Prayer Concept of the church. “When He came into the house, His disciples began questioning Him privately, "Why could we not drive it out?" And He said to them, "This kind cannot come out by anything but prayer" (Mark 9: 28-29).

5:2 - LTM Prayer Team

Every level of the organization should have a Lord Transform Me prayer team that will constantly intercede with the Lord for transformation to be realized at the personal and corporate level.

Transform and Live Objective #6

To encourage every member of the Church to live a life of faithfulness to the Lord in the way they manage their talents, time, resources and body temple and serve the church and others.

6.1 - Faithfulness of all members

The faithfulness of members shall be an ongoing theme that is preached, and that is the center of all prayer initiatives. Between May 2019 and December 2019, there will be a special study of this theme in all churches and institutions. The Division shall make materials available on this subject, which will cover principal areas of the life of each member including how they manage all the resources that the Lord has made available to them. “Do not fear what you are about to suffer. Behold, the devil is about to cast some of you into prison, so that you will be tested, and you will have tribulation for ten days. Be faithful until death, and I will give you the crown of life. 'He who has an ear, let him hear what the Spirit says to the churches. He who overcomes will not be hurt by the second death” (Revelation 2:10-11)

Transform and Live Objective #7.

To encourage worship leaders in all churches to improve the worship services through enhancing the elements of each worship service so as to create a transformational experience for worshipper.

7:1 – Spiritually Enhanced Worship Experiences

Each local church should have individuals responsible for evaluating the elements of worship and to determine how those elements and the entire atmosphere can be enhanced to create transformational worship experiences that will inspire the Transform and Live experience of every member.

7:2 – Music and the LTM Initiative

Music is a powerful means of bringing inspiration to the heart, educating the emotion, training the intellect and building a repertoire of bible knowledge. Creating music that

teaches the fundamental beliefs of the Church is a great way to help members to understand and share the fundamental beliefs of the church.

Explore and Learn:

Every member should be invited to explore their strengths and growth areas in order to utilize their strengths in a meaningful way to increase their faithfulness to the Lord and to participate in His cause. As they consider the various mission opportunities in the church, and identify areas of interest to participate, they should seek training to develop competencies, skills, concepts and principles in order to effectively participate in the mission. “About this we have much to say, and it is hard to explain, since you have become dull of hearing. For though by this time you ought to be teachers, you need someone to teach you again the basic principles of the oracles of God. You need milk, not solid food, for everyone who lives on milk is unskilled in the word of righteousness, since he is a child. But solid food is for the mature, for those who have their powers of discernment trained by constant practice to distinguish good from evil” (Hebrew 5:11-14 ESV).

Explore and Learn Objective #1.

To assist every member of the Church to identify his or her talents, passion, interests and spiritual gifts.

1:1 – Spiritual Gifts Inventory

Every Pastor should have a spiritual gifts inventory done with their members to help them to determine their spiritual gifts and to engage them in the mission of the organization in ways that they are able to use their gifts.

Explore and Learn Objective #2.

To train them to utilize their talents, gifts and skills in fulfilling their role in the execution of the mission of the Church.

2:1

2:2

Explore and Learn Objective #3.

To conduct relevant surveys within the church and the wider community to determine social and other needs as available resources in order to address deficiencies and affirm strengths.

3:1

3:2

Explore and Learn Objective #4.

Develop curriculum and structure training modules based on perceived needs, to equip members with requisite skills and competencies to make meaningful impact in fulfilling the mission.

4:1

4:2

Explore and Learn Objective #5.

Train members how to attract the interest and attention of Non-Adventists and conduct bible studies with them.

5:1
5:2

Explore and Learn objective #6

To develop appropriate materials and resources and mentoring and coaching opportunities to ensure success in the connect and share, proclaim and reap and conserve and disciple initiatives.

6:1 – Resources

For effectiveness in each of the five components of this program, practical, relevant and suitable resources are needed. Local Churches, Local Fields, Unions and the Division must explore, innovate and create resources applicable for execution of the program.

Each of these four entities must coordinate as best as possible to provide funding for the development of materials and resources to execute the program. The Division has a limited budget from which it can contribute to Union proposals for the development or procurement of materials and resources to execute this program. Unique LTM Mission projects with potential to reach and reap many souls to Christ may also be considered. The Division's contribution will be available for projects, materials and resources that will fulfill specific aspects of the LTM initiative. These must be thoroughly tested and proved to be valuable and essential to the program.

The Division will determine which proposals it will be able to participate in funding. Proposals must be presented to the Division through the Union with a detailed budget identifying specifically the contributions from other entities of the organization on a funds matching basis. Proposals from the local field must have proposed funding from at least the local field, and the Union. All materials and resources for consideration must be transferable for LTM execution in other territories. Some examples of materials, resources and projects that may be considered for funding are:

1. Development of new Bible Lesson Series
2. Development of new series of Evangelistic Sermons
3. Development of new sermon graphics
4. Development of relevant trainers and trainee's manuals to address specific areas of LTM.
5. Development of a series on the Righteousness of Christ that members of the local church can understand and make personal application to their lives.
6. Practical ways to contact and share on a spiritual and social level with non-Adventists
7. Realistic ways to connect with inactive members of the church and get them engaged.
8. Unique Mission initiative with potential to baptize large number of souls.
9. Development of LTM Software for marketing, connecting, content sharing, information gathering, witnessing, reporting, etc.
10. Development of LTM Application for iPad, iPhones, etc.
11. Development of video clips or visual presentations to complement sermon presentations
12. Development of Sermon illustrations.

Explore and Learn objective #7

To assist Pastors in contextualizing the Lord Transform Me initiative and develop their own implementation strategic plan.

7:1 – Lord Transform Me discussion and Contextualization

The Assistant to the President of the Division for Evangelism training and development shall convene Pastoral Evangelism Consultation and Strategic planning in each Union to engage the pastors in discussion and to further define and explain the initiative. This meeting will clarify the direction of this quinquennial initiative, answer questions and guide the process in contextualizing this initiative for each Union, Local Field and Pastoral District. All Pastors, administrators and departmental directors of each Union and local field shall participate in these meetings.

7:2 – Lord Transform me Strategic Plan

Through break out sessions, administrators, departmental leaders, and district/church pastors will initiate, complete or edit their Lord Transform Me Strategic plan.

Explore and Learn objective #8

To train Unions and local fields Evangelism Training and Development directors, pastors and local church LTM team members to effectively execute their duties.

8:1 - Training and Development Program for Union Evangelism Directors

The Assistant to the President for Evangelism, Training and Development in the Division is responsible for the training and development of all the Union Assistants to the President for Evangelism, Training and Development.

8:2 - Training and Development Program for the local field Evangelism Directors

The Union Assistant to the President for Evangelism, Training and Development is responsible for the training and development of all local fields Evangelism Directors. They will conduct training for their directors based on the material and resources made available to them during their training program.

8:3 - Training and Development Program for Church Pastors

The local field evangelism training and development director with the assistant of the Union director will train each church/district pastor for the effective implementation of the program in their local congregation.

8:4 - Training and Development Program for LTM Leadership team in the local Church

The church pastor assisted by the local field evangelism personnel and the personal ministries director will assist the pastor in training the members of the LTM team of the church for the effective implementation of the program in the local congregation.

8:5 – Training the Pastor and the LTM Team

The Pastor and LTM team members are responsible for the training of the members of the church to fulfill their function in the LTM Mission initiatives and the general LTM program.

8:6. – Guest Trainers

Guest trainers and other experienced employees and church members must be recruited and fully utilized to compliment the identified trainers at all levels. Only by intentional recruiting and training of the members of the church to participate in this initiative, empowered by the Holy Spirit can true success be ascertained.

Explore and Learn Objective #9

To encourage the members to enhance their personal spiritual lives by taking adequate time each day for pause, reflection and meditation.

9:1 – Daily Reflection

Every members should develop a daily personal reflection schedule to consider their inner life and determine areas that they need to pray for personal transformation. Where necessary, they seek assistance or training to acquire relevant skills and competencies. A member of the LTM team should be responsible for motivating the members to participate in this daily personal reflection.

Explore and Learn Objective #10.

To train individuals within the organization to hone their leadership skills, innovate, lead groups and ministries and effectively manage in times of change to realize desired outcomes.

10:1 – Departmental training initiatives

Each department of the church must train leaders and volunteers to fulfill the goals of the department. Every special initiative or project that is launched must have a training component to equip members for effective service.

Connect and Share:

Principally, this is about preparing individuals to accept Christ as their Savior and become members of the Seventh-day Adventist Church. This Connect and Share approach is about a) helping others deal with their social, physical and emotional issues, b) encouraging others to take interest in spiritual matters and assume intimate relationship with the Lord. “Now after this the Lord appointed seventy others, and sent them in pairs ahead of Him to every city and place where He Himself was going to come. And He was saying to them, "The harvest is plentiful, but the laborers are few; therefore beseech the Lord of the harvest to send out laborers into His harvest..." Luke 10:1-2).

Connect and share Objective #1.

To help both members and non-members to deal with their social, physical and emotional issues.

1:1

1:2

Connect and share Objective #2.

To encourage Non-Adventists to develop interest in spiritual matters and assume intimate relationship with the Lord.

2:1 – Adventist professionals, businesspersons, volunteers, skilled and career members
Every Adventist professional, businesses, skilled and career members should develop special initiatives to utilize their strengths, competencies and capacity to connect with non-Adventists develop relationships with them and share with them the amazing love of God.

2:2 – Community Volunteer Services

Adventist professionals, businesspersons, skilled, volunteers, and career members must be organized to provide voluntary goods, resources and services on a monthly basis or periodically to the needy and dispossessed in the local communities.

Connect and share Objective #3.

To help every congregation to determine the best possible method to attract the attention of individuals and organizations outside the Adventist faith and build friendly relationships with them.

3:1 – Train Members for Connect and Share Initiative

Every member of the church should be invited and trained to participate in Connect and Share initiatives.

Connect and share Objective #4.

To help every member to determine the best possible method to attract the attention of other members of the Church and develop friendly relations with them.

4.1 – Connect and share with other members

Every Union, local field and local congregation should determine the best possible method to attract the attention of individuals within the faith and determine how to build friendly relationships. For effectiveness, the members should be trained for this initiative.

4.2 – Connect and Share Member Associate

Every member of the church should have at least one Contact and Share Associates within the Church. This member shall be the “Lord Transform Me” Prayer Associate. Every member of the Church should always have at least one Contact and Share Associate. They should work together as soul winning partners as well.

4:3 LTM Connect and Share Volunteers

Every Church, ministry and institution should have volunteers who are trained and knowledgeable about the LTM initiative and who will contact other members and non-members where applicable and educate them or market the initiative to them.

Connect and share Objective #5.

To help every member to determine the best possible method to attract the attention of persons outside the Church and develop friendly relations with them.

5:1 - Non-Adventist Contact and Share Associate

Every member of the church should have at least two Contact and Share Associates. One should be a non-member. The non-member shall be the soul winning mission contact. Every effort should be made under the direction of the Holy Spirit to reap the non-Adventist into the body of Christ and membership of the SDA Church. As soon as the non-Adventist Contact and Share Associate is baptized into the Church, the member should add another, while keeping the relationship with the new member in order to assist in conserving and discipline the individual. Every member of the Church should always have at least one non-member Contact and Share Associate.

5:2 – Bible Studies with Non-Member

After friendly relations are established, they should begin to share Bible knowledge with them and eventually conduct selected series of Bible lessons with them. Through these Bible lesson series they are encouraged to assume close relationships with the Lord.

5:3 – Connect and Share Bible study through Media

Every Radio, TV and cable channel program should offer to the audience a Bible Study. Where possible, each program should devise it own Bible study.

5:4 – Connect and Share Resources

Organization is important before going forward. There should be appropriate and sufficient materials and resources provided as well as mentoring and coaching in order to ensure success in the Connect and Share stage.

5:5 – Connect and Share as preparation for Proclaim and Reap

Before every evangelistic Proclaim and Reap program is held, proper and well prepared and executed Connect and Share programs should be done.

Connect and share Objective #6.

To encourage every member of the church to have at least two Contact and Share Associates at all time. One should be a member of the Church; the other should be a non-member who is a prospect for church membership.

6:1

6:2

Proclaim and Reap:

Pastors have major responsibilities in organizing themselves and members of the Church for effective personal and public evangelism, which are intended to reap souls for the Kingdom. Public evangelism is the most effective method of speaking to and persuading both small and large groups of individuals to Christ in a single experience. Preachers need to spend time to qualify themselves to conquer their fears and engage in this divine activity. The Old Testament makes it evident that God used His mouthpieces in public proclamation to declare His messages. Jesus proclaimed the message publicly and did so in collaboration with His followers.

The Apostles also were involved in public evangelism and the mandate is given to all believers likewise. Preachers must determine that by the grace of God they will claim the Power of the Holy Spirit, prepare themselves and their teams, and go forward to proclaim the gospel through public evangelism. Effective evangelistic invitations that produce good results depend on persistent prayer, personal and field preparations, clear content, clear language, and clear directions. Preachers must be decisive, bold and fearless to extend the invitation to others.

Proclaim and Reap Objective #1.

To train and equip pastors to proclaim the gospel of Christ and reap souls for His kingdom.

1:1

1:2

Proclaim and Reap Objective #2.

To train and equip pastors to train and equip their members to proclaim the gospel of Christ and reap souls for His kingdom.

2:1

2:2

Proclaim and Reap Objective #3.

To train Pastors to conduct regional proclaim and reap campaigns in their pastoral districts.

3:1

3:2

Proclaim and Reap Objective #4.

To determine the most appropriate time each year to conduct proclaim and reap campaigns.

4.1 – Proclaim and Reap Schedules

Each Union, local field and congregation should determine a time each year to conduct intensive Proclaim and Reap impacts.

- 4.2 The place where these special impacts will be held should be determined at least one year in advance and intensive Contact and Share initiatives conducted by the members to adequately prepare people for decision making during the Proclaim and Reap.

Proclaim and Reap Objective #5.

To conduct annual Proclaim and Reap campaigns at the local Church/Pastoral district, local field, Union and Division levels each year.

5.1 - An annual Proclaim and Reap campaign

An annual Proclaim and Reap campaign shall be held at the local

Church/Pastoral district, local field, Union and Division levels each year. This shall be an evangelistic apprenticeship training initiative conducted to achieve greater effectiveness in soul winning. The Proclaim and Reap training shall cover relevant topics that will enable pastors/evangelists to connect with their congregants through preaching, connect the people to Christ, present testing truths, address the social and spiritual needs of congregants, present hope and reap decisions for baptisms. These Proclaim and Reap campaigns shall be for duration of not less than two weeks. Other specialists in selected areas shall engage the participants in training according to their areas of interest and passion. These annual Proclaim and Reap campaigns shall be:

- i. Local Proclaim and Reap Campaign
- ii. Regional Proclaim and Reap Campaign
- iii. Union/Division Proclaim and Reap Campaign

5.2 – The Annual Regional Local Field Proclaim and Reap Campaign

The Annual Regional Local Field Proclaim and Reap Campaign shall be an initiative of each local field. Attendees to these campaigns shall be members of the Church and non-members. The intent is to baptize a significant number of persons and at the same time provide apprenticeship training for:

- i. District/Church pastors of the zone, region or local field
- ii. Ministerial Students in training
- iii. Prayer Coordinators
- iv. Lay evangelists
- v. Lay Bible Workers
- vi. Conference employed Bible Workers
- vii. Lay Witnesses
- viii. Technology in Evangelism Providers

5.3 - The Annual Church/District Proclaim and Reap Campaign

The Annual Church/District Proclaim and Reap Campaign shall be an initiative of each local church or pastoral district. The attendees to these campaigns shall be members of the church and non-members. The intent is to baptize a significant number of persons and at the same time provide apprenticeship training for:

- i. Lay evangelists
- ii. Lay bible Workers
- iii. Lay Witnesses
- iv. Prayer Coordinators
- v. Technology in Evangelism Providers

The pastor of the church or district shall mirror the training conducted at the regional level in their church/district Proclaim and Reap campaign. Where possible, it is expected that the pastor will improve the model of the Proclaim and Reap campaign that was held at the regional level.

5.4 - The Annual Union/Division Proclaim and Reap Campaign

The Annual Union/Division Proclaim and Reap Campaign shall be a Division wide

Proclaim and Reap initiative. The Assistant to the President for Evangelism in each Union and the Division shall coordinate this activity in the selected Union territory. The culmination of this coordinated initiative shall be carried live by satellite from a principal site in the Division. Each year, all the Unions will be invited to participate in the Proclaim and Reap Initiative at the principal site selected by the Division. There shall be annual collaboration among the Unions of the Division to assist each other in the Proclaim and Reap initiatives to be held at each principal site. Attendees for training at the Union/Division Proclaim and Reap Campaigns shall be:

- i. Union Assistants to the President for Evangelism
- ii. Chosen local field evangelism directors
- iii. District/Church pastors of the principal Union where the program is held
- iv. Ministerial Students in training
- v. Prayer Coordinators
- vi. Lay evangelists
- vii. Lay Bible Workers
- viii. Conference employed Bible Workers
- ix. Lay Witnesses
- x. Technology in Evangelism Providers

5.5 - Presenters at the Proclaim and Reap Campaigns

Presenters at the Proclaim and Reap Campaigns shall be:

- i. Evangelism trainers from the Division
- ii. Evangelism trainers from the Union
- iii. Evangelism trainers from the local field
- iv. Local Church Pastors
- v. Guest Evangelists
- vii. Qualified and experienced trainers in the specialized areas

5.6 - The Principal site for the Union/Division Proclaim and Reap annual program

The Principal site for the Union/Division Proclaim and Reap annual program shall be as follows:

- i. 2016 - East Venezuela Union
- ii. 2017 - Inter-Oceanic Mexican Union
- iii. 2018 - Haitian Union
- iv. 2019 - Atlantic Caribbean Union
- v. 2020 - South Central American Union

5.7 - The annual Proclaim and Reap initiatives shall be held in conjunction with the annual LORD Transform ME Convention

Proclaim and Reap Objective #6.

To train a cadre of members to serve in various categories is an evangelistic proclaim and reap campaign.

6:1

6:2

Proclaim and Reap Objective #7.

To determine a special financial plan for each Special Proclaim and Reap Campaigns

7.1 - Financing the Regional Proclaim and Reap Campaigns

- A. The regional campaigns shall be financed by:
 - 1. Funding from the local fields
 - 2. Contributions from participating churches
 - 3. Members evangelism contribution
 - 4. Special Evangelism fundraising projects
 - 5. Union Contribution
 - 6. Other

NB. The Division shall contribute up to a maximum of one thousand dollars to one such campaign in each Union annually. To qualify for this assistance, the project must be submitted on the prescribed form from the Division detailing all the required information.

7.2 – Financing the annual Church/District Proclaim and Reap Campaign

- B. Annual Church/District Proclaim and Reap Campaign shall be financed by:
 - 1. Funding from the local field
 - 2. Contributions from participating churches
 - 3. Members evangelism contribution
 - 4. Special Evangelism fundraising projects
 - 5. Other

Proclaim and Reap Objective #8.

To encourage each Union to strategize in order to realize an annual 8% increment in baptisms.

8 :1 Pastors develop an action plan to engage all the members in preparing for and involvement in soul winning that will realize annual increments of souls won to Christ.

8 :1 Each local field develops an action plan to engage all the ministries and pastoral districts in preparing for and involvement in soul winning that will realize annual increments of souls won to Christ.

Conserve and Disciple:

In John 15:7 and 8, Jesus said, “If you remain in me and my words remain in you, ask whatever you wish, and it will be done for you. This is to my Father’s glory, that you bear much fruit, showing yourselves to be my disciples” (NIV). John 15:16-17; “You did not choose Me but I chose you, and appointed you that you would go and bear fruit, and that your fruit would remain, so that whatever you ask of the Father in My name He may give to you. This I command you, that you love one another” (NIV).

Conserve and Disciple Objective #1.

To devise relevant methods to conserve and disciple all the newly baptized members of the church

1.1 – Planning Conserve and Disciple Initiatives

Every Proclaim and Reap initiative shall devise a special method to conserve and disciple all the newly baptized members as part of the planning process.

1:2

Conserve and Disciple Objective #2.

To assign an individual special responsibility in each local church to coordinate the conserve and disciple initiative.

2:1 – Responsible personnel

The special laid out Conserve and Disciple program should have individuals specifically assigned to execute it.

Conserve and Disciple Objective #3.

To engage various ministries of the church to develop specific conserve and disciple initiatives relevant to the membership category that they serve.

3:1 – Contextualization of the conserve and disciple initiatives

The needs of individuals are not all identical so it is important to contextualize the Conserve and Disciple initiative to Unions, local fields and communities. However, it is important to have initiatives planned to provide assurance, affirmation, love and support to each of the new believers.

3:2 – Ministries of the Church that should devise special Conserve and Disciple Initiatives

The attrition in our churches is not confined to new members. There are persons in the Church for many years, even decades that apostatize for various reasons. In order to address this issue, Conserve and Disciple programs should be arranged to address the needs of all members. The various ministries of the Church that are expected to plan and initiate conserve and disciple programs are:

- i. Children's Ministries to conserve and disciple children
- ii. Youth Ministries to conserve and disciple young people
- iii. Sabbath School to conserve and disciple all members through study initiatives
- iv. Women's Ministries to conserve and disciple women
- vi. Men's Ministries to conserve and disciple men
- vii. Family Ministries to conserve and disciple couples
- viii. Ministerial Association to conserve and disciple pastors and their family

Conserve and Disciple Objective # 4:

To provide recognition and appreciation to employees and laity for their involvement in the mission of the of the Church.

4:1 - Members Appreciation and Recognition

The Pastor should devise a special appreciation and recognition program for such members who have fulfilled their commitment in the LTM Mission Initiatives. This may be an annual banquet, a formal dinner or some other representable activity. At that occasion, the local Conference should send a representative who will express the sentiments of appreciation to the members on behalf of the Inter-American Division, the Union and the local field administration. Both the Union and the local field will contribute financially to the program. Where applicable, the Inter-American Division will present an Award Pin and/or certificate to each member for their meaningful involvement in the mission of the organization.

4:2 - Pastoral Appreciation and Recognition Plan

Each local field shall plan and execute an annual appreciation and recognition ceremony or banquet for all pastors who have achieved the following objectives within the year:

- Conserve 80% or more of their active members
- Secure the active participation of the 80% active members in the LTM Mission initiatives of the Church.
- Conserve 80% or more of the inactive members and have at least 50% of them participate actively in the LTM Mission Initiatives of the Church
- Increase the membership within the church or pastoral district by 8% annually

Each year, the Union and local field shall contribute financially to a LTM mission project in pastoral districts that are unique and effective in fulfilling the mission and that can be replicated in other pastoral districts. Each local field should provide a personal Appreciation and Recognition gift to the qualified pastors in the form of evangelistic resources or other tangible contribution.

Pastors who maintain this record for at least three years within the quinquennium should be considered for special subsidies to attend the 61st 2020 General Conference Session in Indianapolis, Indiana, United States of America. Each Union and local field should organize ongoing Explore and Learn Initiatives to motivate and equip Pastors to effectively execute the Lord Transform Me Initiative. Qualified pastors who are unable to attend due to legitimate concerns should receive in cash the total amount that would be spent on their travel to Indianapolis.

4:3 - Lord Transform Me Lay Preachers' Appreciation and Recognition Plan

Lay Preachers who conduct Proclaim and Reap Initiatives baptizing 200 or more persons for 4 years within the quinquennium should be invited to attend the 2020 General Conference Session in Indianapolis, Indiana. Each Union and local field must organize ongoing Explore and Learn Initiatives to motivate and equip the lay preachers to effectively execute the Proclaim and Reap component of the LTM initiative. Qualified lay preachers who are unable to attend due to legitimate concerns should receive the total amount in cash that would be spent on their travel to Indianapolis.

4:4 - LTM Appreciation and Recognition Plan for Local Field Evangelism Directors

The Union shall convene an annual Appreciation and Recognition program to recognize the director of each local field. This may be held in conjunction with the Mid-year executive meeting of the Union thus enabling them an opportunity to participate with voice in the committee meetings if they are not already committee members. In order for the director to receive this Appreciation and Recognition, 80% or more of the Pastors in the local field must achieve the 80% or more of the "LTM Mission objectives" and 8% annual growth in baptisms. The Union shall cover all expenses for this activity. The Division will provide recognition pins and/or certificates for them.

4.5 - Lord Transform Me Appreciation and Recognition Plan for Local Field President

The Inter-American Division shall facilitate an annual "Lord Transform Me consultation" in conjunction with the Mid-year executive meeting of the Division. The President of the first local fields in each Union with 80% or more of the Pastors achieving the 80% or more of the

“Conserve and Disciple” objectives and 8% annual growth in baptisms shall participate in the Lord Transform Me consultation and be granted opportunity to participate with voice in the Mid-year executive meeting of the Division. They will cover travel expenses from their local field budget and the Division shall take care of the other expenses.

APPENDIX

IMPLEMENTING “LORD TRANSFORM ME” IN THE LOCAL CHURCH

The Board of each local church shall appoint a “Lord Transform Me” leadership team. The Church pastor shall chair this committee, and where necessary, a vice chair shall be appointed. An elder/leader of the Church shall be responsible as leader of each of the five components of the “Lord Transform Me initiative” In the case of a small congregation, one person may be appointed as leader of more than one component. The leadership team shall be as follows:



The LTM Leadership team shall ensure that all members are nurtured in the faith and that they participate in the life and mission of the church. Each department or ministry of the Church shall be involved in the execution of this initiative. Ultimately, Spiritual Growth, Soul Winning and Consolidation of Members are the three major outcomes anticipated at the local church level.

LORD TRANSFORM ME AND THE MINISTRIES OF THE LOCAL CHURCH

Most ministries in the local church already have a committee to plan and execute the programs and activities to fulfill their mission. The LTM leadership team shall ensure that each of such committees meet and determine the objectives, plans and project of the Ministry in respect of the Lord Transform Me initiative. The director of each Ministry shall submit such objectives, plans and projects on the prescribed form to the leader of each of the “Lord Transform Me” Component leaders. Each leader will take the report to the LTM Leadership Team Meeting for

discussion, analysis and scheduling.

EMPHASIS OF MINISTRIES IN LORD TRANSFORM ME

TRANSFORM AND LIVE

1. Children Ministry
2. Youth Ministry
3. Family Ministry
4. Education
5. Sabbath School
6. Women Ministry
7. Men's Ministry
8. Public Campus Ministry
9. Stewardship Ministry

EXPLORE AND LEARN

1. Personal Ministries
2. Children Ministry
3. Youth Ministry
4. Health Ministry
5. Women Ministry
6. Men's Ministry
7. Adventist Mission

CONTACT AND SHARE

1. Personal Ministry
2. Children Ministry
3. Youth Ministry
4. Women Ministry
5. Men's Ministry
6. Publishing Ministry
7. Health Ministry
8. Communication
9. Family Ministries
10. Religious Liberty
11. Community Services

NB. The Personal Ministries team must help the ministries in organizing, and training the children, youth, women and men for effectiveness in the areas of evangelistic preaching, Bible instruction and general evangelistic witnessing.

PROCLAIM AND REAP

1. Personal Ministry
2. Children Ministry

3. Youth Ministry
4. Women Ministry
5. Men's Ministry

CONSERVE AND DISCIPLE

1. Personal Ministry
2. Sabbath School
3. Children Ministry
4. Youth Ministry
5. Women Ministry
6. Men's Ministry
7. Special Needs

MISSION FOCUS LTM MINISTRIES CONGRESS

Each major program or congress of each department or Ministry of the Church shall have a dimension in which non Seventh-day Adventists are invited to participate in “Transform and Live” or “Connect and Share” programs or impacts. For example, all congresses should have the participation of non-Adventists doing community impact initiatives along with the members, and participating in other aspects of the program according to organized plans. Through observations and participation, it is expected that these non-Adventists will develop interest in the Adventist Church, the beliefs of the church and membership in the Church

EXAMPLE OF A MISSION FOCUS PATHFINDER CAMPOREE

Where it is anticipated that 2,000 Adventist young people participate in a pathfinder camporee, provision shall be made for an additional number, no less than 10% non-Adventist participants. This program should be well marketed to youth groups within the community of the country to have them participate as observers. They will participate in the Contact and Share Community Initiative that will be associated with that camporee to fulfill social needs within that community where the program will be held. These non-Adventists will also participate in activities other than intentionally planned activities and events in the camporee. All members should be aware that this is a mission initiative where non-members of the church are present with the expectation that they will all deport themselves as true witness of Christ.

LORD TRANSFORM ME PASTORAL STRATEGIC PLAN

Every Church Pastor is expected to develop a LTM Strategic Plan for his/her local church or Pastoral District. Based on a SWOT analysis of the local church and pastoral district, the plan should include action plans and strategic outcomes in all five components of the LTM program. The Evangelism director of the local field shall work along with each pastor in the development of such strategic plan. The director shall provide training for the pastors in the development of such strategic plan. The Union Director shall work along with the local field director in preparing the training of such pastors for the development of the plan. The local field director shall provide supervision and support to the pastor in the implementation and execution of such strategic plan.

LORD TRANSFORM ME LOCAL FIELD STRATEGIC PLAN

Every local field is expected to develop a LTM Strategic Plan for the entire territory. Based on a SWOT analysis of the local territory, the plan should include action plans and strategic outcomes

in all five components of the LTM program. The Evangelism director and president of the local field shall work together along with other officers and departmental leaders in the development of such strategic plan. The Union evangelism director shall provide training and assistance for the directors and other personnel at the local field level in the development of such strategic plan. The Union director shall provide supervision and support to the local field director in the implementation and execution of such strategic plan.

LORD TRANSFORM ME UNION STRATEGIC PLAN

Every Union is expected to develop a LTM Strategic Plan for the entire Union territory. Based on a SWOT analysis of the territory, the plan should include action plans and strategic outcomes in all five components of the LTM program. The Evangelism training and development director and president of the Union shall work together, along with other officers and departmental leaders in the development of such strategic plan. The Division evangelism training and development director shall provide training and assistance for the directors and other personnel at the Union level in the development of such strategic plan. The Division director shall provide supervision and support to the local field director in the implementation and execution of such strategic plan.

LORD TRANSFORM ME CONGRESSES

During the Quinquennium, Lord Transform Me Congresses, retreats, summits and conventions shall be held at the Division, Union, and local field levels. These shall be held as joint Ministries Mission programs to inspire spiritual growth, train members and employees for mission fulfillment, celebrate achievements and recognize outstanding efforts and accomplishments in each of the five areas of the “Lord Transform Me” initiative.

LORD TRANSFORM ME CONVENTIONS

The Division shall conduct an annual Division-wide Lord Transform Me Convention that highlights, affirms and celebrates the outcomes of each of the five principal components of the Lord Transform Me Initiative. Each Union and local field may conduct their own Lord Transform Me Convention to commemorate, affirm and celebrate effective outcomes in the five principal components of this initiative. At each Lord Transform Me Convention, there will be a special launch of the various **Transform and Live** component, which shall be as follows:

- | | | | |
|----|------|-------------------------|-----------------------------|
| 1. | 2016 | Righteousness of Christ | East Venezuela Union |
| 2. | 2017 | Doctrinal Study Part 1 | Inter-Oceanic Mexican Union |
| 3. | 2018 | Doctrinal Study Part 2 | Haitian Union |
| 4. | 2019 | Faithfulness to Christ | Bahamas |

ROLE OF BOARDS AND COMMITTEES IN LORD TRANSFORM ME

1. The Church Board shall perform the coordinating and final decision making function in all matters pertaining to the LTM Initiative.
2. The LTM leadership committee shall make recommendations to each Ministry for consideration by such ministry councils or committees concerning the entire LTM initiative. It shall maintain two-way dialogue with each ministry through the relevant representative on the LTM Leadership Team. It shall recommend final actions concerning

LTM initiatives to be taken to the Church Board for approval and final action. This committee shall ensure that there is no conflict in the functions of each ministry and that there is proper coordination, collaboration and scheduling of LTM programs, events and activities. It shall determine, after due process, and recommend to the Board, the specific LTM objectives to be achieved annually. These shall include ,but not be limited to the following:

- a. To develop an LTM Master Plan for the church. This includes establishing the short, medium, and long-term Proclaim and Reap vision for the church.
 - b. To recruit, train, and deploy members of the church to function in the various LTM Mission classifications.
 - c. To provide LTM resources to the members of the church for effective implementation of the five components of the initiatives.
 - d. To educate the members of the church about the LTM initiative in order to create awareness, knowledge for the arousal of interest and participation.
 - e. To create awareness among members of their actual performance in the LTM initiative in comparison to expectations.
 - f. To provide motivation, appreciation and recognition to the members for participation in the LTM initiative of the Church.
 - g. To determine, implement, maintain, and supervise effective LTM initiatives for engaging, nurturing and conserving of new believers.
3. The committee or Council of each Ministry shall ensure proper planning and coordination so that the final actions taken by the Church Board based on LTM recommendations is properly executed.

LORD TRANSFORM ME MISSION INITIATIVE

In order to execute this aspect of the initiative, the “Lord Transform Me leadership team” is expected to determine who are the active and inactive members of the church and seek their engagement. The innovation and creativity of each pastor, Conserve and Disciple leader and the local church “Lord Transform Me Leadership Team” in general will be required for the effectiveness of this program. Chapters 2, 16, 17, and 18 in the book “A Practical Guide to Evangelism, How to Win and Keep New Members” provide a helpful guide in planning and executing the Conserve and Disciple component of the program.

ACTIVE MEMBERS

All active members of the church should be identified and be part of a special program in which they receive discipleship training. Each ministry involved in Conserve and Disciple under the guidance of the Pastor and the LTM team of the church must coordinate efforts for effectiveness. Every active member must be encouraged to determine in what category of mission he or she

will be involved and where necessary, they should be trained to participate. The following are some areas of classification in which active members of the church may be involved in LTM Mission Initiatives:

- Prayer Coordinators
- Evangelistic Preachers
- Bible workers
- Building Social Relations
- Contributing Financially to Social Projects
- Contributing Financially to Evangelistic Projects
- Contributing Required Material Resources
- Providing Technological Services
- Training Members for Service in Specialized Areas
- Serving as Team Leaders for Evangelistic Witnessing
- Providing Support Services in Evangelistic Witnessing
- Clinching Decisions for Baptisms
- Develop and Produce Required Materials and Resources
- Re-engage Inactive Members
- Special Needs Care Givers

INACTIVE MEMBERS

All inactive members of the church should be identified. After the cause of their inactivity is ascertained by intentionally engaging them in dialogue, efforts should be made to address their needs and/or concerns. Where necessary, these individuals should be referred to persons within the Church or relevant professionals, who are able to address their issues. The LTM Leadership team should designate persons who are gifted with the skills, tact and art of persuasion and who are confidential, to address this very delicate area. In the process of engaging these inactive members, they should be encouraged to participate in the Transform and Live activities of the Church as well as be involved in Lord Transform Me Mission Initiatives.

PROCLAIM AND REAP

Each Pastor must determine the number of “Proclaim and Reap” initiatives they will conduct each year as a result of the strong LTM program in their districts. This will be dependent upon the number of Active and Inactive members they are able to disciple and encourage to participate actively in the LTM Mission Initiatives. Through this program, there should be significant increases in the number of new members added to the Church each year.

DIRECTING THE LORD TRANSFORM ME INITIATIVE

The Assistant to the President for Evangelism, Training and Development shall direct the LTM initiative at the Division and Union levels. Each local field shall assign this responsibility to a director who is able to give effective leadership, direction and coordination. The local church board must appoint an elder as the general coordinator who will also serve as the Vice Chair of the LTM team. The Church Board also appoints a leader for each of the five components. The Pastor of the Church has the ultimate responsibility of ensuring that all the dimensions of LTM function effectively in the church. On that basis, the pastor is the chair of the LTM team. Other members of the LTM team are the five elders/leaders who are appointed by the Church Board as leaders of the five components. Spiritual Growth, Soul Winning and Consolidation of all

members are the three principal desired outcomes of this initiative.

LORD TRANSFORM ME REPORTING SYSTEM

LTM Component leaders must serve as counselor, mentor, guide and motivator to the ministries that fall under the ambit of their leadership and collect reports from such ministries which must be presented to the leadership team which in turn will complete a general report of the LTM initiative for the local conference, Union and the Division.

LTM MISSION CLASSIFICATION REPORT FORM

Name of local Church: _____

Name of local Church LTM leader: _____

This form must be completed by the LTM Leader of the local church and sent to the local field LTM director.

No	LTM Mission Classification	No. Of Active Members	No. Of Inactive Members	No. Of Baptisms
1	Number of members			
2	Prayer Coordinators			
3	Evangelistic Preachers			
4	Bible workers			
5	Building Social Relations			
6	Contributing Financially to Social Projects			
7	Contributing Financially to Evangelistic Projects			
8	Contributing Required Material Resources			
9	Providing Technological Services			
10	Training Members for Service in Specialized Areas			
11	Serving as Team Leaders for Evangelistic Witnessing			
12	Providing Support Services in Evangelistic Witnessing			
13	Clinching Decisions for Baptisms			
14	Develop and Produce Required Materials and Resources			
15	Re-engage Inactive Members			
16	Special Needs Care Givers			

17	Total			

LTM MISSION CLASSIFICATION REPORT FORM

Name of Local Field: _____

Name of local Field LTM Director: _____

The local field LTM director must collate information from all the churches and send this form to the LTM Director at the Union.

No	Classification	No. Of Active Members	No. Of Inactive Members	No. Of Baptisms
1	Number of members			
2	Prayer Coordinators			
3	Evangelistic Preachers			
4	Bible workers			
5	Building Social Relations			
6	Contributing Financially to Social Projects			
7	Contributing Financially to Evangelistic Projects			
8	Contributing Required Material Resources			
9	Providing Technological Services			
10	Training Members for Service in Specialized Areas			
11	Serving as Team Leaders for Evangelistic Witnessing			
12	Providing Support Services in Evangelistic Witnessing			
13	Clinching Decisions for Baptisms			
14	Develop and Produce Required Materials and Resources			
15	Re-engage Inactive Members			

16	Special Needs Care Givers			
17	Total			

LTM MISSION CLASSIFICATION REPORT FORM

Name of Union: _____

Name of Union LTM Director: _____

The Union LTM director must collate information from all the local fields and send this form to the LTM Director at the Division.

No	Classification	No. Of Active Members	No. Of Inactive Members	No. Of Baptisms
1	Number of members			
2	Prayer Coordinators			
3	Evangelistic Preachers			
4	Bible workers			
5	Building Social Relations			
6	Contributing Financially to Social Projects			
7	Contributing Financially to Evangelistic Projects			
8	Contributing Required Material Resources			
9	Providing Technological Services			
10	Training Members for Service in Specialized Areas			
11	Serving as Team Leaders for Evangelistic Witnessing			
12	Providing Support Services in Evangelistic Witnessing			
13	Clinching Decisions for Baptisms			
14	Develop and Produce Required Materials and Resources			
15	Re-engage Inactive Members			

16	Special Needs Care Givers			
17	Total			

LTM MISSION CLASSIFICATION MEMBERS PARTICIPATION FORM

Name of LTM Component: _____

Name of LTM Component Leader: _____

No	Name of Members	Area of Participation	Special Project
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
14			
15			
16			
17			
18			
19			
20			

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**LTM LEADERSHIP TEAM
MINISTRIES ACTIVITY FORM**

Name of LTM Component: _____

Name of LTM Component Leader: _____

No	Name of Ministry	Name of Project	Objectives	Duration (Date)	No. of Participants
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					

**LTM GENERAL REPORT FORM
FROM LOCAL CHURCH
YEAR _____**

Name of Church: _____

Name of LTM Leaders: _____

LTM Leader's: E-Mail _____ **Telephone:** _____

Quarterly Report: **First Quarter** **Second Quarter**

Indicate the number of members involved in the various components and actual baptismal results.

No	Component	Active Members	Inactive Members	Special Project	No. Of Baptisms
1	Transform and Live				
2	Explore and Learn				
3	Contact and Share				
4	Proclaim and Reap				
5	Conserve and Disciple				
6	Total				

Write a short story of an experience gained from members of your church as they engaged in the LTM Mission Initiatives

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- Fisher, F., L. (1972). Romans. In H. F. Paschall & H. H. Hobbs (Eds.), *The teacher's Bible commentary* (H. F. Paschall & H. H. Hobbs, Ed.) (717). Nashville: Broadman and Holman Publishers
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