



**Arusha Community Church
30th Annual General Meeting**

7th February, 2016

Provisional Agenda

- 30.1 Welcome and opening prayer
- 30.2 Approval of provisional agenda
- 30.3 Correction and approval of 2015 AGM minutes no. 29 – February 2015
- 30.4 Correction and approval of 2015 EGM minutes – May 2015
- 30.5 Introduction of council nominees and distribution of 2016 Council election ballots
- 30.6 Matters arising from 2015 ACC AGM minutes
- 30.7 Collection of 2016 Council election ballots
- 30.8 Communications preference survey – Communications Coordinator
- 30.9 Year 2015 reports – Presentation and Approval
 - A. Chair
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 - C. Christian Education Committee
 - D. Evangelism and Outreach Committee
 - E. Projects and Benevolence Committee
 - F. Administration Report
- 30.10 Distribution of Time and Ability Survey and invitation to join committees
- 30.11 Presentation and approval of Year 2016 financials
 - A. Treasurer and Financial report
 - B. Year 2016 Financial Audit
 - C. Appointment of Auditor 2016
- 30.12 Presentation and Approval of 2016 Budget proposal
- 30.13 ACC Kesho: updates on ACC's Strategic Plan 2015-1017
- 30.14 Announcement of 2016 Council elders
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- Appendix:
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 - c) 2016 Financial Audit report
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30.1 Welcome and opening prayer

30.2 Approval of provisional agenda

30.3 Correction and approval of 29th AGM minutes – February 2015

Minutes of the 29TH Annual General Meeting of Arusha Community Church, 15 February 2015

Attendance: Moira Brehony*, Cifa Chalo*, Amelia Combrink*, Kirstein Combrink*, Fitsimt Dejene*, Rogers Eliau*, Karen Espegnen, Brian Hamgu*, Jeremy Hoover, Lindsay Hoover, Monica John, Goodluck Kaaya*, John Kraft*, Raymond Lema*, Linda Jacobson*, Mark Jacobson*, Janet Makalla*, Penina Makubi*, Edmund Massawe*, Jeremiah Mepukori, Charles Mpanda*, Anne Mpendo*, Peter Msumari, Joseph Mwangi*, Olivier Muhozo*, Barbro Mushendwa*, Joshua Mushendwa*, Esupat Ngulupa, Lisa Peterson*, Sylvie Rosanwo*, Ingrid Sangiwa*, Marilyn Simonson*, Steve Simonson*, Susan Simonson*, Angela Schramm*, Stephan Schramm*, Oscar Tanifum*, Albert Tito*, Martijn Veen*, Martine Veen-van Wolfswinkel*, Wendy Willmore*.

Apologies: Theo Aramuna*, Edward Charles*, Rosemarie Charles, Stella Karamuna*, Margaret Kenyi*, Erwin Kinsey*, Grace Mukoyogo*, Robin Peterson*, Charlotte White*, Thane White*.

* Indicates Voting Member

29.1 Welcome and Opening Prayer

Welcome by John Kraft, vice chair, at 12:05 and opening prayer by Mark Jacobson. John read the purpose of the meeting from the constitution and explained that the chair, Christine Ebong was traveling. Attendance sheet passed around. All are to sign. TAA survey available for all. Green voting cards distributed.

29.2 Approval of Provisional Agenda

Motion by Wendy Willmore; seconded by Oscar Tanifum. Approved by show of cards.

29.3 Correction and Approval of 2014 AGM Minutes No. 28/2014

Correction of spelling Sarah Rejman not Sarah Leyman under PBC report. Motion to accept from Moira Brehony, seconded by Mark Jacobson. The minutes were accepted with the one correction.

29.4 Introduction of Council Nominees and Distribution of 2015 Council Election Ballots

John explained who was leaving and who was continuing on council. The 5 nominations are Moira Brehony, Elizabeth Hudgin, Erwin Kinsey, Kirstein Combrink and Olivier Muhoza. To be elected one needs 2/3rd of voting members present today. Vote for as many as you want. Stephan and Marilyn are scrutinizers and will count ballots. Each nominee present gave a brief introduction.

29.5 Matters Arising from 2014 ACC AGM Minutes: None

29.6 Collection of 2015 Council Election Ballots: Collected

29.7 Year 2014 Reports – Presentation and Approval

A. Chair: John gave the report in place of Christine. Thanks to Linda Jacobson, Marilyn Simonson, Alexis Kwamy and Edmund Ntwale who are leaving council.

B. Worship Committee: Angela Schramm gave the report. One highlight was the leadership workshop which enables new people to be involved. Many new members on the committee. Need more color on the committee! Growing needs. Thanks to the committee from Mark Jacobson, and asked about feedback forms. Are there insights to be shared? In February forms were not given out. Angela shared some comments (music, children, forms are collected and evaluated long term.)

C. Christian Education Committee: Lisa Peterson gave the report. Many members last year. Andy Hinderlie and Bella Dutki left and others came. Challenges from the year before were met. Had enough teachers, crèche coordinator and new committee members. Hard decision to close Growing Vines. Vacation Bible School was held again this past year with 68 children. Question from Marilyn: do kids attend Sunday school without parents at church? Answer: most have parents here.

D. Evangelism and Outreach Committee: Report given by Susan Simonson on behalf of the committee. The 2 main activities are outreach and social events at ACC. No questions.

E. Projects and Benevolence Committee: Report given by Steve Simonson. Many long term members with much experience. This year he noted that budget has gone from 2 million when the committee started to 26 million. ACC is certainly giving to the community. No questions.

F. Administration: Report from Susan Simonson. Think about all that needs to be done at your house. Think about our church home, 250 people on Sunday, 5 committees, and all the tasks needed to be done. Many people help. Susan will be leaving the work and would like to be flexible to travel. Thanks from Linda and John to Susan. We take for granted all that happens without realizing how much needs to be done. The position is special and we ask you pray and consider what person or persons can take on this important calling.

Motion to approve the reports by Susan Simonson, seconded by Angela Schramm. Accepted.

29.8 Distribution of Time and Ability Survey and Invitation to Join Committees

Done. Will be available for the next few weeks.

29.9 Presentation and Approval of Year 2014 Financial Statements

Elizabeth Hudgin is Treasurer; Finance Committee Secretary is Robin Peterson. Both are not present. John presented the reports. When Felicity Wales and Ed Giddens left during the year, Tinus Aucamp, CPA, joined the committee and has been a big help. 2014 had Growing Vines accounts in it and brought some changes, now closed. Good practices are in place.

A. Financial Report: John presented the accounts for the year showing a 9 million surplus. It was noted that over 10% of budget is from tithes from only a couple of families. Internal and external giving was explained. It was noted that ACC tries to keep a certain amount in bank which is sufficient to cover expenses in an emergency.

Correction to p.18 2814 "repairs" is misspelled.

Two comments from Mark Jacobson: 1) Often typical to give previous year to view at the same time as the report. This is on page 20. John answered and explained the difference that Growing Vines accounts made. 2) Income statement. We don't put Advent Giving in church giving. He recommends that this be adopted. The majority considers it giving to ACC and reflects our giving to the community. It is not currently included.

Susan Simonson responded: It used to go into special giving but cannot be estimated. Others responded that there are other designated funds such as Harvest Festival which we can only estimate in our budget and then the expenditure is only what has come in. This request will go to the next facilitator and budget.

It was noted re the Balance sheet: assets at end of the year as shown on p.19 in the booklet were explained. ACC did a new valuation of its fixed assets for proper insurance policies to be in place.

John Kraft shared that for several years ACC hoped to move dollars into interest bearing accounts at the instruction of the congregation. But mutual funds are not available to churches in Africa. There is now a plan to move some funds into a local fixed deposit soon.

Albert Tito; some repairs are needed. Is this in the budget? Yes. In next year's budget.

B. Year 2014 Financial Audit: The auditor was traveling and was unable to complete the report. It is expected to be sent next week. The congregation will need to have an extraordinary AGM briefly after a service with two weeks' notice.

29.10 Presentation and Approval of 2015 Budget Proposal, see pages 20-21

The Finance Committee presented the 2015 Budget for the approval of the AGM. John reminded people that this budget depends on giving from the congregation. The budget is for income of 115 million with 95 from open plate. There will be 5 million carried to 2015 as designated giving. It was noted that extra funds happen at times and usually go to PBC. This past year, 10 million went to NICU at ALMC and 2 million to PBC. The 119 million expenditures in 2014 include 5000 that go into 2015. The surplus goes to reserve and admin usually.

In the past it was decided to keep 3 months expenses policy but the council realizes this needs to also include reserves for various committees or else the work of the church could stop.

Questions: Peter Feer: do we give to the diocese? In 2014 we gave 2 million. In 2015 we will give 2 million. 1.8 will deduct as a liability. It is not required, it is a free will offering.

PBC and External Ministries give most of the external giving. It was celebrated that for the first time in several years, ACC gave over 50% of its budget to the community. (Applause)

Martine asked the cost of the internet of 1 million. Answer: This includes the website which costs most of this. We would like to investigate a hard line or smile service in the future.

Martijn Veen: our church gives away large amounts and this is commendable. Who determines where designated giving goes? Who decides this or PBC? Kraft answered that a Line item was added one year when we realized that council decides where harvest offering goes. It is now separated out so it does not add onto income. This Line item was created to reflect the giving of Carols by Candlelight and Harvest Festival offerings which are given but the amounts are not known until they happen. It does not go thru PBC because large gifts to institutions go thru council.

Sylvie asked why so much to internet. John explained that a communication committee will consider this in the future. Peter Feer: is it possible to give out to organizations other than those traditionally given? Yes. This goes thru each committee, which decides within its mandate. Motion to accept budget from Martijn Veen, second from Mark Jacobson. All accepted with one abstention.

29.11 Presentation, Discussion and Approval of ACC Strategic Plan 2015-2017 (ACC Kesho)

This is very exciting – first time we have done this! Martijn Veen gave presentation and explained that involving many people helped the committee to prioritize things we are not currently doing. We will continue what we are doing. What are the gaps? Two workshops gave us the answers in December and January with more than 30 people involved. The plan has been sent out by email and there is a summary in the AGM report. Vision identified. Core values, group work, 5 goals were set and action steps were put into place. Please see the report. The point was not the document, but to do these exercises together and plan actions we will do and ask “what can I do?” Very interesting result with good participation. Thanks to those who worked on it. Asante sana.

29.12 Announcement of 2015 Council Elders

All five council nominees were elected. See above for names. The 2015 Council will have ten members: Christine Ebong, Edward Charles, Stephan Schramm, Martijn Veen, John Kraft and the five newly elected. Please gather before lunch to set the date of the first meeting.

29.13 Any Other Business

Wendy Willmore thanked those who did ACC Kesho and asked where comments and questions could be directed. See any council member, especially John, Christine and Martijn. This will be presented to the new council for discussion of implementation.

Linda gave thanks to Susan, Fits and Esther for the wonderful editions of Glad Tidings coming out.

Cifa raised the issue of the announcements made at end of service regarding how the congregation and visitors are advised on how to handle individual requests for financial assistance. He hopes we can continue to determine how to do this sensitively. A second point was a suggestion to give the TAA to people who come throughout the year.

Wendy Willmore asked if we can make a list of unmet needs to help to match people with needs. Make a specific list that comes out so people can respond. In GT or announcements?

Charles Mpanda said some people are concerned about the announcement that is made that makes people feel like beggars. It is good to not threaten or offend people. Massawe Edmund pointed out that once it was said to not give your business card but that should be up to the individual. John welcomed the comments and requested that we continue to seek appropriate language to express what we know is needed to prevent begging and requests forced upon visitors.

Sylvie asked about ACC Kesho. What will happen next? Martijn said the council will put a mandate forward with recommendations of how and when to go forward and this will be made known.

Marilyn requested to minute our thanks to Christine Ebong and John Kraft for leadership, as well as other 2014 Council officers, Elizabeth Hudgin and Linda Jacobson.

29.14 Closing Prayer

By Marilyn Simonson at 1:58 pm. Thanks for our body of believers and for the love present. Thanks for council members, strategic plan and for new things that will happen and all that contribute to the body as we work together. Thanks for food and for God's guidance and blessings. Asante. Amen.

Respectfully submitted by:

Linda Jacobson, 2014 Council Secretary
2015 AGM Recording Secretary

John Kraft, 2014 Council Vice Chair
2015 AGM Acting Chair

END OF MINUTES FROM LAST YEAR'S AGM – FEBRUARY 2015

30.4 Correction and approval of 2015 EGM minutes – May 2015

Minutes of ACC Extraordinary General Meeting - Sunday 31st May 2015, after service

Participating voting members: Daniel Charles, Edward Charles, Rosemarie Charles, Rogers Eliau, Goodluck Kaaya, Theo Karumuna, John Kraft, Alexis Kwamy, Edmund Massawe, Eva Munaya, Joseph Mwangi, Edmund Ntwale, Marie-Louise Ruzigamanzi, Marilyn Simonson, Steve Simonson, Susan Simonson, Christine Ebong, Stephan Schramm, Angela Schramm, Martijn Veen, Martine van Wolfswinkel, Charlotte White, Thane White, Wendy Wilmore.

Non-voting members attending: Regina Aluto, Tinus Aucamp, Jasmine Ayende, Yohanna Langoi, Peter Mushi.

1. **Opening** – The chair of ACC Council, Christine Ebong, opened the Extraordinary General Meeting with prayer and handed over to John Kraft, ACC Council Treasurer.
2. **Review and approval of ACC's 2014 Auditor's Report** – John Kraft, ACC Council Treasurer, explained the sole purpose of this Extraordinary General Meeting: The final auditor's report for ACC 2014 accounts was not available at our Annual General Meeting held in February 2015. That report became now available, and must be reviewed and accepted by the congregation. To do this, an ACC Extraordinary General Meeting was called for. Two weeks in advance, on May 14th, all ACC members received an invitation to this meeting by email, together with the following appendices:
 - Auditor's statement;
 - The ACC Council response letter to the auditor's recommendations;
 - The financial documents as presented and accepted at the AGM.

All documentation was also available for review in ACC's office.

During the introduction, an attendance sheet was circulated and filled in by all participants, while all voting members were provided with green voting ballots.

No questions were raised on the process as explained or on the contents of the documentation provided. A motion was proposed by Alexis Kwamy and seconded by Marilyn Simonson to accept the final auditor's report for ACC 2014 accounts. The motion was unanimously accepted by all attending voting members as mentioned above, without any abstentions.

Susan Simonson, ACC Facilitator, recommended continuing with Mwema as the auditing agency of ACC. John Kraft noted that this will be taken to the Finance Committee for their consideration.

3. **Closure** – With the sole agenda item taken care of, John Kraft handed over to Susan Simonson, who closed with prayer.

Respectfully submitted,

Christine Ebong

Chair

Martijn Veen

Secretary

END OF MINUTES FROM LAST YEAR'S EGM – MAY 2015

30.5 Introduction council nominees and distribution 2016 election ballots

30.6 Matters arising from 2015 ACC AGM minutes

30.7 Collection of 2016 Council election ballots

30.8 Communications preference survey – Communications Coordinator

30.9 Year 2015 reports – Presentation and Approval

A. Council Chair - annual report 2015

“This is to my Father’s glory, that you bear much fruit, showing yourselves to be my disciples”, John 15: 8.

There is a song from John 15 that urges us to cling to our Vine so we can truly be who we are called to be. Arusha Community Church has a special purpose for this day and for coming generations. For us to bear much fruit in keeping with our calling, we have to be deeply rooted in Christ. The fruit we produce will be much and it will last and bring a great impact beyond the area of Arusha, Tanzania. But before we cross the borders we have started right here.

Ladies and Gentlemen, Beloved members of Arusha Community Church, I hereby appreciate each of you for playing a part in the great fruit that we bore in the year 2015. From the different places that the Lord put you each one has made all these things possible. I shall mention the Church Council with whom I served:

- Moira Brehony has been our link to the Christian Education Committee
- Edward Charles has been the Council Representative to the Worship Committee
- Stephan Schramm has added a lot of wisdom in several areas and specially given us technical advice in Security related matters
- Kirstein Combrink has been a faithful member of the Worship Committee and gave technical support to the Projector use.
- Elizabeth Hudgin has faithfully been a Council Representative to the Projects and Benevolence Committee.
- Martijn Veen has served as Council Secretary and gave a lot of keen follow up on our progress with the ACC Kesho, Strategic Plan passed at the last AGM held in February 2015.
- Olivier Muhoza has faithfully served on the Evangelism and Outreach Committee and he has been active in organising programs for the youth sports events

- John Kraft has served as the Treasurer of the Council 2015
- Erwin Kinsey has served as Vice Chairperson, 2015
- At the beginning of the year we had Susan Simonson as an ex officio member of Council sitting in her capacity as Church Facilitator
- Following the conclusion of the facilitator search Committee's work, Brenda Kimaro stepped into the role of Council Facilitator and has served faithfully since the Month of May 2015. As the 2015 Church Council we have been blessed to work with two wonderful facilitators during the year.

I ask us all to give a vote of thanks to this dedicated team that I have been so blessed and honoured to serve with as Council Chairperson, 2015.

As the council we are grateful to our families who supported and made it possible for us to give the time needed to serve this year. We have also had total co-operation from all Committees have worked tirelessly and devotedly to make all these targets attainable. We request Committee Chairpersons Angela Schramm, Lisa Peterson, Cifa Chalo and Sarah Lehman, to kindly pass on our appreciation to the respective committees that actualize the plans we make together. The Staff we have on site have worked very hard to keep the premises clean safe and comfortable for everyone. I request that we thank them whenever we are around them. We must recognize and appreciate the church Facilitators that served in the year 2015, Susan Simonson and Brenda Kimaro for their dedicated work and especially for coordination so as to make sure no clashes exist in our operations. We thank the Lord for the smooth transition we had in this regard. We also thank God for keeping Susan within reach for the several gifts she brings to our Church family.

The Council mandate, is laid out in Article IV, clause 3, paragraph iv of the Arusha Community Church Constitution is; (i) to undertake overall spiritual leadership of ACC, (ii) act as trustees on behalf of ACC with regard to transactions and usage of ACC's assets, (iii) present transactions affecting 10% or more of the congregation assets to the congregation for approval, (iv) provide leadership to ACC, (v) delegate and oversee administrative duties and ministries of ACC, and (vi) fiduciary responsibilities with regards to budget and expenditures.

The 2015 council was additionally tasked to follow up and start implementation of the strategic plan, 2015 – 2017(ACC Kesho), with this the setup of a youth ministry, improved ministry toward children, purposefully targeted training and an improved Communication structure, and more purposeful pastoral care and improved opportunities for nurture in Christian growth.

2015 was a challenging year. We had a lot more travels sooner into the year than usual and we had a lot of changes taking place in several families that serve actively at ACC. This affected our expected schedules. Our Council retreat for example had to take place in July instead of March. This notwithstanding, we made an effort to achieve our set goals. Council met twelve times and had quorum at ten of these meetings. Although we were a Church Council of ten, we did our best and whenever it was absolutely necessary we took advantage of technological means of communication and at all times kept as one in prayer for each other and for each one of you. Without God's help we would not have succeeded in our goals. All the glory goes back to Him.

At the Council Retreat held in 2015, we explored the vital subject of Pastoral Care and how to make this more part of who we are as a church family. We have started spreading awareness and giving a home to Pastoral Care in our midst. Working with the Worship Committee and the Christian Education Committee, we shall have a thematic discussion of this area with the next Council overseeing this. At the retreat we discussed the enhancement of team spirit and explored the ACC Kesho workshop at length. This was a great success and a lot has been done to actualize these goals. Please find an update of the ACC Kesho progress in the Annex to the AGM Booklet.

The youth Ministry has been strengthened in 2015. Two sports events took place during the year and the youth have become more involved in worship services and Sunday school. A youth group meets every Saturday to study the word, sing, pray and have Christian fun while discussing interesting topics. Hopefully the 2016 Council will continue to support and guide the youth ministry to achieve even more in the New Year.

During the year we were blessed to appoint a Co-ordinator to handle Communications – our own Church Facilitator, Brenda Kimaro. She has already set to work to investigate opportunities to improve our communications as a whole. We already have a Face book Group that has been fairly active over the year. Better social media avenues are in the process. We are also blessed to have Susan Simonson as Training Co-ordinator. We are hopeful that the Church Council 2016 will continue to support and oversee the work on the ACC Kesho plan and progress.

Like the last Council, we have purposefully emphasized our need to grow deeper in the Word at every opportunity and have seen deeper hunger to know the Lord and be deeply rooted in Him from all angles. We have used the Glad tidings Newsletter to share more on this note. The more we saw this, the more we realized how much more we desire to share the Gospel and support those in need whenever God gives us the chance. We hope that the coming Council shall further consider more ways to share the word within and outside ACC. The International Community in Arusha is vast and can be a target as well as we plan direct evangelism on this note.

We are glad to have continued having a good relationship with the Evangelical Lutheran Church of Tanzania, North Central Diocese that has supported us in several ways before to enable ACC be able to reach out the English speaking congregation we are blessed to have. During this last year we revisited and after lengthy discussions and prayer, made some amendments to our Memorandum of Understanding with the ELCT, NCD to make room for the change in the Diocese name and introduce a contribution from ACC towards Land Law requirements on the premises we occupy. The amendment came into effect on the 1st of October 2016. We shall continue to foster this good relationship and partner with the Diocese and other sister churches to reach out even more to the International Community in the Arusha region.

We had some challenges with higher expenditures as opposed to lower incomes at some point of the year but this was corrected as the year wore on and we have closed the financial year in stable financial standing. We thank you all for your faithful giving. We encourage even more generous giving as this plays an instrumental role in our effort to reach out to those in need and to make our many activities possible. The work being done to implement the Strategic plan especially will benefit from our improved giving in the coming year.

Being a mobile congregation that we are, we had to say farewell to a number of dedicated members during the year. We mourned with those who lost loved ones, and those who went through challenging situations. But we also celebrated weddings births, dedications and baptisms during this past year. As we said farewell, we also welcomed a good number of new members many of whom became voting members during the year. We would like to recognize and welcome them once again. Our Church is growing within these walls and beyond this City. We thank God for this.

In the coming year, we hope to continue pursuing the best use of funds before disbursement, to further strengthen our unity and hospitality as a family, to grow even deeper in the Word and to be a praying church that seeks to meet each other's needs and to reach out more directly with the love of Jesus to all around us. We will seek to continue the implementation of the action plans of the Strategic plan document 2015-2017.

Yes we have achieved a lot of fruit in 2015 in spite of the challenges of the year. God has revealed Himself as forever faithful towards us. We need to look more at yielding fruit that will last – at sustainable growth. We urge the next Council to prayerfully consider this.

May God continually cause ACC to be a light shining in the Arusha Region and beyond, bringing the love of Christ to all who come in touch with this Church. May we continue to grow deeper and even more rooted in the true Vine!

God bless you all. I thank you all for listening.

Christine Ebong

Council Chair, 2015

B. Worship Committee - annual report 2015

After last year's AGM, where we made an urgent request for additional members, we were blessed with four new members: Rogers Eliatu, Esupat, Raymond Lema and Ronnie Eng. This gave us some new input and we had some exciting meetings, it also meant spending additional time in training these new recruits. Worship Committee does not pick the music, as some had thought, but actually are the ones who take turns to fill all the positions needed to run Services every Sunday.

Between January 2015 and end of January 2016 WC managed to fill 186 positions for 62 services - and no one can record the number of emails and phone calls that go into this. Many thanks to each and everybody who encouraged us by responding positively and served ACC – we would literally not exist as the church that we are without all these people!

And many thanks to the present Committee members, who are: Amelia and Kirstein Combrink, Esther and Daniel Charles, Edward Charles, Wendy Willmore, Penina, Raymond, Esupat, Rogers, and myself. Ronnie left his mark on many areas in our congregation but left mid-year.

Thanks to Kirstein's apt and patient training, we all use the online resources (live documents) which make the scheduling much easier. Updating the worship leaders contact list, however, was sobering: During 2015, we have lost quite a few "regulars" for good:

Wilf and Barb Stout, Yen Lin Goh, Joanna Wambura, Jean & Marv Kananen, Oscar Tanifum, Ed and Nancy Giddens, Steve McFarland, Lasse Lampinen and please forgive me if I forgot anyone! – all of these have blessed us in many ways and we are grateful for them.

We look back on many other blessings:

- The week of prayer – this was a huge amount of work but also a great motivator to focus more on prayer. A special Thank You to Amelia and Kirstein who got so many excited about prayer – and some of us to even pray at night!
- We had a lot of wonderful services, with several highlights like Easter, Harvest festival (including the evening of Sacred Music) and Carols by Candlelight which were all hugely successful.
- We also had a few new leaders and preachers: Martine and Martijn, Penina, Charlotte White, ... we thank God for giving them courage and gifts to bless us.
- The Choir has again met throughout the year and sung in many services.
- The Projector kept us busy and it is mainly thanks to Kirstein's efforts that we finally succeeded and can use it. Many thanks also to Godlisten who faithfully provides this service to us. There is more training going on.
- ACC Kesho got us more excited about where the Church should go, one result that came out of it already, was a short workshop about how to prepare sermons for children/family service – held by Deborah Troester.

Other activities planned such as another worship leader workshop, prayer weekend, youth worship night... were not possible, because of sheer lack of manpower. And this has been the underlying theme of the rest of the year – due to a number of factors we have been very short on members at meetings and this is also reflected in the fact that we only held 9 meetings over the year instead of one per month. Quite often it also made an effective communication between WC and Council impossible – decisions ended up being made up to 4 months later....

I think this is a good reminder that our Church is not made up by Committees but by people and this is the strength as well as the weakness. It means we should not just demand "the Church" or "that Committee" should do something but consider who we are as part of the body and how we can better play our part.

This report has to end with a big question mark, as so far only three current members are going to continue: Wendy, Raymond and Penina. They need help in order to not only survive but to succeed.

Please consider prayerfully if this is for you. You will need the willingness to attend meetings once a month and you need to be able to communicate effectively by email and phone. You will need to be ready for work because without this Committee there won't be any Services and it is maybe the only committee that has to deliver on time – and many months we were past the deadline.

We thank God that He always has been faithful to provide people, sometimes at the last moment - and we trust Him to send us reinforcement for 2016. It is His Church after all!

Angela Schramm

Worship Committee Chair

C. Christian Education Committee - annual report 2015

Committee members serving this year: Lisa Peterson (Chair), Moira Brehony, Martine van Wolfswinkel, Lindsay Hoover, Deborah Troester, Susan Simonson

The Christian Education committee seeks to support and nurture the faith development of the ACC family and wider community, including children, youth and adults. This is done through the running and coordinating of various ongoing programs. As with all activities and programs at ACC, we are dependent on dedicated volunteers to run these programs. We are thankful to the many that are committed.

Sunday School

Sunday school was coordinated by Joanna Wray and Martine van Wolfswinkel in the first half of 2015. After Joanna returned to her home country, Regina Aluto joined Martine for the coordination of Sunday school in September.

During the first two terms of 2015 (January-March and April-June), there was a good number of Sunday school teachers, enough to run three Sunday school groups (4-6, 7-9 and 10+) every Sunday except family Sundays. The last term of 2015 (September-December) started with fewer teachers, but still enough to run Sunday school every Sunday. New Sunday school teachers are needed to be able to run a smooth and consistent Sunday school program.

On March 1st, a visit to the Olasiti Orphanage was organised. About 25 Sunday school children and teachers participated in the visit. The money from the weekly offertory was used to buy food for the children as well as a snack and drink to share during the visit. Part of the money was donated in cash. The total amount donated was Tsh. 200.000 in kind and Tsh. 100.000 in cash.

At the end of the first and second term of 2015, a picnic and games afternoon was organised for the Sunday school children and their parents. This took place on March 22 and June 21, after the church services. Games were organised by the Sunday school teachers and a simple meal was provided for all participants. This was very much appreciated by the children and their parents and will possibly be organised again in the upcoming year. The last term of 2015 ended with a special Christmas Sunday school during the church service on December 20.

Sunday school teacher meetings were held at the beginning of every term: on January 11, April 12 and August 30. During the church service on August 30 a special prayer was said for all the teachers and the work of the Sunday school teachers was appreciated by handing them a star.

Library

The team of Atula Paul, Ingrid Sangiwa, Sion Miraa, Barbro Mushendwa and Susan Simonson ran the library program, each taking on different tasks. In 2014, the large task of weeding out old and torn books was done, along with repairing and cataloguing (with the DDC Dewey Decimal Classification system) the good books. As a significant majority of the books had been catalogued in 2014, the new system of taking out books was started early in 2015, which made it easier to both take out and return books. Several large donations of new books were received in 2015 and all those books were similarly catalogued. New signs were put up to help people find books and understand the DDC system, as well as articles written for Glad Tidings.

Thank you to all the Sunday volunteers who help in the library – and new volunteers are always welcome.

Issues for 2016:

- Find more library helper volunteers
- Look at ways of protecting the books and shelves from dust and light damage
- Prepare a data base of the library users which will help keep track of overdue books and informing users of the same.
- Reorganise/ weed out / repair the children's books

Confirmation

There are currently 13 students enrolled in the Confirmation Class: ten girls and three boys between the ages of 11 and 15. Classes were held beginning in January 2015 through the end of June, then again from September through November on Friday afternoons from 4 – 6 p.m. Teacher is Rev. Deborah Troester, who was assisted by Ronnie Eng during the first half of the year. Curriculum is based on *Living Together in Christ: Confirmation Teachers' Resource*, published by the Lutheran Communion in Southern Africa. Care has been taken to respect all Christian denominational backgrounds, not only Lutheran. It is expected that the students will be confirmed in June of this year.

Some highlights of the year's activities included participating in leading worship services, helping with the library, and making Christmas cards to be distributed to those in the hospital. We also had a nice lunch at Cunningham's in October. The parents have been very helpful in bringing snacks and assisting in other practical ways.

Crèche

The crèche was open to serve ACC members age 3 and below this year. The main goal is to provide a safe and caring environment for younger children so that parents can worship with peace of mind knowing their children are well taken care of. Parents should sign in when they leave their children, and sign again when they pick up their children. Sion Ridas is paid to help care for children each week, setup and clean up the chapel and clean all toys and mats once a month. She is assisted in the crèche each week by a volunteer from the congregation. This year there were 9 volunteers including the Crèche coordinator Lindsay Hoover (coordinator). The crèche was well used this year with anywhere from 3-12 toddlers in the chapel, but averaging around 6.

Issues for 2016:

- Maintain current and recruit more volunteers
- Find a way to bring cool fresh air into the chapel. Perhaps a Dutch door or childproof gate?
- Update toys and books.
- Adopt and implement new Child Protection Policy

Devotional materials

Lenten and Advent devotional materials were sold well and are welcomed by the congregation. As all the old stock is now depleted, more materials will need to be purchased, if possible

Child and Vulnerable Adults Protection Policy

A child and vulnerable adults protection policy was written by the CE committee and is now before Council for affirmation. The purpose of this policy is to ensure that child safety at ACC was addressed and to have guidelines in place. As a new policy, it will be reviewed late in 2016.

D. Evangelism and Outreach Committee – annual report 2015

Regularly attending E&O Committee Members were fewer this year: Cifa Chalo - Chair, Secretary - Erwin Kinsey, Patrick Pallangyo, David Mariki, Joseph Smith, Mary Bura, Edmund Ntwale, and Olivier Muhoza, assisted by Susan Simonson and later Brenda Kimaro. The Committee is grateful that many activities planned for 2015 took place successfully. This team surely has good fun among the committees, and E&O is a good place for a new-comer to ACC to join into the real nitty-gritty work of the larger Church. This year's activities included:

A. External Evangelism

Gave financial support and participated in the evangelical outreach of several local groups. An E&O representative was sent to visit and/or attend each of these activities:

- Young Life Tanzania – support was released as usual and a great event report was given by Alexis Kwamy.
- Tanzania Fellowship of Evangelical Students (TAFEES) reached colleges and universities with an Easter Discipleship Training Seminar.
- UKWATA: Easter Outreach was made in Secondary Schools – over 1,200 attended.
- CASFETA: Easter Outreach was made in Secondary Schools - over 800 attended.
- FLECAM – pastors event attended by many from the Arusha area.
- Ministry of God's Message was given supporting missions in Muslim areas of central Tanzania.
- International Youth Exchange was given for an evangelistic camp for youth.
- Hamasa ya Milele: Outreach was made to the Muslim Community of Tanzania mainland and Zanzibar, and educating Christians how to interact and nurture Muslims.
- New Life Band – a Gospel Music Outreach to youth supported over 500 who attended their annual June Youth event.
- Gideons International – support was given to spread scriptures to schools, hospitals, military, police, hotels, and prisons – over 35,000 scriptures were distributed in 2015 in Arusha area by the local camp.
- Bible Society of Tanzania – support given for publishing and providing Scriptures and spiritual literature in Kiswahili countrywide.
- Jump4Christ – support was given for various events & meetings for post primary school youth

Seed funding support was given to some new evangelistic initiatives:

- Jitegemea Vijana Tanzania Foundation – seeking self-employment skills for youth, an event now planned for early 2016.
- Christ for Youth, Christ for the Nation – support given to reach college and university students.
- Scouts event was supported through one E&O member.
- Ecumenical church leaders' meeting at Kiranyi was supported in conjunction with World Cities Church Ministry and Global Mission.

The E&O encouraged members to be involved in city-wide interdenominational events such as the Good Friday Service at the national stadium, and involvement in Crusades such as a Leadership conference for young leaders by Life Purpose Development, and a Mwakasege event.

The E&O organized singing Christmas carols, giving soap, biscuits, and Christmas Cards to patients and staff of Mt. Meru Hospital.

B. Internal Evangelism

- Organized two hikes and picnics for the congregation to Oldonyo Sambu.
- Organized two youth sports events at St. Constantine's School which were very popular events with the youth to which dozens of youth attended.
- Encouraged a youth group to form for music and potentially for Bible study and fellowship; this group is considering many activities in 2016 including a seminar for entrepreneurship, leading worship at ACC, and musical performances.
- Revised the Prayer Chain (on-going) for networking for prayer and Pastoral Care
- E&O organized one Evening of Sacred Music in September.

C. The undone work:

There are a large number of tasks that the E&O Committee did not accomplish for lack of more energetic members which feature now as challenges for our strategic direction. Let us all participate in this strategic planning, and accomplish these new efforts in 2016! Among these are working with youth, activating ACC members who desire to be more involved in evangelism, and involvement in interdenominational crusades in 2016.

Respectfully submitted,

Erwin Kinsey, E&O Secretary

E. Projects and Benevolence Committee – annual report 2015

STILL TO BE SUBMITTED

F. Administration – annual report 2015

The year 2015 brought a significant transition in the administrative functions of Arusha Community Church. After many years of serving ACC officially and unofficially in the role as Facilitator, Susan Simonson turned over the reins to me in June after a month-long training process.

The role of Facilitator is multi-faceted with no two days ever being the same. Duties vary from a simple weekly payment to the Crèche worker or assigning the sound system schedule for Sunday worships, to the more complex and ever-changing payroll, PAYE and NSSF payment processes, or emotionally moving conversations with people in desperate need of assistance from the Projects & Benevolence Committee, such as a widowed mother who needs to start a small business to support herself and her children, or a person requiring life-saving medical treatment who is unable to pay for it themselves.

I have learned that this position requires flexibility, patience, a great deal of emotional fortitude, and without setting boundaries on the time given to the work and being intentional about maintaining a weekly Sabbath, it would be difficult to succeed. I am grateful to the Church Council for its support and encouragement offered to me as I experiment with office schedules, routines and approaches to the work that make it sustainable in this season of life as a mother of young children and husband who travels a great deal for his work.

Special thanks also goes to the church staff Samuel Mungas, Zakayo Andrea and Joyce Elias, Crèche worker Sion Ridas and library cleaner Susie Nyari for their ongoing commitment to caring for the church facilities and serving its members and guests throughout the week, and especially for their warm welcome to me as the new Facilitator and their patience and good humor as I stumble through conversations with them in my limited (but improving) Swahili.

Also much thanks to Elizabeth Hudgins for serving as the purchasing agent for the church and ensuring that we always have a good stock of essentials such as toilet paper, coffee, tea and sugar,

ensuring that we are always able to extend warm hospitality to those who visit the church. And to Fitsimt Dejene and Esther Charles-Lampart for their time and efforts to produce and distribute *Glad Tidings* each month, oftentimes working on a very short turnaround to complete an issue by deadline.

And finally, deepest and sincerest gratitude goes to Susan Simonson who, although she no longer officially holds the title of Facilitator, has always been available to answer questions, give advice and even step back in to fulfilling the Facilitator duties when I travel to visit family in the US, or otherwise am not able to be on duty a particular Sunday.

As we enter into 2016, I look forward to putting more of my professional skills in communications and ministry programming to work, assisting the congregation in achieving the goals set out in ACC Kesho, particularly those related to communication through enhancements to the church website and newsletter, and a coordinated social media strategy to keep members and potential members informed and engaged with the ministries of ACC.

Submitted with gratitude,

Brenda Kimaro

ACC Facilitator

30.10 Distribution Time and Ability Survey and invitation to join committees

30.11 Presentation and approval of Year 2016 financials

A. Treasurer and Financial report

B. Year 2016 Financial Audit

C. Appointment of Auditor 2016

30.12 Presentation and Approval of 2016 Budget proposal

30.13 ACC Kesho: updates on ACC's Strategic Plan 2015-1017

A separate report on the current status of ACC Kesho is included as Appendix B.

30.14 Announcement of 2016 Council elders

30.15 AOB (Any Other Business)

30.16 Closing prayer

Appendix A. Registered Voting Members

Arusha Community Church Registered Voting Members as of 18 January 2016

1. Alfred, Eugen
2. Atukunde, Ruth
3. Avugwi, Jeffery
4. Ayo, Christopher
5. Brehony, Moira
6. Bruinsma, Hilbrand
7. Bruinsma, Joke
8. Bruinsma, Sjouke
9. Bruinsma, Willem
10. Bura, Mark
11. Bura, Mary
12. Bura-Nyaki, Hilu
13. Chalo, Cifa
14. Charles, Daniel
15. Charles, Edward
16. Charles, Rosemary
17. Charles-Lampart, Esther
18. Combrink, Amelia
19. Combrink, Kirstein
20. Cunningham, Fatuma
21. Cunningham, Steve
22. Dejene, Fits
23. Ebong, Christine Peace
24. Ebong, Jimmy
25. Edwards, Clare
26. Eggert, Ingrid
27. Eggert, Ron
28. Eliau, Rogers
29. Freeman, Justin
30. Gideon, Eliel
31. Gideon, Nicholas
32. Gideon, Paul
33. Gulamali, Anna Hussein
34. Gwandamu, Silvestre
35. Hamgu, Briam C.
36. Hudgin, Elizabeth
37. Jacobson, Linda
38. Jacobson, Mark
39. James, Susan
40. Joe David
41. John, Monica
42. John, Pascaline
43. Joseph, Isaka
44. Joseph, Senias
45. Kaaya, Goodluck
46. Karumuna, Stella
47. Karumuna, Theophilus
48. Kasango, Patrick G.
49. Kenyi, Christopher
50. Kenyi, Margaret
51. Kinkumbi, Leodger Stephen
52. Kinsey, Elliot
53. Kinsey, Eric
54. Kinsey, Erwin
55. Kinsey, Ethan
56. Kinsey, Jana
57. Kiondo, Richards
58. Kisamo, Hiram Jackson
59. Kombe, Mariam
60. Kraft, Diana
61. Kraft, John
62. Kwamy, Alexis
63. Laizer, Upendo
64. Lema, Raymond David
65. Letawo, Upendo
66. Makalla, Janeth Gidion
67. Makubi, Penina
68. Makwaya, Laban
69. Mangalu, Diana
70. Martin, Godfrey
71. Massawe, Edmund
72. Mbise, Frederick

- | | |
|--------------------------------|-------------------------------|
| 73. Mchaki, Ana Maria | 112. Peterson, Mika |
| 74. Mchawala, Julia | 113. Peterson, Mike |
| 75. Mchawala, Nicholas | 114. Peterson, Robin |
| 76. Mchomvu, Irene Joel | 115. Peterson, Simon |
| 77. Memuruti, Musa | 116. Peterson, Thad |
| 78. Metili, Lotha | 117. Peterson, Trude |
| 79. Mgya, Betty | 118. Peterson, Zak |
| 80. Moivisi, Emmanuel | 119. Philip, Arthur |
| 81. Mollel, Atula Paul | 120. Rejman, Sarah |
| 82. Mollel, Narola | 121. Rosanwo, Sylvie |
| 83. Mpanda, Charles | 122. Ruzigamanzi, Marie L. |
| 84. Mpendo, Anne | 123. Sai, Ezekiel |
| 85. Mpili, Fred Abdul | 124. Saksi, Teddy |
| 86. Msingi, Marco | 125. Sangiwa, Ingrid |
| 87. Msumari, Peter Fear | 126. Sarikie, Christian |
| 88. Muhoza, Olivier | 127. Schramm, Angela |
| 89. Mukuyogo, Grace Rehema | 128. Schramm, Stephan |
| 90. Munaya, Eva Nelson | 129. Shekiondo, Herman |
| 91. Munisi, Emmanuel Jonathan | 130. Shindika, Deogratias |
| 92. Mushendwa, Barbro | 131. Simonson, Arlene |
| 93. Mushendwa, Joshua | 132. Simonson, Caleb |
| 94. Mvungi, Peter | 133. Simonson, Eunice |
| 95. Mwangi, Joseph | 134. Simonson, Marilyn |
| 96. Nangole, Eunice | 135. Simonson, Nathan |
| 97. Nguru, Julius | 136. Simonson, Serena |
| 98. Nnko, Remmy F. | 137. Simonson, Stephen |
| 99. Noorlander, Gelske | 138. Simonson, Susan |
| 100. Noorlander, Jacob | 139. Siria, Lemirai |
| 101. Ntwale, Edmund Brown | 140. Sundqvist, Johan |
| 102. Ntwale, Selestine Lubango | 141. Sundqvist, Josephine |
| 103. Obinda, Moses | 142. Swai, Neema |
| 104. Oosterhuis, Ekko | 143. Tanifum, Oscar |
| 105. Oosterhuis, Madeline | 144. Troester, Deborah |
| 106. Owenya, Godfrey E. | 145. Troester, Joe |
| 107. Paul, Michael | 146. Van Wolfswinkel, Martine |
| 108. Peter, Leonard | 147. Veen, Martijn |
| 109. Peterson, David | 148. White, Charlotte |
| 110. Peterson, Joshua | 149. White, Thane |
| 111. Peterson, Lisa | 150. Willmore, Wendy |

Appendix B. Summary and Status of ACC Kesho

ACC's Strategic Plan 2015-2017 was drafted based on the outcomes of the *ACC Kesho* workshops held in December 2014 and January 2015. In these workshops, ACC's core values, vision, analysis of strengths, weaknesses, opportunities and threats, goals and action plan were defined. This was done in plenary and group sessions with active participants of ACC, including members from all ACC committees, church council, amongst others. As such, this plan is a result of a participatory process, which is of critical importance for its implementation.

The point of departure for the strategic planning process is ACC's existing **Mission** (purpose):

“The Arusha Community Church seeks to bring Christian praise and witness to God through worship, service and study. The congregation provides opportunity for Christian fellowship, service and witness, community outreach, personal growth and family growth. Recognizing the close link between worship and culture, Arusha Community Church has an interdenominational ministry to the international community in Arusha”

The participants of the workshops defined the following **Core Values** of ACC:

- Discipleship and nurture, learning to be more like Christ
- Diversity and inclusion, outreach, welcoming, fellowship
- Love and forgiveness, acceptance, tolerance
- Concern for the lost and poor, giving, caring for those in need
- Spiritual growth, including children and youth

In group sessions we defined our shared goal, the **Vision** of ACC; what we want to become or achieve:

“We are a community of people from diverse backgrounds that live by grace, nurture our members to become more Christ-like, worship God, welcome newcomers and have fellowship with one another, giving ourselves to God and the community at large.”

An analysis of ACC's Strengths, Weaknesses, Opportunities and Threats (**SWOT**) gave us a comprehensive overview of the current state of affairs in relation to the mission and vision of our church. Based on this analysis, **Goals** were set for ACC in the coming years. For each of these goals, an **Action Plan** has been prepared in group sessions, which will be followed up by church council and the committees involved. Volunteers stood up for many of the identified actions.

ACC Kesho: Defined goals, actions and current status

Goal (what)	Action Steps (how)	Responsible (who)	Timeline (when)	Status
1. Pastoral Care: To have someone who takes care of ministry like house visits, visiting sick in hospital, or families in distress. As ACC is lay-led and has no pastor, people should be identified acting on behalf.	1. Evaluate possibility of Pastoral Care Committee (has been there in the past)	Council	Done	During ACC council retreat (20/06/2015), council decided not to proceed with the appointment of a Pastoral Care Committee or Pastoral Care Ministers, but rather to emphasize with ACC members that pastoral care can in fact be a responsibility of all, without a need for further institutionalization. Action point as below was defined.
	2. Appoint Pastoral Care Ministers <ul style="list-style-type: none"> ○ Provide workshop for those volunteering (confidentiality, professional training, spiritual) ○ Identify people with gifts (council?) 	Council		
	3. Prayer Ministry to be expanded as a first step to gain trust and refer further / build support structure.	Council		
	4. Pastoral Care could be identified as a theme for ACC (Q4 2015 or Q1 2016), to receive further attention during sermons (a series of 4?) and/or a special evening with a guest speaker. Deborah is willing to lead this.	Council	Q1 2016	Council to define if we would like to do a series of sermons or a theme day/night on Pastoral Care (including general focus), and communicate back to Deborah.

<p>2. Christian Education:</p> <p>Discipleship of bible-based transformation through focused application, accountability and care.</p>	<p>1. Survey existing infrastructure (including cell groups), resources, themes / segments.</p>	<p>Christian Education Committee</p>	<p>Done</p>	<p>Survey was done (Ronnie Eng) and presented in CE committee.</p>
	<p>2. Discipleship course (Navigators or other programmes) in groups according to age, location, needs (marriage, etc) and/or what is already “out there” (existing cell groups).</p>	<p>Christian Education Committee</p>	<p>TBD</p>	<p>Moira will pick up with CE committee</p>
	<p>3. Take inputs to CE committee for follow-up.</p>	<p>Moira Brehony</p>	<p>Done</p>	<p>Follow up is taken care of by the CE committee (with Moira as link to council).</p>
<p>3. Youth Work:</p> <p>To plan activities for youth, both international and Tanzanian, ages 13 and older, that will give them a time to learn more about the Christian faith and develop friendships with each other and adult leaders</p>	<p>1. Approach the E&O committee to give over-sight and coordination OR create a specific committee / Youth Work Group for the purpose of caring for our own and reaching out to other youth</p>	<p>Council</p>	<p>Done</p>	<p>Youth work is indeed hosted under the E&O committee; no need for a separate youth work group.</p>
	<p>2. Create smaller groups of participants according to age</p>	<p>Youth Work Group</p>	<p>TBD</p>	<p>This will depend on the activities to be scheduled by E&O.</p>
	<p>3. Plan monthly, or perhaps weekly activities which always include some kind of Christian teaching or discussion but have varied activities that appeal to youth, including:</p> <ul style="list-style-type: none"> • Sports (we were offered access to sports facilities at SCIS) • Movies • Traveling/hike/safari/camps • Music events • Games • Evangelism • Exchange with local churches 	<p>Volunteers:</p> <ul style="list-style-type: none"> • Olivier Muhoza (Contact at SCIS) • Edmond Ntwale (E&O) • David Mariki (teaching, sports and music) • Martin Matthew (teaching and sports) • Regina Aluto (teaching/discipleship and music) 	<p>On-going</p>	<p>Led by Olivier Muhoza, youth sports events were organised as a first and very successful activity. Kirstein Combrink, Christine Ebong and Angela Schramm have ideas for continuity to keep youth on board – Olivier Muhoza, as Youth Focal Point in the E&O committee, will coordinate this.</p>
	<p>4. Ask the council about getting some internet enabled computers in the library for youth to</p>	<ul style="list-style-type: none"> • Albert Tito (games) 	<p>Done</p>	<p>Council decided not to honour this request, due to the risks involved and as access to internet is already</p>

	access.		<ul style="list-style-type: none"> Jonas Edwin (music) 	available at other places.
	5. Use social media, such as Facebook, to communicate what is planned and create online community among participants.		<ul style="list-style-type: none"> Jackson Selemani (sports, hikes and games) 	Q1 2016 Brenda Kimaro, the new ACC Facilitator, is specialized in communication and will pick this up in coordination with Olivier, once she has settled with regular Facilitator duties.
	6. Provide security for its participants including making international youth feel comfortable in regards to theft or opportunistic friendships			On-going This is an integrated part of the activities as proposed.
4. Service Training: Improve capacity of ACC members for service in the many areas of ACC.	1. Identify a Training Coordinator. Now that she fully handed over the ACC Facilitator role, Susan Simonson is indeed still interested to coordinated training activities.	Council		Q2 2016 Susan will coordinate with ACC committees to identify training needs, and propose trainings to be done from April (after she is back from USA visit). Meanwhile, training on sound system / projector will already be done (Olivier involved as well).
	2. Define areas for training. Examples: <ul style="list-style-type: none"> a. Open avenues for 10 people (too shy) to read / speak publicly during Sunday services. b. Worship workshops: how often? 	Training Coordinator		TBD To be done / further defined once a Training Coordinator is in place.
5. Communication: Improve communication both external and internal in ACC	1. Identify a communication team with 1 Communication Coordinator, linked to each committee.	Council		TBD This is expected to become a key area of engagement of the new ACC Facilitator, Brenda Kimaro, once she has been fully integrated as ACC Facilitator and will have room to further pick this up – also considering communication is an area of her
	2. External: use media appropriately: website, phone calls, media, travel guides.	Communication Coordinator / Jeremy Hoover, Linda Jacobson		TBD

	<p>3. Internal:</p> <p>c. Glad Tidings: more often? Increase list? Evaluate who reads it?</p> <p>d. Bulletin Board</p> <p>e. Announcements</p> <p>f. Communion time / sharing?</p> <p>g. Committees / projects shared (PBC, E&O, service, GT, journalist roving)</p> <p>h. Etc.</p>	<p>Susan Simonson, Fitsimt Dejene</p> <p>Communication Coordinator</p>	<p>TBD</p>	<p>specialization, and Brenda happily accepted this role. Being a participant in each committee, she will be ideally placed to become the Communication Coordinator as proposed. Other people as mentioned left can be part of the team as well.</p>
<p>In addition to the above, during the ACC council retreat (20/06/2015) it was decided to think of ways to actively communicate the key outcomes of the strategic planning exercise. Examples mentioned:</p>				
	<p>4. Highlight vision, mission and core values in communication material of ACC (website, brochure, banners/posters in church, Glad Tidings)</p>	<p>Communication Coordinator</p>	<p>TBD</p>	<p>Brenda will pick this up and come with a brief plan with targets and timelines for the first half of 2016.</p>
	<p>5. Propose worship committee / leaders to use core values as a point of departure during sermons;</p>	<p>Council</p>	<p>Done</p>	<p>Included in new draft Preacher Information.</p>
	<p>6. Have ACC's core values printed on mugs, to familiarize ACC members with the core values during coffee time.</p>	<p>Communication Coordinator</p>	<p>TBD</p>	<p>Idem as point 4 above.</p>

The final version of the strategic plan was consolidated before ACC's Annual General Meeting in February 2015. The plan is expected to be a living document and can be adapted and complemented over time.