



# **MEN'S MISSIONARY UNION**

**Victory Baptist Church Ajah**

Lewis Fadipe Street, By Sweetwaters, Thomas Estate, Ajah, Lagos.



## **10-Year Strategic Plan**

*February, 2020*

# Contents

Preamble.....	3
1.0 Executive Summary.....	4
2.0 Missions, Prayer, and Evangelism.....	5
3.0 RA/Youth Mobilization .....	8
4.0 Investment.....	17
5.0 Welfare .....	20
6.0 Finance.....	21

## Preamble

Strategic planning is a systematic process of envisioning a desired future, and translating this vision into broadly defined goals or objectives and a sequence of steps to achieve them.

This 10-year strategic plan is aimed at guiding the Men's Missionary Union (MMU) of Victory Baptist Church Ajah towards achieving a long-term robust and effective missionary work. The main focus of the strategic plan is to set the direction of the MMU for:

- Continuity in leadership vision and goals
- Long-term sustainable revenue generation for missions work

Prior to this strategic plan, the MMU's activities and goals have been separately tied to the one- or two-year tenure of each successive leadership. This situation created short-term outlooks and lack of continuity. Other consequences are overreliance on short-term measures such as pledges and donations for generating funds for our missions work, and a lack of commitment towards tangible investments that would generate and grow income long after a given leadership's tenure had expired.

This strategic plan contains a clear picture of the long-term direction of the MMU of VBC Ajah for accomplishing missions, youth mobilization, and welfare work. It should steer the MMU towards growing her investments and associated revenues to finance her activities in the short, medium and long term while minimizing the corresponding financial burden on individual members of the union. An effective and efficient men's missionary union offers an important means for accomplishing the great commission of our Lord Jesus Christ (Matt. 28: 19-20). The following areas are captured in this strategic plan:

- Missions, Prayer, and Evangelism
- Royal Ambassadors/Youth Mobilization
- Investment
- Welfare
- Finance

## **1.0 Executive Summary.**

This strategic plan will serve as a guide to the mission efforts of the MMU of VBC Ajah in the next 10 years. More planned activities will be executed as the union grows her investments and yields more returns. Appropriate ranking of activities will be done to ensure the best implementation within the available resources at any giving time. The key areas of focus are summarized below.

**Missions, Prayer, and Evangelism.** The key areas of focus for missions, prayer, and evangelism are medical evangelism, planting/adoption of churches, general evangelism, focus on daughter churches, prison evangelism, strategic partnership with local and foreign organizations for mission and welfare, prayer, training, and increased commitment of members.

**RA/Youth Mobilization.** The key areas of focus for the youth mobilization are prayer, youth-run tuck shop, annual youth weekend, mentorship, enhanced meeting experience, fellowship and visitations, youth empowerment fund, promotion of social media interaction, appointment and functioning of Special Adviser (SA) on youth matters to the MMU Chairman, provision of regular counselling and guidance, and facilitation of employment opportunities.

The key areas of focus for RA mobilization are promotion/ranking; regular public social and gospel campaigns; promotion of sports, games, and social development; promotion of international/local exchange programs and school visits; regular awareness campaigns; regular education and career guidance; mobilization and membership drive.

**Investment.** The key investment areas to focus on are consolidation of existing real estate investment; constitution of an investment management committee, creation of MMU Capital Ltd; investment in treasury bills, fixed deposit and other similar investments; building business/partnership venture; trading in farm produce; trading in real estate; mutual funds; and establishment of business plan. The investment management committee will screen and recommend investment options for implementation.

**Welfare.** The key welfare areas to focus on are execution of welfare strategic policy that provide transportation and embark on regular visitation; provision of medical advice and assistance; synergy with Home Care Fellowships to facilitate aid to the elderly; organization of social events for men; sensitization and encouragement of men to enroll in health insurance/HMO; sensitization and encouragement of members to participate in group life insurance scheme.

**Finance.** The key finance areas to focus on are finance sensitization, cost management, timely book preparations, debenture/loan from members, annual dues, special levy, returns from existing investment, offerings, pledges, fathers' day income, voluntary donations, collaboration with the investment management committee. Contributions from levies and pledges will gradually reduce as investments mature and yield higher returns to fund union activities.

## 2.0 Missions, Prayer, and Evangelism

The MMU of VBC Ajah has over the years been involved in mission activities such as organising medical evangelism, general evangelism, planting/adoption of churches, giving support to prison ministry via the welfare arm of the Church, and rendering financial support to other local and international churches and Student Pastors. However, most of the activities listed above were carried out based on the discretion of the incumbent executive and ratification by the house members without following a long-term plan.

Consequently, it has been difficult for the union to achieve much of the mission work to which she has been called. Many of the areas where the union could have impacted and the souls she could have reached remain untouched. The following plan gives the long-term outlook of the missions focus of the MMU.

S/N	Case Statement	Planned Action	Targets	Frequency/duration	Early start date	Responsible Officer/ comment
<b>Existing Areas to Improve Upon</b>						
1.	Medical evangelism	To improve level of participation by MMU members and medical personnel	Reach out to more persons in any selected Community.	At least once a year for 10 years	Jan. 2020	Mission Coordinator
2.	Planting/adoption of churches	To put a plan in place to ensure our active spiritual, physical, and financial involvement in church planting/adoption.	Identified communities with clear need for church planting	A minimum of one church in 5 years in collaboration with the church	Jan. 20220	Mission Team
3.	General Evangelism	Mobilization of members for evangelism To provide enough tracts for the exercise. To ensure the evangelism is carried out regularly  To increase the number of visits and raise level of commitment to an identified daughter church	To reach more people with the gospel of the Lord Jesus Christ through preaching, interactions, and giving of tracts and Bibles	Once in a month/ 30 mins before the men's general meetings  Quarterly	Jan. 2020	Mission Coordinator

4.	- Our daughter churches	(provided that annually a daughter church will be selected).  To strengthen the relationship with the daughter church	To meet all obligations of strengthening the daughter churches		Jan 2020	Mission Coordinator
<b>Mission, Prayer and Evangelism Activities to Explore</b>						
5.	Prison Evangelism	Support the church in constant Prayer, regular visit to prisons, discipleship programmes, and welfare services	1. Prison inmates as identified by the church.	As defined by the church	Jan 2020	Mission Team Led By Coordinator
6.	Strategic Partnership	To partner with local and global organizations towards executing strategic mission and welfare programmes  (This is to be captured in the MMU website)	Strategic programmes such as anti-social vices awareness, rehabilitation, etc  Medical interventions	As often as practicable	Jan 2021	Missions Coordinator, Missions Team, and the RA Coordinator
<b>Outreach Resource Strategy/Weapons</b>						
7	Prayer	Develop a plan with the Prayer ministry of the church to involve CHURCH members in outward-focused prayer.	To ensure every MMU programme is effectively empowered by prayers	As often as necessary	Jan. 2020	Mission Coordinator and Mission Team
	Training	Lay sufficient emphasis on the need for training  To collaborate with Education ministry of the Church to coach and train MMU members in Outreach opportunities.  To acquire necessary training materials	equipping the Men for Mission and Evangelism work  To eliminate phobia associated with evangelism  To raise men who evangelize with sufficient confidence	Biannually for 10years	March2020	Mission Coordinator and Mission team

8	Investing significant resources	To encourage members to invest their time, talent, commitment, and treasured resources	To massively reach the backslidden and the unreached	As often as necessary	Jan. 2020	Mission Coordinator
---	---------------------------------	----------------------------------------------------------------------------------------	------------------------------------------------------	-----------------------	-----------	---------------------

**Addendum:**

For the above proposed strategic plan to work out without suffering any form of setback, the following must be taken seriously into consideration:

**1. Prayer Is Key**

The MMU must rely heavily on prayer. The Bible says in 2 Samuel 2:9 “... by strength shall no man prevail...” The MMU can only succeed by the help of the Lord through prayer.

**2. MMU Exists For Mission**

This Union must constantly remind itself that it exists **MAINLY** for mission work.

**3. MMU Is Part Of a Local Church**

Since MMU as a Union is part of a local Church, it becomes necessary for her to operate in line with the vision of that local Church she belongs to.

**4. MMU Is Part Of The Association, Conference, and Convention**

Again, since the local Church to which the MMU as a Union belongs is also a part of the Association, Conference, and Convention, the Union must also key into the vision of these bodies.

**5. MMU Excocs as Members of Mission Team**

The leadership of the MMU must be willing to take the leading role in the implementation and execution of the above. They must be mission-minded individuals.

**6. Collaboration of Mission and Evangelism Units**

Where different persons are handling mission and evangelism activities in the Church and the MMU, the leadership of the MMU at all times must support and encourage synergy/collaboration.

## 7. Necessity of Commitment to Mission Work

The MMU must understand that, to succeed in all other areas of endeavours, God Himself, who is a **Missionary, an Evangelist, a Prayer warrior and a Church planter**, requires full commitment to **His only Business** which is, “MISSION AND EVANGELISM”

## 3.0 RA/Youth Mobilization

### Introduction

The children and young people of today are leaders of tomorrow. Thus, they are essentially the life-wire of every organization, and the Church is not left out in this. In this case, it is commonly agreed that the youth, to which the mantle of leadership should rest, must be in their best state otherwise, the corporate wellbeing of the group suffers in their hands. Therefore, there is a very urgent need for a concerted effort and strategic move to garner necessary resources in order to adequately address the challenge of non-engagement and the seeming lack of commitment to the church ministries amongst our youth.

### Objective

The MMU is totally committed to the proper grooming of our young people, from the Royal Ambassadors (RA) formation to the Youth group, for the challenges of future leadership, both in our church and the larger society. In view of this, the following plan is presented as the strategy for effectively engaging and grooming the next generation of leaders, not only for the MMU but also for VBC Ajah:

#### A. VBC- Youth Group 10-Year Strategic Plan Matrix

S/n	Case Statement	Planned Action	Targets	Frequency/ Duration	Early Start Date	Responsibility
<b>Areas to Improve Upon</b>						
1.	Unbroken daily prayer chain prior to planned activities	Conducts Regular daily Prayers via WhatsApp or any other social media platform prior to the activity	Stronger and more empowered Royal Ambassador and Youth members that will be committed to the activities of the church.	Daily	Jan. 2020	Youth President, RA Coordinator, and their team



S/n	Case Statement	Planned Action	Targets	Frequency/ Duration	Early Start Date	Responsibility
2.	Youth-run Tuck Shop	To yearly develop the shop, with professional guidance, into a bigger, more profitable, and sustainable business venture that funds Youth programmes	Satisfactory Return on Investment and adequate plough-back to fund the growth and expansion of the business	Start weekly and mature to daily	Jan. 2020	Youth President
3.	Annual VBC-Youth Week	To expand the Youth Week into a fully engaging program that not only unites them physically but also empowers them spiritually and economically to the end of showcasing them as shining lights to other youths within the environment and globally. .	High programme ratings; at least 90% Youth attendance of all programmes of the week at a 1:1 ratio of VBC-Youth in attendance to invited youths Create avenue for economic/educational networking and potential marital engagements	Annually	June 2020	MMU Chairman and Youth President
<b>Current Challenges to Overcome</b>						
4.	Lack of commitment to youth programmes and the Church ministries	To Implement an effective Mentorship/Understudy Scheme for the Youth in the church that introduces the youths to the rudiments of church ministry and leadership, while also discipling them to all round maturity	1. Successful development, implementation, review and improve upon a succession planning scheme that graduates more than 90% intake. 2. Widespread willingness to volunteer mentorship including professional and social lives amongst MMU & WMU	Biennially for 10 years	Jan 2020	SA to MMU Chairman on Youth Affairs
5.	Lack of Regular Meetings	I) To ensure that planned Youth activities are rich and positively attractive in content and delivery. II) To introduce varieties and relevant activities that promote regular physical/and or virtual meetings via social media platforms	1. Achieve all planned meetings 2. Achieve at least 80% attendance/participation of registered non-distant members. 3. Receive and implement Feedback on improving the quality of activities and secure majority member's satisfaction.  N/B To be evaluated quarterly.	At least once a month, for 10 years	Jan 2020	Youth President/SA to MMU Chairman

S/n	Case Statement	Planned Action	Targets	Frequency/ Duration	Early Start Date	Responsibility
6.	Poor Visitation / lack of solidarity amongst the Youth	To grow a warm and loving fellowship with a strong sense of belonging and solidarity; emphasize regular meetings, timely visitations and follow up, especially of the non-committed members, the sick, bereaved and new/intending members	<p>1) Achieve delegated youth Visitation to a member at least once in a year.</p> <p>2) Visit the sick and bereaved within a Week after receiving information.</p> <p>3) Follow up new/intending members from first week of contact and at regular intervals for a further 3 months</p> <p>4) Implement an effective accountability programme that enables youths to watch out for one another both spiritually and socially.</p>	At least once in a year for 10 years	Jan 2020	
<b>Subsisting Opportunities to Exploit</b>						
7.	Utilizing the numerical strength of the youths (Youths Form the Largest group at VBC & the Environs.)	<p>To set-up a Youth Empowerment Fund administered by an appointed board, for the sole purpose of pursuing, creating, promoting and placing our youths in advantage to grow capacity, learn relevant skills, and take advantage of leading trends.</p> <p>Adopt a Catch-them-Young initiative to engage the male youths before they get married.</p>	<p>Church youth</p> <p>To be extended to youths around the church</p>	Annually for 10 years	June 2020	Youth President/MM U Chairman

S/n	Case Statement	Planned Action	Targets	Frequency/ Duration	Early Start Date	Responsibility
				Annually for 10 years	Jan 2021	Youth President/MMU Chairman
8.	Keeping contact with distant Youths	Use social media platforms to engage and stay in touch with distant youths in schools and on other engagements both locally and abroad	Distant youths in schools and other engagements both locally and abroad.	As often as required	March 2020	Youth President
<b>External Threats to Check</b>						
9	Bad Secular influence ( Liberalization, Atheism, etc)	<p>Appoint a Special Adviser (SA) on Youth Matters to the MMU Chairman (Preferrably the youth president)- Discipling of our youths on solid Christian doctrine by the MMU and WMU.</p> <ul style="list-style-type: none"> <li>-Create a platform to hear and review their thoughts on important issues in church and society</li> <li>- Launch an annual Youth Innovative Ideas and Talk show</li> <li>- Secure youths to play leading roles in Sunday school and outreach ministries.</li> <li>- Correct ungodly behaviours among the Youths.</li> </ul>	Youths	As often as required	June 2020	SA to MMU Chairman on youth matters
10	High rate of Unemployment	<ul style="list-style-type: none"> <li>– Sensitize the Christian body of the unavailability of Christian hands in the pool of technical/vocational skills and the need to proffer immediate and long-term solution</li> <li>- Provide counselling and guidance on course of study for secondary and undergraduate students</li> <li>- Guide the graduate youths to be engaged in relevant vocations at appropriate vocational centres</li> </ul>	<ul style="list-style-type: none"> <li>- establishment of a database of prospective graduates and unemployed youths with the purpose of preparing and enlisting them for employment opportunities</li> <li>– Get our graduate and undergraduate youths gainfully employed</li> </ul>	As often as required	Q2 2020	The MMU Chairman and his SA

S/n	Case Statement	Planned Action	Targets	Frequency/ Duration	Early Start Date	Responsibility
		-Offer employment opportunities to our fresh graduates and unemployed youths at our places of work and influence -	- Mobilize persons of influence in various places of work, vocations, and professions to engage the youths. - Provide the youths with targeted support for Start-up of businesses.			

#### B. VBC- ROYAL AMBASSADORS FORMATION 10-YEAR STRATEGIC PLAN METRIX

S/n	Case Statement	Planned Action	Targets	Frequency/ Duration	Early Start Date	Responsibility/ Comment
<b>Areas to Improve Upon</b>						
1.	Promotion and Ranking	Ensure regular participation of all RA members of VBC- Ajah in Association, Conference, and Convention promotion/ranking exams as and when due	Satisfactory performance of more than 90% of candidates and successful hosting of a colourful decoration ceremony with parents, siblings and guidance in attendance	Annually	Q3 2020	RA Coordinator
2.	Public Social and Gospel Campaigns	1) To organize Anti-social Vices campaigns to create street awareness on the menacing impact of Vices.  2) To organize social programmes such as climate change awareness campaigns  3) Get partnerships with local and international bodies for exchange programmes and other sundry activities	All RA and youth members.	As often as necessary	Q2 2020	RA Coordinator

		4)To organize Gospel Treks in order to display gospel banners, emblems and share Tracts in furtherance of Christ’s kingdom				
3.	Sports, Games & Social Development	1) To successfully Organize novelty games and competitions to harness sports skills and catch them young. 2)To organize suitable Leadership & Skills Training and Workshops aimed at awareness and capacity building 3) To organize musical trainings in partnership department of the church 4) Organize excursions	- The RAs - -Organized 1No. excursion involving a cross section of RA yearly	As often as practicable	2020	
4.	Promoting International / Local Exchange Programmes & School Visits	To reach out and expose the RAs to both international and Local exchange programmes in order to enrich their experiences. 2) To conduct scheduled visits to schools hosting our RA members	-Do at least one International exchange per year -Organize at least one Local exchange program per year. -Do at least one visit per year to members at their schools to encourage them, with possible gift	Annually	2024	RA Coordinator and MMU Chairman
<b>Challenges and External Threats to Check</b>						
5.	Peer Pressure & Bad Association/Friendship & Postmodernism	1)To create awareness, during RA Emphasis Sunday, for Good parenting and highlight new trends to check negative influences 2)Check boy’s participation in Sunday School 3)Encourage RAs to complete at least a Discipleship course in every 3 years	-.  -Achieve at least 70% Sunday School attendance for non-Distant RA members and	Weekly for Sunday School and as often as required for others	Q1 2020	RA Coordinator

			90% for distant RA member during vacation periods every year.  - The RAs	As often as necessary	Q1 2020	RA Coordinator
6.	Sound Education and Career Choice	To successfully organize periodic Education and Career Guidance talks for the RA boys  To organize cerebral competitions among the RAs	- The RAs.  -	As often as needed  Annually	Q2 2020  Q2 2020	RA Coordinator
7.	Mobilization and Membership Drive	Provide logistics (buses, etc) for conveying the RAs to and from venues of planned activities to encourage active participation	All teenagers and RAs	As required	2020	RA Coordinator and Welfare Coordinator

### C. Addendum:

The following should be implemented to ensure the smooth running of this plan:

#### 1. Create the Office of Special Adviser (SA) to the MMU Chairman on Youth Affairs

The office of the SA should be created. The SA is to facilitate the proper implementation of this strategic plan, evaluate the achievement of set Key Performance Indicators, and act as the liaison Officer between the MMU and the Youth group. He should also develop plans, give guidelines and advice, and cause such to be brought to the attention of the MMU Chairman, for necessary approvals, in order to support the Youths of VBC-Ajah.

The **SA** should be a committed Christian, in addition to having a good reputation and rapport with the youth.

## 2. Implement a Mentorship/Understudy Scheme for the Teenagers and Youth

This is aimed at introducing our youths to the rudiments of church ministry and leadership, while also discipling them. The scheme should be managed by the **SA**, with input from the Church Nominating Committee. It needs to start with an effective succession planning for specified offices, proper implementation of the plan, supervision and evaluation for improvements, and achieving understudy completion.

The Officers being understudied will need to provide all round mentorship and disciple their understudies to ensure an all-round wellbeing. Volunteered Apprenticeship/Mentorship in Career, Business and other areas of life may also be solicited and managed by the office of the SA for identified youths as deemed fit. In fact, all men, especially those established in their career and church leadership, are encouraged to volunteer to mentor at least a youth under this scheme.

- **Succession Planning:**

A succession plan should be drawn by the identified office holders, in collaboration with the **SA**, that captures: the basic requirements for the understudy youth to a specific office/officer; the desired skill-set and other requirements to the office (including constitutional requirements, if applicable), identification of suitable member(s) of the Youth for the understudy position; interview and gap analysis to properly define the skill/requirement gaps between the understudy (youth) and the current holder of the Office; outline of the gap closure plan to include activities, trainings, timing, mile stones, and study completion or disengagement.

- **Supervision, Review and Improvement**

An appraisal system, supervised by the **SA**, for periodic evaluation and continuous improvement of the scheme needs to be set up. This would provide a means of accountability for the mentor, reviews and feedback for the understudy youth(s), and the Scheme's status report for the MMU/Church. Also, areas of improvements identified during the review should be properly followed up for effective implementation by the **SA**. Appraisal Records of the process and performances should be maintained for the use of the Nominating Committee.

- **Successful Study Completion or Disengagement**

The successful implementation of the succession plan and satisfactory performance of an understudy will mark the completion of the scheme for a teenager or youth. The SA will continuously explore means, programmes and opportunities to engage the successful candidates in a mutually beneficial way to them, the MMU, and the church in general.

However, an understudy may be disengaged from the scheme as a disciplinary measure following a breach of the scheme rules.

### **3. Set-up an Empowerment Fund**

An Empowerment Fund should be set up, administered by an appointed board, for the sole purpose of pursuing empowerment schemes specifically for VBC-Ajah Youths, and a few other recommended persons of interest to the MMU.

Contribution for the Empowerment Fund should be majorly drawn from the MMU but open to the entire church membership. Voluntary donations should be solicited during the new year opening of the MMU, and perhaps also, a legacy committed to the Fund during the Father's Day, Mother's Day and Youth Week celebrations of the church.

And of course, proper guideline to clearly define the appointment of the Board, administration of the Fund, and other necessary concerns would be in place, prior to the 'kick-off' of the Fund.

Agricultural business and its value chain may be exploited, with expert guidance, to grow the Fund, provide hands-on experience and employment for our youths, especially during holidays and vacations.

### **4. Launch a Young Innovative Ideas Forum**

This forum aims at providing a platform for young people in the church to offer their ideas and innovations on issues of importance in the church and our society at large.

Apart from the opportunity to show-case new and rejuvenating ideas from the youth, it would also serve as the medium to read the "mood and temperature" of the youth, provide helpful insight to the effectiveness of the mentorship scheme as it affect their take on issues, and also afford the opportunity for a robust response from the Pastorate/Church Leadership to ideas and suggestions made by the youths, which are not in tandem with the Scripture, Church Doctrine, and of significant concern to godliness.

The Forum should be planned, in collaboration with the Youth leadership, as part of the MMU yearly activities (preferably as part of the Father's Day events). It should be well publicized and open to the entire church, especially the church leadership, the youth, the Teens, and of course, the MMU. This



can have the added advantage of increasing participation during the Father's Day celebration, and more importantly, to sink-in the whole idea of 'seamless succession through adequate grooming', in the minds of our youth and our Teens at VBC-Ajah.

**5. To set up a Young men group within the MMU**

There are young men, within the age bracket of 30 – 40 years, who neither belong to the youth nor to the MMU. Setting up this Young Men's Group within the MMU would be sending a clear invitation to this group of men and giving those within this range in the MMU a mandate to go get their members into the fold, as it were. This special grouping within the MMU can efficiently harness the youthful energy of the MMU and serve to attract, support and sustain mature male youths in their transformation to Men.

The activities of this group should not be outside the MMU, but rather, specific tasks and missions may be assigned to the group, under a coordinator, in order to exploit their uniqueness, advantages and potentials for the benefit of the MMU and the church.

**6. To convene a Youth & RA stakeholder's meeting where the MMU strategy is presented and extensively discussed in order to get further input, but more importantly, to secure the buy-in and cooperation of all, especially the youths.**

These recommendations, if fully implemented, will not only astronomically increase the engagement and participation of our Youths in church ministry, but will also reposition our church towards fulfilling our mission effectively, as the light of the Peninsula.

## **4.0 Investment**

The MMU has over the years relied heavily on revenue from monthly dues, levies, gifts and voluntary donation of members and general public **to be the source of funding in carrying out her spiritual mandate (mission) and socio-economic responsibilities**. Obviously, funding of the MMU activities through this approach has been largely stop-gap that is characterised by knee-jack cashflow and fiscal uncertainties. This practice has made MMU funding much like an "Esusu-style" therefore making it extremely difficult to make a long term projection on finances of the union and moreso to sustain certain level of financial stability in the future without having recourse to members for assistance. Moreover, there is always a compelling need to maintain a minimal level of fiscal outlook in order to continue to be viable.

In order to stem this untoward fiscal regime, the following plan is proposed.

S/N	Case Statement	Plan Action	Target	Duration	Start Date	Responsibility
<b>A</b>	<b>Current Investment</b>					
	<b>Investment Instruments</b>					
a.	Treasury Bill <ul style="list-style-type: none"> <li>N2million with UBA (Sept 2019)</li> <li>N170,000 with FBN (Jan 2019)</li> </ul>	Consolidate the portfolio to improve its performance. Invest more on Treasury Bills	To increase investment returns.	Open	2020	Investment Coordinator and the investment team
b.	Real Estate (1) Land at Orisan Frontwater Scheme. (2) Land at Okegun	To confirm the status.  To get a replacement site	To advise the union on the status.  Advise the union on further action.	1 year	2020	Investment coordinator  Investment coordinator
c.	Investment Funding	No clear plan for funding currently				
<b>B</b>	<b>Future Investment Plan</b>					
1.	<b>Creation of MMU Capital Ltd</b>					
	Creation of MMU Capital Ltd (Name to be determined)	To set up savings habit to build investment fund over the years.  To superintend the management of investment portfolio of the union.	To secure Minimum Capital Base of 5 million in the first year and for 50% increase in the subsequent years.  To generate 15% minimum return of its Capital Base per annum	Open	2020	MMU EXCO, and Investment Mgt Team

S/N	Case Statement	Plan Action	Target	Duration	Start Date	Responsibility
2.	<b>Investment Options to Explore</b> The mandate of the MMU Capitals Ltd shall have autonomy to invest in any of the following investment options among others to a minimum of N5 Million naira per annum.					
	Treasury Bills	To invest annually	N2million p.a(10 Million in 5yrs)	5 years	2020	MMU Capital Ltd (MCL)
	Fixed deposit	To invest annually	N1million p.a (5 Million in 5yrs)	5 years	2020	MCL
	Business/Partnership Ventures	To be carefully planned out.	Open	Open	2020	MCL
	Trade in farm produce	Invest in selective farm produce e.g palm oil, yam flower, etc.	N1million p.a (5 Million in 5yrs)	5 years	2020	MCL
	Trade in real estate	Invest in land at prime locations	Open	Open	open	MCL
	Mutual funds	Invest through selective firms	N5 Million	5 years	2020	MCL
	Business Plan that will specify incubation period for investments	Investment Management Committee to determine the minimum duration required prior to spending the investment profit on mission, welfare, etc	All the investments	As required	2021	Investment Management Committee

### Addendum

**MMU Investment Account:** There shall be investment account to be opened immediately this plan is adopted. This will enhance smooth running and actualization of the investment goal.

**Creation of MMU Capitals Ltd:** The MMU Capitals Ltd shall be the investment firm of the union and its mandate shall be to superintend the management of MMU investments as contained in the future operational policy document.

**Incorporation of Operational Policy:** An operational policy document should be incorporated into this advisory document and enshrined in the constitution of the MMU as appropriate for effective optimization.

**Long Term Target:** In the long run (10 years' time), the union would be in a position such that less emphasis would be placed on the current conventional means of raising fund (monthly dues, levies and pledges) to carry out mission works.

## 5.0 Welfare

Welfare efforts by the MMU is currently not robust. The strategy envisioned below are essentially to encourage a more robust welfare effort, fellowship and programing amongst MMU members, and to advise on personal financial literacy and self-financing plans. Moreover, the strategy, if executed, will discourage adhoc and emergency raising of funds to carter for unforeseeable situations for members.

S/ N	Case statement	Planned Action	Targets	Frequency /Duration	Earliest date	Responsibility
1	MMU Welfare's Strategic Policy Plan	MMU to show care and love to its members and their families: -Provide transport means to/from church for those who require such assistance -regular visitations to those who could not circulate as before -provide medical advice & assistance to the sick ones -Synergize with Home Care Fellowships and welfare-minded organizations to ensure aid to the elderly if needed -organize events that can cause men to come together regularly e.g. games, debates/chat-rooms, sponsored excursions, moderated Bible conversations to encourage deeper ties, empathy, and informal relationships -Talks/lecture sessions on relevant topics such as health; security & legal education; personal money literacy & investment knowledge/information; -retirement planning/issues	MMU members:  Job seekers, the aged, the sick and incapacitated  spiritual wellbeing  Men	As often as necessary	Jan 2020	Welfare committee/EXCO
2	Health Insurance/ HMO:	Sensitize/mobilize men on the benefits and financial involvements of the plan  Encourage men to enroll			June 2021	Welfare/EXCO /All men  Engaged HMO

S/ N	Case statement	Planned Action	Targets	Frequency /Duration	Earliest date	Responsibility
		Create Hospital Access & service descriptions: <ul style="list-style-type: none"> <li>- Outpatient care</li> <li>- General &amp; specialist consultations</li> <li>- Prescribed medications</li> <li>- Admissions at general ward(unlimited days)</li> <li>- Basic lab services</li> </ul>	Subscribers/contributors	As often as necessary		
3	Group Life Insurance	Encourage members to participate in the purchase of Lump Sum Assurance Scheme payable at death of the member (from a reputable insurance firm)	Men			Welfare Coordinator

## 6.0 Finance

The finance team provides sustainable financial policies and direction that will ensure the successful execution of this 10-year strategic plan. Their responsibility includes proper record keeping, advice, and execution of finance related tasks. The following has been put down to ensure effective funds generation, clean and orderly books as well as management of funds in the financial books.

S/ N	Case Statement	Plan Action	Target	Frequency/D uration	Start Date	Responsibility
A	<b>Current State of Funds Generation</b>					
1	Finance Sensitization	Encourage members to give financially	Currently the average annual collections of the association is about N5M. The plan is to initially generate additional funds through special pledges, donations, interest-free loans, increase annually and strategically to a minimum of N15M in the first five years.	Annually	2020	Finance Team
2	Cost Management	To control Spending	Currently average annual spending of the association is about N5.5M. With the use of cost control techniques, manage expenses prudently while growing the business to a level of sustainability for missions, etc	Open	-	Finance Team

S/N	Case Statement	Plan Action	Target	Frequency/Duration	Start Date	Responsibility
B	<b>Book Preparations</b>					
	The Finance Team will also work with the investment management committee towards ensuring the prompt update of records and posting of entries for periodic audits to avoid delays.					
	<b>*Income Projection &amp; Synergy with Investment Management Committee</b>					
3	<b>Income Projection/Investment Funding</b>					
	Income Projection	Savings habit to build investment fund over the years.	To secure minimum capital base of 5million in anticipation for 50% increase yearly.	5 year	March 2020	MMU Exco and IFinance Team
a.	Debenture/Loan	Raise a 5-year debenture/loan among MMU Members at 5%.	To generate initial capital base for MMU Capitals Limited	5 years	2020	MMU EXCO
b.	Annual Dues	20% Savings from collections say N500K m per annum (p.a)	N100,000 p.a	10 years	2020	Investment Coordinator and Finance Secretary (IC/FS)
C.	Special Levy	To encourage members to pay N5,000 each per year	500,000 p.a	5 years	2020	IC/FS
d.	Returns from current investment	10% yield on the current investment (treasury bill) yearly	200,000 p.a	5 years	2020	IC/FS
e.	Offerings	20% savings on N120,000 yearly	25,000 p.a	5 years	December 2019	IC/FS
f.	Pledges	20% savings on N3m per annum	600,000 p.a	5 years	2020	IC/FS
g.	Father's Day	20% savings on N1m yearly	200,000 p.a	5 years	2020	IC/FS
h.	Voluntary Donation	To encourage members to donate towards initial capital outlay	Nil	5 years	2020	MMU EXCO

S/N	Case Statement	Plan Action	Target	Frequency/Duration	Start Date	Responsibility
i.	Collaboration between the MMU Finance Team and the MMU Investment Management Committee in line with the MMU Exco decisions	Maximize returns by liaising and executing decisions agreed on	Profit generation from investment to finance our missions and other commitments	As required	-	Finance Team Investment Management Committee and MMU Exco

**\*Synergy with Investment Management Committee**

This aspect is an outline from the investment management committee and has been included here because of the executive nature of the assignment of finance. This strategy would be operated in with collaboration between the MMU Finance Team and Investment Management Committee in line with the MMU Exco decisions.

**Increase of Monthly Dues**

As a result of inflation and the need to meet the demands of the Association, the following systematic increase in the monthly dues is proposed without causing a system shock

- ❖ Increase of Monthly dues in 2021 from N1,000 to N1,500
- ❖ Increase of Monthly dues in 2023 from N1,500 to N2,000
- ❖ Increase of Monthly dues in 2025 from N2,000 to N3,000
- ❖ Increase of Monthly dues in 2027 from N3,000 to N4,000
- ❖ Increase of Monthly dues in 2029 from N4,000 to N5,000

**Techniques to Control Cost**

- Use of competitive bids for all expenditure (Minimum of 3 bidders).
- Advising the MMU to avoid frivolous spending.
- Negotiate good bargains with Vendors/Bankers on our investments to curtail rising cost.
- Monthly Internal value for money audit.
- Utilizing emerging opportunities for savings.