

**INSTITUTIONAL STRENGTHENING STRATEGY
APOSTOLIC CHURCH VANUATU
YEAR 2009/2010**

1. An analysis of strengths and weaknesses, opportunities and challenges facing the organisation.

Strengths

- ACV Well established with well designed organization structure.
- Members of the executive council of the ACV represents all provinces of Vanuatu, from the north to the southern islands of Vanuatu.
- Good channel of communication from the councils to the local churches.
- An excellent participant of the VCC.

Weaknesses

- ACV cannot work well with other Churches.
- Transportation costs are too high which demoralise leaders to pay regular visits to the remote areas where transport is scarce so they can actually confirm the needs of the people there.
- Literacy problem where most communities cannot read and write well. This may be a result of remote areas where there are no schools.
- Drop outs or the inability to complete education tend to encourage the youth to drift and relocate to the urban areas especially Luganville and Port Vila where the level of crime is very high. This is a result of not organizing activities in the communities where the youth can be involved in.
- Not enough funding for awareness workshops or trainings to be carried out in some communities and as a result we find a high rate of breast cancer, reproductive issues and other diseases such as diabetics etc. amongst these communities especially amongst our women of the ACV communities.
- Approx. 25% of ACV working class members, 75% unemployed and living in rural areas. This is really low compared to the other churches, therefore you can imagine the 25% working class supporting the ACV communities. Their support would only reach a few of these church assemblies and communities.
- No Performance reviews conducted as part of ACV evaluation.

Opportunities

- Increase in number of members
- Increase in number of church assemblies
- The trainees can be hired to be the trainers
- Increase in the number of small businesses within the local communities
- Opportunity for continuation of education after trainings
- Resources back in the villages can be used and fully utilized
- Trainings can be extended to international trainings
- Promotion within the church assemblies and local communities.
- Decrease the number of crime in the communities.
- Leaders will be equipped with the leadership qualities and then train others to become leaders.
- An increase in the number of well skilled leaders who can bring ACV forward and sustain its future growth.
- Generate future income for the development of ACV.
- ACV actively playing a role or be part of Government decision making in religious affairs.
- ACV actively be part of any Government trainings both locally and internationally relating to leadership or youth or women programs.

Threats/Challenges

- Change of Council members of the ACV.
- Change of management of the VCC.
- Co-operation of other churches.
- Funding.
- Transportation to the remote areas where walking distant is to be considered.
- Communication problems – reception may not be an advantage.
- Meeting the needs of all assemblies and communities.

2. A set of key priorities for strengthening will be identified in general terms.

- Core Funding for Key Positions
- Initial Capital Costs
- Technical Costs & Other Trainings
- Planning, Monitoring and Evaluation

3. A method for reviewing how change is occurring in that organisation, using internal participatory methods should be included.

- ❖ Channels of Reporting from top down ie ACV council to the communities or vice-versa ie the churches and communities ie from the local assemblies to the district councils then to the ACV council.
- ❖ The ACV has in place a structure which shows how the church is functioning. The organization is governed by a body made up of Apostles which is called the ACV Council. The council decides how the organization should run its activities and also oversees the development of its different districts and assemblies within the provinces of Vanuatu.
- ❖ The council has empowered its different assemblies to run their different activities where they are located. These assemblies are looked after by Apostles and Pastors who have their own committees which we called Assembly. This consists of Pastors, Elders, and Deacons. Under this body, we also have different ministries namely, ministry of women, youth ministry and children's ministry.
- ❖ The role of the Assembly is to review and support the different ministries which are under it. This can also include other committees that existed within the assembly, eg- church project committees, education committee etc.
- ❖ The reviewing method used in these assemblies is reporting to meetings by different ministries or committees when asked or called upon by the church assembly. A representative of these ministries or committees will attend at the meeting and present any progress or shortfalls of their performances. These reports are either written or verbally.
- ❖ Assemblies have limited powers only in their areas to decide or review different activities. If a project is affecting more than one assembly, then this will be handled by a body called District council. This council consists of every pastor in the district. They have the power to review or carry out decision for implementation.
- ❖ If a project or an issue will affect the whole ACV, then this will go before the ACV council for review and endorsement. The council can decide on anything that they feel can help the church growth or any project that the church will participate in. A classic example is this project that ACV has entered into with other partner churches. The ACV council had to review the proposal and then decided to form up this committee to act on their behalf in progressing this further.
- ❖ Having outlined the above procedures, the ACV will continue to adopt the same system of reporting through its project that will be implemented. What ever is reported to the AusAid will be copied to the ACV council for their reference. This is to help the committee carry out its responsibilities effectively without interferences.
- ❖ However the committee does not consist of only leaders in church but to its wider members who have expertise in different areas. This committee will be reporting to the ACV council of the developments carried out and also will
- ❖ Reporting from each representative from each province.
- ❖ Hold meetings and minutes taken.