

## MATTERS ARISING FROM THE 2025 AGM

<b>Ministry/Committee/Fellowship</b>	<b>Matter Arising</b>	<b>Action Taken</b>
Sunday School	Lack of basic needs for most children in the Sunday School	Needs are addressed as they arose. Framework and guidelines are being developed
	Purchase of more Bibles for use by Sunday School Children	20 NIV bibles were procured
	The transition of teenagers from Sunday School to the youth	The teenagers to visit the Main Church once every three months where they are to attend the entire church service
	Absenteeism of some Sunday School children	Followed up on the absent kids as a continuous process
	Low turnout of Sunday School teachers during prayers	Teacher scheduled for facilitation and teaching encouraged to meet for prayers Teachers will be meeting in SCC001 every Sunday for prayers from 8.30 to 9.30 am
	Set up accountability of children and teachers amongst the Sunday School	Teachers were assigned specific classes for follow up purposes; Class registers are currently used in each class and enhanced monthly coffee fellowship for the teachers
Reception	Members serving in multiple ministries	Members have been encouraged to serve up to two ministries so that they are able to give their best and be fulfilled in service and not get overwhelmed.
	Make announcements to encourage members to join the various ministries and fellowships	Announcements have been made repeatedly and some members have joined and added to our numbers.
	Introduction of social welfare such as tea after service for the reception team members.	Provisions for tea after service for the reception team was put in place

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Worship & Creative Arts	Low attendance of members for practice sessions by having scheduling flexibility or incentives.	A new WhatsApp group was created for Praise and Worship with the active members only
	Limited equipment extensions for use by the technical team	New extension cables were bought.
	Faulty instruments and reliability issues affecting worship services.	Some equipment were purchased such as keyboard stand, microphones, cymbals and others repaired such as cables, drum skin, monitor speaker. A Committee on equipment has also been instituted to help on maintenance
	Occasional issues with displaying of lyrics during services that impact the congregation's participation	Media Team members have taken up roles to address the issue, and plans of getting to the service earlier have been made, especially for serving members
	Organize regular team building sessions to strengthen member motivation and unity.	A social retreat on 30/8/25 and enjoyed quality time with each other through games and discussions.
Choir	Need for guidance on how to engage more members for active participation by trying to incorporate workshops, vocal training and collaborative learning experiences.	Church members have been encouraged to join the team during services. The music director usually assists in voice training during practice.
Mission & Outreach	Have more activities geared toward outreach – consider having quarterly outreach	Implemented quarterly outreach with parts of Oasis and Gachororo so far reached.

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	The church to consider having a free medical camp especially for the needy Sunday school children and their families.	Arrangements for medical camp currently underway, this was planned for last year during the missions month but failed due to logistical challenges
	Have and strengthen an Apologetics Club for continued engagement with critics	<i>Yet to be implemented</i>
	More trainings and preachings on evangelism to empower members to be more involved in prayers and evangelistic activities.	Conducted a training on evangelism in the 1st Quarter and the Empowered To Influence (ETI) training during the September Mission Month
Prayer Committee	Poor attendance of morning prayers.	<p>People leading intercession and moderating the service can purpose to be part of the Sunday morning prayers.</p> <p>Elders and Deacons were put on a schedule so that they are able to be present every Sunday</p> <p>Plan is to mobilize the church through our respective ministries and committee as well as church announcements.</p>
	Reconsider time for meetup since some members who attend this are also in discipleship class.	It was agreed the prayer meeting time to be 08:50am-9:30am every Sunday
Welfare	Impromptu welfare needs, especially for Sunday School children	A welfare task force already formed headed by the welfare coordinator to verify the welfare issues raised

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	Delayed communication of needs in our fellowships.	Announcements to be made periodically for members to feel free to share their needs with the church leaders. Announce to church members clear needs communication lines via welfare coordinators, bible study heads, church committee leaders etc.
	Encourage all the church members to be the agents of identifying welfare needs.	Announcements were made reminding people to share their challenges through various ministries and fellowships
	Have a welfare Sunday for welfare issues sensitization.	A Welfare Sunday to be held annually whereby the members will be taken through the roles and responsibilities of the welfare department On 21 <sup>st</sup> December 2025, we had the first Welfare Sunday where members contributed cash and materials that were given towards gifting the Sunday School children
Media	The Pastoral/Spiritual Leaders be active in “Cleaning the Airwaves” by answering the questions asked in the various groups that touch on Ordinances, basic Bible questions discussed in the group and the like via a small recording of videos addressing such questions according to the Bible. This is to be done at least once per quarter,	The idea is that on the last Sunday of the Month, we mic the Pastor(s) recorded to answer the questions on the 4th Sunday and follow up questions on the answers on Zoom for engagement on YouTube. This is still work in progress

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	after service and questions to the Pastor are sent early enough for planning purposes.	
	Retention of new members by the Media team	Engaged interested members to join the team and train them. Members were trained and a duty rota created so as to give opportunity to new members to participate
	Delay in set-up by the media team since a large number were part of the discipleship classes	Members of the media team who are on duty come early and start the setup before classes starts and then proceed to the Discipleship classes. Some of the team members affected have since finished the entire phase of the discipleship program
	Training of new media team members	Members are being trained every Sunday morning besides having occasional trainings done on dedicated days.
	Purchase of Uninterrupted Power Supply (UPS)	Still pending
Youth	Lack of mentorship from senior Church members	Members of the Youth Fellowship have been placed into smaller groups and assigned to various couples, though the mentorship program is yet to kick off
	Late confirmation of participation	Early mobilization and making youth members aware of quarterly programmes and progress has been realized through use of posters and one on one mobilization and encouraging members to confirm in good time
	Showing up of some members without confirmation	Members have been encouraged to confirm participation in the various activities.

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	Financial constraints amongst the members of the Youth Fellowship	Through one-on-one interactions we have been able to identify youths who are not able to contribute towards activity and step in through mobilization from other members.  The church adjusted its budgets to accommodate the growing number of members in the fellowship and the rising costs of living.
	Develop a system to assist members facing financial challenges, ensuring equitable access to activities and supporting full participation across the fellowship.	Through groups and one on one interactions with the members.  Follow up groups were developed and each committee member assigned a group to enable ease in communicating such matters.
Sisters	Members fail to honor their monthly contributions, hence becoming difficult for the leaders to organize the pre-planned activities	A staggered approach of contribution was adopted, student members – KES 50, non-employed members – KES 100 and employed – KES 200 with lumpsum (yearly, bi-annually, or quarterly) contributions encouraged.
	Turnover of members in the sisters' fellowship, it can be difficult sometimes to know the exact number of active participants	A new WhatsApp group created for active members to join
Men	Sudden disappearance of men from the fellowship	Involvement of pastorate in mobilization is a strategy being used to encourage more men to attend the fellowship. The quarterly benedictions has led to enhanced awareness of the fellowship activities

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	Continuous development of leaders to enable achievement of objectives	Men leaders pastoral fellowship launched in 2025 is meant to help develop men leaders spiritually and as leaders
	Integration of discipleship into men's activities ie how church fellowships can become instruments for discipleship	Currently ideas are being explored on how to bring closer collaboration of church fellowships ie men, sisters, family care, and youth
	Practical integration of mentorship into the IDC culture since majority of the church is young and transitioning	Mentorship program development is at the ideation stage.
Family Care	Challenges trying to get all members to participate in their monthly activities and owning the fellowship.	Better communication and advance notice of the planned activities led to a great improvement. Members are currently participating better in our planned activities.
	Challenge of grouping members into smaller intimate groups of accountabilities, given there are other smaller groups in existence.	Incorporating groups per number of years a couple has been married that allows for sharing and fellowship within the smaller cell groups. This is work in progress
Bible Study Fellowships	Low attendance, inconsistent attendance	The ongoing reorganization of the Bible Study groups to have the members belong to a Bible study group in proximity of their residence, so as to encourage one-on-one fellowship amongst church members
	Tea resumption	Tea is provided to the Sunday School children every Sunday

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Finance, Planning and Development		For the main church, tea shall be served after service during the Second Sunday of the month and the ‘dedicated Sundays’ when the service usually extends beyond the usual timelines
	Financing fellowship activities increased from 40% to 50% of the budget	The 40/60 rule to be maintained for financing fellowship activities, where need be extra financing to be considered on case-by-case basis
	Increasing the amount allocated to missions and welfare	Mission committee is currently reviewing the Missions Policy Document and part of the issues being handled is having improved frameworks towards the support of missions’ activities, this will directly influence the budget allocation to missions.  Besides the budget allocation for Missions and Outreach, the Tithe always go towards support of mission activities
	An exit package for staff/ an appreciation to exiting leaders	An appreciation towards the former pastors and other leaders was held on 7 <sup>th</sup> December 2025.  It has been proposed that the appreciation of various leaders be held annually.