



***PAG KENYA PASTORS & STAFF PROVIDENT FUND.
STRATEGIC PLAN FOR MEMBERS***



BY;

REV. NATHAN ONDEGO

0720000111



Year 2010



Three human Monsters;



1) Housing (shelter)



2) Healthy care



3) Education



WHAT CAN THE SCHEME DO TO HELP ITS MEMBERS?

- ⇒ The scheme is not a Sacco movement or a loaning organization so that it can advance loans to its members..
- ⇒ The scheme is the equivalent of the Kenya's NSSF. It is charged of saving for the benefit of its member's retirement.
- ⇒ However it has been my desire to see Pastors of PAG live an improved life during their service as Pastors and even after. Grounded in this desire I have made the enclosed proposal, placed it before the Scheme Trustees and the General Superintendent.
- ⇒ It is absurd that the PAG Pastors toil a lot for the benefit of the afterlife of many but suffers personal set backs due to neglect by the Administration structures of the Church.

Let us for a while think aloud as we ask ourselves a few questions;

How can we eliminate;

1. *1. What is the Biblical view of retirement?*
2. How can we tackle housing (shelter) Problem?
3. Can we have a remedy for healthy care?
4. What can we do to provide education to our children?

Read on.....

What is the Biblical view of retirement?

As Christians approach retirement age, they often wonder what a Christian should do during the retirement years. Do Christians retire from Christian service when they retire from the workplace? How should a Christian view retirement?

Num 8:23-26

23 The LORD said to Moses, 24 "This applies to the Levites: Men twenty-five years old or more shall come to take part in the work at the Tent of Meeting, 25 but at the age of fifty, they must retire from their regular service and work no longer. 26 They may assist their brothers in performing their duties at the Tent of Meeting, but they themselves must not do the work. This, then, is how you are to assign the responsibilities of the Levites."

The Christian never retires from Christ's service; he only changes the address of his workplace.

In summary, as one reaches "retirement age" (whatever that is) the vocation may change but one's life work of serving the Lord does not change. Often it is these "senior saints" who, after a lifetime of walking with God, are able to convey the truths of God's Word by relating how God has worked in their lives

Even though we may retire from our vocations (even "full-time" Christian ministry), we should never retire from serving the Lord, although the way we serve Him may change. There is the example of two very old people in [Luke 2:25-38](#) (Simeon and Anna) who continued to serve the Lord faithfully. Anna was an elderly widow who ministered in the temple daily with fasting and prayer. Titus 2 states that the older men and women are to teach, by example, younger men and women how to live.

Aging is unavoidable. We all get old. But how we view getting older is what makes the difference.

However, while aging is inevitable and death is sure, every employer need to flex and make measures that may benefit the employee as he moves out of service.

It would be absurd if a Pastor who has preached the message of *afterlife* fails to enjoy the fruit of his life in his last days even after serving our God honestly and leading many to everlasting life.

It is for this reason I have thought of selling the idea of putting in place measures that may lead to a well balanced life of the Pastor after retirement.

With this in mind it was important to find ways and means of improving the living standards of both the current members of the scheme and the new entrants.

In the primary need I wish to propose the following;

HOUSING

The Government has approved a scheme in which members may utilize 60% of their savings in buildings.

They are also allowed to invest in renovating their houses and constructing their residential houses.

Any of the above investments may be of benefit to the Pastor. However, it is my suggestion that, after reading my vision for the PAG Pastors which is enriched in this booklet Pastors should identify this scheme as a direct benefit to their life and make use of it. In a bid to organize the life of our Pastors and achieve the intended purpose in this lethal aspect of Housing and Shelter I propose the following:-

1. Pastors need to enhance their contributions, time themselves for the guarantee of 60% of their retirement contribution shares and channel this into this well thought development.
2. Pastors need improve access to affordable housing that can be self owned or let out. It is my advice that in this provision, Pastors should aim at building in towns so that the buildings can turn into income generating properties.
3. It is time that Pastors need to identify and acquire land for new Housing units. More preferably Pastors should pull together and acquire land for the purpose of this development.

Pastors are servants of God serving the Flock of Jesus Christ, they should be in the least of want due to the nature of their profession they undertake.

The Pastors retirement shares should be used for this purpose.

HEALTH CARE

Health is one of the most important area a human being suffers. Health care has become expensive and unbearable. Moreover, there are currently very complicated diseases that require complicated drugs and style of treatment. This complications calls for a complication action.

It is my suggestion;

PAG as a church do register with NHIF. We have the numbers that can assist us in becoming a great stake holders of the said NHIF.

1. Then a Department of Health care be established which should oversee the healthcare of our pastor and their families.
2. A trust body be appointed using whatever acceptable means to oversee this Department.
3. Some of our Senior persons be given this docket to run.
4. The assemblies do contribute monthly Kshs 200.00 towards this department and all monies received be dispensed with by the persons appointed under paragraph two above with strict external checkpoint..
5. The Persons in paragraph 2 above do receive salaries for the work done and they be monitored through a well laced external audit.

Observation;

The total population of our Pastors exceed 2000 persons. At this calculation a total of Kshs 500,000.00 will be collected out of which a sum of about 300,000.00 will be surrendered to NHIF leaving over Kshs. 200,000.00 in the docket to cater for a funeral rider in case the member dies.

we register, the contribution shall be monitored by the NHIF though the laid down machinery once .

EDUCATION

If you look back to the 70s and 80s, many people were able to get by without even having a high school certificate. One could get a labor job and make KSHS. 20 a day without much effort. These days, these jobs are much harder to acquire. Not getting some sort of post high school education these days is the equivalent of being with no education at all!!! If one does not have some sort of education these days, most companies will throw their resume away before even talking the presenter. It is very imperative you have an advanced education if you want to be successful. The dawn of the information super highway, known as the internet, has given people many options that were never available even twenty years ago. You can get just about any type of education online and the best part is that it is significantly cheaper!

All we now need to do is to formulate a formulary where Pastors children can get free education in our schools. A pastor who has served for ten years will have a form one student who should be supported by the church through the secondary education. Why do we need to spend in this field?

- Educated people make more money
- People respect people with educations more than those who don't
- Having an education allows you to work in a field that you enjoy
- Have more stimulating conversations

To achieve this, we shall need to closely find a way where we can plant high cost secondary schools in at least 20 of our 47 counties where entrants will pay more while our Pastors children enjoy free education.

A department of Education only for this purpose shall be established and our Assemblies to contribute monthly Kshs. 100.00 to await these expense. Donor funding from within and without shall also be sought. If we are about 2500 assemblies, this docket will collect an average of 250,000.00 a month giving an income of Kshs. 3,000,000.00 a year.

At least five member management shall be appointed to oversee this department.

EXTRA CURRICULUM

There is a saying that goes; *All work and no play makes Jack a dull boy*. Our Pastors need to be engaged in spiritual extra curriculum activities. This action will refresh them, bring them together and add value to them. Which would these Christian extra curriculum be! Will it be football, hope step and jump, net ball, volleyball or some physical activities of some kind? Yes this is still possible, but let us look at these other purely Christian extra curriculum activities and their benefits”:

SPIRITUAL EXCHANGE

Periodical prayer meetings be made so as to affords an opportunity for the over 4000 pastors of PAG Church to come together in prayer, engage in bonding sessions, general fellowship, and revival of the spirit of evangelism;

A department of evangelism be established where the talented young Pastors in our Church can make use of their opportunities. Countrywide crusades be made under the leadership of an experienced preacher in whose docket we shall employ well versed and spirit filled young men of instruments.

Funding.

This department shall be funded by a well established international relations through internet communication and under the shoulder of a seasoned preacher as the head for this. If need be the Church can also play part in its operation.

Districts will contribute to enable a missionary crusade to take place in their area.

OUTREACH

Indoor outreach

Periodical programme exchanges to be made through the Department of exchange so that Pastors may find an opportunity to exchange their experiences relating to their respective Church programmes, community service, and outreach, and obtain new learning from each other, the special speakers and the Church Hierarchy, thereby building each other's capacity to better serve the body of Christ. This outreach should be organized indoors and be dealt with Regionally.

Funding.

Participants will be required to fund themselves.

Community outreach

Plans should be put underway to meet the communities making our church's presence known in the community is the start of expanding the ministry of our Lord Jesus Christ and appealing to families and individuals who can benefit from the ministerial and practical resources our congregation has to offer. Reaching out to the communities around our church also will help us fulfill the command of Jesus recorded in Mark 16:15: "Go into all the world and proclaim the gospel to the whole creation." Building lasting relationships with the community is also a matter of meeting the needs that are specific to the part of town where our churches are located.

WHAT THE SCHEME CAN DO

The Government approves a 30% of a schemes fund value to be invested in a real estate development. Real estate will include; business structures, housing estate and all such fixed structures.

It defeats logic when we are sleeping on the job while other organizations are grabbing every opportunity to make good. Let me sample a few newsletters;

Kenya Power's staff retirement benefits scheme is set to build a mixed residential housing development in Nairobi's Loresho where it owns 16.9 acres of land. The 160-unit single family housing project will comprise 12 villas, 81 townhouses and 66 flats. The flats will be built in 11 blocks of three storeys each. The construction will also include a commercial facility and kindergarten, and a sewer treatment plant (Biobox). The retirement benefits scheme in 2008 put up another housing project for sale in Kileleshwa, an upper middle-income residential area, which was completed in 2010. It developed Runda Park, executive town houses and a club house for sale, which was completed in July 2011 at an estimated cost of over Sh1.1 billion. The housing development sits on 24 acres of prime land in upmarket Runda. (www.the-star.co.ke/.../kplc-retirement-benefits-scheme-build-houses)

Maseno University Retirement Benefits Scheme

Maseno University Retirement Benefits Scheme has just completed its new four storey building along Makasembo Road. Ground floor has a lettable space of 4,026 sq ft, with first to third floors having a lettable space of 3,913 sq ft. The premises are more ideal for professional offices and financial institutions like banking. Fourth floor has a lettable space of 5,569.9sq ft lettable as a restaurant. (www.maseno.ac.ke/index.php)

PAG Kenya Pastors and staff provident Fund.

On our part, it has been my desire as the Administrator to at least compete these other Kenyan organizations in establishing a lasting real estate development.

My several request has been that as our funds keeps on growing and being used by the stock market we need to penetrate and make a benefit using the Governments allocation of 30% to real estate.

I had earlier suggested that the idle land that lies at the foot of the Nyang'ori mission be allocated the scheme and we proceed o seek the Governments approval of constructing a magnificent high presidential Hotel at the vicinity.

We now have a fund value of Kshs. 39 Million as at December 2012. This figer may go up when we add on the contributions for Jan and Feb this year. I am of the feel that we shall clock 150 Million by the end of June this year.

A fund value of 150 Million can produce a real estate of 45,000,000.00 Kenya Shillings. This would be a colossal amount enough to build the suggested hotel. See pictures.

I also suggested that Nyang'ori Bible College be elevated to a university status and we also be numbered as a Church with a University. See pictures of my proposals.

It is sad to note that all Churches including CITAM have universities yet we have none! Where does our money go and what does our money do?

These are Church based universities that have been fully accredited:

[University of Eastern Africa, Baraton - 1991](#)

[Catholic University of Eastern Africa - 1992](#)

[Scott Theological College - 1992](#)

[Africa Nazarene University - 2002](#)

[Kenya Methodist University - 2006](#)

[St. Paul's University - 2007](#)

[Pan Africa Christian University - 2008](#)

[Aga Khan University - 2002](#)

[Presbyterian University of East Africa - 2008](#)

[Adventist University - 2009](#)

Seventh Day Adventist (SDA)

Roman Catholic

African Inland Church

Methodist Church

Anglican Church of Kenya (ACK)

Christ is the answer Ministries (CITAM)

The Agakhan

Presbyterian Church (PCEA)

Seventh Day Adventist (SDA)

MY DESIRE TO ELEVET NYANG'ORI BIBLE COLLEGE TO A FULLY FLEDGED UNIVERSITY.

In 2010 I invited Hon. Akaranga and the Commission for higher education secretary Prof Sitanda to a meeting in my office for the purpose of making ways of establishing a University for PAG. In attendance were;

Prof Sitanda Commission Secretary

1. Hon Akaranga former Minister and now Governor for Vihiga County
2. Mrs Ganira. Wife to General Supritendent
3. Rev. Ganira General Supritendent PAG
4. Rev Ondego (Myself)

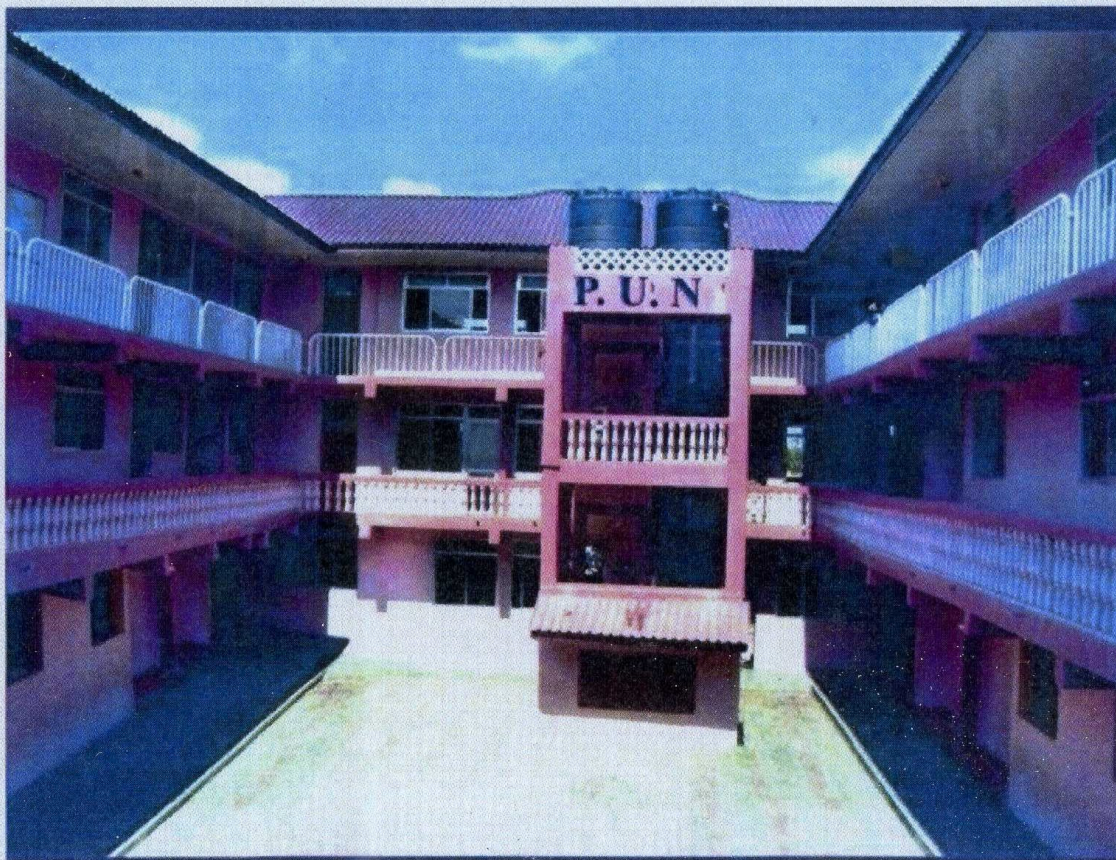
This meeting was very fruitful and in the presence of Governor Akaranga, Ganira's wife and I, The Commission Secretary asked that a letter be written by Rev Ganira and an interim authority would be given immediately.

*Proposed
PAG University
Nyang'ori*





University side elevation



University interior corridor

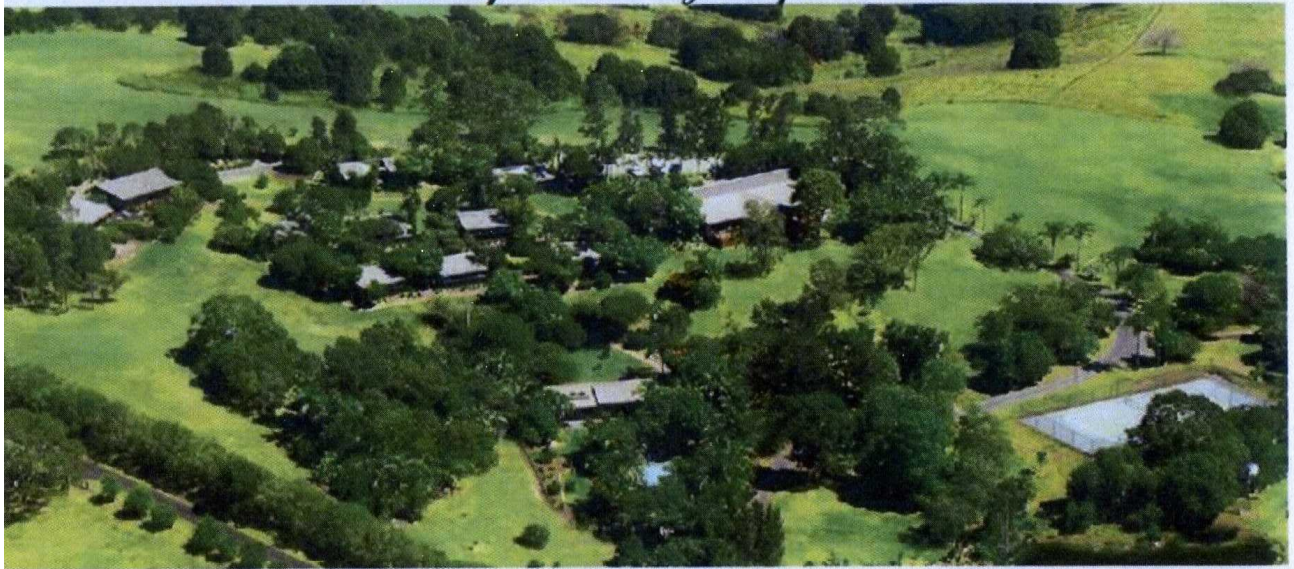
MY PROPOSAL TO UTERLIZE THE GOVERNMENT APPROVED 30% IN CONSTRUCTION OF A
FIVE STAR HOTEL.

As the Government through RBA allowed Schemes to invest 30% of its fund value into real estate, I asked General Superintendent Rev Ganira we use this opportunity and establish a posh hotel for the Church so as to compete or copy from the investments made by the Roman Catholic Church.
This should be addressed positively.

SEE PICTURES OF THE PROPOSED HOTEL

*Proposed
5 star hotel
Nyang'ori*

Overview of the cottages of the resort





Lounge located at the main entrance



One side of the lounge at the main entrance



A single normal bedroom



Presidential bedroom (Special and specious)



Presidential suit



A spacious Bed room



A RECONCILIATION AND RESTORATION.

In 1981 there was a sad split of the Luo community of the PAG Kenya disconnecting themselves from PAG (K) mainstream Church at Nyang'ori

In 2002 I invited prominent leaders and members of the Church whom I drew from all the major communities of the Church and invoked a reconciliation aimed at reconciling the Luo community back to Church.

The attendants included;

Mr. Migiro a Church Lawyer

Mr. Akaranga - Manager Barclays Bank

Rev. Okongo and Koga - Luo Nyanza leaders

Rev Chepchieng and Rev Bosire of PAG Executive

Rev Ogallo and Rev. Henry Ogallo of the Luo community

Rev. Odongo of PAG Nyanza

Rev. Salamba of PAG

Mr. Nathan Ondego Conviner

The meeting lasted one and a half years and though agreements were signed, the implementations is yet to be implemented.

The Church should prepare to have a uniting heart.

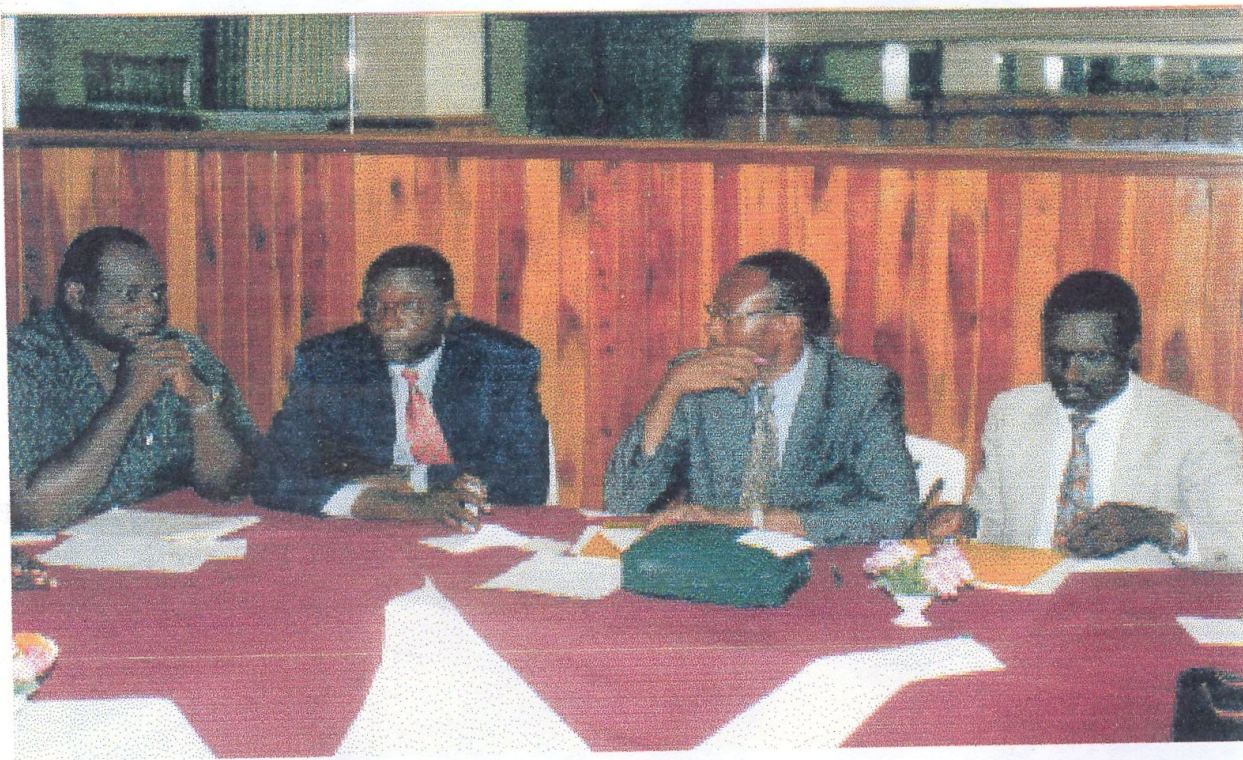
See pictures of the said reconciliation.

*Pictures of a failed
Reconciliation
PAG Nyanza - PAG Kenya*



HISTORICAL MEETING (P.A.G. (K) AND P.A.G. (NYANZA) LEADERS

Rev. Salamba and Rev Odongo pose for a photo flanked by other members of the reconciliation at Naselica hotel Kisumu

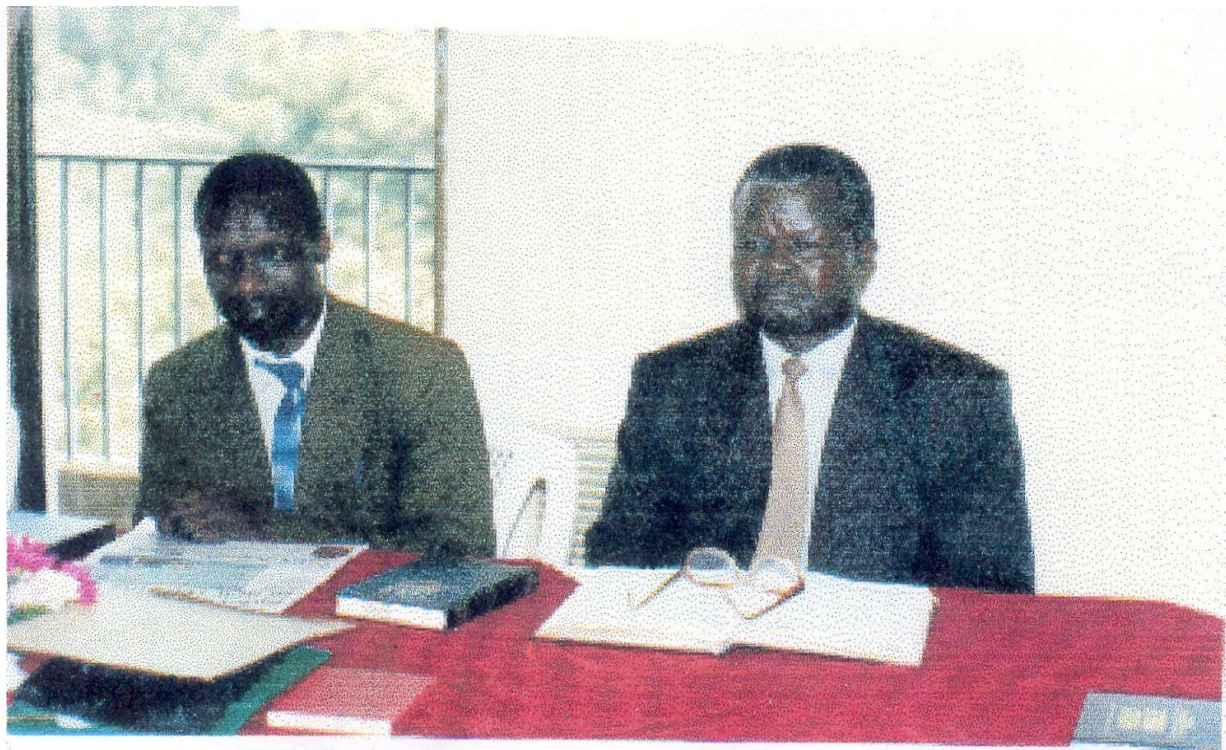


MEMBERS OF THE RECONCILLIATION TEAM MARCH 2000.

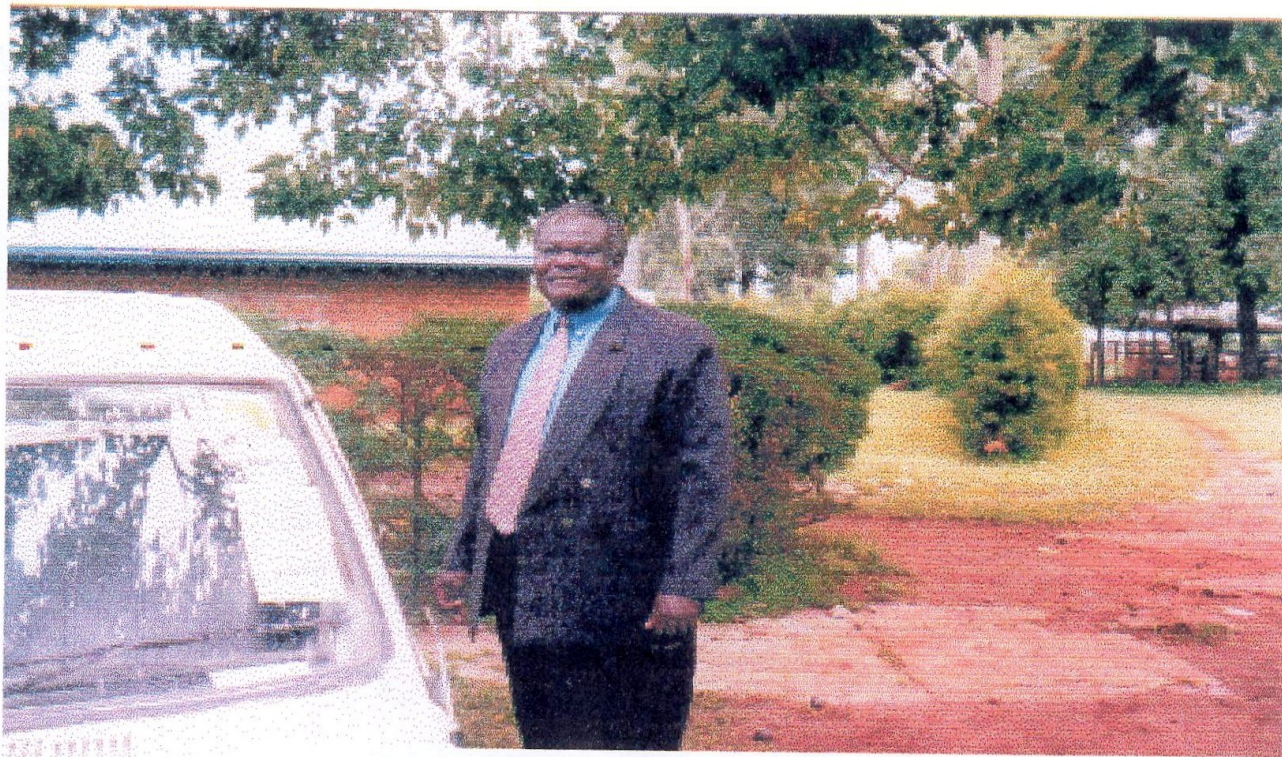
Rev. Nathan Ondego, Rev. Akaranga Moses, Rev. Luke Oduor and Rev John Chepchieng



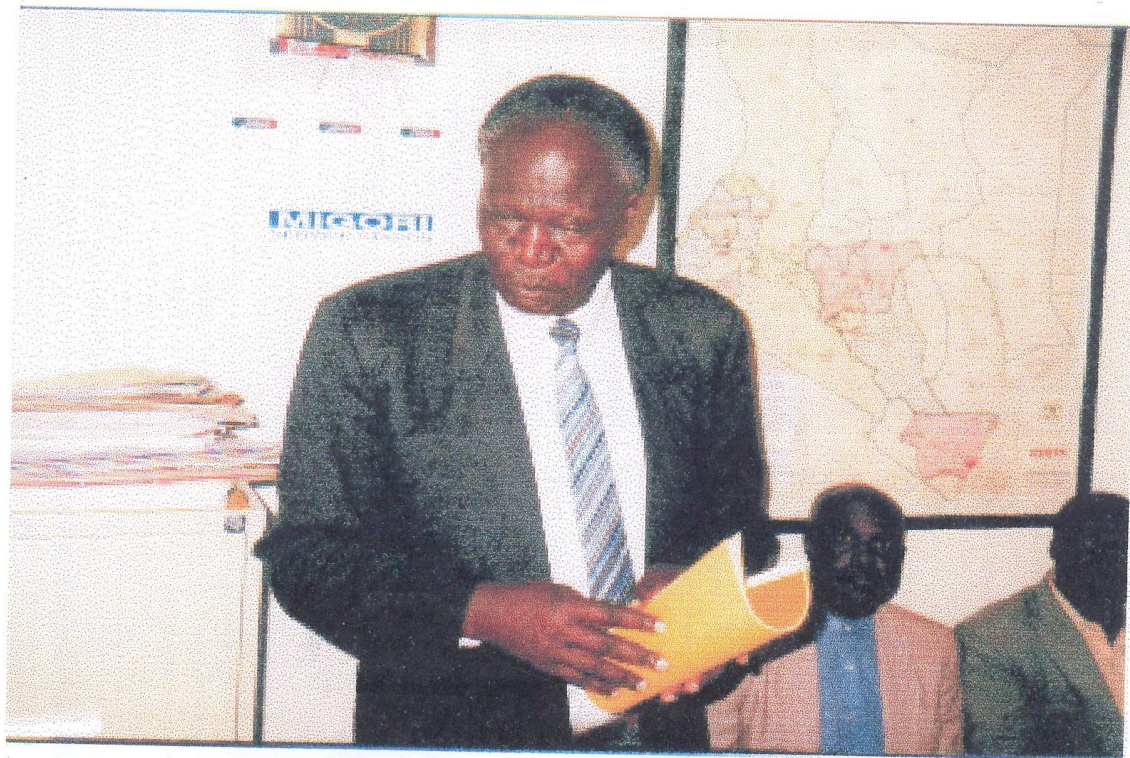
MR, NELSON MIGIRO ADVOCATE AND TWO P.A.G. NYANZA LEADERS



REV, JOHN CHEPCHIENG AND REV. HENRY OGALLO



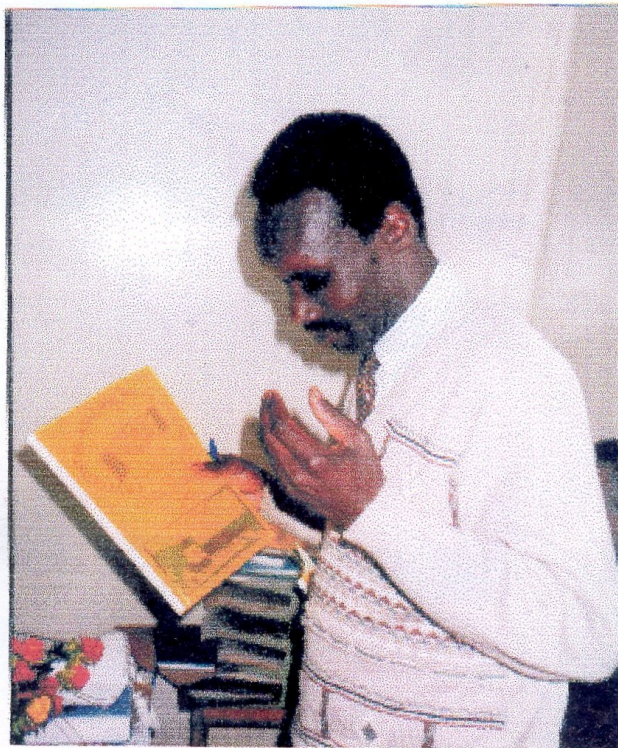
REV, RICHARD ODONGO AT NYANGORI IN JAN, 2001



REV, JOASH OKONGO AT NYANGORI IN 2001 JANUARY



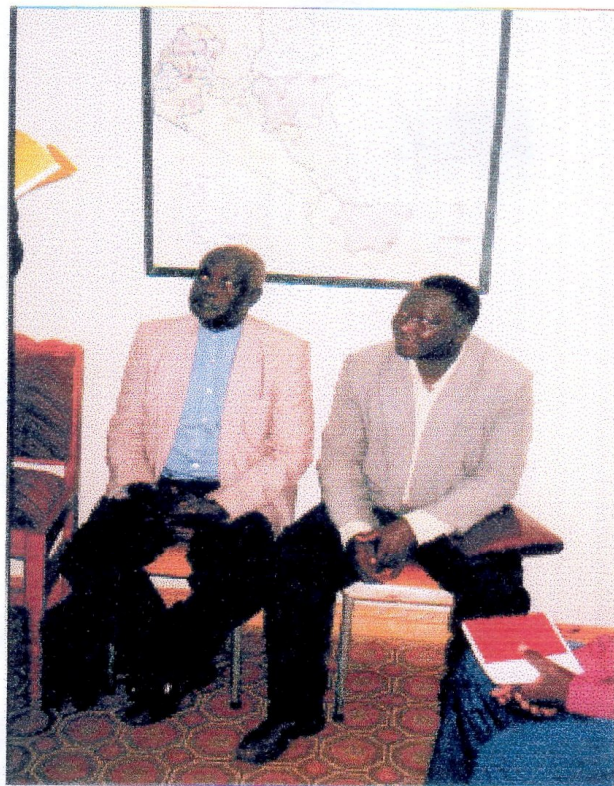
REV. JOSHUA BOSIRE



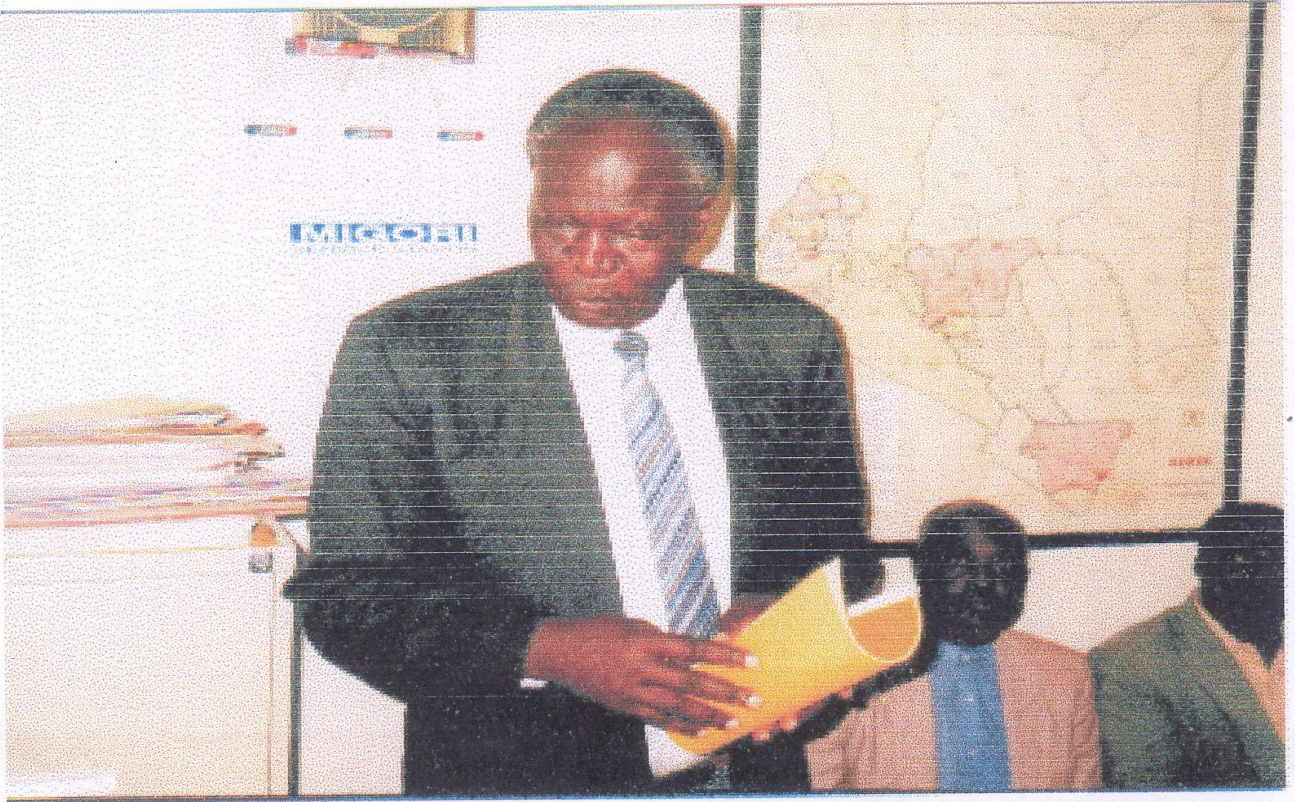
REV. JOHN CHEPCHIENG



REV. RICHARD ODONGO



MR. KOGA AND REV. ONGOTA



REV, JOASH OKONGO AT NYANGORI IN 2001 JANUARY



Rev. Richard Odongo {Left} and Rev. Elkana Salamba



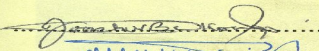
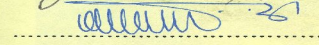
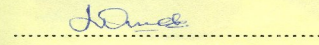

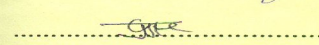
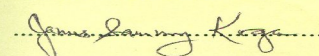
Rev. Richard Odongo {Left} and Rev. Elkana Salamba

Now it was all set; Odongo Rev and Rev Salamba exchanges the reconciliation agreement uniting PAG Nyanza with PAG (K)

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RECONCILIATION MEETING
BETWEEN
PENTECOSTAL ASSEMBLIES OF GOD KENYA
AND
PENTECOSTAL ASSEMBLIES OF GOD NYANZA REGION.

AFTER MONTHS OF DELIBERATIONS FOLLOWING
 RESOLUTIONS WERE REACHED AND AGREED UPON:-

- .. The P.A.G. Nyanza shall re unite with the P.A.G. Kenya.
- .. The P.A.G. Nyanza shall de-register its registration No. 23526 at the Registrar of Societies.
- .. Both the authorities of P.A.G Kenya and P.A.G. Nyanza shall work out the modalities of the unity.
- .. Rev Ongoje shall be transferred out of Lake District.
- .. All cases pending in Courts against Rev Ongoje be it Civil or Criminal shall be withdrawn.
- .. Collective modalities shall be put in place to amend the P.A.G. Kenya Constitution to accommodate regional administration.

SIGNED	NAME	
	REV. JOASH OKONG'O	= CHAIRMAN
	BRO. NATHAN ONDEGO	= SECRETARY
	REV. HENRY OGALLO	= MEMBER
	REV. LUKE ODUOR	= MEMBER
	REV. YUSUF ONGOTA	= MEMBER
	BRO. JAMES KOGA	MEMBER

An extract of the agreement of reconciliation intended to bring together PAG Nyanza and PAG (K)