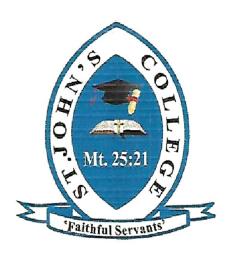**The Episcopal University**

St. John's College – Wau

Vision of 2030

Members of College Governing Council

November 1st, 2019 - WAU

The Episcopal University

St. John's College – Wau

Vision of 2020 to 2030

Prepared by Philip Abiel Nyok

Principal

And

Approved by the College Governing Council

On 1st of November 2019 – Wau

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Wau, South Sudan

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1. History of the College:

St. John's College started as an English Training Centre from 2010 to 2011 with only three students, two (Andrea Ngong Deng and John Bol Angui) of whom failed special entry examinations of Bishop Gwynne College in Juba. Those two students were coached in English Language, by Bishop Moses Deng Bol – Bishop of Wau Diocese and the then Diocesan Secretary Rev. Andrew Apiny, to improve their English Language in order to enable them to pass the special entry examinations to be admitted to Bishop Gwynne College in Juba.

In 2012, Bishop Moses Deng Bol decided to open a Theological College to train pastors who were ordained without Theological training during the 21 years of Sudan civil war; and appointed Rev. Joseph Mamer Manot as the first Principal of the College on the 1st of July 2012. Two (Andrea Ngong Deng and Samuel Mabith) of the three students became the first batch of the College in 2013 and one of them went back to Bishop Gwynne College where he was admitted for three years Diploma programme in Theology.

In April 2016, Archbishop Daniel Deng Bul graduated the first batch of Theology students from the College while in the same year, Archbishop Moses Deng Bol thought of adding new two Departments of Primary Education and Business Administration.

Currently, the College is operating three departments of Theology, Primary Education and Business Administration & Management. Department of Theology is the oldest one while Department of Business Administration & Management is the largest Department at the College. Annually, College plans to admit **200 students** across various fields of specializations.

2. **Vision: "A high standard and competitive University in the World".**

3. **Mission Statement:** "To produce competent and professional leaders grounded in Christian values for Church growth, community transformation and world development."

4. **Motto: "Faithful Servants"**. **Matthew 25:21.**

5. **Core Values:** The core ethical values of the College could be summarised in one word known as **"FIRIS",** which means:

- Faithfulness;

- Integrity;

- Respect for human dignity and rights;

- Innovation; and

- Servant leadership;

6. Philosophy of the College:

The religious and moral philosophy of St. John' College is **"The belief that true education fosters the restoration of the lost image of God in human beings through the harmonious development of the mind, body, social, and spiritual dimensions of humanity".**

7. College Objectives:

7.1.   To equip church leaders and other professionals with knowledge and skills for spiritual and social transformation;

7.2.   To build peace among the communities through understanding of the word of God;

7.3.   To restore the lost image of God in human beings through education and spiritual development;

7.4.   To produce candidates capable of solving labour market problems and contribute in achieving development goals of the nation;

7.5.   To equip students and business community with appropriate entrepreneurship skills for self reliance and sustainable livelihood;

7.6.   To produce capable professionals to manage and protect the Country's resources;

7.7. To meet the needs of the local community in general education, business management, and development studies.

8. College programmes and intake time:

8.1. Currently, the College is awarding diploma in:

1) Theology and Development;

2) Primary Education;

3) Business Administration and Management (**Accounting & Finance and Marketing**);

4) Public Administration and Management; and

5) Procurement and Logistics Management.

8.2. Also, College is offering certificate programmes of three Months; which include:

1) Computer Applications;

2) English Language (Beginners, Intermediate and Advanced English);

3) Human Resource Management;

4) Project Planning and Management;

5) Procurement & Logistics Management;

6) Public Administration and Management;

7) Financial Management for NGOs; and

8) Fundamentals of Banking Business, etc.

8.3. The intake is done three times a year (**January, May and September**) for diploma and certificate programmes. The intake for Theology is known as advanced intake.

9. Government Requirements:

The following are some of the government requirements to recognise and allow a university to operate in South Sudan with an official license:

9.2. Land of at least 250,000 MSQ;

9.3. Good physical infrastructure (conducive learning environment), which include:

1) Administration Block;

2) Lectures Halls; and

3) Offices for teaching staff.

9.4. Organisational Structure of the University;

9.5. Lecturers and their qualifications;

9.6. Supporting staff and Students;

9.7. Academic programmes;

9.8. Well equipped Library;

9.9. Sciences Laboratory;

9.10. Computer Laboratory;

9.11.   Hygiene & Sanitation system;

9.12.   Sports ground;

9.13.   Source of water;

9.14.   Source of power; and

9.15.   Vision & Mission statements.

10.   Vision of 2020 to 2030:

The College administration has a vision of upgrading the College to University level within the next ten years, under the **Theme: "Transparency, Integrity, Commitment, Accountability and Professionalism."** which is abbreviated as –

TICAP.

This theme will guide the College Administration to achieve its vision which is being articulated in five tracks:

1. Academic Infrastructure Development Plans (AIDP).

2.   Policies and Regulations Development (PRD).

3. Physical Infrastructure Development Plans (PIDP).

4. Human Resource Development Plans (HRDP).

5. College Enterprise Unit Development **(CEUD).**

<u>NB:</u>

This vision is achievable if the College could invest a lot of resources and exert more efforts in two sections:

1) Human Resource Development; and

2) Physical Infrastructure Development.

The plans mentioned above are being explained in details as below:

10.1. Academic Plans:

The College has envisioned the following academic goals to be accomplished within the next 10 years:

1) To standardise curriculum of Business Administration & Management;

2) To introduce new Diploma courses including:

   a) Community Development and Social Work;

   b) Taxation and Customs Management;

   c) Tourism and Hotel Management;

   d) Human Resource Development;

   e) General Education; and

   f) Islamic Studies.

3) To introduce degree programmes in:

   a) Theology & Development;

   b) Business Administration;

   c) Education;

   d) Law; and

   e) Agriculture.

4) Installation of **electronic Library** for students and Lecturers;

5) Installation of Science Laboratory;

6) Acquisition of 2,100 books for Department of Education in 5 years;

7) Acquisition of 4,000 books for Department of Business administration in 5 years;

8) To affiliate Diocesan Bible Schools to St. John's College in 1 year;

9) To introduce certificate programme in Theology and Education within 1 year;

10)   To upgrade St. John's College to University level in 2031;

11)   Upgrading of Departments to Faculties and Colleges, namely:

   a) Faculty of Theology and Development;

   b) College of Education;

   c) School of Management Sciences;

   d) Faculty of Law; and

   e) Faculty of Agriculture.

12) To upgrade Diocesan Bible Schools to Colleges within ten years;

13) Development of degree programmes' Curriculums for Education, Theology, Business Administration, Law and Agriculture; and

14) Initiation of academic partnerships with Colleges and Universities in the World.

10.2. Policies and Regulations Development:

1) Development of College administration and financial procedures;

2) Development of academic staff code of conduct;

3) College constitution;

4) Human Resource Development Policy;

5) Finance Manual;

6) Printing of the students guide book;

7) Assets Management Policy;

8) Child protection policy;

9) Investment policy;

10) Capacity building and training policy;

11) Calendar policy;

12) Safe guarding policy; and

13) Internal Scholarship Policy.

10.3. Physical Infrastructure Development Plans:

1) Construction of College premises (Lectures Halls, Offices, etc.) as follows:

    1) 1 storage building for Administration Block (**Tower of 5 floors**);

    2) 5 Storage buildings of 4 floors each for 5 Colleges;

    3) 1 Storage building for staff guest house of 2 floors;

    4) 1 storage building for University Enterprise Unit with 2 floors;

    5) 2 Storage buildings of 2 floors as hostels for female and male students;

    6) 1 Storage building of 3 floors as Central Library;

    7) 1 Storage building of 2 floors as Computer and Sciences Laboratories; and

    8) 1 storage building of 2 floors as Guest House for commercial accommodation purposes.

2) Installation of solar panels for permanent power supply;

3) Acquisition of 20 Vehicles, 5 Buses and **10 Motor bikes** to facilitate staff and students transportation;

4) Acquisition of office equipment (30 laptops, 40 desktops, 40 printers and 15 photocopier machines);

5) Installation of internet facilities to communicate with partners and donors;

6) Upgrading of computer laboratory by acquiring 500 desktops computers;

7) Acquisition of furniture (1,100 desks for class rooms, 100 beds and mattresses for staff guest house of 100 rooms and 210 beds & mattresses Hostels);

8) Acquisition of 9 money counting machines and 9 chests for finance offices;

9) Acquisition of 20 external disks for keeping college information;

10)   Acquisition of sports equipment (5 sets of uniform, 5 valley balls, 5 net balls, 5 basket balls, 10 foot balls, and 10 types of gym equipments); and

11)   Acquisition of 1 big strong Generator to provide power.

10.4. **Human Resource Development:**

1) Training of 40 Masters Degrees' candidates by the end of 2030 (**4 candidates EY**);

2) Training of 20 PhDs candidates by the end of 2030 (**2 candidates EY**);

3) Training or recruitment of 10 ICTs by the end of 2030;

4) Training or recruitment of 30 specialists Librarians by the end of 2030;

5) Recruitment of 15 specialised and experienced personnel in finance in 2030;

6) Recruitment of 20 security personnel by the end of 2030;

7) Recruitment of 20 cleaners, cooks and messengers by the end of 2030;

8) Recruitment of 10 officials for personnel and administration affairs by 2030;

9) Recruitment of 10 officials for students' affairs by the end of 2030;

10)   Recruitment of 20 College Registrars and their Assistants in 2030;

10.5. St. John's College Enterprise Unit (SJCEU):

It is crucial for the College to embark on investment activities, while carrying out its normal business of producing competent and professional candidates for nation building and world development, to generate income for financing of developmental activities and self reliance in the future:

1) Printing of T. shirts with the name and logo of the College for selling;

2) Purchase of graduation Gowns for commercial purposes;

3) Inception of poultry farm project for production and selling of meats and eggs;

4) Establishment of St. John's University printing press for commercial purposes;

5) Purchase of Photocopier machines (**heavy duty**) for commercial purposes;

6) Construction of Hotel for commercial accommodation and Restaurants;

7) Establishment of internet café for commercial purposes;

8) Establishment of Factory for production of Soap;

9) Establishment of Factory for production of Oil from ground nut and Biscuits;

10) Establishment of dairy farm in Marial Bai for production of milk and meats; and

11) Opening of a whole sale super market inside the University campus.

11.   Strategies for achieving vision of 2020 to 2030:

11.1. Proper advertisement for certificate programmes and Business department by employing agents in different states, Radio announcement, TV announcement, posters, Church announcements, etc;

11.2. Recruitment of competent personnel in the right positions;

11.3. Writing of project proposals to mobilise funds;

11.4. Strengthening reporting and accountability system;

11.5. To seek scholarships from different friends of St. John's College and ECSS;

11.6. Mobilisation of funds from Local Churches;

11.7. To encourage South Sudanese business tycoons to invest in developmental projects of the College. The South Sudanese Business Tycoons include:

1) **Dr. Bol Mel;**

2) **Mr. Abraham Mayak;**

3) **Mr. Makiir Gai;**

4) **Mr. Adim Adim;**

5) **Mr. Bol Ahol;**

6) **Mr. Ayii Duang Ayii, etc.**

✓ By using the slogan of **"Build in your name"**

11.8. Involvement of College Governing Council members to help in mobilisation of resources;

11.9. Mobilisation of funds from Commissioners and states governors;

11.10. To encourage South Sudanese and foreign capitals to invest in SJCE projects;

11.11. Inclusivity of Ministers of Education, Finance and Social Welfare of Wau State to be members of the Governing Council;

11.12. Initiation of partnership between the Church and South Sudanese business people in ownership of the College;

11.13. To have college account in US Dollars to attract donors for funding developmental activities; and

11.14. Initiation of Cooperation agreement between St. John's College and State Governments in Bahr el Ghazal Region to share the Cost of training primary Schools' Teachers.

12. College annual plans for Academic Year 2020:

The administration of the College developed plans for Academic Year 2020, **Under the Theme: "Transparency, Integrity, Commitment, Accountability and Professionalism - TICAP".** The plan is articulated in five tracks:

1) Academic Infrastructure Development Plans (AIDP);

2) Policies and Regulations Development (PRD);

3) Physical Infrastructure Development Plans (PIDP);

4) Human Resource Development Plans (HRDP); and

5) St. John's College Investment projects.

The above mentioned plans are being explained in details as below:

12.1. Academic Plans:

The College has envisioned the following academic goals to be accomplished within the academic year 2020:

1) To review curriculum of Business Administration & Management;

2) To introduce new Diploma in Community Development under DTHD;

3) Acquisition of books for Department of Education and Business administration;

4) To affiliate Diocesan Bible Schools to St. John's College;

5) To introduce certificate programme in Theology and Education;

6) Printing of the answer sheets for examinations;

7) Development of Curriculum for degree in General Education;

8) Introduction of Diploma programme in General Education;

9) To develop library partnership agreement with University of Bahr el Ghazal;

10) Creation of website for the College to advertise the College worldwide;

11) Introduction of **Monitoring, Evaluation and Reporting** programme as a certificate Course;

12.2. Policies and Regulations Development:

1) To develop College Administration and Financial procedures;

2) To develop academic staff code of conduct;

3) College constitution;

4) Human Resource Policy;

5) Finance Manual;

6) Printing of the students guide book;

7) Properties management policy;

8) Child protection policy;

12.3. Physical Infrastructure Development Plans:

1) Construction of College premises at least 4 Lectures Halls and 1 office;

2) Installation of solar panels for permanent power supply;

3) Acquisition of 1 Vehicle and **3 motor bikes** to facilitate staff transportation;

4) Acquisition of 1 printer and 1 photocopier machine;

5) Installation of internet facilities to facilitate communication;

6) Upgrading of computer laboratory by acquiring fifty computers;

7) Acquisition of the chest for keeping money and valuable documents;

8) Acquisition of 2 external disks for storing and securing college information;

9) Installation of water facilities within the College compound;

10) Acquisition of 30 desks, 3 executive chairs and 1 executive table;

11) Acquisition of 1 laptop for Academic Dean's office, 2 desktops for finance and examinations offices;

12) Acquisition of 28 beds, 55 mattresses and 80 mosquito nets for students, 2 beds and 2 mattresses for staff guest house;

13) Acquisition of 55 plates, 8 basins, 9 bathing buckets, 11 Jarkents,3 saucepans, and 3 water drums, 2 server spoons, 5 manual sticks and 100 spoons;

14) To acquire 10 benches for students in the Hostel;

15) To acquire 4 iron boxes for students in the hostel and 1 iron box for staff guest house;

16) Acquisition of sport equipment and materials for physical education programme;

17) Maintenance of desks, halls and offices;

18) Construction of two small kitchens for staff and students; and

19) Construction of Reception for Hostel.

12.4. Human Resource Development and College manpower:

1) Training of 4 Masters Degrees' candidates (2 DTHD, 1 CD and 1 DPLM);

2) Training of 2 PhDs candidates ;

3) Training or recruitment of 1 ICT;

4) Training or recruitment of 1 specialist Librarian;

5) Recruitment of 1 Accountant;

6) Recruitment of 1 security personnel;

7) Recruitment of 1 cleaner;

8) Recruitment of 1 administration Assistant;

9) Recruitment of 1 hostel supervisor (Matron);

10) To increase salaries and wages for College staff;

11) Recruitment of HODs for Business Administration & Education;

12) To conduct capacity building training (Report writing, project proposal writing, monitoring & evaluation, etc);

12.5. St. John's College Enterprise Unit (SJCEU):

It is crucial for the College to embark on investment activities, to generate income for financing of developmental activities and self reliance in the future:

1) Printing of T. shirts with the name and logo of the College for selling;

2) Purchase of graduation Gowns for commercial purposes;

3) Establishment of poultry farm project for production of meats and eggs;

4) Purchase of Photocopier machines (**heavy duty**) for commercial purposes;

BC	Particulars	SSP	USD $
	The Episcopal University		
	St. John's College - Wau		
	Summary Budget for strategic plans of 2030		
1	**Income:**		
	Projected local income for the next 10 years	**119,450,000**	**$398,166.67**
		119,450,000	**398166.6667**
2	**Expenditure:**		
2.1.	Operations Expenses	133,870,800	$446,236.00
2.2.	**Construction of St. John's University Premises:**	0	$0.00
2.2.1.	Construction of Administration Block (5 floors)	204,111,000	$680,370.00
2.2.2.	**Construction of Colleges and Faculties:**		$0.00
	Construction of Faculty of Theology & Development (4 Floors)	157,730,000	$525,766.67
	Construction of School of Management Sciences (4 Floors)	159,680,000	$532,266.67
	Construction of Faculty of Education (4 Floors)	160,280,000	$534,266.67
	Construction of Faculty of Law (4 Floors)	159,230,000	$530,766.67
	Construction of Faculty of Agriculture (4 Floors)	160,280,000	$534,266.67
2.3.	Hostels for female students (2 Floors)	91,628,000	$305,426.67
2.4.	Hostels for male students (2 Floors)	101,148,000	$337,160.00
2.5.	Central Library (3 Floors)	126,124,000	$420,413.33
2.6.	Computer and Sciences Laboratories (2 Floors)	151,898,000	$506,326.67
2.7.	Staff Guest House	91,683,000	$305,610.00
2.8.	Guest House for Visitors (2 Floors)	92,523,000	$308,410.00
2.9.	**Construction of 4 Class rooms and 2 offices**	**43,367,550**	**$144,558.50**
2.10.	University Enterprise Unit of 2 Floors	116,768,000	$389,226.67
	Total construction of University Premises	**1,816,450,550**	**6,054,835**
3	**Supportive Projects:**		$0.00
3.1.	Solar System installation	36,531,000	$121,770.00
3.2.	College Furniture	1,453,000	$4,843.33
3.3.	Office equipment	2,160,000	$7,200.00
3.4.	Internet Installation	20,205,000	$67,350.00

3.5.	Purchase of Textbooks Education	1,084,500	$3,615.00
3.6.	Purchase of Textbooks Business Administration	1,582,500	$5,275.00
3.7.	Upgrading of Computer Laboratory	11,700,000	$39,000.00
3.8.	Acquisition of 2 Vehicles for Administration transport	15,000,000	$50,000.00
3.9.	Acquisition of 3 Motor Bikes for staff transport	900,000	$3,000.00
3.10.	Science Laboratory	4,480,000	$14,933.33
3.11.	Water Facilities (Boreholes):	15,000,000	$50,000.00
	total supporting projects	**110,096,000**	**$366,986.67**
4	**Capacity Building Cost:**		
4.1.	Training of 20 candidates (PhDs)	86,400,000	$288,000.00
4.2.	Training of 40 Candidates (Masters Degrees)	78,000,000	$260,000.00
4.3.	Training of 30 Librarians	14,850,000	$49,500.00
4.4.	Training of 10 IT	4,950,000	$16,500.00
4.5.	Training of 10 Finance specialist	4,950,000	$16,500.00
4.6.	Training of 10 Personnel specialist	4,950,000	$16,500.00
	total capacity building budget	**194,100,000**	**$647,000.00**
Grand Total		**2,254,517,350**	**$7,515,057.83**
Deficit		**(2,135,067,350)**	**(7,116,891)**

13. College Strategies for achieving goals of 2020:

1) The strategic policy of St. John's College is the production of **quality candidates (quality is number one of our business)**;

2) Proper advertisement for College Programmes by employing agents in different states, Radio announcement, TV announcement, posters, Church announcements, etc;

3) Recruitment of competent personnel and right person in the right place;

4) Writing of project proposals to mobilise funds;

5) Strengthening reporting and accountability system;

6) To seek scholarships from different friends of St. John's College and ECSS;

7) To mobilise funds from Local business people, Governments and Churches;

8) To raise funds from South Sudanese business tycoons such as:

    1) Dr. Bol Mel;

    2) Mr. Abraham Mayak;

    3) Mr. Makiir Gai;

    4) Mr. Adim Adim;

    5) Mr. Bol Ahol,

    6) Mr. Ayii Duang Ayii, etc.

By using the slogan of **"Build for your name"** and **the best person to approach those people is the member of the Governing Council of the College;**

9) To involve members of the College Governing Council in developmental activities seriously**;**

10) Inclusivity of Ministers of Education, Finance and Social Welfare of Wau State to be members of the Governing Council;

11) Initiation of partnership between the Church and Business people in Greater Bahr el Ghazal in ownership of the College;

12) To have college account in US Dollars to attract donors for funding developmental activities; and

13) Initiation of cooperation agreement between St. John's College and Wau State Government to share the Cost of training primary Schools' Teachers;

Prepared by Philip Abiel Nyok Deng Bol   **Approved by Archbishop Moses**

Principal   **Chairperson of the College Governing Council**

Date: 01/11/2019   **Date: 01/11/2019**