

STATE OF THE CONVENTION REPORT (SOCR)  
- President's report to the 60th Annual Session



PRESIDENT'S REPORT

# STATE OF THE CONVENTION REPORT TO THE 60<sup>TH</sup> ANNUAL SESSION (22<sup>ND</sup>-26<sup>TH</sup> AUGUST 2023)

## I. INTRODUCTION

- a. At the 58<sup>th</sup> Annual Session (at Pakyi No. 1), in 2021, this rank and file of the Ghana Baptist Convention voted massively for us to take up the leadership of the Convention for the 2022-2026 presidential term. We took office on 1<sup>st</sup> September 2022 after the one-year transition period. We are grateful for your attendance and participation in the induction service for the President and Vice President (Ministries), then, and the members of the Denominational Board, on the 10<sup>th</sup> of September 2022.
- b. We want to express gratitude to the Denominational Board for the collaboration in running the affairs of the Convention, we are grateful to our Pastors, Deacons, and church leaders for the daily task of caring for the churches, and for the prayer, financial and human resource contribution to the Convention. We acknowledge the roles of all officers of the Convention and the staff at the Secretariat, you have done a good job.
- c. This report is in fulfilment of the Constitutional requirement for a State of the Convention Report to be rendered to this house annually. It covers the period from July 2022 to June 2023. It follows the vision as captured in the Ten Year (2019-2028) Strategic Plan of the Convention. It incorporates the activities of the Departments of the Convention, the Ministers' Conference, our institutions, and our public and ecumenical engagements.
- d. The report is crafted along the Strategic Objectives of the Strategic Plan as follows:
  - 1) Evangelism and Missions
  - 2) Visibility and Positive Public Image of the Convention
  - 3) Enhancing Cooperative Autonomy and Local Ownership of the Convention by Member Churches
  - 4) Increasing the Financial Base and Economic Status of the Convention.
  - 5) Human Resource Development (staff, Ministers, and greater participation of lay professionals within the Churches)
  - 6) Improving the General Conditions of Service of Ministers (Supporting Pastors in rural and deprived areas and retirement benefits for Ministers)
  - 7) Deepening the Spiritual Base of the Convention.
  - 8) Socio-economic Development Programmes
  - 9) Implementation of Educational Programmes
- e. Within the above indicated Strategic Objectives of the Ten Year (2019-2028) Strategic Plan of the Convention this Presidency is giving special attention to the Operation Showers of Blessing agenda, with the following five-prong focus:

**i. VITAL SPIRITUALITY**

- Focused evangelism (land and meeting places on inception, pastor, basic equipment, intentional discipleship leading to authentic Bible-based spiritual revival.
- An attention to the children and youth ministries.
- Social action with a Great Commission objective.

**ii. FINANCIAL SOLVENCY**

To see a Convention that is financially sound, from both internal and external resources. This focus targets

- Funding for facilitating the operations of the Secretariat.
- Funding of institutions and ministries of the Convention (e.g., Mafi Early Child Development Project, the Baptist Training Centre, NGBTS, etc)
- Prompt and timely payment of subscription commitments (BWA, AABF, AABFWR)
- Funding for ecumenical collaboration (Christian Council of Ghana, Ghana Evangelism Committee etc.)

**iii. DENOMINATIONAL DISCIPLINE (intra-denominational visibility, ownership, and cooperation).**

- To popularize Convention leadership, doctrine, and polity.
- To call to order Ministers who choose to flout the Code of Ethics of the Ministers' Conference
- Encouragement of Sister-to-Sister church relationships.

**iv. HUMAN RESOURCE DEVELOPMENT (the creation and management of a well-motivated human resource base, to safeguard the present and future needs of the Convention)**

- Local church support and scholarships for needy church members to be encouraged
- Secretariat support to increase the number of scholarships and educational support, especially at the Masters and doctoral levels.

**v. SHELTER FOR WORSHIP**

Praying, planning and investing in the construction of appropriate, safe and conducive places of worship for our congregations.

We crave your prayers and cooperation so that together we might see SHOWERS OF BLESSING on individuals, families, local churches, and upon the whole Convention.

## II. EVANGELISM AND MISSIONS

**Strategic Objective:** *To strengthen evangelism and missions and to make them more widespread, effective, and efficient. The outcome of this Objective is that Convention churches steadily increased the number of new souls won for Christ, and plant new churches all over the country, especially in unreached areas and mission fields.*

### a. Summarized Achievements of Church Planting and Church Revitalization

- Evangelism and Missions continue to be the mission of the Convention. All other things we do are to be tailored towards bringing the Gospel of our Lord Jesus Christ to the notice of unconverted people, discipling new believers in their faith, planting churches, training leaders, and ministering to the spiritual and socio-economic needs of believers in the context of vibrant missional churches.
- Over the period under report the following were achieved to the glory of God.

Sector	Churches To Be Planted	Churches Planted	Achievement
South West	5	4	<b>80%</b>
South East	14	4	<b>28%</b>
Northern	8	6	<b>75%</b>
Mid-Ghana	10	21	<b>210%</b>
<b>Total</b>	<b>37</b>	<b>35</b>	<b>94.6%</b>

Sector	Churches To Be Revived	Churches Revived	Achievement
South West	18	18	<b>100%</b>
South East	23	20	<b>87%</b>
Northern	12	6	<b>50%</b>
Mid-Ghana	45	9	<b>20%</b>
<b>Total</b>	<b>98</b>	<b>53</b>	<b>54%</b>

### b. WMU Outreach

The WMU national organized an open-air evangelism programme during their Annual Conference in Ejura. Two of the converts visited them on Sunday. They gave the list of converts from the outreach to Rev. Sackey of the Gospel Baptist Church, Ejura, and handed over the two new converts to him.

### c. **Baptist Vocational Training Centre (BVTC)**

The Baptist Relief and Development Agency (BREDA) with the Baptist Vocational Training Centre (BVTC) organized a discipleship programme for the students and staff. The first stage of the discipleship programme initiated last year at the Centre has been completed by ten students. Under the supervision of a mentor, trainees trained five other students.

About 60% of the students have been trained in discipleship and how to share their testimony with unbelievers. All levels of the discipleship training manual have been completed and are in use.

### d. **Intentional Discipleship**

- i. The South East Ghana Sector Youth Department organized a Conference, dubbed “**Jesus Rally**” under the theme: **Reviving Our Baptist Faith in Unity; the Youth Our Future**. It took place at Ho Technical University from September 28 – October 2, 2022. The North Volta Association Head, Rev. Seth Mawutor and his Church members supported them very well with all available resources and logistics. One Professor Fred Binka gave his lodging place to the Sector Head and the Missionary, Mr. Keith Miller without any charge.
- ii. The South East Ghana Sector Head in collaboration with the Director of Source of Light Ministries, Rev. Daniel Sappor organized a discipleship training on July 2, 2022, for Children’s Teachers from, Accra North/South, Tema Central, and Dangme West /East. There were about 150 people in attendance.
- iii. The South East Ghana Sector Head in collaboration with “One Hope” Country Coordinator, Mrs. Saviour Hooper and Rev. Christian Agboto of Shalom Baptist Church, Aflao organized a 5-day Children/Teens’ Vacation Bible School from September 7-11 2022. About 1000 Children attended this programme at Shalom Baptist Church. It was an inter-denominational programme.
- iv. The Vice President and Rev. Nat Aboagye Danquah were appointed to represent the Convention in its partnership with The African Strategic Discipleship Movement (ASDM).
- v. The President was assigned by ASDM West Africa to lead the Ghana Multi-Denominational Cohort of ASDM. This involves other denominations developing intentional discipleship.

### e. **SHOP 2022-2023**

- i. Due to disturbances in the calendars of tertiary institutions the plans for the Student Holiday Outreach Programme (SHOP) 2022-2023 have been affected.
- ii. Plans for SHOP for the 2022/2023 school year have been laid out with a focus on Yeji, Kajaji, Millenium City (South East Ghana Sector), and Sefwi.
- iii. Two plots of land for a church building at Yeji have been bought and paid for by ABBEX, and the documentation has been paid for by the Secretariat. The

Evangelist Extraordinaire (Deacon Daniel Ofori) has pledged to fund the construction of the meeting place for the church to be planted.

- iv. The Evangelism and Missions Department (EMD) is planning a short-term mission trip to follow-up the work of the students for the church planting at Yeji. The new date for the planting of the church will be in August-September 2023.
- v. The EMD in collaboration with the NUBS Alumnae and ABBEX is working to get SHOP revived fully. Currently, the Directors of Evangelism and Missions, and Christian Education and Auxiliaries Departments, are visiting various campuses to educate Baptist students on SHOP and NUBS, since after COVID we have not had SHOP, and most of our students do not know about SHOP.

## **f. Church Statistical Data**

- After a thorough discussion of the data submitted at the 2022 Annual Session, the following intricate steps have been designed as a way to give us more credible church statistics going forward.
- A new Church Quarterly Report Form has been designed and is now being used by churches in sending their reports to their respective Associations. The Church Quarterly Report Form has been digitized and churches are expected to use them.
- In line with that, all local churches are to send their completed report forms to their Zonal Leaders monthly. Zonal Leaders shall further report to Association Heads who shall validate these reports before forwarding them to the Sector Head for cross-checking and onward submission to the Director of EMD.
- Zonal Heads are expected to meet with Ministers or Church leaders within the Zone to authenticate the data provided.
- Association Heads are also expected to hold a review meeting with their Zonal Leaders to have them also defend and authenticate the data provided. Finally, the Sector Head shall hold a review meeting every quarter to have Association Heads defend and authenticate the data provided.

## **g. Baptist Understanding of Who a Church Member is:**

- As part of our efforts to establish our statistics on church membership the following were agreed upon at the National Evangelism Consultation:
  - A Baptist church member is a baptized believer who has been voted upon and accepted into membership by a local Baptist church.
  - We need to teach and maintain our distinctive as Baptists and encourage those who are not baptized to be baptized and become full members of the church.
  - The general church population (operational membership) covers both those who meet the traditional definition of a Baptist church member as defined above and those who do not. In effect, the operational membership includes baptized adults, baptized youth, baptized children, non-baptized adults, non-baptized youth, non-baptized children, and regular visitors.

- The Sector Heads, Association Heads, Zonal Leaders, Sector Evangelists, and Home Missionaries are hereby charged and will be equipped with the needed material resources to help gather credible church data.

## **h. Television Broadcast Counsellors' Training**

- The Ghana Baptist Convention in partnership with the Great Commission Movement of Ghana (GCMG) trained 144 key leaders in all four Sectors to serve as Digital Counsellors. The details are as follows:
  - a. South East Ghana Sector, Accra - 70
  - b. South West Ghana Sector, Takoradi - 25
  - c. Mid-Ghana Sector, Kumasi - 25
  - d. Northern Ghana Sector, Tamale - 24
- The training sessions focused on Counselling principles, handling people with addictions and introducing them to available digital materials that help with evangelism and discipleship.
- The GCMG arranged with 30 TV stations with nationwide coverage, to telecast the Jesus Film and other evangelistic films in various Ghanaian languages during Easter and Christmas. The aim of the training, therefore, was for these leaders to serve as Counsellors to hundreds of people who would give their lives to Christ or ask questions as they watched the Jesus film and other evangelistic films on TV. In all, the trained Counsellors engaged 927 TV viewers, sharing the message of the Gospel, and directing them to Baptist or other Bible-believing churches in their respective localities.

## **i. Media for Ministry**

Many of the South West Ghana Sector churches particularly in the Winneba Association, such as Refuge, Saviour, Awomberew, Apam and Grace Baptist Churches published and posted church programmes/activities on Social Media like Facebook, and WhatsApp. Savior Baptist at Senya preaches the gospel on an online radio programme.

## **j. Donations:**

- In line with the Memorandum of Understanding signed between the Convention and the Great Commission Movement of Ghana, four used tablets were donated to GBC for our Home Missionaries.
- In addition, the Ghana Baptist Convention received a donation of five film backpack sets valued at \$15,000 (fifteen thousand US Dollars) from the Great Commission Movement of Ghana on 7th February 2023.
- The purpose of the donation was to aid the Convention's ongoing efforts in evangelism, discipleship, and church planting. The sets, including projectors, outdoor screens, solar panels, heavy-duty power banks, lights and speakers, were received by the Vice President and the Evangelism and Missions Director.
- God's Will Baptist Church, Paga received a new set of drums from Mr George Darkon, a church leader.

- The Evangelist Extraordinaire, Mr. Daniel Ofori, between September 2022 and August 2023, donated six brand new minivans to be used for the Cinevan ministry of the Convention. These were distributed one each across the four Sectors. He also provided all the equipment for the vehicles to be used by the Ministry.

### **k. Working Relationship Between Auxiliaries, Local Churches, Zones, Associations, Sectors and E.M.D**

- To work towards convergence, non-duplication of efforts, avoidance of clashes in operation and effectively monitor achievements of the objectives of the Ten-Year Strategic Plan we wish to ask all entities within our Convention to respect the following in their church planting efforts:
  - i. Before any local church, Auxiliary group, Zone, or Association engages in a Church planting exercise, they must first liaise with their Association and Sector Head to ensure their plans are in sync with the Strategic Plan. The Sector Head shall further liaise with EMD before any church planting activity is carried out.
  - ii. The various Auxiliaries and local churches would be educated by CEAD and EMD on the new working relationship with the Associations, Sectors and EMD to ensure smooth collaboration.
  - iii. Auxiliaries, Associations, and local churches shall share their plans with the EMD through their Sector Heads on purchasing and distributing items such as Motorbikes, etc. for missions' purposes.
  - iv. Each Auxiliary wing is supposed to participate fully in Evangelism and Missions.
  - v. All Auxiliaries should have a budget to support missions and Missionaries on the field.
  - vi. All Auxiliaries should mobilize individuals and funds for short-term missions and the Students' Holiday Outreach Programme (SHOP).
  - vii. All Auxiliaries should have a clear plan for church planting in consultation with the EMD.
  - viii. There should be a concerted effort in church planting exercises than doing it in fragments.
  - ix. In the case where a local church wants to plant a daughter church which does not meet the Strategic Plan prescriptions, the church should still liaise with the Association/Sector Head and further to the EMD to assess the sustainability of the church that will be planted and further seek the support of the Association/Sector Head.
  - x. A clear budget should be set up before a church is planted. This should cover land, a simple meeting place, chairs, accommodation for the Minister, a PA System etc.



## **1. Funds Raised During the Missions Month**

- 40% of the proceeds from the Missions Week funds collected by the Sectors shall be sent to the Head Office and 60% retained by the Sectors.
- The 60% retained by each Sector should not be disbursed by the Sector until the Sector Committee meets and looks at the priorities and relay the decision to the Director EMD who shall also consult with the Vice President for approval before disbursement is made.
- Monies raised during Missions Month should solely be channelled to support missions' activities.

## **m. Church Statistics**

The Secretariat has worked tirelessly over the past year to review the statistics on our churches. It has been a tiring process because of the non-cooperation of churches to supply us with the information requested. We have had to take some unpalatable steps to finally arrive at the desired target. We present herewith the summary of the findings on our church statistics.

<b>GHANA BAPTIST CONVENTION MEMBERSHIP AS OF JUNE 2023</b>								
<b>SECTOR</b>	<b>TOTAL CONGREGATIONS</b>	<b>MEN</b>	<b>WOMEN</b>	<b>YOUTH</b>	<b>TOTAL ADULTS</b>	<b>CHILDREN</b>	<b>TOTAL CHURCH POPULATION</b>	<b>TOTAL BAPTIZED MEMBERS</b>
NORTHERN	363	3,388	7,544	6,279	17,211	9,442	26,653	12,893
SOUTHWEST	162	2,368	4,616	2,913	9,897	5,627	15,524	8,507
MID- GHANA	508	13,453	24,832	15,288	53,573	24,272	77,845	43,243
SOUTH EAST	313	9,975	17,795	10,106	37,876	14,130	52,006	35,345
<b>TOTAL</b>	<b>1,346</b>	<b>29,184</b>	<b>54,787</b>	<b>34,586</b>	<b>118,557</b>	<b>53,471</b>	<b>172,028</b>	<b>99,988</b>

<b>STATUS OF CONGREGATIONS</b>					
<b>SECTOR</b>	<b>TOTAL CONGREGATIONS</b>	<b>ORGANIZED CHURCHES</b>	<b>UNORGANIZED CHURCHES</b>	<b>PREACHING STATIONS</b>	<b>PREACHING POINTS</b>
NORTHERN	363	44	149	99	71
SOUTHWEST	162	54	78	19	10
MID- GHANA	508	196	161	78	73
SOUTH EAST	313	146	115	35	17
<b>TOTAL</b>	<b>1,346</b>	<b>440</b>	<b>503</b>	<b>231</b>	<b>171</b>

<b>SIZES OF CONGREGATIONS BY ADULT MEMBERS</b>								
<b>SECTOR</b>	<b>Above 1000</b>	<b>500-999</b>	<b>300-499</b>	<b>200-299</b>	<b>100-199</b>	<b>50-99</b>	<b>25-49</b>	<b>1--24</b>
NORTHERN	0	0	2	5	34	73	120	129
SOUTHWEST	0	0	1	3	19	52	58	29
MID- GHANA	1	11	16	22	107	155	130	66
SOUTH EAST	4	10	14	16	50	99	70	50
<b>TOTAL</b>	<b>5</b>	<b>21</b>	<b>33</b>	<b>46</b>	<b>210</b>	<b>379</b>	<b>378</b>	<b>274</b>

The breakdown of details is presented separately in Appendix 1.

## n. Shelter For Worship

### **Current Status of Church Accommodation**

- It is our very strong conviction that our Great Commission effort is not complete with the evangelization and baptizing of people. The Great Commission requires the gathering of converts into Christian communities, in churches, where the process of teaching for discipleship and worship can go on.
- The communities of faith so gathered require conducive and decent meeting places. Educationists will inform us, and we all know from personal experience that the environment in which teaching takes place contributes a lot to how effectively learning is achieved. We are alarmed to see how many of our brethren meet in rented places, classrooms, and open spaces under trees. It is an indictment on Christ and on us, as a denomination, that we still have so many of our churches meeting in poor sometimes dilapidated structures and at other times in the open air, under trees. In this way, the lack of meeting places continues to be a major setback to discipleship and church growth and has contributed in some cases to church death.
- Our concern about the small sizes of our congregations across the country must, among other factors consider the type of Shelter for Worship arrangements in place as one of the causal factors. Sometimes Baptists on transfer to places where the Shelter for Worship is poor find their way into other churches.
- The figures from our latest statistics on the places of worship are shown below:

PLACES OF MEETING							
SECTOR	TOTAL CONGREGATIONS	CHURCH BUILDING / OWN PREMISES	RENTED PREMISES	CLASS ROOM	TEMPORARY STRUCTURES	PAVILION / OTHERS	UNDER TREES
NORTHERN	363	132	0	52	106	11	62
SOUTHWEST	162	117	1	7	27	10	0
MID- GHANA	508	272	13	37	176	10	0
SOUTH EAST	313	226	46	3	10	28	0
<b>TOTAL</b>	<b>1,346</b>	<b>747</b>	<b>60</b>	<b>99</b>	<b>319</b>	<b>59</b>	<b>62</b>

### **Presidential Initiative for Shelter for Worship**

- University of Development Studies, Nyankpala NUBS This project was initiated by the students some 15 years ago with their own contributions. The building

got stalled at the lintel level about three years ago. The Presidential initiative has so far generated GHS95,000 (ninety-five thousand Ghana Cedis).

- Victory Baptist Church, Bechem (Mid-Ghana Sector); The roof of the place of worship was ripped off by a storm some three/four years ago. By Presidential initiative, all staff at the Convention Secretariat have pledged various sums of money paid monthly. Proceeds are passed on to the Church to help with the reconstruction work.
- The Wiaga Baptist Church is one of six churches meeting under trees, planted by the Home Missionary, Rev. Richard Kyebambo, in the Navrongo Mission Field. By Presidential initiative, we were able to raise GHS15,000 to make possible the construction of a pavilion, and the purchase of ten plastic chairs.
- The Revival Baptist Church, Sakyikrom, Nsawam Zone, has been in a wooden structure built on a rented piece of land. With the approach of December 2022, the rent on the land was going to be due and the church did not have the means to renew the rental of the land. At the same time, the Accra North Association had been able to purchase a piece of land for them, but they did not have the money to dismantle and relocate their wooden meeting place to the land. They had put up a block building on their new land which they intended to use to house their Children's ministry. At the time their children met under a tree
- By Presidential initiative we were able to raise the GHS6,572 needed to roof the block building and to support the relocation of the wooden structure.
- The Children's ministry of the Linyangli Baptist Church, Agbogbloshie, Accra, meets in a vulcanizer's shop which the church rents on Sundays for them. Other churches are in these difficult situations. We are appealing to individuals, families, auxiliaries and churches to reach out to these needy members of our denomination.

### ***South West Ghana Sector Shelter for Worship***

- Apam Baptist was supported with five thousand Cedis (GHS5000) from the Winneba Baptist Association to start their new church building. A sod-cutting church service was held with both the Sector Head and the Association Heads fully participating on 29<sup>th</sup> January 2023.
- Building materials (Stones, Blocks, Iron rods) are being mobilized for construction. Good Hope Baptist Church's building at Gyangyandze is also being given a facelift by fixing the doors and reroofing the caved-in roof and plastering works. Takoradi First Baptist is also constructing a new church building on its current site.
- Some churches in the South West Ghana Sector are preparing to start work on their church buildings: these include Mankoadze, Asomdwee, New Life, Fetteh, Obiri, Amanful and Hwida Baptist Churches, all in the Winneba Association.
- Harvest Field Baptist Church is constructing its building for worship and needs financial and material assistance to hasten completion.

- Sekondi First Baptist Church has completed the interior renovation work of its building and begun worship services in it.
- Light Baptist and Good Shepherd Baptist Churches are constructing their worship places, and because they are smaller churches, they will need financial support to complete the buildings to enhance church growth.

### ***Mid-Ghana Sector Shelter for Worship***

- The President officiated at the dedication and opening of the new chapel of the Bepong Baptist Church, on June 11, 2023. He was assisted by the Head Pastor, Rev. Modesto Kwadwo Amoah.

### ***Northern Ghana Sector Shelter for Worship***

- Many local churches within the Northern Ghana Sector are at different stages of their church-building projects. Many of these churches have written to the Sector office and the Secretariat for financial support.
- During the period received cash donations from the Convention and other sources as follows
- The Secretariat gave GHS15,000.00 to the Navrongo Mission Field. This was the donation of US\$1000 from the WMU of NABA to the Convention.
- A cash donation of GHS1,000.00 was received from Charisma Baptist Church, Kwafokrom, to support the Redemption Baptist Church, Sandema, building project.

### ***NUBS Shelter for Worship***

- Our students in the National Union of Baptist Students (NUBS) on the various campuses struggle with a lack of accommodation. This is leading to a draining of our young people, whom we have spent energies and resources to bring up, to other denominations that readily have meeting places on their campuses.
- i. NUBS, UDS, Nyankpala Shelter for Worship*
- The Secretariat has taken up the project of the NUBS at the University of Developmental Studies, Nyankpala, in Northern Ghana as a Presidential Initiative. By the grace of God, the project has seen some good progress.
  - So far GHS80,000 (eighty thousand Ghana Cedis) has been raised and spent by the Convention on this project. We are determined and aided by the benevolent contribution of individuals and churches, we shall bring that facility to completion to help the students and staff there find a worthy place to meet.
  - We need GHS94,935.50 for the next phase which is roofing. The budget is included here as an appeal to individuals, churches, and auxiliaries to assist in this good work. Please channel all donations designated to the

Nyankpala Shelter for Worship to the details provided at the end of the Book of Reports.

BUDGET FOR ROOFING OF NUBS-NYANKPALA SHELTER FOR WORSHIP

Item	quantity	Unit price	Total GHS
Wood 2*6	280	750	21,000
Wood 1*10	38	95	3,610
Machine work for wood			1,750
Nails (5 inch)	4 boxes	55	220
Nails (4 inches)	6 boxes	55	330
Nails (3 inches)	3 boxes	55	165
Zinc	12 packets	3200	38,400
Roofing nails	3 boxes	410	1,230
Transportation			1,600
Workmanship			18,000
Miscellaneous (price changes)	(10%)		8,630.50
Total			<b>94,935.50</b>

ii. *NUBS at the Kwame Nkrumah University of Science and Technology Shelter for Worship*

- The NUBS at the Kwame Nkrumah University of Science and Technology has been tossed between pots and pans and has finally settled in the restaurant of the Republic Hall on campus. They share the space in this location with other church groups who meet before and after them. Their services are sometimes delayed and at other times cut short because other groups are demanding the use of the space.
- The Lighthouse Baptist Church is willing to have its land developed to accommodate the students. Individuals and local churches with an interest

in supporting this project are invited to make their intentions known to the Secretariat.

## **o. Ghana Baptist Convention in Media Space**

- *Indebtedness in the Running of Shalom Broadcasting Network Television*
  - In my acceptance speech at the handing over that took place at the close of the 59<sup>th</sup> Annual Session (August 2022), I indicated that at the time the Convention was indebted to the tune of some \$160,000 (one hundred and sixty thousand US Dollars) to the satellite providers for the running of our television services.
  - Upon assumption of office, we put ourselves to work to find ways of raising the funds for the payment of the television-broadcasting indebtedness. The Denominational Board proposed that we contacted the Evangelist Extraordinaire to ask for his assistance in clearing the debt which was to culminate in \$306,000 by November 2023 when the satellite service contract was to expire.
  - In our meeting with the Evangelist Extraordinaire he asserted that the National Communications Authority License was his property registered in the name of Deacon Daniel Ofori and Rev. Dr. Ernest Adu-Gyamfi in an 80/20% share, which he allowed the Convention to use.
  - At a point, he gifted the equipment of the station to the Convention, but he retained the licence and did not accept requests from the Convention for him to give the licence to the Convention. In view of the foregoing, he was ready to take up any liabilities related to Shalom Broadcasting Network, and that all demands by the satellite service providers should be directed to him. He subsequently wrote to the President to capture his commitment earlier made in word.
  - To that end the enormous debt that we understood to have been a Convention liability has been taken up by the Evangelist Extraordinaire, Deacon Daniel Ofori, and we are grateful to God, and to him, for that.
  
- *Suspension of Television Services by SBN Media Ghana*
  - The licence of Shalom Broadcasting Network expired on 26<sup>th</sup> March 2023. On the back of that the Board of Trustees, the Denominational Board and legal persons of our fraternity advised strongly that we discontinued the television broadcasting which at that point had become illegal. The SBN Media Board wrote to advise the Executive President to temporarily discontinue the television broadcast.
  - A process of winding down was undertaken to address third parties that were broadcasting on the SBN TV, and staff who were working at the station. The television broadcasts by SBN Media Ghana Television were brought to an end on 5<sup>th</sup> July 2023. Therefore, the employment relationship with all staff has ended.



- We have processed and effected a severance of employment relationship with both the technical and the management teams. Severance package for the technical team has been settled. We are yet to finalize the severance package for the Manageress and the technical service provider.
- We consider the closure of the station as a necessary temporary action. Other plans are being put in place to find alternative ways of maintaining a Convention media presence on social media. Alternative arrangements for a television presence of the Convention which will not carry a financial burden are being considered.
- *Clarifying the Difference between Shalom Broadcasting Network Limited and SBN Media Ghana*
  - We would like for delegates to understand that Shalom Broadcasting Network Limited and SBN Media Ghana are two distinct entities. Shalom Broadcasting Network Limited is the National Communication Authority-licensed entity registered in the names of Deacon Dan Ofori and Rev. Dr. Ernest Adu-Gyamfi (the latter acting in his capacity as Executive President of the Convention, and on behalf of the Convention). SBN Media Ghana on the other hand is a media arm of the Convention intended to develop and run all aspects of media processes of the Convention (radio, television, social media etc).
  - SBN Media Ghana continues to exist and will be the think-tank to dream and advise the Executive on the way forward in our need to maintain a media presence. All individuals with knowledge and skills in this domain should please liaise with the Director General, and their services will be considered.
  - In view of other running costs and the continued need for funds to sustain a media presence, we expect that member churches will sustain the 1% contribution agreed upon in 2020.

**p. Policy Guidelines on the Usage of the Cinevan Ministry of the Convention**

We want all our churches to make use of the Cinevan ministry for church planting and church revitalization activities. The guidelines on the use of this facility are presented as Appendix 2.

### III. REBRANDING AND VISIBILITY OF THE CONVENTION

**Strategic Objective:** *To enhance the visibility and positive public image of the Ghana Baptist Convention and to make her better known nationwide and internationally as a Bible-based, theologically sound, and spirit-filled denomination.*

Activities towards this objective include the following:

#### a. Differentiating Stole for the Sitting President

The Denominational Board approved a stole to be used by the sitting President to enhance clear visibility in public appearances. The former Presidents will use the same gown as the sitting President, with the stole as the differentiating element. This house will ratify the decision.

#### b. Ghana Baptist Convention @ 60

- The 60<sup>th</sup> Anniversary of the Convention was taken up as a necessary event and opportunity to thank God for His hand that has been at work to see the establishment of a place of renown of the Convention in the comity of denominations in this nation, and beyond. We have been planning and working to ensure that the Anniversary did not pass uncelebrated. We are grateful to all and sundry for the roles you have played in the planning, inauguration, prayer marathon, ongoing quizzes, hospital visitation, tree planting, blood donation etc. We are grateful to the gifted people who composed songs to reflect Operation Showers of Blessing and the 60<sup>th</sup> Anniversary.
- This Annual Session is special because it is part of the historic moment in our Convention's 60<sup>th</sup> Anniversary.
- We are looking forward to the completion of the quizzes at the national level. We look forward to seeing all of us at the climax worship bonanza to be held on the 5<sup>th</sup> of November 2023, at the Jubilee Park, Kumasi.
- We are glad to announce that the President of the Republic, His Excellency Nana Addo Dankwa Akufo Addo has accepted our invitation as the Guest of Honour and will grace the event. Similarly, His Royal Majesty Otumfuo Osei Tutu II has accepted our invitation to be our Special Guest.
- We are getting feedback that most of our churches are not projecting the 60<sup>th</sup> Anniversary celebration. We want to plead with all Ministers and Church Leaders to give attention to this national programme.
- The President of the Nigerian Baptist Convention, who doubles as the President of the All Africa Baptist Fellowship, Rev. Dr. Israel Akanji, has agreed to be the Guest Speaker during the climax service. The National and Local

Planning Committees are working around the clock to ensure a memorable and God-glorifying celebration.

- Please note that **Sunday 29<sup>th</sup> October 2023** is to be celebrated in all our local churches **as 60<sup>TH</sup> ANNIVERSARY THANKSGIVING DAY**. A thanksgiving offering which will be directed towards our SHELTER FOR WORSHIP agenda will be raised on that occasion and the proceeds forwarded to the Secretariat for disbursement.
- We also intend to raise special funds on the climax day, **5<sup>th</sup> November 2023**, towards the same objective.

### **c. Some High-Profile Opportunities.**

- The President as well as Rev. Dr. Samuel Otu-Pimpong were invited to be part of the Officiating Team at the exclusive 5<sup>th</sup> anniversary of the memorial of the former Vice President of the Republic. H.E Paa Kwesi Amisah Arthur.
- Various organizations visited the Secretariat to congratulate the Executive, and to seek partnership with the Convention (e.g., BSG, National Cathedral Secretariat, GCMG, Full Gospel Businessmen's Fellowship International, etc)
- The President was asked by the Christian Council of Ghana (CCG) to be the preacher at the joint service which was part of the annual Joint CCG/ Ghana Catholic Bishops Conference meeting.
- The WMU Annual National Conference occurred from 27<sup>th</sup> to 31<sup>st</sup> July 2022. The WMU Ghana participated in the Baptist Women's Union of Africa (BWUA) and Baptist Women's Union of West Africa (BWUWA) Conferences in Liberia from 8<sup>th</sup> to 18<sup>th</sup> August 2022. Twenty-One women represented the Ghana Baptist Convention.
- The South East Sector Head had an opportunity to preach at Kaunda Square Baptist Church in Lusaka on September 4, 2022. This gave him an assess to promote the Ghana Baptist Convention to some Zambia Baptist Convention Ministers.

### **d. Baptist Women's Retreat and Resource Centre (BWRC)**

- The Centre maintained cordial public relations with community stakeholders.
- The Centre provided accommodation and other services to the Assembly and traditional leaders as part of the Convention's social responsibility when necessary.
- During the Ejura Yam festival last year, the Centre helped by giving various types of accommodation for about 50 people for some three days.
- The Centre also served as a prudent and effective liaison between the Convention and the Ejura community.

## IV. ENHANCING COOPERATIVE AUTONOMY AND OWNERSHIP OF THE CONVENTION BY MEMBER CHURCHES

**Strategic Objective:** *To promote and enhance cooperative autonomy and local churches' ownership of the Convention and to ensure every individual Baptist member, Local Church, Association and Sector has completely identified with the Convention, and demonstrates commitment to the implementation of the Convention's policies, resolutions, and programmes, abiding by them without any further promptings or threat of sanctions.*

To achieve this objective the following were done:

### a. Church Visitation

- The Executive team (the President, the Vice President, and the Director General) committed to a vigorous visitation programme of the churches countrywide. Sector and Association Heads undertook same. Churches visited expressed excitement and appreciation for these visits.
- During the period under report the President visited 41 (forty-one) churches, attended 11 (eleven) Association level meetings and carried out seven induction and send-off services across all the Sectors of the Convention. He was also the Guest Speaker at the 39<sup>th</sup> Youth Congress.
- The Vice President, Rev Charles Oppong-Poku, made a total of seventeen (17) official visits to all the four Sectors of the Convention. He visited twenty-four (24) local churches in ten (10) Associations. He officiated four inductions - two newly appointed Sector Heads and two Association Heads, and one retirement service.
- The Director General (Finance and Administration), DG, since assuming office on February 1, 2023, has made 4 official church visits to some selected churches. There were also working visits to the Baptist Guest House, Baptist Women's Retreat Centre and the Ghana Baptist University College. He was inducted into the University Governing Council.
- The DG addressed the Men's Ministry National Executive Committee (NEC) meeting held in Kumasi. He served as the Main Speaker at the just-ended All Africa Baptist Youth Fellowship (AABYF) continental conference held in Ghana at the Pentecost Convention Centre at Gomoa Fetteh.
- In April, May and June 2023, the South West Ghana Sector Head visited all the Associations and interacted with all the local Ministers' Fellowships. Sector and Association Heads made various visits within their constituencies in the course of the period.

**b. Some Display of Ownership of the Convention**

- We acknowledge that our officers who visit our constituencies are given befitting reception by the receiving churches, auxiliaries, institutions Associations and Sectors.
- We are grateful to Grace Baptist Church, Amakom, First Baptist Church, Tema, the New Life Community Baptist Church, Tamale and Open Door Baptist Church, and Takoradi, for their collaboration in the launch of the Convention@60 celebration.
- We register appreciation for the participation of our churches in the activities of the Convention@60 celebration.
- The President was hosted from the 4<sup>th</sup> to the 6<sup>th</sup> of March 2023 by Triumphant Baptist Church, Kwadaso after giving him a rousing welcome to the church. A dinner was hosted in his honour on Sunday 5<sup>th</sup> March.
- On Monday, the 6<sup>th</sup> March 2023, Triumphant Baptist church hosted the Kumasi Area Ministers and their spouses. The President had the opportunity to share his vision with them. The two events were streamed live via Facebook including the Sunday sermons and address of the President. This event enhanced the visibility and public image of the denomination.
- The First Baptist Church, Tema, took up the birthday of the President and organized a splendid party for the event on the heels of the great hosting of the South-East Ghana launch of the Convention@60 celebration. We understand that these things were done in honour of both the office and person of the President, and we are grateful.

**c. The Women's Missionary Union (WMU)**

- The WMU mobilized the women to participate in the induction service of the Executive President and the Vice President held on September 10 2022.
- The WMU has formed a 60<sup>th</sup> Anniversary Special Committee to support the Head office's efforts in organizing the 60<sup>th</sup> anniversary of the Ghana Baptist Convention.

**d. Baptist Men's Ministry (BMM)**

On July 16, 2022, the Men's Ministry Coordinator, Rev. Emmanuel Doku, went to Kumasi at the invitation of all Associations and local Churches' Prayer Coordinators. The programme was held at St. James Baptist Church, Kumasi.

**e. Improvement in Attitudes to Convention**

- The Northern Ghana Sector Head reports that the attitude and response of leaders and members toward the Convention's directives and activities are gradually changing for the better, though at a slow pace.
- By the grace of God there has been an improvement in the cooperation of Mid-Ghana Sector churches in the areas of meetings and other joint activities that were formerly not patronised.

- The delegate's meeting of the various Associations of the South East Ghana Sector was held, and participation was encouraging.

**f. North American Baptist Association of the Ghana Baptist Convention (NABA)**

- Rev. John Bio Asante continues to serve as President of NABA. The Association leadership has made the strengthening of its relationship with the Convention a priority.
- The Association is working at getting members with PhDs in Medicine and nursing degrees to come to Ghana to assist with teaching in the Nursing programme at the Ghana Baptist University College. Planning for medical missions by NABA church members, and the mobilisation of medical experts, equipment and consumables has started.
- Shipment and clearing of two containers of medical and office equipment were received from NABA during the year under report.
- NABA held its first Annual Renewal Conference after COVID (the 17<sup>th</sup>), July 28-31, 2023, in New Jersey. The Main Speaker was Rev. Dr. Nii Amoo Darku. The Convention President joined the meeting by means of a video clip.
- Rev. Nana Poku is the new Chairman of the NABA Ministers Conference. The Conference held the Minister's annual meeting from May 18-21, 2023 in Atlanta.
- The NABA Youth and Young Adults (NABAYA) held a well-attended meeting, on May 26-28, 2023.
- In consultation with the Convention leadership NABA is working towards engaging a Church-Planter Catalyst to spearhead Church-planting work in other parts of North America.
- Rev. Dr. Nii Amoo Darku is currently pastoring the Peace Baptist Church in Baltimore.
- The NABA President, Rev. John Bio Asante is billed to attend the Convention @60 climax service in Kumasi on November 5, 2023. A consignment of Convention @60 paraphernalia is being dispatched to NABA, to enrich their celebration of the Anniversary.
- NABA is also seriously considering ways to assist with the SHELTER FOR WORSHIP agenda of the Convention.

**g. Continental Europe Baptist Association of the Ghana Baptist Convention (CEBA)**

- The plans that were put in place to launch CEBA were thrown off by COVID-19, and thereafter there have been difficulties in regrouping.
- Rev. Dennis Nimako is currently helping with running the Grace Baptist Church International, Amsterdam, because of some challenges with the role of the Pastor of that congregation.
- The Pastor of the Church in Bergamo came through the Secretariat while he was in Ghana.
- The Presidency is working with Rev. Dr. John Kwasi Fosu of the Amazing Grace Baptist Church, Hamburg, who has been the Coordinator of CEBA to revamp the inauguration of the Association.

**h. Baptist World Alliance (BWA)**

- The Baptist World Alliance held her Annual Gathering along with the SENT 2023 Missions event in Stavanger, Norway, July 2-9, 2023.
- During the Gathering the General Council of the BWA voted to have the Executive President of the Ghana Baptist Convention serve as a BWA Executive Council Member. He will serve from 2023 to 2026.
- During the Annual Gathering, in pursuit of its mission to "Network the Baptist Family to Impact the World for Christ," the Baptist World Alliance launched the Global Baptist Mission Network (GBMN). The GBMN has representation from all six BWA regions, 23 mission organizations from 17 countries and more than 7,000 missionaries.
- Mona Khauli of Palestine was awarded the 2023 Denton & Janice Lotz Human Rights Award, in recognition of her 60-plus years of faithful human rights advocacy. The award celebrates the award honours significant and effective activities to secure, protect, restore, or preserve human rights.
- The next Annual Gathering of the BWA will be held in Lagos, Nigeria, in July 2024. We encourage mass participation from members of this Convention. Registration details will be made available in due time.
- The BWA will hold its Congress in Brisbane, Australia in 2025. Participation is open to all Baptists. Registration is open now on <https://qrco.de/be8asUs>.

**i. All Africa Baptist Fellowship (AABF)**

- The AABF is celebrating its 40<sup>th</sup> Anniversary this year. The climax of the events marking the Anniversary will be held in Goma, Democratic Republic of Congo, November 28-December 4, 2023. All Baptists are invited. Registration is available at <https://aabfevents.org>.
- The registration for the Goma meeting including feeding is US\$300 (three hundred US Dollars). Accommodation is in the neighbourhood of US\$350 (three hundred and fifty US Dollars).

- The President and the Former President are representing the Convention. The President will make a presentation during the meeting. The Former President will be present as part of the AABF office's desire to have all the former Presidents of AABF present at this meeting.
- The Youth Department of AABF, the All Africa Baptist Youth Fellowship (AABYF) held its Continental Conference '23 in Ghana from August 1-6, 2023. The Youth of the Ghana Baptist Convention did a good job of planning and local arrangements.
- A member of Central Baptist Church, Kasoa, in the South West Ghana Sector, Diana Korkor Zogblah, got employed by the All Africa Baptist Fellowship as a Management Assistant of the AABF. She has since relocated to Nigeria to assume duties.

**j. International Missions Board**

The International Mission Board has a new country representative in the person of Rev. Rice Hartwell. He takes over from Rev Alan Locke



## V. INCREASING THE FINANCIAL BASE OF THE CONVENTION.

**Strategic Objective:** *The strategic objective is to increase the financial base, the economic status and to ensure that the overall net income of the Convention increases steadily annually by at least 15%, starting with 2017 as the base year.*

### a. **Income and Expenditure Summary for the year ending December 2022**

- Income and Expenditure Summary for the year ending December 31, 2022
- Total income for the year 2022 was GHS11,400,145 as against GHS7,984,290 for 2021.
- Total Expenditure for 2022 was GHS9,339,330 as against GHS8,007,409 for 2021.
- There was an income gain/or surplus of GHS2,060,815 as against a deficit of (GHS23,119.00) for 2021.
- The details of the financial report will be presented later.

### b. **Rentals**

While the rentals in our Secretariat facilities have yielded much financial support for the Convention, we are currently facing challenges with the huge numbers of clients who frequent the International Organization of Migration (IOM) offices and its effects on the operations of the OmniBsic Bank. We have taken steps to demarcate a separation wall between the two tenants and are in discussions with IOM on how to further manage the human and vehicular traffic raised.

### c. **The Sale of the Tema Property**

- The sale of the Tema Community 10 property has been completed and the transfer of ownership made to the buyers.
- Provident fund and leave allowances that were outstanding to staff were paid off from the income.
- GHS2,000,000 (two million Ghana Cedis) has been set aside for the construction of the Presidential Villa.

### d. **The Presidential Villa**

There are two buildings in this project. One building will serve as the residence of the President, and the second as a visitor's facility for the President. Work on the Villa would start soon after this Annual Session. Work on the first building should be completed by February 2024.

### e. **Resolution 8 and the Mid-Ghana Sector**

- As a follow-up to the 59<sup>th</sup> Annual Session resolution, the former Vice President Administration (VPA) and the Mid-Ghana Sector Head met all churches owing subscription to the Convention on Thursday 13<sup>th</sup> and Friday 14<sup>th</sup> of October 2022. The former VPA addressed the Pastors and leaders and emphasized the need to be faithful in the payment of subscriptions and that those who were in arrears should come up with a payment plan and negotiate with the Sector Head through their Association Heads. Pastors and leaders who attended the meeting agreed to this arrangement.
- The former VPA also offered an apology to churches in the Sunyani Association on what happened at the 59<sup>th</sup> Annual Session concerning their payment of subscription (where payments had been made but did not reflect in the available records) and promised to reiterate this apology at the next Annual Session at Ejura in August 2023. We hereby take responsibility for the failure to accurately capture the facts of the payment made by churches in the Sunyani Association, leading to the embarrassing situation that developed at the 59<sup>th</sup> Annual Session (2022), and profusely apologise for same. We will work to ensure that situations like that do not recur.
- In view of the foregoing, the VPA directed that all payments of subscription to the Convention should be made at the Kumasi office to avoid any future discrepancies. Some churches have responded positively, and we are confident in God that the payment of subscriptions in the Mid-Ghana Sector will improve further. According to records obtained from the Account Office in Kumasi, Adom, and Sunyani Associations, a total of twenty-one churches have commenced their subscription payments.
- 20% Subscription:  
In line with Resolution 8 of the 59<sup>th</sup> Annual Session of Churches with subscriptions arrears update, the following churches complied and settled their arrears;
  - i. All Souls Baptist Church, South La and All Souls Baptist Church, Osu-Kinkawe
  - ii. Complying Churches in the Tema Central Baptist Association
    1. Mt. Zion Baptist Church, Ashiaman Middle East - 8,000.00 (all 20% outstanding paid as of November 1, 2022).
    2. Resurrection Baptist Church, Kakasunanka No. 1
    3. First Baptist Church, Tema-Com. 5
    4. Gateway Baptist Church, Com .11
    5. Emmanuel Baptist Church, Kpone
    6. Good News Baptist Church, Zenu
    7. Liberty Baptist Church, Com.25
    8. Victory Baptist Church, Spintex
    9. Living Bread Baptist, Kpone

- In line with the stress on a quarterly 15% minimum increase in the number of contributing churches the Mid-Ghana Sector has actively pursued this mandate, and we are pleased to observe its gradual implementation. The Sector Head reports some misunderstandings and indifference from certain Ministers and churches. We wish to remind all and sundry that the Sector and Association Heads are representatives of the Executive President in all their interactions with all our churches and auxiliaries and institutions. They must therefore be accorded all due respect and regard to facilitate the performance of their duties.
- In the South East Ghana Sector three (3) Associations, Tema Central, North Volta and South Volta were able to meet their 15% projection in the first quarter. They failed slightly in their second quarter target by two (2) churches.
- The Eastern Association was able to maintain its baseline of 16 Churches instead of the 19 churches targeted within the first quarter.
- The other Associations: Accra North & South, Dangme East and Dangme West were not able to meet their target at the close of both the first and second quarters.
- By the grace of God, we have registered some improvement in the monthly number of subscription-paying churches. From 107 (one hundred and seven) churches in September 2022, we have seen numbers rising to 232 (two hundred and thirty-two churches as of June 2023).

**f. Payment of Subscriptions by New Congregations**

Non-contributing churches have been identified to fall into two categories: those who ceased subscription payments due to various reasons, and those who believed they were exempt from such obligations based on their status. For the avoidance of all doubt please take note of the following guiding principles on the payment of subscriptions: A congregation (preaching point, preaching station, organized and unorganized church), should begin paying their subscriptions immediately after they start taking tithes and offerings.

**g. The National Convention Cloth Initiative**

- With the celebration of the 60<sup>th</sup> Anniversary we initiated the production and sale of various paraphernalia to raise funds to run the programmes we planned. We are grateful for your patronage of the Tee shirts, Lacoste shirts, caps, mugs and key holders. We also introduced the Anniversary cloth, all of which are being sold to raise a little money for the celebrations.
- We submit to this house that the 60<sup>th</sup> Anniversary cloth be adopted as the national Convention cloth. This means that it could be used perpetually and widely for weddings, naming ceremonies, conferences, funerals etc. We also propose that all income generated from the sale of this cloth after the settling of all 60<sup>th</sup> Anniversary bills is used to provide shelter for worship for churches and NUBS groups that need them.

## **h. The 15% Contribution Mobilization Drive**

The Executive is committed to the Strategic Plan objective to increase the number of contributing churches by 15% of existing figures until all Member Churches are contributing. We wish to appeal to all churches to come on board and remain on board. We must achieve financial solvency, and by the grace of God, we can!

## **i. Land Donation by Ejurahene**

During the 59<sup>th</sup> Annual Session, the Ejurahene Nana Barima Hwedie who was a Special Guest, promised the donation of a 100-acre land to the Convention for the establishment of an Agric University. In July 2023, the President led a delegation to formally finalize the Thank You protocols for the land.

## **j. Baptist Vocational Training Centre**

- To achieve some financial solvency the BVTC decided to increase revenue generation through the sale of Centre products and Agric activities to enhance financial sustainability and support the Centre's growth.
- The Centre cultivated one acre of beans, producing 4 bags during the period under review to support its internally generated funds. 18 pigs are also being reared. The produce would be used to augment the feeding of the girls. The surplus would be sold to obtain additional income for operational activities.
- The revenue generated through the commercialization of the centre's products is exhibiting steady improvement over time.
- The Centre also decided to enhance resource mobilization by sourcing additional support both externally and internally.
- Internal support to the Centre during the period under review was as follows:
  - Thrive Ghana - \$500.00
  - Mrs. Ahiabor - GHS 2000.00
  - Accra South Ministers' Spouses Fellowship - GHS3,000
  - Rev. Mrs. Sackey and Rev. Evelyn Amihere donated personal care items and food items to the Centre.
  - Deacon Edmund Animley donated food items.
  - Redeemed Baptist Church, Madina donated food items and some care items.
  - Temple of Praise Baptist Church Nungua visited the Centre led by the Senior Pastor Rev. Godwin Nador and his wife Mrs. Ellen Nador. They donated food items, care items and a cash amount of GHS2,000.00.
  - WMU of First Baptist Tema donated food items, care items and two new sewing machines as part of their WMU Week Celebrations.
- Externally, the Centre received donations from *Alfred Street Baptist Church, Alexandra, VA, USA*, who donated US\$10,000 (ten thousand US Dollars), care items and clothes during their visit in August 2022.

*Southern Hills Baptist USA* also donated \$3000 which is being used to fix doors, lockers, and louvre blades of the classroom block under construction. First Baptist Church, Midland, USA has remitted \$3000 to the Centre in fulfilment of its promise to support the Centre with funds for an educational trip.

### **k. Baptist Women's Retreat Centre**

- The Centre projected to raise about one hundred thousand Cedis (GHS100,000.00) in the bid to contribute positively to the Convention's revenue. This target was 80% achieved.
- During the period the Centre reduced waste in the use of water and electricity and decentralised metres. This has improved the accessibility of water.
- The Centre also tried to attract new denominations/churches and groups. As a result, some new churches have approached the services of the Centre.

### **l. Partnerships**

- On the sidelines of the last BWA Gathering in Stavanger, Norway, the President held unilateral discussions with our foreign partners to further our relationships.
- The National Baptist Convention of America (NBCA) is committed to its partnership with the Ghana Baptist Convention.
- The support for the Ghana Baptist Health Services from NBCA has one more year to run. The Presidency has plans to initiate discussions on the renewal before the expiration of the current agreement.
- NBCA leadership was expected in Ghana this August to inspect and commission the Specialist Clinic at Abuakwa and to name it the Rev. John C. Raphael Eye, Dental, ENT Clinic. However, the trip was called off because of travel arrangement challenges. December 2023 is being considered for that event.
- A meeting with Karen Smith confirmed the continued relationship of the International Ministries of The American Baptist Churches, USA with the Ghana Baptist Convention. She also indicated the prospect of sending a replacement missionary as time goes on.
- Alfred Street Church and the Lott Carrey Foundation expressed particular interest in the Trokosi project of the Convention and are poised to work with us in this direction.

## VI. HUMAN RESOURCE DEVELOPMENT (STAFF, MINISTERS, AND GREATER PARTICIPATION OF LAY PROFESSIONALS WITHIN THE CHURCHES)

**Strategic Objective:** *To significantly improve the quality and competence of Human Resources (Ministers and Workers) of the Convention and the engagement of experienced lay professionals in Convention initiatives/programmes and pastoral ministry and to increase the proportion of Convention Ministers and workers who have postgraduate qualifications and specialised competencies in relevant theological disciplines, programme management, administration, finance, and investment.*

### a. The Denominational Board

The eleven-member Denominational Board (DB) that was inducted into office with the Presidency on 10<sup>th</sup> September 2022 is made up as follows:

- |   |   |                                  |
|---|---|----------------------------------|
| 1. Rev. Bennet E. Niboi                 | - | Chairman, DB                     |
| 2. Rev. Dr. Charles Owusu Ampofo        | - | President, Ministers' Conference |
| 3. Rev. Rufus Paul Kaleem               | - | Northern Ghana Sector Rep        |
| 4. Deacon Debrah-Gyamfi                 | - | South-West Ghana Sector Rep      |
| 5. Rev. Francis Amanor Nartherh         | - | South-East Ghana Sector Rep      |
| 6. Rev. Raymond Antwi Fredua            | - | Mid Ghana Sector Rep             |
| 7. Deacon Dr. Dapaah-Siakwan            | - | Technocrat                       |
| 8. Rev. E. K. Nkansa-Ninwie ESQ         | - | Legal Practitioner               |
| 9. Deacon Prof. Michael Tagoe           | - | Chairman, GBUC Governing Council |
| 10. Deaconess Mrs. Rose Karikari Anang- | - | Women's Representative           |
| 11. Deaconess Prof. (Mrs.) Rita Dickson | - | Women's Representative           |

- Dr. Mrs. Juliana Appiah-Ahuno serves as Recording Secretary of the DB.
- The DB met quarterly as mandated by the Constitution to advise the President and provide input into policy and decisions for the running of the Convention.
- The DB had a Human Resource Committee, and a Finance Committee to handle some of the issues it worked on.
- The operations of the DB has enhanced the work of the President and his team, and we are grateful to them.

### b. Jesus Film Africa Conference Training

Pastor Isaac Sakyi Ayeh, the Evangelist for the Mid-Ghana Sector, attended the Jesus Film Africa Conference in Nairobi, Kenya, from 4th to 10th December 2023. The conference focused on three central themes: strategies and resources for bridging the missional gap in Africa, capacity building through support, teaching, coaching, and skills development, and stewardship of the resources received from Jesus Film Africa to glorify God. Pastor Ayeh gained

valuable insights and knowledge from the conference, which will further strengthen the Convention's evangelistic efforts and enhance our impact within the communities. The learnings from the conference are being incorporated into the evangelism strategies of the Convention.

**c. Baptist Men's Ministry (BMM) Leadership Training**

- On 16th August 2022 the leadership of the Baptist Men's Ministry (BMM) trained all the local executives of the Nzema Association. 24 leaders went through this training at Esiama.
- On 24<sup>th</sup> September 2022 the leadership of the BMM was at the Hope Association to train all local leaders of the local Churches. 35 leaders were trained in the Hope Association

**d. South West Ghana Sector Human Resource Development**

- In February 2023, a stakeholders' meeting involving the South West Ghana Sector Association Heads and Sector Auxiliary Heads (BMM, Youth, Children, Deacons, REBAMA) was held at Cape Coast. The training focused on their roles and responsibilities, and how to mobilize resources for effective work within the Sector.
- On 1<sup>st</sup> April 2023 the Sekondi-Takoradi Association organized church administration leadership training for all Pastors, Deacons and Church Council Members on using the Convention's Church Guide. Attendance of the participants was encouraging.
- At Swedru, a training session with the topic "Transforming Followers into Leaders" was undertaken. In attendance were nineteen (19) Pastors and Leaders.
- In the Hope Association one Minister graduated with the Master of Arts in Ministry, at the School of Theology and Ministry, Abuakwa. Two Ministers are also pursuing the MPhil Programmes at KNUST and Central University. Two other Ministers are upgrading themselves in a B.Th. programme at the Northern Ghana Theological Seminary (NGBTS).
- The Sector organized a training programme for Association representatives on performance appraisals and quarterly reports on church activities for 39 representatives from all the Associations at the Redemption Baptist Church-Cape Coast on the 14<sup>th</sup> of January 2023.
- On the 11<sup>th</sup> of February, the Swedru Association organized a leadership retreat for Pastors, Deacons, and Church Leaders. Seventy (70) leaders were in attendance. Similarly, leadership seminars were held at all the zonal levels in the Winneba Association.
- On the 25<sup>th</sup> of February, the Sekondi-Takoradi Association held a maiden Professional Breakfast Meeting, where seventeen (17) professionals attended and elected interim leadership to handle affairs. This step is aimed at mobilizing resources (human and financial) for the ministry.

**e. South East Ghana Sector Human Resource Development**

- The South East Ghana Sector Head, Rev Yaw Oppong- Ankomah, is still pursuing his Doctor of Ministry programme with Teleo University, TNET's affiliate University - an accredited Institution supervising this training.
- A 2-day Leadership Summit was organized on October 26 - 27, 2022 for Accra and Tema Central Associations. The two Heads, (Rev. Michael Accadio & Rev. Joshua Samson Aduamah) and other Baptist Ministers attended the Summit which was facilitated by International Leadership Ministries USA/Ghana at the Baptist Guest House

**f. South East Ghana Sector Human Resource Development**

- Rev. Dr. Steve Paintsil of Central Charismatic Baptist Church, Gyinyase has successfully completed his Doctor of Ministry in Christian Leadership & Management, at the Logos University, Florida. We congratulate him and wish him well.

**g. Baptist Vocational Training Centre (BVTC)**

- To improve skills, knowledge, and resource base of management, the administrator of BVTC participated in a workshop organized by the Commission for Technical and Vocational Education and Training (CTVET). Among other subjects discussed was the transformation of TVET education in Ghana and the Voucher Project
- In order to improve staff performance and productivity at the BVTC the staff were taken through a one-day training course on Effective Assessment of Learners which was organized for the staff of the Centre. The training highlighted the importance of assessment in learning and provided the staff with the skills needed to evaluate learners effectively. The staff also gained an understanding of different types of assessments and how to use them to measure learner progress. Dr Samuel Addo of Ho Technical University facilitated the event.

**h. Ministers' Conference**

- As part of the aim of the Executive Committee of the Ministers' Conference to get to know and familiarize herself with the conditions under which Ministers worked, the Conference President and the Administrator paid an 11-day working visit to the Northern Ghana Sector visiting all the Fellowships, except the Liberty Fellowship, and interacting with the Ministers on several issues.
- The Administrator was also with the Tema/Dangme Ministers' Fellowship as well as the Hope Ministers' Fellowship to interact with them on the same subject matter as was done in the Northern Sector.



### **h. GCMG Leadership Training Programme:**

- In partnership with the Great Commission Movement of Ghana (GCMG), the Convention has presented candidates for the GCMG one-year Biblical Training in Leadership programme. This comprehensive programme aims at equipping candidates with biblical knowledge and leadership skills, enabling them to serve their local churches and communities more effectively.
- Through this initiative, 50 carefully selected candidates from all four Sectors, were enrolled. Candidates paid a subsidized fee of GHS1,500 (one thousand five hundred Ghana Cedis) to cover tuition and examinations. Tools for the training included 50 brand-new electronic tablets with some simple gadgets for evangelism.

### **i. Denominational Identity Symposia**

As part of the Convention @60 celebration, two symposia were organized in Accra and Kumasi involving Ministers and church members. The main presenter was Rev. Bennet Niboi, the Chairman of the Denominational Board.

### **j. 2023 Ministerial Admissions**

SUMMARY TABLE OF APPLICATIONS RECEIVED AND INTERVIEW RESULTS

<b>Sector/Levels</b>	<b>SE</b>	<b>SW</b>	<b>MG</b>	<b>NG</b>	<b>FAIL</b>	<b>DISQ.</b>	<b>Total</b>
<b>Licensing</b>	43	7	55	7	<b>7</b>	<b>1</b>	<b>120</b>
<b>Recognition</b>	24	13	52	11	<b>2</b>	-	<b>102</b>
<b>Ordination</b>	24	22	65	10	<b>3</b>	-	<b>122</b>
<b>Total</b>	<b>91</b>	<b>42</b>	<b>172</b>	<b>28</b>	<b>12</b>	<b>1</b>	<b>344</b>

The details of the outcomes of the interviews are presented in Appendix 3: **REPORT ON MINISTERIAL ADMISSION INTERVIEWS HELD FROM JUNE 26 TO JULY 13, 2023 IN ALL FOUR SECTORS OF THE GHANA BAPTIST CONVENTION**

### **k. Ministerial Discipline**

In the year under review, the Ministers' Conference found issues of indiscipline among some of our Ministers as follows:

- Wearing of unapproved ministerial apparel, such as wearing of the cross, and wearing of totally different ministerial gowns as though one was a Catholic or an Anglican Priest. Some Ministers were found wearing chains on their foreheads, still, some others were packaging water in decorated bottles for spiritual and healing purposes.
- Ministers using unapproved ministerial and academic titles such as 'Very Reverend', 'Apostle', 'Prophet', unearned 'Dr.', etc. in the Ghana Baptist Convention.

- Ministers' wives calling themselves or being given the title, 'Lady Pastor or 'Lady Reverend' when they have not gone through the procedure of the Convention to be called as such.
- Members of our denomination who go to acquire Ordination and Gazette from institutions other than the Ghana Baptist Convention without any reference to the Convention or Conference.
- Baptist Students in our universities who are using strange ministerial titles, alien to the Ghana Baptist Convention.

All Ministers of the Convention and members of the Ministers' Conference are called upon to respect the rules that govern our denomination and our Conference.

We must ensure order in the house of God and by extension comply with denominational directives without fail until the same is reviewed if deemed necessary.

During the year under review, it became necessary for Conference EC to engage some Ministers within the South-East Ghana Sector, Mid-Ghana Sector, and the Northern Ghana Sector on some of the disciplinary issues indicated above. The Conference EC set up an Enquiry/Disciplinary Committee to interact with the affected Ministers. All of them sent in written apologies to indicate their commitment to better conduct.

## **l. Maiden Seminar for Deacons**

As part of plans to structure the Association of Baptist Deacons, the leadership of the Ministers' Conference organized the first seminar for Deacons on the topic 'The Role of Deacons in the Church'. The Conference President led the presentation in three Sectors except for the South-East Ghana Sector. The presentation was very meaningful, and the deacons appreciated it very much. They requested the Conference to come up with a Deacons' Handbook to facilitate the orientation and training for new deacons for effective functioning.

## **m. Major Movements**

- On 10<sup>th</sup> September 2022 the Executive President, Rev. Enoch Nii Narh Thompson, and the Vice President (Ministries), Rev. Charles Oppong-Poku, both elected then, were inducted into office at a splendid service at Calvary Baptist Church, Shiashie, Accra. There was representation from across the country and from the ecumenical community. We are grateful.
- On 10<sup>th</sup> December 2022 the send-off and retirement service for the immediate past Executive President, Rev. Dr. Ernest Adu-Gyamfi, was done by the Convention at another beautiful service at Calvary Baptist Church, Shiashie, Accra.

- The Human Resource Base at the Secretariat increased with the appointment of the new Director General, in the person of Rev. Tetteh Annor-Larbi (of Bethel Baptist Church, Dansoman, Accra) who took office from 1<sup>st</sup> February 2023.
- A Children’s Coordinator has been employed, in the person of Mrs. Ivy Sottie, of Charismatic Baptist Church, Taifa, Accra). The new Youth/NUBS Coordinator is Pas. Ezekiel Razak Alhassan of the First Baptist Church, Tamale
- Rev, Issah Sankara was inducted into office as the full-time Association Head of the Sekondi-Takoradi Baptist Association on 17<sup>th</sup> December 2022.
- On the 11<sup>th</sup> of March, Rev. Emmanuel Ofori Teiko was inducted into office as the newly appointed Sector Head of the South West Ghana Sector by the Vice President, Rev. Charles Oppong- Poku, at the Open-Door Baptist Church in Takoradi.
- On the 27<sup>th</sup> of May 2023, a befitting send-off and retirement service was organized for the immediate past South West Ghana Sector Head, Rev. Alfred Walter Afful at the Believers Baptist Church Tarkwa. The Chief Officiant was the Executive President of the Convention. In Attendance were all the Association Heads, some Zonal Heads, Auxiliary representatives, and delegates from all the Associations.
- The Executive President went to Bolga with the Northern Ghana Sector Head for the induction of Rev. Thomas Abukari into office as the Head of the Bolga Baptist Association.
- The Executive President was also in Tamale in November 2022 for the retirement and send-off service of the immediate past Northern Ghana Sector Head, Rev. Rufus Paul Kaleem.
- Rev. Yaw Oppong –Ankomah inducted Rev. Michael Accadio, the first full – time Association Head of the Tema Central Baptist Association and his Executives into office on September 24, 2022, at Abundant Grace Baptist Church, Tema Community 20.
- The Northern Ghana Sector lost three ministers during the period under review. They are Rev. Samuel Asare, Pastor Thomas Haruna Neindow and Rev. Mrs. Georgina Sampana Nuagah. May their souls rest in perfect peace.
- Rev Texman Tandoh, former Vice President of the Ministers’ Conference was called to glory and laid to rest on November 5, 2022

## **n. Succession Planning**

- We continue to observe that ministerial movements through the retirement of substantive Ministers or to new pastoral posts continue to create challenges of replacement for the prior church or institution. This is largely because in most cases little preparation is made for that eventuality, especially that of retirement.
- We wish to stress the fact that the compulsory retirement age for our Ministers is 65 (sixty-five) years. The provision for the 2-2-1-year extension is not

automatic. Ministers must allow the congregations the free space to decide on whether to extend their stay or not.

- Due send-off packages must be prepared ahead of time.
- Churches without Human Resource Policies should endeavour to have these developed.

#### **o. Proposal**

We wish to propose that the Ministers' Conference mandatorily requires Ministers who are five years to retirement to submit evidence of a plan for their replacement, either in current Ministers who are working with them or those who are understudying them. This should form part of the ministerial licence renewal of those Ministers. Church leaders should remind and work with their outgoing Ministers to ensure their smooth exit and replacement.

## VII. SUPPORTING PASTORS IN RURAL AND DEPRIVED AREAS AND RETIREMENT BENEFITS FOR MINISTERS

**Strategic Objective:** *To significantly improve the level of remuneration, the retirement / end-of-service package, and general conditions of service of Convention Ministers on retirement.*

### a. **WMU and the Kajaji Missions:**

- The Mid-Ghana Sector through the South-East Association WMU on Saturday 5th November 2022 made a donation to the new Pastor posted to Kajaji. The items include a wooden bed, mattress, 2 pillows, 4 chairs, rice, provisions and a gas stove. The Sector spent five thousand Ghana cedis including fuel for the trip to Kajaji and Yeji. The new Pastor is supported by the Sector with a monthly allowance beginning from November 2022.
- The Mid-Ghana Sector South East Association WMU also donated clothes to the Pastor, his wife and the entire church members at Suhodoo Baptist Church, Airport Roundabout and the Nalerigu Association. We are grateful to them.

### b. **Ministers Relief Fund**

- The Ministers Relief Fund of the Ministers' Conference is gaining more ground as Ministers are making the necessary efforts to contribute to the fund. This initiative came into being during the 59<sup>th</sup> Annual Conference (2022). Even though disbursement could not start last year in November as planned, the 60<sup>th</sup> Conference has given the green light for the commencement of monthly disbursement beginning from July 2023. We are glad to inform this 60<sup>th</sup> Annual Session that, from the contributions of Ministers and some churches, the Conference has close to GHS200,000.00 as cash received so far.
- The funds will be used to top-up the income of Ministers who earn less than GH¢700.00 per month or nothing at all.
- The Convention Secretariat has donated GHS5000 (five thousand Ghana Cedis) to the fund and intends from September 2023 to give 1% of all subscriptions received monthly to sustain the fund.
- We wish to encourage all Ministers and churches to come on board, with a monthly minimum contribution of GH¢20.00 per Minister and GH¢100.00 per church.

## VIII. DEEPENING THE SPIRITUAL BASE OF THE CONVENTION.

**Strategic Objective:** *To strengthen and uplift the prayer and spiritual foundations of the Convention, its Associations and member churches, to increase participation of members and non-Baptists at prayer meetings of the Convention and for member churches' prayer and revival programmes to become major spiritual events in the country.*

Activities carried out towards achieving this objective include the following:

### a. Children's Sunday School Lessons

- The Christian Education and Auxiliaries Department (CEAD) in consultation with the Baptist Children's Teachers Union (BACTU) has resolved the challenge of having appropriate Sunday School material for all children in our churches.
- CEAD has acquired 10,000 copies of age-appropriate evangelistic literature, which is being distributed to churches. Accordingly, it is negotiating with the owners of the copyright to print an additional 20,000 copies for the year 2023-2024 and beyond.
- A partnership has been signed with Bible League- Ghana, to supply about 20,000 copies of literature for follow-up which will be accompanied with the same number of Bibles for children who complete the follow-up lessons.
- The Department has received the first batch of 10,000 copies of the follow-up materials. Bible League has permitted the Children's Ministry of the Ghana Baptist Convention can have its name and logo on the cover of books printed for her as long as the Ministry will bear that extra cost.
- The Convention has decided to give an initial donation of GHS 3000 to support the work of Bible League-Ghana.
- Through Hope Spring-Ghana, the Ghana Baptist Convention will be signing an MOU with Bible Educational Services (BES) of the UK, that produces Bible Time Children's Sunday School Lessons. In the meantime, we received enough lesson materials to serve about 25,000 children for six months (October 2022-March 2023). Distribution of the booklets started in September 2022. When the MOU is completed, we hope to print the lessons in Ghana and possibly rebrand the cover with the name and logo of GBC Children's Ministry.

### b. Adults' Sunday School Lessons

- The Christian Education and Auxiliaries Department completed the following material for the Adults' Sunday School; an edition of Adult Sunday school lessons under the theme: **Greater Corporation Part 2**, and **"Intentional Church Growth"**.

- We wish to encourage our Member churches to patronize the Convention-produced Bible Study materials for both children and adults.

### **c. Prayer and Worship**

- The week-long National fasting and prayer programme of the Convention took place across the country. Many churches extended it to 21–40-day fasts.
- The Sekondi-Takoradi Association held a Thanksgiving Service on the 29<sup>th</sup> of January 2023 at the Resurrection Baptist Church, with the theme “Nyame Aseda 2023”. The aim was to bring churches together to express thanks to God through Praise and Worship. This was also to bring together all gospel musicians in our churches to form a mass choir to embark on soul-winning through music.
- From the 22<sup>nd</sup> to the 24<sup>th</sup> of February 2023, the Sekondi-Takoradi Association engaged the in exchange of pulpit for spiritual renewal with the theme: Fulfilling God’s Purpose, Growing God’s Church through Team Work.
- In the Swedru Association an exchange of pulpit programme involving five (5) churches was organized for a two-week period at the Nyakrom zone. This was to strengthen fellowship and to raise funds.
- The National Prayer Rally was conducted at the zonal level across all nine Associations within the Mid-Ghana Sector. With a total of 39 zones in the Sector, 35 zones actively participated in the prayer rally, hosting the event at various centres. During the rally, the Sector Head personally attended three prayer centres situated in the Southwest Association.
- To facilitate vital spirituality the Northern Ghana Sector promoted and participated in quite several spiritual exercises to deepen and revitalize the spiritual lives of members. Some of the exercises include prayer conference at the zonal level, one-week national prayer and fasting, one-day national prayer rally and the Anniversary countdown prayers among others.
- On 16<sup>th</sup> July 2022 there was a consultative meeting of the Baptist Men’s Ministry at St. James Baptist Church, Bantama, Kumasi. The policy direction of the Ministry in terms of prayer was accepted by the stakeholders.

### **e. Media Dimension of the National Prayer and Fasting Week**

As part of the quest for vital spirituality, this year's annual national prayer and fasting week added another dimension to the activities. In collaboration with SBN Media Ghana, daily prayer sessions were telecast. Furthermore, these prayer sessions were streamed on Facebook and Zoom. This allowed people to join in the sessions when their time allowed them.

## f. **Easter Camp Retreats**

From the 6<sup>th</sup> to the 9<sup>th</sup> of April, 2023 all the Associations within the South West Sector undertook Easter gatherings, some at the zonal level and others at the Association level.

## g. **Prayer Conferences**

The 2022 October prayer conference was organized differently because of funding challenges. It took the form of a prayer chain involving all the 30 Associations and was supervised by the Sector Heads.

The following observations are noteworthy:

- Attendance at these meetings was below expectation.
- Some Associations combined their quarterly Association Meetings with the prayer conference and as a result, did not have time for prayer.
- Promotion of the conference/prayer rally was very low.
- Some pastors failed to be part of the prayer conference and did not get their churches involved.
- The South West and Northern Ghana Sectors sent their offerings raised to be used towards the SHELTER FOR WORSHIP promotion to the Secretariat as required. We are yet to receive from the other Sectors. The offerings from a handful of churches in the Mid-Ghana Sector have been received.

## h. **Summaries on Doctrinal Aberrations & Divorce and Re-Marriage**

With the support of some of our eminent Ministers, the Ministers' Conference has finalized work on some of the doctrinal aberrations with the aim of guiding all Ministers and Baptists on the way forward as far as the charismatic gifts and their operations are concerned. The Conference EC has provided guidelines on the following and all Baptists are advised to comply with these directives.

- ***The use of anointing oil***
- ***Tongues speaking***
- ***Praying against one's enemies***
- ***Divorce and Re-Marriage***

NB: The details of the guidelines have been compiled by the Ministers' Conference and are included in the Book of Reports of the 60<sup>th</sup> Annual Session as Appendix 4.

## i. **The Baptist Daily Devotional:**

- From 1<sup>st</sup> January 2023 the Presidency instituted the daily publication of the BAPTIST DAILY DEVOTIONAL. These are devotional messages to help our



members develop and sustain meaningful disciplined daily devotions to foster vital spirituality. The publications are available on the Baptist Family Platform and Facebook and other social media handles.

- The written form is produced in English and Twi. There are also audio versions in English and Twi. We have received very positive appraisals from within and from outside the Baptist fraternity.
- We ask that Pastors and Church leaders ensure that these devotionals are sent to the local church and auxiliary social media platforms. Members are to be encouraged to share it with their associated platforms.

## IX. SOCIO-ECONOMIC DEVELOPMENT PROGRAMMES

**Strategic Objective:** *To implement socio-economic development programmes that effectively complement the evangelism and mission agenda of the Convention.*

*To accomplish the above the following actions were undertaken:*

During the period under review, the Baptist Relief and Development Agency (BREDA) which has oversight responsibility for all the socio-economic development and social action activities of the Ghana Baptist Convention spearheaded the undertaking of various activities. Some are catalogued below:

### a. **Mainstreaming Compassion International Ghana (CI –GH) activities**

- A virtual meeting with Convention Churches partnering with Compassion International-Ghana was held on 23<sup>rd</sup> November 2022. The purpose of the meeting was to afford the new leadership of the Convention a better understanding of the operations of the Compassion projects, and how best the Convention could support them to succeed in their projects.
- To keep the Convention informed of the project's activities, the projects were encouraged to share their reports with the BREDA Office. BREDA has provided support for churches to renew their partnership with Compassion International Ghana. (Namely: All Souls Baptist Church, South La, Glory Baptist Church, Adukrom, and Mercy Baptist Church.)
- BREDA participated in the launch of Compassion International-Ghana's 5-year Strategic Plan. The expected strategic change outcomes are 1) fulfilled Christian youth, 2) thriving and resilient families, and 3) resourceful church partners.

### b. **Improving Access to Quality Education and Supporting the Learning Environment of Rural Schools.**

BREDA coordinated the donation of school supplies to Adonai Baptist WMU School by some members of Alfred Street Baptist Church, Alexandria, VA, USA during their visit to Ghana.

### c. **Enhancing Partnerships with other NGOs.**

BREDA participated in the Christian Community Creation Care national policy framework workshop organized by the Church of Pentecost, Challenge Enterprises Ghana, A ROCHA GHANA, and World Vision. The workshop aimed to develop a common vision and strategy for Christian engagement in environmental stewardship and advocacy in Ghana.

**d. Extending Humanitarian Assistance to Needy Individuals.**

The BREDA office facilitated financial support from the Convention office for a Garu Baptist Church nursing student in the Nalerigu Association. The student is pursuing a diploma in midwifery at the Nalerigu Nursing Training College. The support covered her tuition for the first semester.

**e. Baptist Child Development Programmes**

The Convention through BREDA supported Baptist Child Development in the implementation of its projects. These programmes are funded by Children Believe and are currently stationed at Tamale and Tahima.

- Currently, Baptist Child Development is supporting 2450 children in 12 Communities across 4 districts of the Northern and Savannah Regions. The areas of intervention include education, health, water, hygiene, sanitation and sustainable livelihood issues.
- This is a Child-sponsorship project funded by Children Believe (formerly Christian Children Fund of Canada) and being implemented by First Baptist Church, Tamale.
- During the period under review, the Programme achieved the following:

**1. Education**

- School uniforms were supplied to 260 children.
- The construction of a 3-classroom block built for the Bongnaayili community at the cost of GHS 215,000.00 was completed
- An Early Childhood Development Centre with furniture and play equipment for the Sanga community in the Sagnarigu Municipality was completed and commissioned.
- Two library blocks for Bongnaayili and Cheshegu communities, were constructed. The libraries are furnished with furniture, books, and computers.
- The renovation of a 6-classroom block for the Sanga Community was completed.
- 26 teachers in improved methods of learning were trained.
- Over 2000 children participated in a Children's Assembly Programme organized in three operational districts in the Northern Region – Kumbungu, Sagnarigu, and Tolon. As part of the programme, the children were able to discuss their experiences and challenges related to their education.

**2. Sustainable Livelihood**

Skills training was provided for 26 people in hairdressing and dressmaking. The trainees were given set-up kits and funds to start their businesses.

### 3. Water Hygiene and Sanitation

Boreholes were constructed for the Sanga and Bognaayili communities.

### 4. Child protection

30 school-based clubs exposed to child protection issues to improve knowledge on child protection and sexual abuse, child labour and exploitation.

A meeting was held with stakeholders on child rights in the Kumbungu District to discuss child labour, abuse, trafficking, and forced marriage.

### 5. Health

Children within the project communities were exposed to reproductive health to improve hygiene among teenage girls and to reduce teenage pregnancy among girls in schools.

A child welfare facility has been built for the Gbrumani in the Tolon District at a cost of GHS145, 000.00. It includes a bathroom and a urinal. This is to support pregnant and lactating mothers who visit the Gbrumani Clinic.

### f. Baptist Women's' Retreat Centre

The Centre partnered with Today's Radio to organize a Christmas party for children in the Ejura Sekyeredumase area. This is done every December.

### g. Ghana Baptist Health Service (GBHS)

#### • Human Resource and Postings

The GBHS has a total staff strength of 781 across its member facilities. During the reporting period, GBHS received postings of 28 Nurses from the Christian Health Association of Ghana (CHAG), out of which 24 Nurses reported to post. Also, the Medical and Dental Council posted two (2) House Officers to the Baptist Medical Centre (BMC)-Nalerigu for surgical orientation.

#### • Achievements

- 1) Baptist Medical Centre, Nalerigu, achieved remarkable milestones, receiving recognition and honours for their outstanding dedication during the COVID-19 period in 2020.
- 2) The Medical Director of BMC-Nalerigu was presented with a grand medal by the President of Ghana, and 50 staff members received Certificates from the Regional Director of Health Service for their commitment.
- 3) BMC-Nalerigu achieved recognition for its commitment to quality care, reaching Level 4 in the SafeCare ranking assessment, an internationally recognized healthcare programme. Moreover, the facility stood out as the top-performing centre for peer review in the North East region,

establishing itself as a premier healthcare provider and a symbol of excellence in the area.

- 4) Extension works at the Nzema Baptist Hospital and the Baptist Medical Centre-Abuakwa are about 90% and 70% complete respectively.
- 5) The Nzema Baptist Hospital organized a free health screening for the people of Nvellenu to deepen engagement with the local community.

- **Donations**

- 1) The GBHS received one (1) 40-footer container and One (1) 20-footer Container of assorted medical equipment, Items and Consumables, and a cash donation of \$13,100 for freight and clearing, from the North America Baptist Association of the Ghana Baptist Convention (NABA), facilitated by its President, Rev. John Bio Asante.
- 2) The Christian Health Association of Ghana (CHAG) donated a portable Ultrasound Scan machine with a printer to the Nzema Baptist Hospital.
- 3) The Chief of Ejura granted a 20-Acre land for the construction of a hospital.
- 4) The Baptist Medical Centre, Nalerigu, received assorted medical consumables from volunteers, and various equipment including an anaesthesia machine and a motorbike for eye clinic outreach, from the George Faile Foundation. The hospital also received assorted items from the Police Women Association (POWA) and assorted medical equipment as a donation from Point Hope-USA.
- 5) Calvary Charismatic Baptist Medical Centre received 2 television sets, 2 Sets of OPD metal chairs, 4 Laptop Computers and 2 Air Conditioners as a donation from Rev. Francis Sarpong of Calvary Charismatic Baptist Church, and Calvary Premier Chapel, London UK

- **Critical Needs and Challenges**

- Acute shortage of critical staff especially specialists, Medical Officers and Physician Assistances in our remotely located facilities such as BMC-Nalerigu, Nzema Baptist Hospital and Tanoah Baptist Medical Centre.
- Except for Nzema Baptist Hospital, our remaining health facilities lack a reliable backup power (Generator) and water supply.
- The remote location of Tanoah Baptist Medical Centre poses challenges for patients and some staff in accessing transportation to the facility. Therefore, the centre is currently in need of a vehicle to facilitate transportation.
- The Ghana Baptist Health Services, as a matter of urgency, needs aid in equipping both the Baptist Medical Centre-Abuakwa and Central Charismatic Baptist Hospital with a functional Operating Theatre, Laboratory, and Imaging and Diagnostic equipment.
- Also, a functional Laboratory unit is needed for the Calvary Charismatic Baptist Medical Centre, Atwima-Mim to aid in providing quality care to the

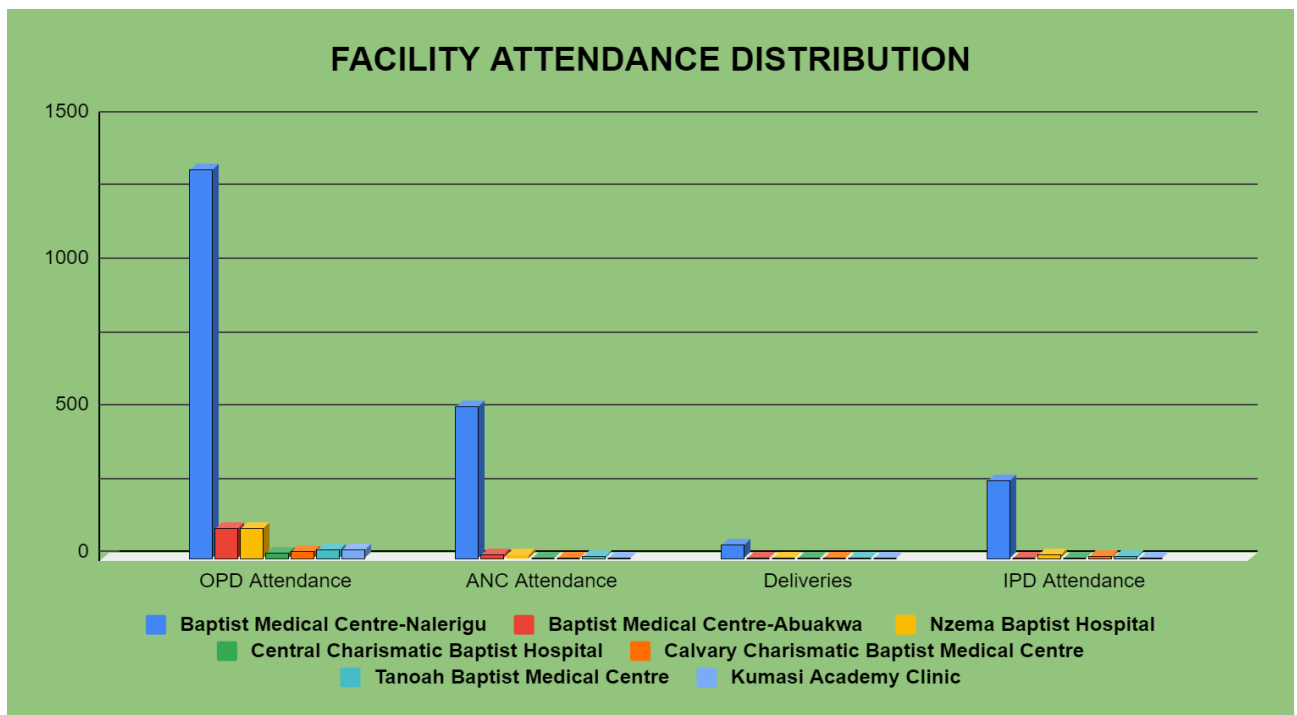
community.

- **Appreciation**

GBHS appreciates our partners and donors stated below for their diverse support and donations to our facilities:

- 1) The Presidency of the Ghana Baptist Convention.
- 2) Christian Health Association of Ghana.
- 3) George Faile Foundation.
- 4) National Baptist Convention of America International, led by the President, Dr. Samuel Tolbert.
- 5) CVC Tapestry Board-USA, led by Dr. Ron Cleveland.
- 6) New Creation Baptist Church, Worcester, led by Rev. John Bio Asante.
- 7) North American Baptist Association of the Ghana Baptist Convention-USA (NABA), led by its President, Rev. John Bio Asante.
- 8) Calvary Charismatic Baptist Church-London, led by Rev. Francis Sarpong.
- 9) Central Charismatic Baptist Church-Gyinyase, led by Rev. Steven Paintsil.
- 10) Lions Club International, led by Nana Opuni Dua Oware.

### Summary Statistical Data



## OPD Attendance

■ Baptist Medical Centre-Nalerigu:	<b>132,034</b>
■ Baptist Medical Centre-Abuakwa :	<b>9,943</b>
■ Nzema Baptist Hospital:	<b>10,205</b>
■ Central Charismatic Baptist Hospital:	<b>1,525</b>
■ Calvary Charismatic Baptist Medical Centre:	<b>2,045</b>
■ Tanoah Baptist Medical Centre:	<b>2,970</b>
■ Kumasi Academy Clinic:	<b>2,545</b>

## ANC Attendance

■ Baptist Medical Centre-Nalerigu:	<b>51,262</b>
■ Baptist Medical Centre-Abuakwa :	<b>1,268</b>
■ Nzema Baptist Hospital:	<b>1,267</b>
■ Central Charismatic Baptist Hospital:	<b>0</b>
■ Calvary Charismatic Baptist Medical Centre:	<b>168</b>
■ Tanoah Baptist Medical Centre:	<b>298</b>
■ Kumasi Academy Clinic:	<b>0</b>

## IPD Attendance

■ Baptist Medical Centre-Nalerigu:	<b>26,072</b>
■ Baptist Medical Centre-Abuakwa :	<b>175</b>
■ Nzema Baptist Hospital:	<b>1,035</b>
■ Central Charismatic Baptist Hospital:	<b>169</b>
■ Calvary Charismatic Baptist Medical Centre:	<b>388</b>
■ Tanoah Baptist Medical Centre:	<b>213</b>
■ Kumasi Academy Clinic:	<b>0</b>

## Deliveries

■ Baptist Medical Centre-Nalerigu:	<b>4,287</b>
■ Baptist Medical Centre-Abuakwa :	<b>119</b>
■ Nzema Baptist Hospital:	<b>128</b>
■ Central Charismatic Baptist Hospital:	<b>0</b>
■ Calvary Charismatic Baptist Medical Centre:	<b>17</b>
■ Tanoah Baptist Medical Centre:	<b>37</b>
■ Kumasi Academy Clinic:	<b>0</b>

## X. IMPLEMENTATION OF EDUCATIONAL PROGRAMMES.

**Strategic Objective:** *To implement educational programmes that educate, develop and train individuals to excel in influencing and impacting society through the interpretation of academic learning and Christian faith, the Convention's educational institutions provide the following services to advance the gospel of Christ.*

### a. Ghana Baptist University College (GBUC)

- *Appointment of Chancellor of GBUC:* The Executive President, Rev. Enoch N. N. Thompson was inducted as the 3<sup>rd</sup> Chancellor of the Ghana Baptist University College on the 1<sup>st</sup> of December 2022 at Grace Baptist Church, Amakom – Kumasi. The out-gone President and former Chancellor Rev. Dr. Ernest Adu-Gyamfi led the oath of office, with exhortation and word of prayer by Rev. Steve Asante.
- Before the induction of the Chancellor, a high-powered delegation led by the Executive President paid a courtesy call at the Manhyia Palace on the 30<sup>th</sup> of November 2022 to introduce the Presidency, the University Governing Council, and the Sector and Association Heads to the Asantehene, Otumfo Osei Tutu II. The Asantehene was grateful to the Convention for the courtesy call. He praised the good work of the Ghana Baptist Convention and recounted the beginnings of Baptist work in Ghana citing among other things the establishment of Saddler School which is now Kumasi Academy. It was emphasized that periodic visits will strengthen the relationship between the Convention and Manhyia.
- *Student Enrolment:* The first Semester for the 2022/2023 academic year was projected to have a continuing student population of 860. However, the total expected continuing students decreased from 860 to 790, with 91.9% of students resuming their programmes. The Enrolment Committee and school leadership implemented strategies to increase fresh student admissions. The University College planned to recruit 880 fresh students. However, the number of fresh students enrolled was 553 (showing a fall of 327 fresh students).
- The School of Health and Allied Sciences (SHAS Nursing programme) exceeded its target by 62.2% (52 fresh students). The committee will collaborate with the Business School and STM enrolment teams to improve their enrolments through innovative models and strategies.
- Overall, there is a decrease in student numbers from 1,740 to 1,343 revealing a shortfall of 397 students who have either left for other universities or discontinued their studies at GBUC.



- *Financial Projection:* The 2022/2023 budget includes a tuition fee component of GH₵5,215,040, with expected contributions from schools. However, poor enrolment strategy resulted in a shortfall in tuition fees of GH₵4,489,100, indicating a drop of GH₵725,940 from the 1st semester.
- *Graduation:* On Saturday, March 4, 2023, the 14th Congregation for the class of 2021–2022 graduates took place. The Grace Baptist Church in Kumasi's auditorium served as the meeting place. There were 451 graduates overall on the day, including 303 men and 148 women
- *Matriculation:* The Matriculation ceremony for the 2022/2023 academic year came off on Friday, the 21st of April, 2023 at the Grace Baptist Church Auditorium, Kumasi. The total number of fresh students who matriculated was Five Hundred and Fifty-Three (553).
- *Infrastructure development:* The University College seeks resources to modernize facilities, including lecture halls, libraries, and laboratories, to enhance teaching and learning at Abuakwa Campus. The increase in SHAS enrolment demonstrates the need for facility expansion at the Abuakwa Campus. To add more classrooms for students and offices for the teaching and non-teaching staff, management will complete the first floor of the SHAS building. There will be renovation of all the STM classrooms and restrooms. The electrical wiring will be reinforced, while roof leakages in classrooms and library building will be repaired. Improvements will be made to the restrooms, kitchens, and kitchen facilities in each hostel/dormitory on the Abuakwa Campus, as well as repairs to the beds and lockers. Wherever possible, new restrooms, kitchens, and kitchen facilities will be built to supplement the existing ones. Finally, the three bungalows at the Abuakwa Campus will be renovated.

## **b. Northern Ghana Baptist Theological Seminary**

- **The academic year** began in September 2022 and ended in June 2023.
- **Faculty And Staff:** The faculty strength is the Principal, two full-time lecturers and a full-time Administrator.
- **Programmes:** The Seminary currently runs the following programmes: Bachelor of Ministry, Diploma in Ministry and Diploma in Theology
- **Student Population:** The Seminary has a total student population of 84 with the breakdown as follows: Regular-10, Modular/Bachelor-24, Modular/Diploma-35, Nalerigu Campus -15 and Tema Campus-48 students.
- **Academics:** During the academic year, modular programmes were organized in October 2022 for Bachelor of Ministry, November 2022 for Diploma in Ministry, January 2023 for Diploma in Ministry, February 2023 for Bachelor of Ministry, May 2023 for Bachelor's in Ministry and June 2023 for Diploma in Ministry.

- **Staff Development:** Pastor Mordecai Niendow is currently pursuing a Master of Philosophy at the Kwame Nkrumah University of Science and Technology in Kumasi.
- **Staff Emoluments:** The salaries of staff, which are paid by the Convention Secretariat, were increased by 20% in March 2023.
- **Graduation:** Sixty (60) students graduated with the Diploma in Ministry on 15<sup>th</sup> July 2023.
- **Collaboration with GBUC School of Ministry**
  - a. Collaboration with the School of Theology and Ministry of the Ghana Baptist University College has taken off with the beginning of the Diploma in Theology last academic year.
  - b. Plans are advanced to introduce the Bachelor of Theology in the 2022/2023 Academic year as part of the collaboration.
- **Land at Tampe Kukuo:** The Seminary land bought some 20 years ago needs to be developed to avoid the threat of encroachment.

### c. **Baptist Vocational Training Centre (BVTC)**

- In efforts to project the Baptist Vocational Training Centre as a social enterprise of the Convention, the management sought to position BVTC as a leading Technical Vocational Education Training (TVET) Institution.
- The Ghana TVET Service has granted *BVTC* a temporal status as an examination centre. This enabled students who sat for the NVTI exams to do their practical exams at the Centre as compared to previously when the student did their practical exams at another school in Somanya. We are praying that the successful outcome of the exams would give BVTC a permanent status as an examination centre.
- For the period under review the training Centre set itself to provide continuous training of 30 ex-Trokosi Girls and 25 less-privileged girls, tutor new and continuing students in their chosen vocation, provide learning materials for 45 sponsored girls and provide financial support for the upkeep of 45 sponsored girls. The following results were achieved:
  - i. A total of 79 girls are currently enrolled for the 2022 academic year at the Centre. i.e., 41 ex-Trokosi girls and 37 less-privileged girls.
  - ii. 43 students completed their NTVI practical and theory exams at various levels. Proficiency 2 (5), Proficiency 1 (3),
  - iii. The Centre was able to prepare and assist 6 students to write the Ghana Education Services Technical Unit Exams (NAPTEX)
- **Sex Education:** Together with the Ghana Health Service, the Centre organized a day's workshop on sex education for students. The programme was facilitated by nurses at the Frankadua Clinic. This training was intended to help the girls abstain from unsafe sex or sex that could negatively impact their academic performance.

- **Academic Successes**

- The Centre achieved a 100% pass rate in the 2022 NABPTEX examination. This means that all the candidates presented qualify to gain admission to the University.
- Thirty (30) students graduated from the Centre on 28<sup>th</sup> October 2022. They comprised 12 Baptist-sponsored girls and 17 private students. Each Baptist-sponsored graduate received seed money and equipment for their chosen vocation. The ceremony was chaired by the WMU National Coordinator Mrs. Anowa Boison-Ochire and the Guest Speaker was Rev Dr Albert Kwabi of Rehoboth Educational Trust of Ghana.

- **Donations Received**

The Elizabeth Baffour-Awuah Ministries donated GHS7,000.00 towards graduation. Mrs Baffour-Awuah is a member of the Abundant Grace Baptist Church, Tema. The Baffour-Awuah family of Abundant Grace Baptist Church, Tema also donated 4 sewing machines and 4 hairdryers to the Centre.

d. **Mafi Project – Early Childhood Development Centres**

We seek to improve the teaching and learning environment of the various centres. In that regard, a four-acre piece of land has been donated to the school by the Alavanyo community for the development of the school in the community. There are currently 246 children enrolled in all six schools under the Mafi project.

- **Challenges and the Way Forward**

- i. We are actively addressing the challenges faced by the Early Childhood Development Centres and BVTC due to insufficient classrooms and learning materials. Our focus remains on seeking diverse opportunities to enhance the educational institutions' facilities, thereby fostering an improved teaching, and learning environment.
- ii. The lack of documentation for lands owned by churches running ECDs in the Mafi Area is impeding progress and development. To address this issue, the Coordinator has been assigned the responsibility of ensuring that the Centers obtain proper documentation that establishes clear ownership of the lands.
- iii. BREDA is collaborating with the Baptist Child Development Programmes in Tamale to secure the long-term sustainability of its projects. This partnership aims to address the imminent end of support from the primary funding organization for certain communities. By working together, BREDA and the Baptist Child Development Programmes seek to find alternative means of sustaining the projects and ensuring their continued success.

## e. Kumasi Academy

### i. Students Population

- The student population over the period has increased tremendously.
- For the 2022/2023 academic year, the student's enrolment stands at Three Thousand Nine Hundred and Twenty-Six (3926). The table below is a summary of the current student population.

FORM	MALE	FEMALE	TOTAL
ONE	888	644	1532
TWO	884	672	1556
THREE	504	334	838
<b>GRAND TOTAL</b>	<b>2276</b>	<b>1650</b>	<b>3926</b>

### i. Staff Strength

The current staff strength of the school stands at 230 with 152 being teaching staff and 78 non-teaching staff.

### ii. Academic Work

- School Management continues to play its major role to ensure effective teaching and learning in the school. Measures put in place to improve the academic performance of students include are but not limited to:
- Introduction of multiple assessments in all subject areas for the final year students.
- Intensified early morning and evening preps.
- The contact hours for English Language, Core Mathematics and Integrated Science in the final year classes have been increased by one hour each to ensure wider coverage.
- Class registers are marked on a period basis to help check students' truancy.
- The Science Department continues to organize special classes for the National Science and Maths Quiz team.
- Introduction of mass morning classes for final year students on Tuesdays and Thursdays to coach them on how to answer questions.
- Student Peer Education (teaching) programme at the weekends.
- The school's general performance (pass rate) in the WASSCE (2022) was 92.44% (A1-E8)

### iii. **2023 WASSCE Registration**

The school has registered eight hundred and thirty-eight (838) candidates for the upcoming 2023 WASSCE with five hundred and four (504) males and three hundred and thirty-four (334) females.

### iv. **Past Students' Contributions and Donations**

The following projects have been completed and handed over to the school by the Past Students' Associations

- **Akunini's Legacy Science Laboratory:** As it was reported in our last board meeting about the near completion of the laboratory, the Past Students have completed and handed over the facility to the school as of July 2022.
- The labs, offices, kitchen, and resting area have all been furnished to standard. There are also CCTV installations to provide security in and around the facility. An internet service is provided in the facility with WIFI installations.
- Three (3) UPS and two air conditioning machines have been received, awaiting installation
- The labs are equipped with modern Smart Boards and sets of computers
- A maintenance officer and a night security person have been hired to take care of the laboratory. Their stipends are borne by Okunini Dr. Kwame Kyei Acheampong, CEO of GLICO Group of Companies.
- The provision of these facilities has indeed made the lab an ultra-modern one.
- The 1982-year group constructed and handed over a four-apartment garage to the school. This will go a long way to save the school vehicles from the vagaries of the weather conditions.
- Okunini Dr. Edusei's Foundation has renovated the bathrooms and water closets at Yaa Achiaa and Akua Nyarko Girls' dormitories. The Foundation also constructed a mechanized water borehole to ensure a regular supply of water to the washrooms.
- The Akunini Global is constructing a water storage facility to boost the water supply in the school. The project is progressing steadily, and it is nearing completion.
- Dr. Baah Adade (1981 Batch) donated one high-horsepower mower to the school. In the same vein, Mr. Dominic Nimo donated another mower to the school to be used specifically to weed around the new science lab. He also came in to service the door locks at the new science lab when it was detected that they were faulty.
- Support to National Science and Maths Quiz Team and Robotic Club: The Akunini Global continues to support the school financially in our

preparations and participation in both Regional and National contests.

- Receipt of a computer server - A passionate appeal was made to Okunini Francis Boanoh to provide the school with a computer set and by God's grace he has donated a high-memory computer to be used as the server.
- The Past Students Association is led by the former Okunini Global President, Dr. Kwabena Dapaah Siakwan, a Member of the Denominational Board.

**v. Central Government Projects at Kumasi Academy**

- The four hundred-bed capacity dormitory block being funded by GETFUND has still not been completed. The contractor has been on and off the project site and work is progressing at a slow pace.
- Works on the ICT/Library block project have stalled.
- The school took delivery of four hundred (400) tables and chairs from the Ministry of Education through the Ghana Education Service. The supply was engineered by Okunini Mac Manu

**vi. Member Of Parliament's Donation**

The honourable member of Parliament for Asawase constituency, Hon. Muntaka Mubarak donated fifty (50) mono desks to the school recently to reduce our furniture deficit.

**vii. School Management Level Projects**

Management in its small way is expanding the students' canteen shed to provide enough space for the food vendors and students.

**viii. Convention Project at Kumasi Academy**

- a. The Executive President of the Convention visited Kumasi Academy a few weeks ago. In a conversation with the Headmaster, Mr. Samuel Gato, and the School Chaplain, Rev. Ralph Obeng attention was called to some projects that the Convention needs to give support to:
- b. The Convention started a 34-cubicle toilet facility for the girls in 2016, which we have unfortunately not been able to finish due to financial constraints.
- c. The school administration has given permission for the students to use it in its current shape because there is too much pressure on the facilities available. We plead with all our churches to be forthcoming with our financial contributions to the Head Office so that by the grace of God, we can see to the completion of that project before the next Annual Session in 2024.

d. The residence of the Chaplain and the Reading Room, which are understood by all to belong to the Convention has not seen any renovations for many years. Their look leaves much to be desired. The President asked the Headmaster to pursue the documentation of the ownership of the facilities from the Educational offices, while we also search our archives for same. We request increased inflows from Member churches so that we could team up with the school to address the rehabilitation needs of the two structures.

**ix. Discipline at Kumasi Academy:**

General discipline among students during the period under consideration has been relatively good. There were, however, pockets of indiscipline acts which were dealt with by the Disciplinary Committee, Management, and the School Counselor. The current final-year students have so far conducted themselves well.

**x. Achievements of Kumasi Academy:**

The following successes have been chalked during the period under consideration.

The school performed creditably in 2022 WASSCE.

The school won the maiden edition of the STEMNOVATION (2022) Contest organized by the Ministry of Education. The school took the first position at both Regional and National levels. Prizes awarded to the school include GH¢10,000. 00, Smart Board, Laptop Computer, Printer, and Trophies.

The school again won the 1<sup>st</sup> position in the SHARKS competition at the Northern Zone which was made up of ten administrative regions of Ghana.

The school was adjudged the best WELL-BEHAVED Mixed School in the just-ended inter-schools and colleges athletics competition held at Baba Yara Sports Stadium.

**xi. Challenges of Kumasi Academy:**

- o We outline herewith some challenges of our school with the invitation for any individuals, auxiliaries or churches who can assist to make their resources available:
- o The Headmaster has stressed the need to strengthen the Baptist presence among the staff of Kumasi Academy. Our ministers should please encourage our members in the education sector to avail themselves for posting to the school.

- With the National Science and Maths Quiz competition, the school could not seed for this year's competition. This means we must start it all over again to secure our qualification for the national championship this year. This will call for more resources to prepare our team.
- Insufficient classrooms and dormitories to afford the school the opportunity to operate a single-track system.
- Inadequate classroom furniture. The school has a deficit of about Eight hundred (800) desks.
- Difficulty in resourcing the school's Health Centre.
- Inadequate space to be used as Visual Art Studio.
- Difficulty in accommodating students at the dining hall due to its small size.
- Inadequate Security Personnel.
- Insufficient staff bungalows.
- There is an erratic supply of food items and funds to take care of the students. This has made running the school very difficult.
- Internal Roads: The school's internal roads and streets need attention to beautify the campus and ease movement.
- Assembly Hall Ceiling: The hall has no ceiling and therefore affects programmes organized there. An instance is where birds make their nests and defecate on chairs and sometimes on humans as well as making noise during programmes at the hall.
- Theft cases involving constant stealing of taps which affects the water supply in the school.
- There are inadequate toilet facilities in the school. An instance is where no toilet facility was provided at NABOAD House which is creating a lot of inconveniences for the boys in that house.
- Inadequate street lightning. An appeal has been made to the Municipal Assembly for support but that is yet to materialize.
  - The school encountered a fire outbreak in the new administration block which was quenched by some brave staff and students by the arrival of the Ghana Fire Service. The fire was detected to have been caused by extreme heat from one of the small rooms where sanitary items were kept. Thank God that much havoc was not caused.

#### **f. Baptist Educational Centre (BEC), Asokore, Ashanti**

1. The student population at BEC currently comprises four levels: Creche, Nursery, Kindergarten, and Classes 1 to 4. The current population is 309 pupils as of June 2023.
2. **Transportation:** To facilitate safe and efficient commuting for its students, the school has acquired three school buses.
3. **Staff:** BEC has a team of 18 teaching staff members and employs 9 non-teaching staff members



4. **Infrastructure and Facilities:** The school's infrastructure includes a modern computer laboratory, equipped with 17 computers.
5. **Music Programme:** Complementing its academic curriculum, BEC offers a supplementary music course to its students. Through this programme, the children have the opportunity to explore and learn various musical instruments, fostering their creativity and artistic expression.

## XI. ACTION ON RESOLUTIONS OF THE 59<sup>TH</sup> ANNUAL SESSION

- a. **RESOLUTION 1:** That, the Ministers' Conference, in consultations with its Fellowships, considers the pros and cons of the recognition of people with theological training doing secular work, who want recognition as Bi-vocational Ministers in Convention Churches at no financial cost to the Churches, the Convention, and the Ministers' Conference, and presents a proposal to the 60h Annual Session.

### DECISION

- The Ministers' Conference Executive Committee in consultation with the various Fellowships further resolved that resolution 1 as above should not be granted. Rather, if the Convention sees the need to recruit more Ministers, it should rather identify more younger members in our churches and sponsor them to acquire the needed theological education for the furtherance of the ministry work.
- b. **RESOLUTION 2:** That, the Ministers' Conference, in consultations with its Fellowships, reviews the proposition of making the First Degree the minimum qualification for the last stage of Ministerial admission in the urban and peri-urban areas having regard to appropriate skills development and presents same to the 60h Annual Session.

### DECISION:

The views on this resolution were as follows:

- That, the Convention must come up with clear guidelines, to ensure that Ministers in Rural Areas who get Ordained with a Diploma do not get their way to the Urban and Peri-Urban areas after Ordination.
  - That, churches in Urban and Peri-Urban areas seeking to employ Ministers must always peg the minimum qualification at a First Degree in Theology or Ministry.
  - That, the Convention must put in clear modalities to ensure that this resolution is well implemented.
- c. **RESOLUTION 3:** That, the Convention, where necessary, considers the proposal for the acquisition of motorbikes for Associations to improve revenue mobilization and collection of church contributions.

**Action:** In thinking through this resolution the Executive realized that the use of motorbikes for the collection of money would expose the collectors to security risks which can be avoided if we rather encourage our Member Churches to use mobile money transfer services and the banks.

- d. **RESOLUTION 4:** That, the Convention Secretariat finalizes the development of a succession plan facilitated by the Institute for Emerging Leaders Africa (IELA) for presentation to the 60th Annual Session for consideration.
- The document has been developed and circulated to all our churches.
  - The document is before this Annual Session for discussion and approval.
- e. **RESOLUTION 5:** That, in view of the decline in the number of churches and congregants, Ministers should intensify discipleship amidst evangelism.
- Ongoing work
- f. **RESOLUTION 6:** That, the Convention adopts the resolutions of the 59th Session of the Ministers' Implementation Conference captured in Appendix 3 of the 59th Annual Session Book of Reports.

### Decision

- We wish to encourage all Ministers and Churches to get on board to increase the contribution that comes in. 34 applications were received but 4 of the applicants were disqualified because they are neither contributors nor their churches contributing. We are glad to inform this august house that, disbursement started for 30 qualified applicants in July 2023. We look forward to more applications and more contributors.
  - The Secretariat has donated GHS5,000 (five thousand Ghana Cedis) to the Fund.
  - With effect from September 2023, we will designate 1% of all subscriptions paid to the Convention to the Relief Fund.
- g. **RESOLUTION 7:** Constitutional Amendments
- The amendments that were effected at the 59th Annual Session in August 2022 were all incorporated into the new constitutional document, and are operational from the date of their passing.
  - Over 20 (twenty) Articles were amended.
  - The incorporated new constitutional document for printing has not been completed.
- h. **RESOLUTION 8:** The settling of outstanding subscriptions to the Convention Please see the section on Finances of this report.

## **XII. CONCLUSION**

Dear Brothers and Sister in Christ, the Lord has truly been good to us in the past year. We must keep looking up to Him and trusting in His power alone to grow this Convention to become everything, and more that we desire.

It is our prayer that we shall have a meaningful time of sincere fellowship and fruitful business. May none of us return home the same way we came.

May we live to see showers of blessing, as by the word of the Lord. God bless you now and always.

SHALOM!

SHOWERS!

## **XIII. PROPOSALS FOR THE CONSIDERATION OF THE 60<sup>TH</sup> ANNUAL SESSION**

### **a. EVALUATION OF STRATEGIC DIRECTION**

That in order to uphold and give direction and a reference point for growth measurement of the Convention, a Committee be put in place to carry out a Mid-term evaluation of the Ten-Yer Strategic Plan for recalibration and further implementation.

### **b. HUMAN RESOURCE DEVELOPMENT STRATEGY FOR THE CONVENTION**

- i. The 59<sup>th</sup> Annual Session (2022) resolved that in view of the human resource challenges that face our Convention at this time, the Executive in consultation with IELA, produce a document to forestall a further aggravation of the situation and help strengthen our human resource base. We are grateful to IELA for the work done.
- ii. This document has been produced and we propose that this Session studies it, adopts it and gives the go-ahead for its implementation.

### **c. THE INSTITUTE OF EMERGING LEADERS AFRICA AND MINISTERIAL ADMISSIONS**

- i. As part of efforts to implement Ten Year Strategic Plan's objective action to "Implement a mandatory continuous education system for Convention Ministers" (Strategic Objective 5, Activity 15), the Convention brought into operations the Institute of Emerging Leaders Africa (IELA) to help address administrative and other capacity gaps that were identified among our Church Leaders and Ministers.
- ii. Various concerns have been raised lately about the existence, the place in our denominational structure and the ministerial admission process of the IELA.
- iii. We propose that this Session thoroughly discuss the matter and help fashion the way forward and its place in the ministerial admission processes, and the in-service training of our Ministers.

### **d. FINANCIAL SOLVENCY; THE QUOTA/ ALLOTMENT SYSTEM**

- i. We propose to this house to discuss for possible approval the alternative fund-collection strategy of the quota /allotment system.
- ii. The Mid-Ghana Sector has through the Sector Head made an appeal for this. The Sekondi-Takoradi Association and some individuals have made a case for this change.
- iii. The Executive of the Convention at this time will posit for the percentage system to be allowed to continue since we are seeing improvements in the

payment by churches and believe that with more effective mobilization we can attain the needed results.

- iv. We propose this Session looks at the issue and charts the way forward.

**e. REQUESTS FOR EXEMPTIONS FROM MINISTERIAL ADMISSION REGIMEN**

- i. We received some requests for special treatment for some individuals who are disqualified from the currently agreed terms of ministerial admission from people whose argument was that they had built chapels, done ministry, started churches have been involved in the Convention for a long time etc.
- ii. We must say with all sincerity that the contribution of every person in the progress that our Convention has made over the years, and we pray that God will bless each one of us according to our works.
- iii. We however wish to advise all Member Churches and individual members of our churches to submit to the criteria established for the admission of ministers into the Convention.
- iv. Please keep up working for the course of God even when the set parameters for ministerial admission disqualify you. We must have clearly established processes to avoid fluidity in systems that will stock our operations.

**f. YEARLY QUIZZES**

- i. We are grateful to God to see that the quiz contests that we undertook as part of the 60<sup>th</sup> Anniversary celebrations proved a very powerful way of encouraging our members, children and adults together, to learn the Bible, Baptist history, polity and practice.
- ii. We propose that the quiz programme be run from the local to the national level as a yearly feature of the life of the denomination henceforth.
- iii. For discussion and adoption.

**g. FINANCE**

- i. The cloth that we produced for the 60<sup>th</sup> Anniversary cloth is being used to popularize and celebrate the anniversary. We propose that the cloth be adopted as the Convention Cloth, to be used by all our churches for all events as deemed fit.
- ii. The price of the 60<sup>th</sup> Anniversary cloth was fixed as a Presidential initiative to generate funds for the celebration. After the Anniversary all proceeds from the sale of the cloth be directed into the Shelter for Worship drive of the Convention.

APPENDICES



APPENDICES







## DETAILS OF DATA BY SECTORS

NORTHERN-GHANA SECTOR								
STATISTICAL SUMMARY								
ASSOCIATION	NO. OF CHURCHES	MEN	WOMEN	YOUTH	ADULT TOTAL	CHILDREN	GENERAL POP.	BAPTIZED MEMBERS
Tahima	19	167	243	178	588	395	983	568
Tamale	32	549	723	544	1,816	897	2713	1511
Nalerigu	49	626	1681	987	3,294	1713	4984	3004
Liberty	11	244	508	460	1,212	419	1631	1152
WA	25	225	514	375	1,114	873	1987	1105
Nakpanduri	20	189	769	567	1,525	637	2162	1164
Bolgatanga	27	195	781	516	1,492	1066	2558	1350
North Eastern Missions Field	180	1193	2325	2652	6,170	3442	9612	3039
<b>TOTAL</b>	<b>363</b>	<b>3388</b>	<b>7544</b>	<b>6279</b>	<b>17,211</b>	<b>9442</b>	<b>26630</b>	<b>12893</b>
ASSOCIATIONS	ORGANIZED	UNORGANIZED	PREACHING STATION	PREACHING POINT	TOTAL NUMBER OF CHURCHES			
Tahima	4	3	9	3	19			
Tamale	3	16	13	0	32			
Nalerigu	6	33	4	6	49			
Liberty	4	4	2	1	11			
Wa	8	5	7	5	25			
Nakpanduri	9	6	2	3	20			
Bolgatanga	9	13	3	2	27			
North Eastern Missions Field	1	69	59	51	180			
<b>TOTAL</b>	<b>44</b>	<b>149</b>	<b>99</b>	<b>71</b>	<b>363</b>			



<b>GHANA BAPTIST CONVENTION SIZES OF CHURCHES</b>								
<b>NORTHERN GHANA SECTOR</b>								
<b>MEMBERSHIP</b>	<b>NUMBER OF CHURCHES</b>	<b>PERCENTAGES %</b>						
0-50	249	68.59%						
51-100	73	20.11%						
101-200	34	9.37%						
201-300	5	1.38%						
301-500	2	0.55%						
501-999	0	0%						
1000+	0	0%						
NO CATEGORY	0	0%						
<b>TOTAL</b>	<b>363</b>	<b>100.00%</b>						

### **SOUTH EAST GHANA SECTOR**

<b>SUMMARY BY ASSOCIATIONS/CHURCHES</b>	<b>TOTAL CONGREGATIONS</b>	<b>MEN</b>	<b>WOMEN</b>	<b>YOUTH</b>	<b>TOTAL ADULTS</b>	<b>CHILDREN</b>	<b>TOTAL CHURCH POPULATION</b>	<b>TOTAL BAPTIZED MEMBERS</b>
ACCRA NORTH	82	4192	7498	3481	15157	4862	20048	17712
ACCRA SOUTH	52	2676	4413	2100	9149	3059	11534	8036
EASTERN	43	606	1088	727	2417	1061	3478	2002
TEMA CENTRAL	34	1269	2127	1728	5126	2077	7179	4781
SOUTH VOLTA	45	306	1050	777	2133	1226	3359	96
NORTH VOLTA	23	224	487	397	1112	574	1686	107
DANGME WEST	14	183	263	257	495	244	739	562
DANGME EAST	20	519	869	639	2034	1027	3061	2049
<b>TOTAL</b>	<b>313</b>	<b>9975</b>	<b>17795</b>	<b>10106</b>	<b>37623</b>	<b>14130</b>	<b>51084</b>	<b>35345</b>







ASSOCIATIONS	CHURCH BUILDING / OWN PREMISES	RENTED	CLASSROOM	TEMPORAL	PAVILION / OTHERS	TOTAL	
WINNEBA	16	0	2	1	5	24	
SWEDRU	14	1	0	16	0	31	
SKD/TDI	28	0	0	5	0	33	
NZEMA	15	0	5	1	2	23	
HOPE	23			2	3	28	
CAPE COAST	21			2		23	
<b>TOTAL</b>	<b>117</b>	<b>1</b>	<b>7</b>	<b>27</b>	<b>10</b>	<b>162</b>	

### **SIZES OF CHURCHES NO. OF CHURCHES PERCENTAGE**

<b>I-50</b>	<b>87</b>	<b>53.70%</b>
<b>51-100</b>	<b>52</b>	<b>32.10%</b>
<b>101-200</b>	<b>19</b>	<b>11.73%</b>
<b>201-300</b>	<b>3</b>	<b>1.85%</b>
<b>301-500</b>	<b>1</b>	<b>0.00%</b>
<b>501-1000</b>	<b>0</b>	<b>0.00%</b>
<b>1000+</b>	<b>0</b>	<b>0.00%</b>
<b>TOTAL-- 162</b>		<b>100%</b>



**MID GHANA SECTOR**

<b>MID-GHANA SECTOR</b>								
<b>STATISTICAL SUMMARY</b>								
<b>ASSOCIATION</b>	<b>NO. OF CHURCHES</b>	<b>MALE</b>	<b>FEMALE</b>	<b>YOUTH</b>	<b>ADULT TOTAL</b>	<b>CHILDREN</b>	<b>GENERAL POP.</b>	<b>BAPTIZED MEMBERS</b>
<b>ADANSI</b>	34	948	2231	1071	4250	1827	6077	8310
<b>ADOM</b>	36	884	1624	872	3380	1365	4745	2333
<b>BETHEL</b>	41	605	1085	652	2342	1408	3750	1070
<b>GOLDEN GATE</b>	52	1298	2405	1485	5188	2062	7250	3602
<b>KUMASI NORTH</b>	79	1,927	3,738	2,485	8,150	4,585	12,735	5,366
<b>KUMASI SOUTH EAST</b>	60	2,732	4,420	2,535	9,687	3,837	13,524	7,949
<b>KUMASI SOUTH WEST</b>	65	1889	3723	2341	7953	3732	11685	5547
<b>KUMASI WEST</b>	86	2360	4268	2933	9561	3885	13446	6153
<b>SUNYANI</b>	55	812	1336	881	3029	1571	4600	2357
<b>TOTAL</b>	<b>508</b>	<b>13,455</b>	<b>24,830</b>	<b>15,255</b>	<b>53,540</b>	<b>24,272</b>	<b>77,812</b>	<b>42,687</b>

ASSOCIATIONS	ORGANIZED	UNORGANIZED	PREACHING STATION	PREACHING POINT	TOTAL NUMBER OF CHURCHES
ADANSI	12	10	8	4	34
ADOM	26	7	2	1	36
BETHEL	4	28	5	4	41
GOLDEN GATE	26	17	8	1	52
KUMASI NORTH	25	39	10	5	79
KUMASI SOUTH EAST	26	8	12	14	60
KUMASI SOUTH WEST	28	25	3	9	65
KUMASI WEST	32	19	15	20	86
SUNYANI	17	8	15	15	55
<b>TOTAL</b>	<b>196</b>	<b>161</b>	<b>78</b>	<b>73</b>	<b>508</b>

ASSOCIATIONS	CHURCH BUILDING / OWN PREMISES	RENTED	CLASSROOM	TEMPORAL	PAVILION / OTHERS	TOTAL
ADANSI	17	0	2	15	0	34
ADOM	29	0	2	4	1	36
BETHEL	15	2	6	17	1	41
GOLDEN GATE	25	0	1	26	0	52
KUMASI NORTH	29	1	0	49	0	79
KUMASI SOUTH EAST	35	8	0	17	0	60
KUMASI SOUTH WEST	35	0	9	21	0	65
KUMASI WEST	60	1	11	14	0	86
SUNYANI	27	1	6	13	8	55
<b>TOTAL</b>	<b>272</b>	<b>13</b>	<b>37</b>	<b>176</b>	<b>10</b>	<b>508</b>

ASSOCIATIONS	MEGA CHURCHES	A.	B	C	D	E	F	G	TOTAL
	Above 1000	500-999	300-499	200-299	100-199	50-99	25-49	1--24	
ADANSI	0	2	1	2	7	11	9	2	34
ADOM	0	0	3	0	7	12	10	4	36
BETHEL	0	0	0	0	7	9	16	9	41
GOLDEN GATE	0	1	3	2	8	10	23	5	52
KUMASI NORTH	0	1	3	9	17	17	23	9	79
KUMASI SOUTH EAST	1	1	2	2	12	23	13	6	60
KUMASI SOUTH WEST	0	3	1	4	21	22	10	4	65
KUMASI WEST	0	3	3	2	22	32	13	11	86
SUNYANI	0	0	0	1	6	19	13	16	55
<b>TOTAL</b>	<b>1</b>	<b>11</b>	<b>16</b>	<b>22</b>	<b>107</b>	<b>155</b>	<b>130</b>	<b>66</b>	<b>508</b>

SIZES OF CHURCHES BY ADULT POPULATION		
MID GHANA SECTOR		
CATEGORY	NO. OF CHURCHES	PERCENTAGE
I-50	201	39.57%
51-100	151	29.72%
101-200	106	20.87%
201-300	22	4.33%
301-500	16	3.15%
501-1000	11	2.17%
1000+	1	0.20%
<b>TOTAL</b>	<b>508</b>	<b>100%</b>

## **APPENDIX 2: POLICY GUIDELINES ON THE USAGE OF THE CINEVAN MINISTRY OF THE CONVENTION**

### **Booking:**

- a. Churches, individuals, or organizations must have a verbal conversation with the Sector Evangelist to discuss the activity and available dates.
- b. If the dates are satisfactory, the requesting party must submit an official letter to the Sector Head requesting the required services. The Sector Head will act on behalf of EMD.
- c. The Sector Head will provide an official response in consultation with the Evangelist.
- d. Upon a positive response, the Evangelist will be dispatched.

### **2. Billing**

#### **a. Fuel for Cinema Van**

- i. The cost of fuel will be determined based on the distance in kilometres using Google Maps and the condition of the roads and traffic situation.
- ii. Fuel estimates shall be made using gallons or litres.
- iii. The standard charges for fuel may vary depending on the nature of the road, traffic situation and prices of fuel at the time.
- iv. The fuel estimates are as follows:
  1. Category 1: Within 10km - 2 gallons
  2. Category 2: 11km-30km - 4 gallons
  3. Category 3: 31km-50km - 7 gallons
  4. Category 4: 50km-100km - 10 gallons
  5. Category 5: 101km-150km - 13 gallons
- v. Churches or organizations beyond 150km who cannot afford the cost may seek assistance from their local zone, Association, or Sector.

- b. Services shall be on a first-come-first-served basis.

#### **c. Fuel for Generator Set**

A film crusade requires a gallon of fuel each night to power the film equipment, sound systems, and lights.

#### **d. Accommodation and Feeding**

- i. If the Evangelist has to travel for more than one hour to reach his home after a showing, the requesting party must arrange for decent accommodation.
- ii. The requesting party is also encouraged to provide meals for the Evangelist.

**3. Requests from Weak and Needy Churches:**

- a. Weak and Needy Churches unable to cover the required bills should seek assistance from the Mother Church, Zone, or Association.
- b. If the Zone and/or Association cannot help, the Sector Office shall be consulted.

**4. Requests for Projectors:**

- a. Any requests for projectors should require the Evangelist to be the operator.
- b. Requests for projectors that do not require the Evangelist to be an operator will not be considered.

**5. Requests by Non-Baptist Churches:**

- a. Baptist Churches are required to pay a mandatory maintenance fee of GHS 100 per show, which will be routed to the Evangelism and Missions Department for equipment.

**APPENDIX 3****REPORT ON MINISTERIAL ADMISSION INTERVIEWS HELD FROM  
JUNE 26 TO JULY 13, 2023 IN ALL FOUR SECTORS OF THE GHANA BAPTIST  
CONVENTION.****RESULTS OF SUCCESSFUL CANDIDATES FOR LICENSING****NORTHERN GHANA SECTOR**

<b>NO</b>	<b>NAME</b>	<b>CHURCH</b>
1.	Daniel Edem Halolo	First Baptist Church, Tamale
2.	Fidelis Wunpini Kaleem	First Baptist Church, Tamale
3.	Isaiah Banipo Jakper	Jagouk Baptist Church, Bukpurugu
4.	Jonathan Wumpini Haruna	Redemption Baptist Church
5.	Mathew Alhassan	Kanvilli Baptist Church, Tamale
6.	Paul Nabilah Napari	First Baptist Church, Tamale
7.	Prof. Terry Ansah	First Baptist Church, Tamale

**SOUTH-WEST GHANA SECTOR**

<b>NO</b>	<b>NAME</b>	<b>CHURCH</b>
8.	Alexander Yankey	Calvary Baptist Church, Esiam
9.	Emmanuel Acquah	Living Word Bapt. Church, Agona Swedru
10.	Isaac Eduful	Peace Baptist Church, Woarabeba
11.	Isaac Quaicoe	Resurrection Baptist Church, Effiekuma
12.	Mrs. Joana Wolloh Williams	Refuge Baptist Church Budumburam
13.	Peter Agbanaglo	Full Gospel Baptist Church, Sekondi
14.	Samuel Nimo	Peace Baptist Church, Wassa Nkonya

**MID-GHANA SECTOR**

<b>NO</b>	<b>NAME</b>	<b>CHURCH</b>
15.	Aaron Danso	Unity Baptist Church, Sefwi Wiawso
16.	Agyemang Isaac	Vineyard Baptist Church, Pankrono Estate
17.	Akwasi Asare	Asomdwoe Baptist Church, Abuakwa
18.	Alexander Kwame Nyame	Adom Baptist Church, Atwima Koforidua
19.	Charles Dankwah	Prince of Peace Baptist Church, Antoa
20.	<i>Collins Akwasi Asare</i>	<i>Vineyard Baptist Church, Buokrom (2022)</i>
21.	Daniel Ayamga	Victory Baptist Church, Bechem
22.	Daniel Kwakye	New Life Baptist Church, Nkoranza B/E
23.	Dayan Mohammed	Bethel Baptist Church, Airport Roundabout
24.	Emmanuel Kofi Takyi	Miracle Baptist Church, Dwenem Jaman South
25.	Emmanuel Kwasi Gyamasi	Lighthouse Baptist Church, TUC
26.	Eric Antwi Boasiako	Kingdom Baptist Church, Sewua
27.	Eric Gee Hanson	Grace Baptist Church, Santase Newsite
28.	Ernest Jnr. Frimpong	Bethesda Baptist Church, Ejisu Krapa
29.	Ernest Kwarteng	Asomdwoe Baptist Church, Abuakwa
30.	Frank Agyapong	Grace Baptist Church, Amakom
31.	Frank Antwi Tuffuor	Adom Baptist Church, Atwima Koforidua
32.	Frank Boadu Amponsah	Victory Baptist Church, Drobo Jaman South

33.	Frank Owusu Amankwah	Amazing Grace Baptist, Aboabo Kese
34.	Fredrick Adjei	Central Baptist Church, Manhyia Extension
35.	George Amankwaah	Redeemer Baptist Church, Kodie
36.	Godfred Fobiri	Redemption Baptist Church, Atonsu
37.	Godfred Opoku Boahen	CCBC, Gyinyase
38.	Godfred Owusu Adarkwah	Fountain Gate Baptist Chur., Atwima Bebu
39.	Isaac Boakye	Grace Baptist Church, Akomadan
40.	Isaac Duah	Nkunim Baptist Church, Nkawie
41.	Isaac Kwame Okyere	Asokwa Baptist Church, Asokwa
42.	Isaac Ofori	Harvest Baptist Church, Jachie
43.	Israel Kuadzi	Redemption Baptist Church, Atonsu
44.	James Cletus	Eternal Life Baptist Church, Moshie Zongo
45.	Jeffered Owusu Boamah	Triumphant Baptist Church, Apatrapa
46.	Joseph Kwame Boateng	Ascension Baptist Church, Bomso
47.	Joseph Tsikata Agbo	Asomdwoe Baptist Church, Abuakwa
48.	Joseph Yeog Sakyaa	Ascension Baptist Church, Bomso
49.	Joshua Kwadwo Asare Danso	Prince of Peace Baptist Church, Asuofia
50.	Kelvin Badu Agyemang	Unity Baptist Church, Asokore Effiduase
51.	Kingsley Kumi Asamoah	Grace Baptist Church, Adansi Asokwa
52.	Lawrence Kwabena Adih	Acts Charismatic Baptist Church, Kwamo
53.	Mark Asibey Kuragu	Vineyard Baptist Church, Pankrono Estate
54.	Nana Yaw Adu Amankwah	Victory Baptist Church, Ayigya
55.	Naomi Opoku	Bethel Baptist Church, Airport Roundabout
56.	Prince Adjei	Nkunim Baptist Church, Techiman
57.	Prince Effah Boakye	Adom Baptist Church, Techiman
58.	Raphael Kwaku Nyadu Agbeko	Asokwa Baptist Church, Asokwa
59.	Riandolf Koasare	Grace Baptist Church, Akomadan
60.	Richard Datani	Agape Baptist Church, Sefwi Bekwai
61.	Richard Sarpong	Reachout Baptist Church, Ahwiaa
62.	Samuel Ankomah Boateng	Acts Charismatic Baptist Church, Kwamo
63.	Samuel Ofori Boakye	Grace Baptist Church, Ejisu Jamasi
64.	Samuel Opoku	Shalom Baptist Church, Adwuman
65.	Samuel Yaw Ntim	Living spring Baptist Church, Atasemanso
66.	Stephen Brefo	Triumphant Baptist Church, Apatrapa
67.	Timothy Boamah	Royal Community Bap. Chu. Atwima Agogo
68.	Wilfred Kontoh	Ebenezer Baptist Church, Kwadaso
69.	William Osei Berchie	Ascension Baptist Church, Bomso

### **SOUTH-EAST GHANA SECTOR**

<b>NO</b>	<b>NAME</b>	<b>CHURCH</b>
70.	Alexander Akrofi	Redeemed Baptist Church, Ogbojo-Madina
71.	Alfred Fosu	Cornerstone Baptist Church, Dome Pillar II
72.	Benjamin Kwaku Darteh	Redeemed Baptist Ch, Ogbojo-Madina
73.	Bernard Appiah Togbor	El-Shaddai Baptist Church Adjei Kojo
74.	Bless Agboglotsi	Shalom Baptist Church, Aflao
75.	Bright Asante Acquah	Victory Baptist Church, New Gbawe
76.	Cecil Nii Dodou Dodoo	Calvary Baptist Church, Adabraka
77.	Charles Mac-Carthy Zottor	Liberty Baptist Church, Tsawla

78.	Collins Obodai Tettey Narh	Living Word Baptist Church, Gbetsile
79.	Edem Akpenyo	Calvary Baptist Church, Nungua
80.	Elijah Gbemiga Adeniji	Lifeway Community Baptist Church, East-Legon
81.	Emmanuel Kwei Afutu	Calvary Baptist Church, Adabraka
82.	Emmanuel Reynolds Gyamfi	Redeemed Baptist Church, Madina
83.	Esseh Yaovi Siriack	Ebenezer Baptist Church, Aflao
84.	Evans Akunnor	Ebenezer Baptist Church, Nsawam
85.	Faith Kwao Tetteh	Living Word Baptist Church, Gbetsile
86.	Franklin Kwame Azor	Unity Baptist Church, Christian Village
87.	Geoffery Kwaku Fieve	Garden Baptist Church, Mafi-Kumase
88.	Isaac Gyese-Ansah	Tesano Baptist Church, Tesano
89.	Isaac Kwadzo Dzimado	Denver Baptist Church, Sogakope
90.	Jewel Atsu Dzidzor Degadzor	Calvary Baptist Church, Adabraka
91.	John Kwabena Fariba	Living Word Baptist Church, Tema
92.	Johnson Okomba	Shalom Baptist Church, Aflao
93.	Joseph Osei	Living Water Baptist Church, Ashalaja
94.	Kove Worlanyo Doh	Maranatha Baptist Church, Adidome
95.	Kwesi Owusu-Agyekum	Temple of Grace Baptist Church, Madina
96.	Martin Sogblenu	Godsway Baptist Church, Mafi-Mawoekpor
97.	Michael Kissi Boateng	Redeemed Baptist Church, Ogbojo-Madina
98.	Michael Kodzo Akpaligah	Denver Baptist Church, Sogakope
99.	Mrs. Anowa Boison Ochire	First Baptist Church, Tema
100.	Mrs. Ellen Nador	Temple of Praise Baptist Church, Addogono
101.	Mrs. Gifty Jecty	Calvary Baptist Church, Adabraka
102.	Mrs. Mabel Koomson	Mt. Olives Baptist Church, Ashalley Botwe
103.	Napoleon Narh Mensah	Evangelical Baptist Church, Prampram
104.	Negar Wujangi	Tesano Baptist Church, Tesano-Accra
105.	Richard Amoako	El- Shaddai Baptist Church, Sapeiman
106.	Richard Kumakpata	Calvary Baptist Church, Adabraka
107.	Samuel Atta Kutin	Living Word Baptist Church, Tema
108.	Samuel Kwame Boadu	Mt. Zion Baptist Church, Ashaiman
109.	Samuel Tutor	Calvary Hill Baptist Church, Sogakope
110.	Samuel Valis -Addai	Calvary Baptist Church, Awoshie
111.	Sydney Nii Ofei Dodoo	Central Baptist Church, Kasoa
112.	Victor Akorli	Abundant Grace Baptist Church, Akatsi
113.	William Korsidzi	Shalom Baptist Church, Aflao

## RESULTS OF SUCCESSFUL CANDIDATES FOR RECOGNITION

### NORTHERN GHANA SECTOR

NO	NAME	CHURCH
1.	Ps. Charles Nibi Alhassan	Zaadantinga Baptist Church, Nalerigu
2.	Ps. Elisha Issahaku	Shalom Baptist Church, Tarikpa
3.	Ps. James Alhassan Bukari Wumtagya	Kasuliyili Baptist Church, Tamale
4.	Ps. James Kutensi	First Baptist Church, Nalerigu
5.	Ps. John Abu Mahama	First Baptist Church, Tamale



6.	Ps. Joseph Bugri Wundow	Koinonia Baptist Church, Tamale
7.	Ps. Joseph Susong Nborche	Emmanuel Baptist Church, Juanayili
8.	Ps. Prince Okai	New Life Comm. Baptist Church, Tamale
9.	Ps. Richard Awuah	New Life Comm. Baptist Church, Tamale
10.	Ps. Simon Nindow	Kanvilli Baptist Church, Tamale
11.	Ps. Sunday Ananga	Central Baptist Church, Bawku

### **SOUTH-WEST GHANA SECTOR**

<b>NO</b>	<b>NAME</b>	<b>CHURCH</b>
12.	Ps. Daniel Boah	Salvation Baptist Church, Ezinlibo
13.	Ps. Ebenezer Fynn Walker	Northgate Baptist Church, Winneba
14.	Ps. Francis Andwi	Resurrection Baptist Church, Bonyere Junction
15.	Ps. Fred Benefo Donyina	New Life Baptist Church, Agona Nkwanta
16.	Ps. Genesis Cudjoe Hayford	Mangyea Baptist Church, Mangyea
17.	Ps. Isaac Baidoo	Revival Baptist Church, Bogoso
18.	Ps. James Kaku Benle	Lamb Of God Baptist Church, Church
19.	Ps. John Yaw Appiah	First Baptist Church, Buabenso
20.	Ps. Joseph Lekietey Beбето	Tabernacle Baptist Church, Nkroful
21.	Ps. Robert Ackah Nyanzu	First Baptist Church, Aboso
22.	Ps. Sampson Opoku	First Baptist Church, Takoradi
23.	Ps. Samuel Blay	Revival Baptist Church, Bogoso
24.	Ps. Stephen Atobra Korne	Victory Baptist Church, Tikobo 1

### **MID-GHANA SECTOR**

<b>NO</b>	<b>NAME</b>	<b>CHURCH</b>
25.	Ps. Bernard Boakye Boateng	Grace Baptist Church, Ejisu Jamasi
26.	Ps. Bernice Akoto	Royal Baptist Church, Kenyase
27.	Ps. Bertha Regina Sedziafa	Mercy Baptist Church, Oforikrom
28.	Ps. Bethuel Kwame Boahen	The Gate Baptist Church, Jacobu
29.	Ps. Bright Amoateng	Nkunim Baptist Church, Manso Nkwanta
30.	Ps. Dominic Boadu	New Hope Baptist Temple, Ahenema-Kokoben
31.	Ps. Dughan Kwabena Osei	Asokwa Baptist Church, Asokwa
32.	Ps. Ebenezer Kofi Boateng	Resurrection Baptist Church, Brosankro
33.	Ps. Elijah Gyamfi	Divine Baptist Church, Anyinam
34.	Ps. Emmanuel Amoako	Vision Baptist Church, Pramso
35.	Ps. Emmanuel Folorunsho Bisiriyu	New Life Baptist Church, Kejeji
36.	Ps. Emmanuel Kwarf	Ahinsan Baptist Church, Ahinsan
37.	Ps. Enoch Nyame	Triumphant Baptist Church, Kwadaso
38.	Ps. Eric Mensah	Messiah Baptist Church, Mampong
39.	Ps. Ernest Antwi	The Word Baptist Church, Tanoso
40.	Ps. Ernest Osei Manu	Shalom Baptist Church, Adwuman
41.	Ps. Ernest Twumasi	Victorious Baptist Church, Sunyani-Odumasi

42.	Ps. Evans Dapaah	Love Baptist Church, Daban Sokoban
43.	Ps. Evans Osei Tutu	Triumphant Baptist Church, Kwadaso
44.	Ps. Felix Boakye	Prince Of Peace Church, Asuofia
45.	Ps. Felix Yeboah	Adom Baptist Church, Techiman
46.	Ps. Foster Odoi	Grace Baptist Church, Santasi New Site
47.	Ps. Francis Banahene Acheampong	Central Baptist Chur., Manhyia Extension
48.	Ps. Frenzy Addo Kesse	Salvation Baptist Church, Trabuom
49.	Ps. George Sarfo	Glory Baptist Church, Adukrom
50.	Ps. Gladys Abeka	Gospel Baptist Church, Abirem
51.	Ps. Godwin Owusu Nsiah	The Living Word Baptist Chu., Nkontwima
52.	Ps. Helena Amoako Boatey	Bethesda Baptist Church, Ejisu
53.	Ps. Innocent Kwaku MacCarthy	Victory Baptist Church, Ayigya
54.	Ps. Isaac Kofi Danso Asare	CCBC, Gyinyase
55.	Ps. Isaac Manu Ofosu	Joy Baptist Church, Fankyenebra
56.	Ps. Isaac Sakyi Aryeh	Victory Baptist Church, Ayigya
57.	Ps. John Akwasi Osei Tutu	Ebenezer Baptist Church, Sefwi Bekwai
58.	Ps. Joseph Kankam	Revival Baptist Church, Ashanti Bekwai
59.	Ps. Joseph Kwadwo Boampong	Praise Baptist Church, Atonsu S-Line
60.	Ps. Justine George Appiah	Reach out Baptist Chur., Ahwiaa Overseas
61.	Ps. Kwabena Bonsu	Grace Baptist Church, Santasi
62.	Ps. Kwame Nkrumah	Praise Baptist Church, Atonsu S-Line
63.	Ps. Lydia Owusu Asirifi	Mt. Zion Baptist Church, Effiduase
64.	Ps. Michael Kwaku Acheampong	Grace Baptist Church, Amakom
65.	Ps. Michael Owusu Nsiah	Mercy Baptist Church, Sunyani-Kwaben
66.	Ps. Moses Bili Laar	Repentance Baptist Church, Kumasi
67.	Ps. Mrs. Agnes Odoi	Grace Baptist Church, Santase Newsite
68.	Ps. Mrs. Diana Nkansah Boakye	Bethesda Baptist Church, Ejisu
69.	Ps. Obed Obeng	Central Baptist Church, Manhyia Extension
70.	Ps. Philip Anane Tonase	Mercy Baptist Church, Oforikrom
71.	Ps. Prince Kwadwo Gyamfi	The Word Baptist Church, Tanoso
72.	Ps. Raphael Manu	New Holy Family Baptist Church, Afrancho
73.	Ps. Saint Arnod Osei Poku	Ahinsan Baptist Church, Ahinsan
74.	Ps. Samuel Amoako Ade	Solid Rock Baptist Church, Tafo Adompom
75.	Ps. Samuel Opare Baidoo	First Baptist Church, Obuasi
76.	Ps. Sundry Wilson	Praise Baptist Church, Atonsu S-Line

**SOUTH-EAST GHANA SECTOR**

<b>NO</b>	<b>NAME</b>	<b>CHURCH</b>
77.	Ps. Alexander Profson Ashong	Christ Baptist Church, Suhum
78.	Ps. Ammishaddai Kotey Djanie	All Soul Baptist Church, South La
79.	Ps. Benjamin Amoah	Bethel Baptist Church, Dansoman
80.	Ps. Bernard Adjei	Amazing Grace Baptist Church, Bubuashie
81.	Ps. Bernard Malm	Tesano Baptist Church, Tesano
82.	<i>Ps. David Asare-Amegashie</i>	<i>Redeemed Baptist Church, Ogbojo (2022)</i>
83.	Ps. Ebenezer Narh Odikro	Grace Baptist Church, Odumase Krobo
84.	Ps. Evans Torgbor Obodai	Abundant Grace Baptist Church, Tema
85.	Ps. Francis Abetia Kwesi Sakyi	Triumphant Baptist Church, Dambai
86.	Ps. Frank Sekyi -Yorke	Bethel Baptist Church, Odorkor Official Town
87.	Ps. Gabriel Ajavon	Victory Baptist Church, New Gbawe
88.	Ps. George Juniori Diogo	Tesano Baptist Church, Tesano
89.	Ps. Isaac Nketiah	Dominion Baptist Church, Afiencya
90.	Ps. Joseph Appiah Boakye-Yiadom	Lifeway Comm. Baptist Church, Legon
91.	Ps. Joshua Adinortey Mortey	First Baptist Church, Tema
92.	Ps. Justice Fianyeku	Living Word Baptist Church, Gbetsile
93.	Ps. Nana Baah Akuffu	All Souls Baptist Church, South La
94.	Ps. Paul Kweku Addae	Victory Baptist Church, New Gbawe
95.	Ps. Raphael Akwetey Djamgma Ametslor	Living Word Baptist Church, Gbetsile
96.	Ps. Richard Anyamesem	Abundant Grace Baptist Church, Tema
97.	Ps. Stephen Kwaku Amponsah	Charisma Comm. Baptist, Kwafokrom
98.	Ps. Stephen Owusu	Tesano Baptist Church, Tesano
99.	Ps. Theophilus Afotey Odai	Emmanuel Baptist Church, Kpone
100.	Ps. Thomas Naab Gyirnye	Calvary Baptist Church, Awoshie

**NORTH AMERICAN BAPTIST ASSOCIATION {NABA} CANDIDATES**

<b>NO</b>	<b>NAME</b>	<b>CHURCH</b>
101.	Wilberforce Adu-Gyamfi	Revival Baptist Church International, Woodbridge VA
102.	Patience Asomaning	Revival Baptist Church International, Woodbridge VA

**RESULTS OF SUCCESSFUL CANDIDATES FOR ORDINATION****NORTHERN GHANA SECTOR**

<b>NO</b>	<b>NAME</b>	<b>CHURCH</b>
1.	Ps. David Barisob Duut	Unity Baptist Church, Baungu
2.	Ps. Ezekiel Razak Alhassan	First Baptist Church, Tamale
3.	Ps. Hausler Kporfor	First Baptist Church, Nalerigu
4.	Ps. Ishmael Salifu Batanga	First Baptist Church, Nalerigu
5.	Ps. John Sulley	Kanvilli Baptist Church, Tamale
6.	Ps. Mathew Alhassan Iddi	Kanvilli Baptist Church, Tamale
7.	Ps. Mintri Dagbanjua Amadu	Victory Baptist Church

8.	Ps. Mordecai Moses Neindow	North- Gate Comm. Chu, Baptist, Tamale
9.	Ps. Ophelia Bayuo	New Life Comm. Baptist Church, Tamale
10.	Ps. Solomon Dassah Wontuota	Zinnye Community Church Baptist, Wa

### **SOUTH-WEST GHANA SECTOR**

<b>NO</b>	<b>NAME</b>	<b>CHURCH</b>
11.	Ps. Augustine Owusu	Peace Baptist Church, Wassa Nkonya
12.	Ps. Charles Edem Bedzra	Alpha & Omega Baptist, Winneba
13.	Ps. Christopher Wobil	Simpa Baptist Church, Winneba
14.	Ps. Daniel Pascal Ansah	Ebenezer Baptist Chur., Abesewa Gyaman
15.	Ps. David Asante Anku	Revival Baptist Church, Bogoso
16.	Ps. Ernest Buabeng	Resurrection Baptist Church, Agona Asafo
17.	Ps. Frank Kojo Danso Appiah	Solid Rock Baptist Church, Takoradi
18.	Ps. Frederick Obeng Afranie	First Baptist Church, Babianiha
19.	Ps. Gideon Nii Amarah Ayeetey	Abundant Life Baptist Church, Takoradi
20.	Ps. Godfred Amudjie Agbeko	First Baptist Church, Dunkwaw
21.	Ps. Isaac Nsowah	Ebenezer Baptist Church, Denkyira Fosu
22.	Ps. John Quartey	Awomberew Baptist, Gomoa Awomberew
23.	Ps. Joseph Kofi Quainoo	Peace Baptist Church, Woarabeba
24.	Ps. Kofi Sakyi	Trinity Bapt. Church Tarkwa-Akyempim
25.	Ps. Mark Yaw Annan	Grace Baptist Church, Breaman Asikuma3
26.	Ps. Paul Opambour Agyemang	Revival Baptist Church, Bogoso
27.	Ps. Richard Quainoo	New Life Baptist Church, Apewosika.
28.	Ps. Richmond Boateng	First Baptist Church, Adjei Kwame
29.	Ps. Richmond Oku- Mensah	Sankor Baptist Church, Sankor
30.	Ps. Samuel Arhin	Salvation Baptist Church, Asankrangwa
31.	Ps. Sitsope Kabu	Amazing Grace Baptist, Assin Beraku
32.	Ps. Stephen Mensah	First Baptist Church, Akyempim

### **MID-GHANA SECTOR**

<b>NO</b>	<b>NAME</b>	<b>CHURCH</b>
33.	Ps. Abraham Asibour	Trinity Baptist Church, Patasi
34.	Ps. Akwasi Adu-Gyamfi	New Life Baptist Church, Dumanafu
35.	Ps. Akwasi Ampong	Asomdwoe Baptist Church, Abuakwa
36.	Ps. Albert Kwame Achiifu	Precious Baptist Church, Asuogya
37.	Ps. Andrew Owusu	Mt. Zion Baptist Church, Chiraa
38.	Ps. Augustine Sam	Rescue Baptist Church, Adoato
39.	Ps. Barnabas Takyi	Faith Baptist Church, Tanoso
40.	Ps. Bernard Emmanuel Menyah	Bethel Baptist Church, Agona
41.	Ps. Bismark Kusi Appiah-Kubi	Faith Baptist Church, Techiman
42.	Ps. Charles Fordjour	Ascension Baptist Church, Bomso
43.	Ps. Cleophas Mortty	Bethesda Baptist Church, Ejisu
44.	Ps. Clifford Appiah Boampong	Livingspring Baptist Church, Atasemanso
45.	Ps. Collins Bismark Blessing	Royal Baptist Church, Kenyase

46.	Ps. Daniel Adjubah Ghattabah	Prince of Peace Baptist Church, Asuofia
47.	Ps. Deborah Yeboah	The Living Word Baptist, Nkontwima
48.	Ps. Dennis Afriyie	Faith Community Baptist Church, Aduamoa
49.	Ps. Emmanuel Adjei-Kusi	Victory Baptist Church, Ayigya
50.	Ps. Emmanuel Akrofi Adu	Redeemer Baptist Church, Kodie
51.	Ps. Emmanuel Kwabena Tetteh	Divine Baptist Church, Santasi Anyinam
52.	Ps. Emmanuel Yaw Amoako	Faith Community Baptist Church, Atimatim
53.	Ps. Eric Kwasi Akaadom	New Life Baptist Church, Homase
54.	Ps. Francis Aboagye	Holy Spirit Baptist Church, Patriensa
55.	Ps. Francis Azure	BBT, Anomangye
56.	Ps. Francis Kwadwo Addabor	Mercy Baptist Church, Oforikrom
57.	Ps. Francis Nyaaba Zuure	Eternal Life Baptist, Moshie Zongo
58.	Ps. Fred De-Graft Adjei	Grace Baptist Church, Amakom
59.	Ps. Freeman Akomeah	Triumphant Baptist Church, Apatrapa
60.	Ps. George Antwi Danquah	Acts Baptist Church, Tadieso
61.	Ps. George Tetteh Dzoboku	Mercy Baptist Church, Oforikrom
62.	Ps. Godfred Kennedy Kofi Dogbatsey	CCBC, Gyinyase
63.	Ps. Isaac Acheampong	Adom Baptist, Atwima Koforidua
64.	Ps. Isaac Atta Boateng	Messiah Baptist Church, Mampong
65.	Ps. Isaac Opoku	Salvation Baptist, Suma-Koti
66.	Ps. Isaac Yark Japiong	Grace Baptist Church, Akomadan
67.	Ps. James Kwame Sarfo	Triumphant Baptist Church, Obuasi
68.	Ps. Jerry Kwarteng	Donewell Baptist Church, Donyina
69.	Ps. Jonas Mbawona	Eternal Life Baptist Church, Moshie Zongo
70.	Ps. Jones Owusu Afram	Faith Community Baptist Church, Adubinsu
71.	Ps. King Frimpong Manso	Living Gospel Baptist Church, Mampong
72.	Ps. Kingsley Kwabena Korsah	Adom Baptist Church, Techiman
73.	Ps. Kofi Nyantakyi Asare	Rescue Hour Baptist Church, Apire
74.	Ps. Kwaku Adom Sarpong	Shalom Baptist Temple, Obuasi
75.	Ps. Kwaku Boahen	Glory Baptist Church, Di Asempa
76.	Ps. Peter Dazaam	Eternal Life Baptist Church, Ahenkro
77.	Ps. Philemon Kwabena Amponsie	Christian Baptist Church, Juaben
78.	Ps. Prince Addo	Living Word Baptist Church, Kromoase
79.	Ps. Prince Kwadwo Manu	Ahinsan Baptist Church, Ahinsan
80.	Ps. Richard Akuoko	Grace Baptist Church, Santasi
81.	Ps. Richard Asara	Eternal Life Baptist Church, Moshie Zongo
82.	Ps. Richard Ntow	Salvation Baptist Church, Fiapre-Sunyani
83.	Ps. Richmond Danso	New Life Baptist Church, Adawomase
84.	Ps. Richmond Mensah Bonsu	CCBC, Gyinyase
85.	Ps. Robert Yankyera Konadu	Evangelical Baptist Church, Suame
86.	Ps. Samuel Duodu	Adom Baptist Church, Techiman
87.	Ps. Samuel Yeboah	Adom Baptist Church, Techiman
88.	Ps. Samuel Yeboah	First Baptist Church, Akwatia Line
89.	Ps. Sandra Boateng	Adom Baptist Church, Koforidua
90.	Ps. Shadrack Kwasi Appiah	Triumphant Baptist Church, Kwadaso
91.	Ps. Shadrach Ofoe Hanson	Adom Baptist Church, Techiman
92.	Ps. Simon Edem Kulipoe	Grace Baptist Church, Amakom
93.	Ps. Stephen Kwaku Duah	Ebenezer Baptist Church, Kwadaso
94.	Ps. Stephen Tuurapuor Meyir	Victorious Bapt. Church, Odumasi-Sunyani
95.	Ps. Thomas Apeeme Ayine	First Baptist Church, Akwatia Line

96.	Ps. Thomas Nketia	Faith Baptist Church,
97.	Ps. Tweneboah Kodua	Royal Baptist Church, Kenyase

### SOUTH-EAST GHANA SECTOR

NO	NAME	CHURCH
98.	Ps. Christian Sinclair	Lifeway Community Baptist Church, Legon
99.	Ps. Christopher Kwame Narh	Calvary Baptist Church, Lakeside
100.	Ps. Daniel Gyimah Adanse	First Baptist Church, Ashaiman
101.	Ps. Ebenezer Sagoe	Temple of Praise Baptist Church, Nungua Addogonno
102.	Ps. Francis Anni	Temple of Grace Baptist Church, Madina
103.	Ps. Frederick Osei Baffour	Greater Grace Baptist Church, North Taifa
104.	Ps. Isaac Mensah	Calvary Baptist Church, Ablekuma
105.	Ps. Joseph Batohumah Nabil	Jubilee Baptist Church, Bunso
106.	Ps. Joshua Moses Wumbee	All Souls Baptist Church, Agbogbloshie
107.	Ps. Kojo Oduro Acheampong	Bethel Baptist Church, Dansoman
108.	Ps. Kwame Boakye Fredua	Charismatic Baptist Church, Taifa
109.	Ps. Mario Edem Kwawu	First Baptist Church, Aflao
110.	Ps. Mark Opoku Amponsah	Hope Baptist Church, Chantan
111.	Ps. Moses Kwasi Sepenu	Abundant Grace Baptist Church, Akatsi
112.	Ps. Obed Ocansey	New Life Community Baptist Church, Tema
113.	Ps. Paa Kwesi Richardson	Tesano Baptist Church, Tesano
114.	Ps. Philip Kwasi Dosavi	Love Community Baptist Church, Abensu
115.	Ps. Samuel Kofi Annan	Bethel Baptist Church, Dansoman
116.	Ps. Senam Tengey	Calvary Baptist Church, Ablekuma
117.	Ps. Seth Ofori Twumasi	Lifeway Community Baptist Church, Legon
118.	Ps. Stephen Owusu Boateng	Calvary Baptist Church, Awoshie
119.	Ps. Sylvester Arthur	Central Baptist Church, Kasoa
120.	Ps. Walter Krow Obeng	Peace Community Baptist Church, Nsawam

### AFFIRMATION

NO	NAME	CHURCH
121.	Rev. James Odedeji Ayodele	Central Baptist Church, Kasoa

### SUMMARY TABLE OF APPLICATIONS RECEIVED AND INTERVIEW RESULTS

Sector/Levels	SE	SW	MG	NG	NABA	FAIL	DISQ.	Total
<b>Licensing</b>	43	7	55	7	-	<b>7</b>	<b>1</b>	<b>120</b>
<b>Recognition</b>	24	13	52	11	2	<b>2</b>	-	<b>104</b>
<b>Ordination</b>	24	22	65	10	-	<b>3</b>	-	<b>122</b>
<b>Total</b>	<b>91</b>	<b>42</b>	<b>172</b>	<b>28</b>	<b>2</b>	<b>12</b>	<b>1</b>	<b>346</b>

## **APPENDIX 4:**

### **SUMMARIES ON DOCTRINAL ABERRATIONS & DIVORCE AND RE-MARRIAGE**

#### **PERCEIVED DOCTRINAL ABERRATIONS: POSITIONAL PAPERS PRESENTED FOR CONSIDERATION AND ADOPTION BY THE GHANA BAPTIST CONVENTION AS A DENOMINATIONAL POSITION.**

##### **GENERAL INTRODUCTION**

An "aberration" is an act of deviating from the right, normal, or usual course generally in content. Unlike "heresy" which is often referred to as false teachings that destroy the church; the nature of theological aberration holds on to a particular teaching though does not overtly deny basic biblical theology but is nevertheless, dangerously inconsistent with an orthodox confession of faith. The following therefore examined a few of such perceived aberrations from the biblical perspectives, through theological reflections and also, within the ethos of the Ghana Baptist Convention (GBC). Ironically, these doctrinal matters are scriptural and edifying and will pose no challenge except that, practitioners have variously interpreted and applied, thereby inciting debates and rifts within the Christendom. Indeed, the GBC will not claim to have a Scripture text that deals directly with the related queries and challenges associated with the applicant of the underlisted doctrinal topics. It is therefore our fervent hope and prayer that, these views are related to as a guide and as part of the building blocks which are needed for creating a repertoire of knowledge for the use of these charismatic gifts and practices in the churches of the GBC.

#### **PRAYING FOR THE DEATH OF ONE'S ENEMIES AND CURSING**

##### ***Introduction***

At least three Hebrew verbs (*'alah*, *'arar*, and *qalal*) can be translated as "curse," though these terms cover a variety of oaths imprecations and covenant formulas. Generally, curse usage expresses an imprecation or an expressed wish for evil. In Scripture, a curse was invariably related to sin (Gen. 3) and disobedience (Prov. 26:2). The word "curse" or "cursing" could therefore mean the following: to call down evil upon others violently; a call for evil to rest on someone; Invocation of evil against one's enemies. From a psychological viewpoint, it can be said that "hurt people hurt people." The motivation is revenge, not because human beings are fundamentally evil, but it is because vengeance has been part of the natural survival mechanics of human. This section seeks to unveil a trend of prayer philosophy that has bedevilled the Christian community with endless controversies among all streams of Christian traditions. Indeed, cursing can be found in most, if not all, of the religious traditions around the world. In African Traditional religion, for instance, cursing is made an integral fabric of prayer, community stability and harassment of enemies. Seemingly, the purpose of curses for most religions is in consistent with the assertion of doctrinal orthodoxy, assurance of community stability, enforcement of moral teachings and

laws, and protection of sacred places or objects. That notwithstanding, we must examine the subject matter Scripturally to determine its integrity for the Christian attitude towards prayer.

### **Old Testament View of Curses**

Among the Hebrews, a curse could be spoken for the sake of justice. In the Old Testament, the curse was an integral part of the relationships connecting God and the community, God and an individual, or among members of the community. To break the terms of a covenant was to merit the covenant curse or curses.

Three different Hebrew words are translated as "curse." The most common is a ritualistic formulation which prescribed "curse" on those who violate community standards defined by God and tradition: For instance, the Mosaic law forbade the cursing of parents (Ex. 21:17; compare Prov. 20:20; Matt. 15:4), the ruler (Ex. 22:28), and the deaf (Lev. 19:14). Individuals might pronounce a curse upon themselves to establish the truthfulness of their statements or promises or otherwise (Num. 5:19-22; Job 31:7-10; 31:16-22; Ps. 137:5-6). Again, there are curses which are invoked simply to wish someone ill, like cursing a neighbour in an argument (Balaam and Balak, Num. 22-24).

### **New Testament View of Curses**

The rarity of the curse in the New Testament (NT) is in keeping with the spirit of the New Covenant. Nevertheless, it is accurate that, Jewish synagogues practiced excommunication, or anathema, in the New Testament period (Luke 6:22; John 9:22; 12:42; 16:2). The violator of the law is under a curse. Escape is impossible, but on the cross, Jesus Christ endured the curse. Paul states that Christ became a curse for us (Gal. 3:13); for "cursed is everyone who is hanged on the tree" (Gal. 3:10-13). Later, Christians however excommunicated persons by declaring them outside of the community of faith (Matthew 18:17). It was also considered being "delivered to Satan" (1 Corinthians 5:5; 1 Timothy 1:20). It is important to note that, most of the passages cited in this article on "curse" are primarily in descriptive terms and do not insist that, Christians curse their enemies and also demanding for their "untimely" death.

## **GUIDING PRINCIPLES**

It is admitted that, potentially, our topic could be subjected to many interpretations but, the following inferences constitute the scope of the guide for the GBC.

### **1. *Neither curse the mortal being nor the spirit being of an enemy***

- So, what do we do with those enemies of ours, especially, when they perpetuate with their sinful and wicked acts? For, we all have people in life that we don't like, don't get along with or simply wish would go away.



- More so, can one objectively and contemplatively focus curses on a spirit being without any recourse to the physical agent?

**2. *Some ancient prayers do not reflect the spirit of the New Covenant and are not necessarily a model prayer we should pray.***

- While Psalm 109 may provide us with some insights into the way the ancients felt and even expressed themselves to God, it is not necessarily a model prayer we should adopt today.
- Psalm 109 can help us realize that not everyone in the Bible had feelings of love for everyone but asking God to kill the children of your enemy (vs. 13) does not reflect the spirit of the New Covenant. Further reading: Jeremiah 11:20; 12:3; 15:15; 17:18; 18:21-23; 20:11-12.
- Truly, such curses against one's enemies are sharply in contrast with the New Testament commands to "bless those who curse you" (Luke 6:28; compare Romans 12:14).
- Jesus' command was to "love your enemies" (Matthew 5:44).

**3. *When we swear and curse, and wish enemies dead, we are giving evidence of the polluting sin in our hearts that must rather be confessed and repented of.***

- Sin is a condition of the heart, the mind, and "the inner man" (Rom. 7:22), which is manifested in our thoughts, actions and words.
- Evidently, Jesus explained that what comes out of our mouths is that which fills our hearts (Lk.6:45).
- We should be mindful of the fact that, when we put our faith in Christ, we receive a new nature from God (2 Cor.5:17), our hearts are transformed, and our speech reflects the new nature God has created within us (Rom.12:1-2).

**4. *Do not ask or insist in prayer that, God vindicates you only by bringing bodily harm on your enemies.***

- Alternatively, though, prayer can be pronounced to put an end to the crazy activities of these very enemies without necessarily wishing for their death.
- Granted, God did strike and kill some of Israel's enemies back in the OT, but let God alone decide how He will fight each battle and what kinds of judgments he uses.
- At best one can prayerfully put out his propositions and allow God to judge.

- Unequivocally, it is God alone who decides what kind of corrective action is needed to overcome the enemies in one's life.

5. ***"Vengeance is Mine, I will repay," says the Lord. "... Do not be overcome by evil but overcome evil with good."***

- Literally, vengeance is preserved by God and should be allowed to own it.
- God's right to avenge must not be a shared responsibility between Him and any other person, no matter the extent of one's hurt.
- We should bless those who persecute us; bless and do not curse them (Rom.12:14).
- We should live peacefully with all persons, do not avenge yourselves (Heb. 12:14).
- Furthermore, Christians should know that we are called to do something even harder than asking God for revenge. And that is:
- We are to love our enemies and pray for them (Matthew 5:44).

### **CONCLUSION**

In conclusion, invoking curses upon others violently, or calling for evil to rest on one's enemies is an act motivated by a sense of revenge. The practice is therefore far from being ethical and biblical since it contravenes Scripture - Matthew 5:43-48. Consequently, Christians must desist from invoking curses or evil on their enemies through the guise of prayer.

## **TONGUE SPEAKING EXCESSES**

### **INTRODUCTION**

Tongue speaking is the supernatural ability to suddenly speak in previously unlearned languages.

Tongue speaking has been variously phrased or tagged such as speaking in tongues, speaking with other tongues, speaking in the tongue of angels, speaking in the heavenly language and other designations. It must be stressed here that there is perhaps no other single subject in the entire Bible which has generated more confusion and division than that of tongues. This situation existed in Corinth and possibly other places, even as Paul wrote to them.

Today the Charismatic and Pentecostal movements are literally sweeping the world Christian community with perceived excesses which come close to what Paul seemed to be addressing in 1 Corinthians chapter 14. Some of the perceived excesses may include very loud congregational speaking in tongues, speaking in tongues into microphones, fighting the devil in tongues, teaching people to speak in tongues, laying on of hands on people and practically forcing them to speak in tongues, and many others.

The views on tongues have been varied with no universal agreement in either the camp of the pro- or anti-tongues movements concerning the exact nature of New Testament tongue-speaking.

We also need to remember what the apostle Paul said in 1 Corinthians 12:1 "Now concerning spiritual gifts, brethren I would not have you ignorant". God does not want us to be ignorant of things pertaining to the Holy Spirit, yet the fact remains that misunderstandings abound when it comes to this subject of speaking in other tongues.

The truth however remains, that God gives only good gifts to His children, as recorded in Luke 11:13. "If ye then, being evil, know how to give good gifts unto your children; how much more shall your heavenly father give the Holy Spirit to them that ask him?" The foregoing remarks make it important for us to do a good study on speaking in tongues.

### **NEW TESTAMENT VIEW**

In the church world as a whole, there is a wide variety of teaching on this subject of the Holy Spirit and Speaking in Tongues. Nevertheless, we need to examine what we believe is in the light of God's word, and not in the light of our experience.

Some object that Jesus Christ did not speak in tongues, so we do not have to either. However, we do know or understand by scripture that five supernatural signs are to follow believers and of course, one of them is that "they shall speak in new tongues". So this passage makes it clear that He prophesied that this Holy Spirit gift would be effectual after his ascent to the Father. (Mark 16:17-18),

The account of the fulfilment of the promise of the Holy Spirit as prophesied by Joel was recorded in Acts chapter 2. The event christened "Pentecost" was characterized by amazing experiences that had never been seen or heard before. There was first the sound of rushing mighty wind, the divided tongues of fire that "sat" on each of them, then the "tumultuous" speaking in different tongues or languages, that were interpretable, in spontaneous worship to God. (Acts 2:1-13)

In defence as to whether they were not actually intoxicated on alcohol, Peter referred to the promise of the outpouring of the Holy Spirit by the Prophet Joel, and the Lord's word to them to wait to be endued with power from on high for the continuation of the mission of going into the whole world as His witnesses to make more disciples. (Joel 2:28, Luke 24:49)

In the letter to the Corinthian Church, for example, Paul also made mention of the Holy Spirit's gift of different tongues and interpretations of tongues. (1 Corinthians 12:10)

He also gave a very apt outline to help in the church setting in 1 Corinthians Chapter 14. The first pose suggests speaking in tongues as a private intimate communication to God and not to man, where certain "mysteries" are related to God in the Spirit. He further suggests that certain tongues that are not private to God, must be interpreted to the edification of the whole church, possibly as in a prophetic utterance. (Verses 2-5) It is clear that two issues are being handled here, both involving speaking in tongues, for edification; He who speaks in tongues edifies himself, but he who prophesies edifies the church. (Verse 4)

The other important issue that the letter addresses is that of orderliness and comportment in order that an enquirer or unbeliever who is present at the gathering does not get confused and out of place. Tongues speaking in prayer or worship to God must probably not be done like the day of Pentecost when Peter had to defend the event and experience, but in reverence because of the enquirer or unbeliever. Again, prophetic words in other tongues must be interpreted and done one after the other in order to edify everyone in the gathering.

There are other issues like singing and blessing in the spirit (in tongues) which are not seen as helpful, as hearers are not able to follow or respond to. (Verses 15-19)

The New Testament also mentions the "speaking in tongues" as a reference to the Old Testament prophecy as in Verse 21 referring to Isaiah 28:11-12.

### **OBJECTIONS TO SPEAKING IN TONGUES**

In spite of the popularity that tongues-speaking exudes, some groups hold several objections to the operation of the gift in our times. Some hold that tongues have ceased, while others hold that tongues are of the devil. Yet others hold that Jesus himself did not speak in tongues and that the apostles were the only ones who could lay hands on people to receive the gifts.

Most of these groups are the “cessationists”, who believe that Paul’s remark in 1 Corinthians 13:8 amongst others, that “if there are tongues they will cease” is holding in these times.

Again, the remarkable post in Luke’s gospel of God giving good gifts, (Luke 11:13) and Paul’s systematic teaching on the employment of the gift, (1 Corinthians 14) erase the notion that tongues-speaking is of the devil and establish the continuation of the divine work of the Holy Spirit in the believer’s ministry today.

The laying on of hands for people to receive the Holy Spirit and by default, the gifts happened in Peter’s time, (Acts 8:14-17) in Paul’s time (Acts 19:1-6) and is happening in churches today since the Holy Spirit is the chief helper of the Church today.

### **OVERVIEW AND SOME EXCESSES IN OUR CONTEMPORARY TIMES**

With the proliferation of churches in Ghana in our times, the manifestations of the gifts of the Holy Spirit have undergone several perceived excesses that call for attention, aimed to mitigate the questions posed by some quarters.

As posted earlier, some of the perceived excesses may include

- very loud congregational speaking in tongues,
- speaking in tongues into microphones,
- fighting the devil in tongues,
- teaching people to speak in tongues,
- laying on of hands on people and practically forcing them to speak in tongues.

There could be yet other observations that may be concluded as excesses not appearing in the list above. The interesting point is that a believer’s ecstasy in fellowship with the Holy Spirit could be a genuine concern that has existed since the birth of the Church. The guiding principles outlined by Paul in 1 Corinthians 14 speak volumes to the fact that some of these excesses might have existed at that time.

### **CONCLUSION**

Some expressions by the Apostle Paul in 1 Corinthians 14 speak strongly to buttress speaking in tongues as to God and not to men. This suggests that tongues could be observed in the mode of prayer for needed self-edification and speaking; as he puts it “mysteries” to God. The mode of very loud congregational “blurting” in tongues and speaking or praying in tongues into the microphone have never been attractive as it was on the day of Pentecost when Peter had to lift a defence. The practice easily passes as a nuisance and must not be encouraged.

Prophetic words in tongues must be interpreted and done orderly, one after the other to give credence to gatherings, and also be a sign and edification for the enquirer or unbeliever.

Singing and blessing in tongues in the gathering cannot be substantiated and does not have approval from our guiding principles.

Laying on of hands for people to receive the Holy Spirit and gifts is upheld as an acceptable practice. However, there must not seem to be the application of force or apparent attempt to teach people how to speak in tongues, since The Holy Spirit can fall on His own and use them.

## PERCEIVED DOCTRINAL ABERRATIONS

### CLAPPING OF HANDS IN PRAYER

#### *Introduction*

Clapping of hands during worship is very familiar in churches as part of adoration and praises with dancing and music and merry-making. In contemporary times however, clapping of hands during prayer is becoming almost a norm in several circles and churches, and the Ghana Baptist Convention has not been left out, with some of our churches and ministers easily embracing the practice

Sometimes, statements from the prayer leader infer that prayer is most effective when the clapping of hands is included. Others refer to clapping of hands as the most effective 'warfare prayer' style.

It has become such an open practice in most prayer sessions of many Christian groups today that people engage in the continuous clapping of hands for one reason or the other, and apparently as a requirement for more effective prayer. The insistence on the practice by some of the leaders who instruct the congregants to clap in prayer gives the impression that prayer is made more potent when it is done accompanied by persistent hand-clapping.

It is often presented as follows in the Akan dialect; "*sε mebo mensam bo mpae a ...*" literally, if I pray by clapping my hands, followed by certain petitions, then there is more assurance that those petitions will be fulfilled. This again presumes that if one prays without clapping the hands nothing happens or certain objectives are not achieved.

It is thus necessary to ascertain the extent and basis and reasons for the practice of hand-clapping catalyzing receiving prompt responses to prayer so that the GBC could take a position on the practice.

#### **Some Biblical Views from the Old Testament**

Mention of the clapping of hands is made mostly in the Old Testament times to signify a joyous time in praises and adoration to the Lord. As a psalm by the sons of Korah, Psalm 47 suggests the clapping of hands by all peoples with shouts to God with the voice of triumph, to the LORD Most High who is awesome and a great king over all the earth. (Verse 1&2)

In this same mode of clapping of hands, and the shout with the voice of triumph to God, it is also inferred that God will subdue the peoples under us and the nations under our feet, and choose our inheritance for us. (Verse 3&4)

Thirdly, there is the suggestion of God sitting on His Holy Throne and reigning over all the nations thus bringing everything under subjection, in the mode of clapping of hands, shouting to God with the voice of triumph and singing of praises to our God, our King.

In one of his defences against his friends, as he maintained his integrity, Job suggested that the portion of the wicked and the heritage of the oppressor from the Lord was certainly a delusional derision. He ended the discourse by the claim that "Men shall clap their hands at him and hiss him out of his place. It could be likened to someone who had done something shameful and thus disgraced with clapping of hands and hooting at by a mob. (Job 27:13-23, Nahum 3:9, Lamentation 2:15)

The account of the clapping of hands and stamping of feet in the book of Ezekiel was done against God's people by the Ammonites. God thus commanded the prophet Ezekiel to set his face against them and prophesy against them. God, through the prophet, simply sent calamity and destruction against the Ammonites for their purported defamatory action against the land of Israel. It takes the posture of jubilation in the event of the distress of a neighbour. (Ezekiel 25:1-7)

To shed light on the perception from the book of Ezekiel, a direct reference is made here:

"For this is what the Sovereign LORD says: Because you have clapped your hands and stamped your feet, rejoicing with all the malice of your heart against the land of Israel, therefore I will stretch out my hand against you and give you as plunder to the nations. I will cut you off from the nations and exterminate you from the countries. I will destroy you, and you will know that I am the LORD." Ezekiel 25:6-7 NIV

The New Testament is silent about the clapping of hands in prayer. The mode of prayer suggested in the New Testament includes the Jesus model in Luke and Matthew reference to the Lord's prayer, the Paul models preceding most of his epistles to the churches, praying mysteries or in the spirit in tongues to God, and possibly periodic prayer times with fasting.

The only reference in prayer with the mention of the hands could be attributed to the exhortation of Paul to Timothy about the need for men (people) to pray everywhere, lifting up holy hands, without wrath and doubting. (1Timothy 2:8).

Some ministers of the Gospel are of the view that clapping of hands and stamping of feet in prayer have no spiritual benefits or significance, leading to false doctrine which contaminates the spirit and corrupts the mind. They are of the view that it is time to arise to the new life in Christ and take a stand against such a practice deemed to connote frustrations, mysticism and leading to unfulfilled dreams.

Other ministers of the Gospel question the evil or blasphemy in the practice of clapping of hands in prayer. They seem to hold a contrary view to the other ministers of the Gospel who take a stand against the practice. They seem to support the



practice as a contemporary progression that adds in their word, “intensity and attractiveness” to prayer. They further opine that the practice rather gets people more involved instead of a passive approach that sometimes finds people out of attention to the prayer topics and lack of interest and involvement during prayer sessions. If the practices of clapping of hands and stamping of feet in prayer are not dangerous but only a physical art, then more education needs to be done and the potential of getting more in prayer be harnessed.

### **Conclusion**

In his work: *Doctrine or Experience; a theological assessment of persistent clapping of hands in contemporary Ghanaian Christian prayer*, Ebenezer Adu Among concludes that the contemporary practice seems to lack theological credence as a biblical practice. He thus states that the practice can therefore be best described as an experiential one and not a normative biblical practice.

The practice of clapping of hands and by extension stamping of feet in prayer, must therefore not be seen as a dire necessity in some forms of public cooperate prayer in our gatherings, so as to attach spirituality to the practice.

## **THE USE OF ANOINTING OIL**

### **Introduction**

The use of anointing oil for various purposes seems to be taking centre stage in Christian gatherings in these contemporary times. Some churches encourage the use of anointing oil for praying for the sick by applying it on the forehead to represent the whole body. Other churches on the other hand prescribe the drinking of the oil, smearing the whole naked body with the oil still for healing and deliverance from evil spirits or applying the oil to certain very private parts.

Images of the oil in horns being poured on people either for consecration or ordination of Ministers of the Gospel have also appeared on social media.

The other concern worth mentioning is the perceived merchandising of the anointing oil. In some churches, bottles of “anointed” anointing oils are put up for sale, with publicity by the church at exorbitant prices for the vulnerable members. The publicity on these bottles of oil suggests the potency of the oil in solving a host of problems, including driving away evil spirits by using the oil for sprinkling at home, drinking when in pain and applying the oil at the least opportunity in prayer. These churches and their ministers create an impression of the need to own a personal bottle always at home and move around in our cars and bags.

Some question whether or not anointing oils are biblical and whether or not we should still use them today. So, what does it mean to be anointed and why does the Bible mention the use of oil?

According to Dictionary.com, the word ‘anoint’ means to consecrate or make sacred in a ceremony that includes applying oil to dedicate to the service of God.

### ***Old Testament View on the Anointing Oil***

Scripture reveals that Israel commonly anointed their priests and their kings as a way of setting them apart for the special office. Then the tabernacle, certain utensils, and furnishings used in the tabernacle were also anointed with holy oil to set those things apart. There are a few occasions where a prophet was also anointed as in the case of Elisha to replace Elijah.

(Exodus 25:6, Exodus 28:41; Exodus 30:26-29, 1 Samuel 10:1, 1 Samuel 16:13, 1 Kings 19:16)

A typical example found in the book of Exodus is when Moses received direction from God to make special garments for Aaron and his sons and anoint them, to consecrate and sanctify them to minister unto Him in the office of the priest. (Exodus 28:41)

The use of the holy anointing oil for the purposes mentioned is very prevalent and almost an indispensable token, especially as part of ordinances in the history books, and in other parts of the old testament, as the predominant sign of God's call into the office of priests, prophets and kings.

The use of the term anoint and anointing the head with oil was done ordinarily as a mark of self-adornment and beautification to reflect a confident mood. Micah 6:15. Ruth 3:3. David recounts how God anoints his head with oil, as a sign of God's approval or blessing for his success in his God-ordained assignment.

In Isaiah 61:1-3, the prophet's proclamation about the Messiah was recounted in Luke 4:18-20 by Jesus, and Acts 10:38 by Peter, but suggests an anointing that might not have been public with the specified oil as was in the other instances where specified oil was used in public congregations and convocations.

The recipe for anointing oil is found in Exodus 30:23-25: "Take the finest spices: of liquid myrrh 500 shekels, and sweet-smelling cinnamon half as much, that is, 250, and 250 of aromatic cane, and 500 of cassia, according to the shekel of the sanctuary, and a hin of olive oil. And you shall make of these sacred anointing oil blended as by the perfumer; it shall be an holy anointing oil."

### ***New Testament View on the Anointing Oil***

The New Testament in many places presents the use of anointing oil to buttress the mention and use of the anointing oil in the Old Testament. The first reference could be attributed to the anointing of the feet of Jesus at Bethany by Mary the sister of Martha and Lazarus. (John 11:2). In the account of Luke, the mention of Jesus to the host for not anointing his head with oil suggests a normal practice to honour or express a sign of respect to a guest. (Luke 7:46)

The other references pointing to the prophetic word of the messianic anointing of the Lord Jesus Christ by the prophet Isaiah are possibly the Luke 4:18-20 and Acts 10:38 references.

The other mentions of the anointing oil in the “power ministry” dimension of healing and deliverance by the disciples of Jesus, and later on by the elders or ministers who replaced the early apostolic team. The two references attesting to this ministry are found in Mark 6:13 and the later in James 5:14-15.

The generalization of the use of the oil in the “power ministry” could be traced to the expression suggesting total protection and preservation on the anointed of God as proposed in Psalm 105:14&15. In reference to God in the midst of His people during the Exodus, the psalmist recounts how God did not permit anyone to do them wrong. He rebuked kings for their sakes, saying: “Do not touch my anointed ones, and do my prophets no harm.”

### **Conclusion**

The connect between the use of the anointing oil as directed by God through Moses, for consecrating holy object in the Tabernacle, Priests, Prophets and Kings in the Old Testament time and the inference to the “symbolic messianic anointing” of Jesus in the New Testament times, and the suggested protection as mentioned, could lead to the over reliance of the “token” in certain circles.

The use of the anointing oil could be symbolic only during services of ordination and elected ministers into office. This is meant to follow the order of consecration of the priests. Exodus 40:5. The anointing oil could be a symbol and a medium that the Holy Spirit uses in the consecration and sanctification of appointees as they assume the office of ministry to God's call.

The anointing for ministry by the Holy Spirit on Jesus was not an outward one and this fact might have led some denominations to avoid the use of “physical oil” all together. They believe that everything can be done by prayer. They leave the anointing to be done by the Holy Spirit. Isaiah 61:1-2.

The New Testament is supportive of the use of the oil in the power ministry of healing and deliverance and could be acceptable in the church service, accompanied by the “prayer of faith” as Apostle James emphasized the practice during the time of Jesus. The use of anointing oil for all other purposes like for opening marriage doors, job and other opportunities, breaking yokes, blessings, etc. should be as led during prayer sessions and church services.

The merchandising of the oil as is the practice in certain charismatic circles should be totally frowned upon and rendered unacceptable in any church of the Ghana Baptist Convention.

It must be restated that the anointing oil could be only symbolic and the real source of God's power is in His word so as not to be tempted to over-rely on the anointing oil in daily worship.

**APPENDIX 5**

**DRAFT  
SUCCESSION PLANNING AND MANAGEMENT**

**THE GHANA BAPTIST CONVENTION**



**JULY 2023**

# SUCCESSION PLANNING AND MANAGEMENT OF THE GHANA BAPTIST CONVENTION

**JULY 2023**

## 1.0 BACKGROUND

On October 6<sup>th</sup>, 2021, Rev Komla Darke, the then Vice-President, Administration met the IELA coordinating team in the persons of Mrs. Juliana Adu-Gyamfi, Mrs. Florence Hutchful and Rev. Peter Acquah, in his office.

Discussions during the meeting bordered on three issues which GBC leadership wanted to be addressed, in relation to succession management and planning, for GBC leadership for the near future. It was unanimously agreed that the convention is going through a transitional phase, where a majority of the current leaders who have played major roles in the Convention, are virtually leaving the scene. Sixty (60) years on, it would be critical to position the denomination such that, at any point in time, it has a pool of young capable men and women, with adequate preparation, experience, and capacity within GBC, who the denomination can fall on, to manage its affairs at the headquarters and various institutions within the denomination.

Based on the earlier discussions and in line with the 56<sup>th</sup> and 59<sup>th</sup> Annual sessions, Rev. Enoch Thompson followed up with IELA in May 2023 on the Resolution as agreed in the last annual session and requested the IELA team to put a draft together for further discussions.

IELA is proposing these for deliberation with the Presidency.

## 2.0 SUCCESSION MANAGEMENT AND PLANNING

Succession Management is a key component of talent management within an institution. It is a high-level institutional effort to develop and retain talent for the future of the ministry. Succession planning is the primary activity within succession management. It is a process of identifying the talent we need, comparing it with the talent we have and creating a plan to address the gaps.

### 2.1. Proposed Policy Framework

As a first step, we would like to propose the following Succession Management and planning framework for consideration by the Presidency, as they consider the creation and execution of a Succession Plan for the Convention.

### 2.2. Policy Statement

The Convention will be intentional about preparing its members to assume critical positions within the Convention in the event of resignation, end of tenure, long-term sickness, retirement, or any other circumstance leading to the planned or unplanned exit of critical job holders.

### 2.3. **Policy Objectives**

**The primary objectives of the Succession Planning (SP) programme are to:**

1. Ensure that the Convention has a pool of capable individuals who have been prepared to assume critical roles within the Denomination when vacancies occur, as well as to address future ministry needs of the Convention.
2. Develop and facilitate the progression of existing employees into identified critical positions to minimize the costs associated with unplanned recruitment of qualified employees at short notice.

### 2.4. **Policy Applicability**

This policy shall be applicable to all Convention Structures and Institutions and will be encouraged to prepare succession plans as well as identify and nominate individuals from their units (including Churches) for consideration and possible inclusion in the Convention's Succession Planning programme.

### 2.5. **Policy Principles**

- i. Succession Planning will be a Convention-wide process.
- ii. It will be aligned with the GBC's strategic direction and priorities outlined in the Convention's strategic plan. (After the mid-term Review which will address critical issues for the future of GBC)
- iii. The Succession Planning programme would be an integral part of the human resources management framework of the Convention includes talent identification, performance management, training, and development.

### 2.6. **Policy Guidelines**

- i. Presidency/Senior Leadership should identify all the critical positions/roles for inclusion in the Convention's succession planning programme.
- ii. The Presidency/Senior Leadership should identify the capabilities or competencies required for the performance of those jobs. (Job Specifications)

- iii. A systematic approach and criteria for identifying, nominating, and selecting potential successors for all critical and leadership roles should be agreed upon.
- iv. For each critical position, a number of potential successors should be identified. (The number of successors can vary depending on the nature of the job and the availability of suitable candidates.)
- v. The Presidency with the support of IELA (if need be) shall identify individuals for inclusion in the succession plan using performance, ministry track record and the agreed criteria as a guide, to ensure transparency and fairness in the process.
- vi. Each position may have more than one successor in each category.
- vii. The process of succession planning involves the development of concurrent succession plans for different positions. For example, if one member is a potential successor for a key position, it may be necessary to plan for a successor to the existing position of this employee.
- viii. The succession plan shall include detailed training and development plans, with timeframes.
- ix. Potential successors shall be given preference in the succession planning process if they demonstrate capability for the next level.

## **2.7. Monitoring of the Succession Plan**

- i. The Presidency/Senior Leadership shall evaluate all current staff and positions within each Department/Ministry Unit to identify successors for each position in accordance with an approved definition for successors. e.g., immediate, short-term and long-term.
- ii. The Director General, Finance and Administration should monitor the performance and progress of training and development of the individuals on the Convention's Succession regularly and submit quarterly reports to the Denominational Board.

### 3.0 IMPLEMENTATION APPROACH

To kick-start the Succession planning process the following key positions and roles have been identified, at various levels within the Denomination:

#### a. Executive Level

President  
Vice President  
Director-General, Finance & Administration

#### b. Secretariat Staff

Director of Evangelism  
Director of Christian Education  
Director of Finance/Accountant  
Director, Estates  
Director of Breda  
Director of Health Services  
Auxiliary Coordinators (Men, Women, Youth)

#### c. Sector Level

Sector Heads  
Association Heads  
Zonal Heads  
Field Evangelists  
Home missionaries

#### d. University

President  
Registrar  
Deans

#### e. Ministers Conference

The Conference leadership is key to sustaining the denomination. As such, care must be taken to ensure that the people rising into conference leadership are well-versed in the Baptist beliefs and denominational issues

- i. Executives at the national level
- ii. Executives at the Associational level

#### f. Auxiliaries

- i. Coordinators for WMU, Men and Youth must also have the required experience and training to ensure effective coordination.



#### 4.0 CAPACITY BUILDING

A critical aspect of Succession management and planning is capacity building. Any training and development activities must incorporate the following:

- a. Knowledge – Baptist polity, 21<sup>st</sup> Leadership, management coaching, Finance Literacy to support their ministerial training etc. to lead the denomination
- b. Skills -- hands-on managerial and administrative skills training
- c. Experience in handling various positions within the various levels of leadership – Zone, Association, Sector and National levels. Geographical exposure (i.e., Familiarity with the Denomination’s operations in the various regions in Ghana and beyond)
- d. Character – as indicated in the recommendation letters from their pastors.
- e. Attitude

#### 5.0 RECOMMENDED APPROACH

Owing to the need to urgently address succession issues in the denomination, we would like to propose the adoption of a phased approach, to the implementation of the succession planning programme in order to bridge the existing gap, as follows:

##### 5.1. Phase 1 (Time frame: 3- 4 Years)

It is proposed that during Phase 1, IELA, in collaboration with the Presidency, Executives of the Ministers Conference and Pastors of some lead Churches, should identify 30-45 people ( making room for 25%-30% drop out) between ages forty to fifty years (40-50years) whose development needs would be prioritized by giving them exposure to the Convention’s operations, and some training and managerial support to enable them to assume leadership positions within the next 3-4 years, when the current crop of leaders exit the scene.

The initial training and development of those individuals identified in Phase 1, would be in the following areas:

- Business administration
- Financial Literacy
- Entrepreneurial Skills
- People Management
- Strong Decision-making Skills
- Internal training on Baptist polity and practice, structures and systems within the denomination
- Interdenominational/ Ecumenical Relations
- Character First
- Executive Image or Professional Image Course

- Fundraising/Networking/Collaboration/Emotional Intelligence.
- Creativity

It is our firm belief that participation in the above-listed programmes and many more as deemed fit would equip the potential successors with the competencies they need to assume the top leadership positions.

### **5.2. Phase 2 (Time frame: 3-10years)**

Following the same process used in Phase 1, fifty (60- 75) young men and women between the ages of twenty-five to forty years (25-40 years) would be identified from within the denomination, to prepare them for senior leadership roles over a ten (10) year period. Again making room for 25-30% drop out from the programme.

#### **5.3 Mentoring and Coaching**

In addition to the initial training, the selected persons going through the succession process would go through one month of mentoring and coaching on-site with current leaders in the various portfolios. This will give them exposure to the job requirements. However, the whole exercise would be seen as a 3-year practical training programme. Assignments and projects in-between classroom training sessions will be added with the intention to make participants result-oriented.

In addition, each of the individuals selected for the programme will have one Senior Leader assigned to him/her. The Senior Leaders shall guide the participants in becoming leaders, by creating and acting on the personal development plans of the candidates. They shall also support the individuals in implementing the necessary change objectives. They shall help the participants in determining the interventions they require to become future leaders.

In the selection process creativity, critical thinking, devotion to being ethical and sincere in dealings, and the commitment to strive relentlessly in pursuit of excellence would also be major considerations in identifying future leaders at GBC.

## **5. 4 Criteria for Talent Identification**

### **5. 4.1 Qualities**

“Ability to learn” must be deeply embedded in the corporate culture of GBC. Care must be taken to identify the right candidates. On the qualities that GBC should look for in a candidate, the Convention should focus on selecting candidates who display a high degree of ability to derive generic knowledge from specific experiences and apply the same in new situations. GBC should also place significant importance on professional competence and academic excellence.

Other qualities GBC should look for are analytical ability, teamwork, leadership potential, communication and innovation skills, thinking skills along with a practical and structured approach to problem-solving.

#### **5.4.2 Qualification and Experience**

- Minimum of a First Degree in Humanities / Theology
- Minister with at least 3 years post-ordination experience
- Must be active in the local church, serving in a leadership role
- Must have experience in relating with the Association and Sector Level
- Must be Active in NUBS or NUBS Alumni

#### **5.5 Assessment Process**

IELA recommends the adoption of the following assessment process in the selection of potential successors:

**Step 1:** Candidates do Self-assessments using Personality Tests to identify their strengths, weaknesses, emotional intelligence quotient and attitudes.

**Step 2:** GBC conducts interviews to assess the nominated person's Character, ambition, ministry aspirations and attitude to working with the Convention.

**Step 3:** Shortlisting and confirmation of the 30-50 people selected from among the pool of candidates interviewed.

#### **5.6 Training Modules**

Based on the assessment process, training modules will be developed to address their KSA. Training would be organized internally by IELA or externally in a recognized training institution.

Training must aim at equipping the participants to find the best possible solution in any given situation. Critical and creative thinking must be emphasised at all training sessions.

### **6.0 BUDGET**

The Convention must own the processes associated with the Executive Leadership Succession Management and planning and allocate adequate resources i.e., yearly budgetary provision, to support the development of potential successors in their current and future roles.

Thank you.

**Submitted by:**

#### **IELA CO-ORDINATING TEAM**

1. Mrs. Florence Hutchful
2. Rev. Peter Acquah
3. Deacon Roland Tetteh
4. Mrs. Juliana Gyanwa Adu-Gyamfi (Team Lead)

**APPENDIX 6****PROPOSED MID-GHANA SECTOR ALLOTMENT SYSTEM**

CATEGORIES	Number of Churches	Range of Payment	Average Amount to be allotted	Total Amount
Mega Churches: Above 1,000 adult members.	1	500,000 - 600,000	550,000	550,000
Category A Churches: From 500 - 999 adult members.	11	90,000 - 130,000	100,000	1,100,000
Category B Churches: From 300 - 499 adult members.	16	30,000 - 50,000	35,000	560,000
Category C Churches: From 200 - 299 adult members.	22	8,000 - 15,000	12,000	264,000
Category D Churches: From 100 - 199 adult members.	107	5,000 - 8,000	6,500	695,500
Category E Churches: From 50 - 99 adult members.	155	1,500 - 3,000	2,500	387,500
Category F Churches: From 25 - 49 adult members.	130	500 - 1,000	800	104,000
Category G Churches: From 1 - 24 adult members.	66	300 - 500	400	26,400
Total Number of Churches	508			3,687,400

1. The Convention has utilized a single method of collecting funds from member churches, which has proven ineffective over the years. As a solution to this issue, the Mid-Ghana Sector suggests implementing an allotment system to replace the current subscription-based approach.
2. If the proposed allotment system is accepted, it will encompass all churches and expand the financial reach of the Convention. The allotments will be determined based on each church's financial capability, and a payment window of six months (from January to June) will be provided.
3. Additionally, the allotment system will address the issue of underpayment, where certain pastors and churches contribute a lesser amount than required due to the Convention's lack of knowledge regarding the appropriate payment for each church within a given period. This system will enable the Convention to accurately determine the yearly payment amount for each church.

**APPENDIX 7**  
**CHURCHES BEING ORGANIZED INTO THE CONTINENTAL EUROPE BAPTIST ASSOCIATION OF THE GHANA BAPTIST CONVENTION**

1. Amazing Grace Baptist Church, Hamburg  
Suttnerstrasse 18  
22765 Hamburg
  
2. Berean Baptist Church  
Via Stezzano 18  
24052 Azzano San Paolo  
Bergamo, -- Italy
  
3. Grace Baptist International  
Egoli 1  
Amsterdam Zuid Oost
  
4. King Of Kings Baptist Church  
Postbus 22117  
1100 Cc Amsterdam.  
Nederland.
  
5. Rev Eric Yawson.  
Rhema Baptist Church International  
Rue Ernest Allard 11  
1000 Brussels
  
6. Victory Baptist Church, Belgium  
Afrikalaan 73, 9000 Gent, Belgium

**APPENDIX 8****List of NABA Churches and Ministers In Charge**

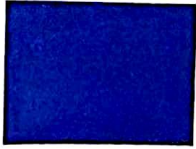
NO	CHURCH	ADDRESS	PASTOR/LEADER	CONTACT
1	ABUNDANT LIFE BAPTIST CHURCH	4283 PARK AVENUE, BRONX, NEW YORK  10457.  81 METROPOLITAN OVAL APT. 4A BRONX, NEW YORK 10462	REV. NANA OPOKU  <i>SPOUSE</i>  MRS EVELYN OPOKU	TEL: 718-715-6318.  718-931-8445  EMAIL <a href="mailto:revnanaopoku@yahoo.com">revnanaopoku@yahoo.com</a> <a href="mailto:alifechurch@yahoo.com">alifechurch@yahoo.com</a>
2	SOLID ROCK BAPTIST CHURCH	9635 MONTVIEW BLVD AURORA CO. 80010	DEC. KYEI BAFFOUR  <i>SPOUSE:</i>  JEMIMA BAFFOUR	TEL: 720-262-6201  EMAIL: <a href="mailto:kbffour@msn.com">kbffour@msn.com</a>
3	WORD AND SPIRIT BAPTIST CHURCH	5649L GENERAL WASHINGTON DRIVE, ALEXANDRIA, VA. 22312	REV MATTHEW AMISSAH  <i>SPOUSE</i>  MRS EMMA AMISSAH	TEL: 703-346-0896  EMAIL: <a href="mailto:matamissah55@yahoo.com">matamissah55@yahoo.com</a> <a href="mailto:wordand.spirit@yahoo.com">wordand.spirit@yahoo.com</a>
4	ALL NATIONS BAPTIST CHURCH	4105 WESTERVILLE ROAD COLUMBUS, OH. 43224	REV PATRICK AMO AMOAH  <i>SPOUSE</i>  MRS FLORENCE AMO AMOAH	TEL: 614-446-8804  EMAIL: <a href="mailto:kwasiamo@gmail.com">kwasiamo@gmail.com</a> <a href="mailto:revpamoah@outlook.com">revpamoah@outlook.com</a>
5	NEW CREATION BAPTIST CHURCH	5 RAYMOND STREET  MILLBURY, MA 01527	REV JOHN BIO ASANTE  <i>SPOUSE</i>	TEL: 774-253-7303  EMAIL <a href="mailto:kasantebio@gmail.com">kasantebio@gmail.com</a>

			MRS SUSSANA BIO-NYARKO	
6	UNITED FAITH BAPTIST CHURCH	475 BURNCOAT STREET WORCESTER, MA. 01606	REV SAMUEL ANTWI  <i>SPOUSE</i>  MRS JULIET ANTWI	TEL:413-231-2747  EMAIL:  <a href="mailto:pastor.sam98@yahoo.com">pastor.sam98@yahoo.com</a>  <a href="mailto:unitedfaithbc9@gmail.com">unitedfaithbc9@gmail.com</a>
7	CALVARY BAPTIST INTERNATIONAL	209 W. ROMEO ROAD ROMEDEVILLE, IL 60446	REV ERIC AIDOO  <i>SPOUSE</i>  MRS LINDA AIDOO	TEL:630-863-8494  EMAIL: <a href="mailto:nbcasaidoo@gmail.com">nbcasaidoo@gmail.com</a>
8	BELIEVERS BAPTIST CHURCH	6805 CHURCH STREET RIVERDALE GA 30274	REV FRANK ABABIO  <i>SPOUSE</i>  HELEN ABABIO	TEL:678-497-5348  EMAIL: <a href="mailto:Frankababio1@gmail.com">Frankababio1@gmail.com</a>
9	PEACE BAPTIST CHURCH	5024 CAMPBELL BLVD SUITE O, NOTTINGHAM, MD. 21236	DEC. HENRY DEBRAH  <i>SPOUSE</i>  MRS AUGUSTINA AMOAH	TEL:443-858-8074  EMAIL: <a href="mailto:Hdebrah@gmail.com">Hdebrah@gmail.com</a>  <a href="mailto:Baltimorepeacebaptist@gmail.com">Baltimorepeacebaptist@gmail.com</a>
10	AMAZING GRACE BAPTIST CHURCH	6282 LAWRENCEVILLE HWY, TUCKER GA 30084	REV WIAFE AKENTENG  <i>SPOUSE</i>  MRS THERESA WIAFE AKENTEN	TEL:678-760-1329  EMAIL: <a href="mailto:akentengk@gmail.com">akentengk@gmail.com</a>  <a href="mailto:collinsagyeman@gmail.com">collinsagyeman@gmail.com</a>  <a href="mailto:agbcatlanta@gmail.com">agbcatlanta@gmail.com</a>



11	BAPTIST INTERNATIONAL WORSHIP CENTER	139 DEVON ROAD UNIT#2  BRAMPTON, ONTARIO L6T 5P8, CANADA	REV ADDAE SMITH  <i>SPOUSE</i>  EVELYN ADDAE SMITH	TEL:(647) 532-3868  EMAIL:  <a href="mailto:biwcb Brampton@gmail.com">biwcb Brampton@gmail.com</a>
12	WORD OF LIFE BAPTIST CHURCH	7049 SOUTH SWEETWATER ROAD, LITHIA SPRINGS, GA 30122	REV CHARLES OWUSU  <i>SPOUSE</i>  MRS VALENTINA OWUSU	TEL: 917-399-4322  EMAIL:  <a href="mailto:wolbcls@gmail.com">wolbcls@gmail.com</a>  <a href="mailto:pastor@wordoflifebaptist.org">pastor@wordoflifebaptist.org</a>
13	INTERNATIONAL BAPTIST MINISTRIES	3924 ANDRE AVE. GILBERT, AZ 85298	REV YAW BEDIAKO POKU  <i>SPOUSE</i>  DR VIDALIA BUTLER POKU	TEL: 480-250-7412  EMAIL:  <a href="mailto:bedpoku@gmail.com">bedpoku@gmail.com</a>
14	REVIVAL BAPTIST MINISTRIES INTERNATIONAL CHURCH	8174 RICHMOND HWY ALEXANDRIA VA. 22309	REV ISAAC THEOPHILUS ARTHUR  <i>SPOUSE</i>  MRS JULIET ARTHUR	TEL:703-944-3057  EMAIL:  <a href="mailto:theogospel2003@gmail.com">theogospel2003@gmail.com</a>
15	ROYAL MISSIONARY BAPTIST CHURCH	8631 ENGLESIDE OFFICE PARK  RICHMOND HWY. ALEXANDRIA VA. 22309	REV PHILIP OHENEBA AMOFAH  <i>SPOUSE</i>  COMFORT OHENEBA AMOFAH	TEL: 703-981-2923  EMAIL:  <a href="mailto:amofahphilip@gmail.com">amofahphilip@gmail.com</a>
16	LIFEWAY BAPTIST CHURCH INT.	285 CENTRAL STREET STE.#108-109, LEOMINSTER, MA 01453	REV SETH OPOKU  <i>SPOUSE</i>	TEL: 508-667-0669  EMAIL

			MRS DORIS OPOKU	<a href="mailto:papasetho@gmail.com">papasetho@gmail.com</a> nhyirabapoku@gmail.com
17	PRAISE COMMUNITY BAPTIST CHURCH	12525 FONDREN ROAD SUITE G HOUSTON, TX 77035	REV KENNEDY ASANTE BERKO  <i>SPOUSE</i>  MRS DORIS ASANTE BERKO	TEL: 832-488-0233  EMAIL:  <a href="mailto:knthasante@yahoo.com">knthasante@yahoo.com</a>



# GHANA BAPTIST CONVENTION

27<sup>th</sup> July 2023

**TO ALL MEMBER CHURCHES  
GHANA BAPTIST CONVENTION**

Dear Beloved in Christ,

## **PROPOSED AMENDMENTS TO THE CONSTITUTION OF THE GHANA BAPTIST CONVENTION**

Grace and peace to you in the name of our Lord and Saviour Jesus Christ!

The Presidency of the Ghana Baptist Convention is proposing some amendments to the constitution of the Convention which it believes would bring clarity and enhance the governance system of the Convention.

These amendments will be tabled at the 60<sup>th</sup> Annual Session scheduled for the 22-26 August 2023 at the Baptist Women's Retreat Centre, Ejura. By Article 29 (3), we have herewith attached a copy of the proposed amendment document for your consideration.

We earnestly request that you take the time to study the proposed amendments thoroughly and prayerfully with your congregation. Your valuable input would be considered during the Annual Session.

Thank you for your prayerful consideration.

Yours in His Service,

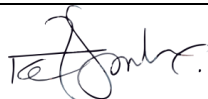
**Rev Tetteh-Annor Larbi**

**Director-General (Finance & Administration)**

## APPENDIX 6

### PROPOSED AMENDMENTS TO CONSTITUTION OF GBC

SECTION	PROPOSED REVIEW	JUSTIFICATION	SUPPORTING CHURCHES
members of the Executive of the Convention, to wit the Executive President, the Vice President, and the Director General, as well as the Directors of Departments, Heads of institutions, Sector Heads and Association Heads to vote during Annual Sessions.	<b>The Presidency wishes to propose that a voting right be granted to these persons).</b>	The persons mentioned in this proposal are the day- to-day implementers of the strategic decisions of the Annual Session. They have an experiential understanding of the implications of decisions and their implementation. They should therefore have a say in the decisions that determine their work.	<ol style="list-style-type: none"> <li>1. Bethel Baptist Church Dansoman</li> <li>2. Redemption Baptist Church, Cape Coast</li> <li>3. First Baptist Church Tamale</li> <li>4. Northgate Baptist Church, Winneba</li> <li>5. Messiah Baptist Church, Israel</li> </ol>
2. The Executive officer of the Convention responsible for Finance and Administration has been designated as DIRECTOR GENERAL (Finance and Administration).	<b>The title for the officer should be changed to EXECUTIVE DIRECTOR.</b>	DIRECTOR GENERAL gives the impression of an officer who is at par or above the President.	<ol style="list-style-type: none"> <li>1. Redemption Baptist Church</li> <li>2. First Baptist Church Tamale</li> <li>3. Newlife Community Baptist church</li> <li>4. First Baptist Church Dunkwa</li> <li>5. Messiah Baptist Church, Israel</li> </ol>
3. There is a requirement that the Director General be a Minister of the Convention	<b>The ministerial qualification required of future such officers should be deleted.</b>	It is difficult to have Ministers who will also meet the requirements of ministry as well as the Human Resource and Finance.	<ol style="list-style-type: none"> <li>1. Redemption Baptist Church</li> <li>2. First Baptist Church Tamale</li> <li>3. Newlife Community Baptist church</li> <li>4. First Baptist Church Dunkwa</li> <li>5. Messiah Baptist Church, Israel</li> </ol>
4. Article 17 (1) (c) requires that Sector Heads shall report to the President.	<b>Sector Heads shall report to the Vice President and the Director General (Executive Director) accordingly.</b>	<ol style="list-style-type: none"> <li>1. The traffic to the President will be overwhelming.</li> <li>2. There will be an administrative gap, excluding the Vice President and the Director General (Executive Director) from the flow of information.</li> </ol>	<ol style="list-style-type: none"> <li>1. Redemption Baptist Church</li> <li>2. First Baptist Church Tamale</li> <li>3. Newlife Community Baptist church</li> <li>4. Northgate Baptist Church, Winneba</li> <li>5. First Baptist Church Dunkwa</li> <li>6. Messiah Baptist Church, Israel</li> </ol>
5. Article 17 (1) (b)The composition of the Sector Committee is made up of only Association Heads.	<b>The Sector Committee should, in addition to the Association Heads, include Sector Coordinators of Auxiliaries, Chair of the Ministers' Fellowship and the Sector Chair of the Association of Baptist Deacons.</b>	This arrangement will make for easier processing of information and the implementation of decisions.	<ol style="list-style-type: none"> <li>1. Bethel Baptist Church Dansoman</li> <li>2. First Baptist Church Tamale</li> <li>3. Newlife Community Baptist church</li> <li>4. First Baptist Church Dunkwa</li> <li>5. Northgate Baptist Church, Winneba</li> <li>6. Messiah Baptist Church, Israel</li> </ol>



**For: Rev Tetteh-Annor Larbi (DG (F&A))**

**On behalf of the Presidency**

# PROPOSAL APPROVAL SHEET

PLEASE FILL AND RETURN THIS PAGE TO ANY OF THE FOLLOWING BY JUNE 30, 2023:

- GHANA BAPTIST CONVENTION  
P. O. BOX AN19909,  
ACCRA-NORTH

E-mail: [info@gbconvention.com](mailto:info@gbconvention.com)

- OR DELIVER DIRECTLY TO: THE DIRECTOR GENERAL  
GHANA BAPTIST CONVENTION  
NO. 11 YIYIWA STREET  
ABELENKPE, ACCRA

## PROPOSAL FOR AMENDMENT OF THE 2013 CONSTITUTION OF THE GHANA BAPTIST CONVENTION BY THE PRESIDENCY

We the undersigned, having presented the Proposals from the Presidency to our congregation, having discussed the issues presented, do affirm that the congregation has voted in favour of the following proposed reviews of the Constitution of the Ghana Baptist Convention:

PROPOSED REVIEW NUMBER	TICK AS SUPPORTED BY CHURCH
1.	In agreement
2.	We suggest the new designation be: Director, Finance and Administration. The position remains non-voted.
3.	In agreement. However, there should be a clearly stated caveat that he/she shall not have general oversight over the Convention in the absence of the Executive President and the Vice. We suggest that the third person in the hierarchy must be the President of the Ministers' Conference
4.	In agreement
5.	Not in agreement. We suggest that only Sector Heads and Association Heads constitute the Sector Committee. Reason 1: Heavy financial burden on the Convention with regard to sitting allowances and T&T refunds. Reason 2: We think Association Heads should be able to effectively disseminate information and decisions taken at Sector Meetings to Heads of auxiliaries and Bodies of Deacons. Reason 3: Association and Sector Heads are full-time and paid positions and our structures must work.


NAME OF CHURCH: REDEMPTION BAPTIST CHURCH, CAPE COAST

SECTOR: SOUTH-WEST

ASSOCIATION: CAPE COAST


NAME OF SIGNATORY: ISAAC MILLS-OWOO, REV. DR.

POSITION OF SIGNATORY: PASTOR

SIGNATURE:  DATE:


NAME OF SIGNATORY: LINDA NAA DZAMA FORDE, PROF.

POSITION OF SIGNATORY: CHAIR OF BODY OF DEACONS

SIGNATURE:  DATE:

NAME OF SIGNATORY: JOSEPHINE ARTHUR-NORMAN, MRS.

POSITION OF SIGNATORY: CHURCH SECRETARY

SIGNATURE:  DATE:

UPDATED PROPOSAL APPROVAL SHEET

mensah.matilda@yahoo.com | MON JUL 17 6:09 PM | < 1 min read



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GHANA BAPTIST CONVENTION

NO. 11 YITIWA STREET ABELEKPE, ACCRA

PROPOSAL FOR AMENDMENT OF THE 2013 CONSTITUTION OF THE GHANA BAPTIST CONVENTION BY THE PRESIDENCY

We the undersigned, having presented the Proposals from the Presidency to our congregation, having discussed the Issues presented, do affirm that the congregation has voted in favour of the following proposed reviews of the Constitution of the Ghana Baptist Convention:

PROPOSED REVIEW NUMBER	TICK AS SUPPORTED BY CHURCH
1.	<input checked="" type="checkbox"/>
2.	NEUTRAL
3.	<input checked="" type="checkbox"/>
4.	<input checked="" type="checkbox"/>
5.	<input checked="" type="checkbox"/>

NAME OF CHURCH: NORTHGATE BAPTIST CHURCH

SECTOR: SOUTH WEST

ASSOCIATION: WINNEBKA

NAME OF SIGNATORY: REV JAMES FENN WALKER

POSITION OF SIGNATORY: PASTOR

SIGNATURE: [Signature] DATE: 9/7/2022

NAME OF SIGNATORY: DR CHRISTOPHER Y. AKWAA-MENSAH

POSITION OF SIGNATORY: CHAIR OF BODY OF DEACONS

SIGNATURE: [Signature] DATE: 9/7/2022

NAME OF SIGNATORY: REV JAMES FENN WALKER

POSITION OF SIGNATORY: PASTOR

SIGNATURE: [Signature] DATE: 9/7/2022

NAME OF SIGNATORY: DR CHRISTOPHER Y. AKWAA-MENSAH

POSITION OF SIGNATORY: CHAIR OF BODY OF DEACONS

SIGNATURE: [Signature] DATE: 9/7/2022

NAME OF SIGNATORY: MISS MATILDA ARKO MENSAH

POSITION OF SIGNATORY: CHURCH SECRETARY

SIGNATURE: [Signature] DATE: 9-07-2023

# PROPOSAL APPROVAL SHEET

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ABELENKPE, ACCRA



PROPOSAL FOR AMENDMENT OF THE 2013 CONSTITUTION OF THE GHANA BAPTIST CONVENTION BY THE PRESIDENCY

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PROPOSED REVIEW NUMBER	TICK AS SUPPORTED BY CHURCH
1.	NO X
2.	Yes ✓
3.	Yes ✓
4.	Yes ✓
5.	Yes ✓

NAME OF CHURCH: FIRST BAPTIST CHURCH DUNKWA  
SECTOR: SOUTH-WEST GHANA SECTOR  
ASSOCIATION: HOPE ASSOCIATION

NAME OF SIGNATORY: REV. PATRICK OMENIAKO NYAMPONG

POSITION OF SIGNATORY: PASTOR

SIGNATURE:  DATE: 15<sup>TH</sup> JULY, 2023

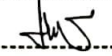
NAME OF SIGNATORY: DEC. AMANKWAH GILBERT

POSITION OF SIGNATORY: CHAIR OF BODY OF DEACONS

SIGNATURE:  DATE: 15<sup>TH</sup> JULY, 2023

NAME OF SIGNATORY: DEC. ERIC NTIM

POSITION OF SIGNATORY: CHURCH SECRETARY

SIGNATURE:  DATE: 15<sup>TH</sup> JULY, 2023

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PROPOSED REVIEW NUMBER	TICK AS SUPPORTED BY CHURCH
1.	✓
2.	✓
3.	✓
4.	✓
5.	✓

NAME OF CHURCH: FIRST BAPTIST CHURCH TAMALE  
 SECTOR: NORTHERN SECTOR  
 ASSOCIATION: TAHIMA BAPTIST ASSOCIATION

NAME OF SIGNATORY: REV RUFUS PAUL M. KALEEM  
 POSITION OF SIGNATORY: PASTOR  
 SIGNATURE:  DATE: 07/07/2023

NAME OF SIGNATORY: Alhassan Ayishetu  
 POSITION OF SIGNATORY: CHAIR OF BODY OF DEACONS  
 SIGNATURE:  DATE: 07/07/2023

NAME OF SIGNATORY: Dr. PETER T. BIRTEEB  
 POSITION OF SIGNATORY: CHURCH SECRETARY  
 SIGNATURE:  DATE: 07/07/2023



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PROPOSED REVIEW NUMBER	TICK AS SUPPORTED BY CHURCH
1.	NO
2.	YES
3.	YES
4.	YES
5.	YES

NAME OF CHURCH: NEW LIFE COMMUNITY BAPTIST CHURCH  
 SECTOR: NORTHERN  
 ASSOCIATION: TAMALE

NAME OF SIGNATORY: REV. ELIJAH BABA YAKUBU <sup>3</sup>  
 POSITION OF SIGNATORY: PASTOR  
 SIGNATURE: [Signature] DATE: 18/6/2023

NAME OF SIGNATORY: Deacon Sinfim Aboogyo  
 POSITION OF SIGNATORY: CHAIR OF BODY OF DEACONS  
 SIGNATURE: [Signature] DATE: 18/6/2023

NAME OF SIGNATORY: David Billa  
 POSITION OF SIGNATORY: CHURCH SECRETARY  
 SIGNATURE: [Signature] DATE: 18/6/2023

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PROPOSED REVIEW NUMBER	TICK AS SUPPORTED BY CHURCH
1.	✓
2.	X
3.	X
4.	✓
5.	✓

NAME OF CHURCH: BETHEL BAPTIST CHURCH  
SECTOR: SOUTH EAST GHANA SECTOR  
ASSOCIATION: ACCRA SOUTH

NAME OF SIGNATORY:

POSITION OF SIGNATORY: PASTOR

SIGNATURE: 

DATE: 25/06/2023

NAME OF SIGNATORY:

POSITION OF SIGNATORY: CHAIR OF BODY OF DEACONS

SIGNATURE: 

DATE: 25/06/2023

NAME OF SIGNATORY:

POSITION OF SIGNATORY: CHURCH SECRETARY

SIGNATURE: 

DATE: 25/06/2023

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PROPOSED REVIEW NUMBER	TICK AS SUPPORTED BY CHURCH
1.	✓
2.	✓
3.	✓
4.	✓
5.	✓

NAME OF CHURCH: MESSIAH BAPTIST CHURCH, ISRAEL

SECTOR: SOUTH EAST

ASSOCIATION: ACCRA NORTH BAPTIST ASSOCIATION

NAME OF SIGNATORY: REV. AARON BEN HANSON

POSITION OF SIGNATORY: PASTOR

SIGNATURE:  DATE: 16TH JULY 2023

NAME OF SIGNATORY: DEACON HECTOR HARVEY

POSITION OF SIGNATORY: CHAIR OF BODY OF DEACONS

SIGNATURE:  DATE: 16TH JULY 2023

NAME OF SIGNATORY: RAPHAEL ADUBILLA

POSITION OF SIGNATORY: CHURCH SECRETARY

SIGNATURE:  DATE: 16TH JULY 2023

# BAPTIST FAMILY PORTRAIT



## Baptist House ( Headquarters )

Ghana Baptist Convention  
2 Yiyiwa Drive  
Abelemkpe  
Ghana  
Telephone: +233 (0)30 276 9417  
**GA-123-8174**



## Information

Ghana Baptist Convention  
P. O. Box AN 19909  
Accra - North  
West Africa - Ghana  
[www.gbconvention.com](http://www.gbconvention.com)  
[info@gbconvention.com](mailto:info@gbconvention.com)



## Digital Annual Report



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