



GHANA BAPTIST COVENTION

2024

STATE OF CONVENTION

REPORT

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1

INTRODUCTION



STATE OF THE CONVENTION REPORT TO THE 61ST ANNUAL SESSION (27TH -31ST AUGUST 2024)

1. INTRODUCTION

- a. All too soon another year has ended, and we are here to celebrate the goodness of God in sustaining us and advancing His work in our hands.
- b. We are grateful now as always to all those who make the wheel of the Convention to grind. We want to say thank you 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.
- 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 2023 to June 2024. It follows the vision of the Convention 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 State of the Convention Report speaks to the actions that have been taken to fulfil the Resolutions of the last Annual Session, and then addresses action during the year under the report to realise the Strategic Objectives of the Ten-Year Strategic Plan as follows:
 - i. Evangelism and Missions
 - ii. Visibility and Positive Public Image of the Convention
 - iii. Enhancing Cooperative Autonomy and Local Ownership of the Convention by Member Churches
 - iv. Increasing the Financial Base and Economic Status of the Convention.
 - v. Human Resource Development (staff, Ministers, and greater participation of lay professionals within the Churches)
 - vi. Improving the General Conditions of Service of Ministers (Supporting Pastors in rural and deprived areas and retirement benefits for Ministers)
 - vii. Deepening the Spiritual Base of the Convention.
 - viii. Socio-economic Development Programmes
 - ix. Implementation of Educational Programmes

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ACTION ON RESOLUTIONS



2. ACTION ON RESOLUTIONS OF THE 60TH ANNUAL SESSION (2023) OF THE GHANA BAPTIST CONVENTION HELD FROM THE 22ND – 26TH AUGUST 2023 AT THE BAPTIST WOMEN'S RETREAT CENTRE, EJURA - ASHANTI

• RESOLUTION 1

That the guidelines on doctrinal aberrations on the operations of the under-listed charismatic gifts as presented by the Ministers' Conference be adopted as the denominational position of the Ghana Baptist Convention. A. Use of the Anointing oil B. Tongues Speaking C. Praying against one's enemies D. Clapping of hands during prayer.

We observe that the guidelines on tongue speaking as regulated by the document are not being adhered to by church leaders. All should make an effort to comply with what we have agreed to abide by.

• RESOLUTION 2.

That the succession management and planning framework for leadership development within the Ghana Baptist Convention (GBC) and its institutions and organs produced by the GBC Secretariat in collaboration with the Institute of Emerging Leaders Africa (IELA) be adopted for implementation by the Convention Secretariat taking into consideration suggestions from delegates at the 60th Annual Session of the GBC.

- *Following the input of the 60th Annual Session, the interaction of the Executive with the Conference Executive, the input of the Conference Committee on the Succession document, and the input of the 61st Annual Ministers' Refresher Course and Business Session (2024), the document is ready for implementation.*
- *The responsibility of the development of ministerial and management capabilities of Ministers is the preserve of the Ministers' Conference (Constitution of the Ghana Baptist Convention, Article 24).*
 - *The Presidency has therefore charged the Ministers' Conference to proceed with the implementation of Resolution 2 (2023).*
 - *The Conference will update the Session on progress made.*

• RESOLUTION 3.

That the Continuous Professional Development for Ministers of the GBC facilitated by IELA be considered by the Presidency of the GBC and the Executives of the Ministers' Conference for a way forward to be determined accordingly.

Conference Position on IELA

The major controversy on IELA has been the fact that IELA training had been tied to Ministerial Admissions to the point that, when a candidate fails to attend the IELA training, that candidate forfeited the admission for that particular year. Resolution

3 of the 60th Annual Session, also mandated the Presidency of GBC and the Conference to determine the way forward.

In a meeting of the Conference EC and Fellowship Chairpersons held in Kumasi in December 2023 and in consultation with the Presidency of the Ghana Baptist Convention, we have resolved as follows:

- *That IELA as an institution has been very instrumental in training and building the capacities of our Ministers,*
 - *Meanwhile, the GBC Constitution and the Church Guide mandate the Ministers' Conference to be the body responsible for the management and training of our Ministers,*
 - *Therefore, IELA training as from this year will not be tied to Ministerial Admissions, rather the Conference shall determine, the topic, place, time and fees for the training of our Ministers,*
 - *That, the Conference may call on any individual or institution such as IELA to provide the necessary training for her Ministers,*
 - *That, the EC shall come up with requisite training needs for Ministers which may happen in either Sectors, Associations or Fellowships throughout the year.*
- **RESOLUTION 4.**
That the cloth for the 60th anniversary celebration be adopted as an additional national cloth of the Convention beyond the 60th anniversary celebration to be used by all GBC churches for all church related events deemed fit. The design of the cloth is subject to periodic changes by the Convention Secretariat.
- Done*
- **RESOLUTION 5.**
That, like the 60th anniversary Bible quiz, such a quiz programme shall be run annually from the local level to the national level.
- Done.*
- **RESOLUTION 6.**
That, the GBC Presidency shall present the annual Convention theme in good time, and that local churches may contextualize these themes to address their local situations.
- The Convention's annual theme is out-doored with the Annual Session each year (last week of August). Ministers should therefore consider it for adaptation to suit their local situations.*
- **RESOLUTION 7.**
That the Ministers' Conference mandatorily requires Ministers who are a minimum of five years to retirement, in consultation with their church leadership (Deacons and Church Council) to submit evidence of a succession plan for their

replacement. This should form a part of the ministerial license renewal of exiting Ministers.

- **RESOLUTION 8.**

Also, that, the Ministers' Conference should develop a basic succession planning template to guide all member churches of the Convention.

This has been provided and shared with the ministers through the 61st Retreat, Business And Refresher Course.

- **RESOLUTION 9.**

That, having regard to the presentation on the church statistics and the related discussions and recommendations, the Presidency of the GBC, as part of its revised strategic plan, develops a comprehensive evangelism, missions and discipleship strategy for the accelerated and steady growth of the Convention.

An extensive work has been done on this, and findings will be implemented through the Evangelism and Missions Department. Training and consultation with various constituencies will be done when necessary.

- **RESOLUTION 10**

That the Presidency of the GBC commissions a team of professionals working in collaboration with the Estate Department of the Convention Secretariat and the project team to mobilize funds and resources for the redevelopment of the Baptist Women's Retreat Centre at Ejura (with immediate priority for the newly designed Juliana Adu-Gyamfi block).

- *A team has been formed.*
- *An update on prospects will be given as part of the State of the Convention Report.*

- **RESOLUTION 11**

That, in view of the closure of SBN TV, the collection of 1% of tithes and offerings from GBC local churches be curtailed.

Done.

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3

STRATEGIC OBJECTIVES REPORT

3.1

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 planted new churches all over the country, especially in unreached areas and mission fields

3. STRATEGIC OBJECTIVES REPORT

3.1. EVANGELISM AND MISSION

a) Church planting

Mid-Ghana Sector Church Planting

During the review period, the Mid-Ghana Sector successfully planted seven (7) new churches. The Golden Gate Association led the way by planting four churches, while the Kumasi South East Association planted two, and the Sunyani Association planted one.

Association	New Church	Mother Church
Golden Gate	Bethel Baptist Church, Truba (Buokrom)	Bethel Baptist Church, Airport Roundabout
Golden Gate	First Baptist Church, Yeji	Mid-Ghana Sector
Golden Gate	Grace Baptist, Atebubu	Grace Baptist Church, Santasi and Sector
Golden Gate	New Creation, Asonomaso	New Creation Baptist Church, Fawode
Kumasi South East	Grace Baptist, Ejisu Jamasi	Grace Baptist Church, Amakom
Kumasi South East	Victory Baptist Church, Ejisu Achinakrom	Victory, Ayigya
Sunyani	Glorious Baptist Church, Baakoniaba	Sunyani Zone

The Yeji Church was established with support from the KNUST Student Holiday Outreach Programme (SHOP). Pastor Bernard Adjei has been entrusted with the responsibility of overseeing the affairs of the church, ensuring its growth and well-being.

Baptist Vocational Technical Institute

BVTI successfully launched a new campus-based church dedicated to discipleship. Regular worship services were initiated, and student leaders were trained to conduct church services and Sunday school lessons, to help build a strong spiritual community on campus.

b) Church revitalization

Mid-Ghana Sector:

- The WMU of the Bethel Association organized all-night programmes to revitalize Faith-Way Baptist Adjakaa Manso, Grace Baptist Church Ayiem, and Peace Baptist Church, Kwaku Boah in the Bekwai Zone.

South West Ghana Sector Support for weak churches

- Ebenezer Baptist Church at Abesewa Gyamang received GH¢4,000.00 to purchase cement.
- Mount Zion Baptist at Dominase was given GH¢4,000.00 for roofing their church building.
- First Baptist Church at Meredane received GH¢1,350.00 to purchase football and jerseys for sports evangelism.
- Mankoadze Baptist Church in the Winneba Association received GH¢5,000.00 for their church building project.
- Grace Baptist Church, Ahwir Nkwanta started their new church building with materials from Ghana Water and Sewage Company.
- The Sector Office purchased and distributed 120 plastic to the six Associations in the Sector to support churches planted last year.
- The WMU in the Sector revitalized the Calvary Baptist Church at Daboasi through their evangelism and fellowship activities.
- In May 2024, the WMU collaborated with the Swedru Association to revamp Calvary Baptist Church at Agona Fawomanye. Following evangelism and follow-up on absentee members, worship service attendance increased significantly.

c) Evangelism and outreach

- The Cape Coast WMU members participated in house-to-house evangelism to win souls for Abundant Grace Baptist Church
- The WMU National committed to winning 40 souls per Association by the end of December 2024, distributing over 4,000 evangelism tracts to facilitate witnessing. They aimed to increase WMU membership by 10% across all Associations, achieving 50% of this goal so far.
- In April 2024, the WMU completed an evangelistic mission in the Swedru Association, winning twelve souls for Christ.
- Members from five Associations in Kumasi Metro joined the Mid-Ghana Sector evangelism team in Atebubu, leading to the planting of a new church and winning eleven souls for Christ.
- The WMU shared the Gospel with 506 people in May 2024, resulting in 146 conversions and 17 new attendees at First Baptist Church, Yeji. They also donated fifty chairs and a pulpit to the Yeji church and Grace Baptist Church, Atebubu which comprised of 30 adult chairs and 20 children chairs.
- The Girls Auxiliary organised an evangelistic placards campaign in Ejura Township during their GA camp meeting.
- The Baptist Men's Ministry (BMM) collaborated with the National Christian Forum to celebrate Christian Men's Week from November 11-18, 2023, culminating in an evangelistic outreach in Accra and Tema.
- On May 20, 2024, the BMM conducted sports evangelism during their 29th Annual Congress in Ejura, engaging the community through football, Ludo, table tennis, volleyball, and draught. Thirty-seven

people accepted Christ and were handed over to Gospel Baptist Church at Ejura.

- Efforts were made by the Youth Ministry to strengthen the Junior National Union of Baptist Students (JNUBS) on the campuses of second-cycle institutions, particularly PRESEC, Legon and Tema Secondary School.
- A committee for the Soccer Missions project has started feasibility studies. The Youth Ministry is collaborating with the Director of Evangelism and Missions to ensure a successful launch in the coming year.
- A committee for the Soccer Missions project has started feasibility studies. The Youth Ministry is collaborating with the Director of Missions and Evangelism to ensure a successful launch in the coming year.
- Accra North and South Associations made 700 contacts during their outreach, resulting in 352 conversions.
- The Accra North Baptist Association has created the Amasaman Zone out of the St. John's Zone to enhance fellowship and outreach.

d) Adoption of an Independent Church

During this period, the "Flames of Fire Ministry" at Nkawkaw decided to join the Ghana Baptist Convention. The Kwahu Zonal Head and the Association Head facilitated their membership process. The church is now known as "Flames of Love Baptist Church." The Mid-Ghana Sector will submit the Church to this Annual Session to affirm its membership to the Convention.

e) Cine Ministry

The Northern Ghana Sector received two brand new cinema vans, one for the Yendi Mission Area and the other for the Navrongo Mission Area, to enhance outreach efforts.

f) Church Statistics

Many of our churches did not adhere to the recommendation to consistently keep records and assist the Evangelism and Missions Department in updating church data regularly. The compilation of this data is still in progress and will be provided in a circular to the churches.

Mid-Ghana Sector Church Data

- The data compiled in 2023 reveals some minor errors and omissions.
- Although the actual membership figures are still pending due to challenges in data collection, the number of churches in the Sector has been verified.
- Seven new churches were planted during the period with one church adopted. In the 2023 data, six were omitted. This brings the total to fourteen additional churches.

- The total number of churches in the Sector now stands at 522 churches.
- However, the Bethel Baptist Association lost Liberty Baptist at Ashiam, reducing the total number of churches in the Association from forty-one to forty.
- *The breakdown is as follows:*

Association	2023 Data	2024 Data
Adansi Association	34	34
Adom Association	36	36
Bethel Association	41	40
Golden Gate Association	52	55
Kumasi Southwest Association	65	66
Kumasi Southeast Association	60	64
Kumasi North Association	79	79
Kumasi West Association	86	87
Sunyani Association	55	60
Total	508	521

g) Shelter For Worship (please see Appendix 2 for additional examples of Shelter for Worship needs)

- We received a generous donation of GHS200,000.00 (two hundred thousand Ghana Cedis) from the Trinity Baptist Church (Oasis House) as an initial tranche of their promised support for the Shelter for Worship project. We are grateful for their contribution and look forward to more support in the future.
- The first completed Shelter for Worship projects within the Northern Ghana Sector were dedicated and commissioned on 02/06/2024. The dedication ceremony was led by the Executive President of the Ghana Baptist Convention, Rev. Enoch Nii Narh Thompson, supported by Northern Ghana Sector Head Rev. Barnabas Isaiah Napari, Legal and Estate Officer Rev. Felix Sarpong, Bolga Association Head Rev. Thomas Abukari, Rev. Simon Saah of Trinity Baptist Church, Rev. Leo Owusu Afriyie, and Rev. Richard Kyebambo, the Missionary for the Navrongo Missions field.
- Kumasi South West, Kumasi West and Adansi Baptist Associations have supported churches in their building project.
 - *Financial Support for Building Projects:*
 1. Victory Baptist, Kobeng – GHC 5,000 for roofing
 2. Saviour Baptist, Amankya – GHC 5,000 for roofing
 3. New Life Baptist, Kotei Deduako – GHC 25,000 for land purchase
 4. Acts Charismatic Baptist, Kwamo – GHC 3,000 for building project

5. Seven ministers from Kumasi West, Kumasi Southwest, and Adansi Baptist Associations received financial assistance.
- *Cement Distribution to Churches: A total of 423 bags of cement were distributed to 16 churches:*
 1. Redemption Atonsu Kuwait – 10 bags
 2. Aseda Adagya – 10 bags
 3. Mount Olivet – 30 bags
 4. Love Daban Payin – 20 bags
 5. Broken Yoke Abuotem – 10 bags
 6. Kingdom Sewua – 10 bags
 7. Praise Atonsu – 10 bags
 8. CCBC – 30 bags
 9. Ascension – 30 bags
 10. El-Shaddai – 20 bags
 11. Lighthouse Ayeduase – 20 bags
 12. Fountain Gate Bebu – 100 bags
 13. Amazing Grace Aboabo Kesse – 50 bags
 14. Emmanuel Abakomadi – 50 bags
 15. Joy Fankyenebra – 30 bags
 16. New Hope Ahenema Kokoben – 20 bags
 - Golden Gate Association also assisted Solid Rock Baptist Church in securing a permanent place of worship for the church. Also, sixty-five bags of cement were distributed to the following churches: Faith Community Baptist Church, Taabuom -10 bags, Faith Community Baptist Church, Frafra -10 bags, Anointing Baptist Church -15 bags, Faith Community Baptist Church, Adudinsu-10 bags, Faith Community Baptist Church, Aduamoah-10 bags, and Gospel Baptist Church, Ntonso -10 bags.
 - I wish to reiterate part of the 2023 State of the Convention Report: *"It is time to make SHELTER FOR WORSHIP a major part of our mission as a denomination."*
 - The paltry gains made in the Shelter for Worship initiative as evidenced in this report further underline the enormous need to work hard to bridge the gap between church plants and available conducive and Christ-glorifying environments for worship and discipleship. Apart from those instances that we shared last year, we may look at these new examples of the need we seek to address:
 - The NUBS Ministry at the College of Health, Kintampo has been verbally informed by the Director that, starting next semester (September 2024), all denominations will be prohibited from holding worship services in classrooms on Sundays. Additionally,

they face challenges with inadequate musical instruments, which hampers their worship experience.

- The NUBS-UPSA group needs a permanent place of worship, as they are currently using canopies for their Sunday services.
- Emmanuel Baptist Church at Akuma in the Nkoranza Zone conducts its services in a deteriorating classroom. Although the church has acquired a plot of land, it lacks the financial resources to construct a proper building.
- Similarly, Nkwaeso Fountain of Grace and New Life Baptist Church at Nsuta also hold their services in classroom settings.
- Additionally, Emmanuel Baptist Church at Badu, Miracle Baptist Church at Beposo, Hope Baptist at Bonsu, and Holy Ghost Baptist at Wenchi are all small congregations without parent churches, operating out of temporary structures.
- The NUBS Navrongo cases continue to illustrate the ongoing need for improved facilities for worship and ministry activities.

h) Some Needs For Effective Evangelism and Missions

- *Places of Worship for Communities of Faith*

Further details are provided under the Shelter for Worship section.

- *Support for NUBS-Legon*

NUBS-Legon has requested support for a new bus to transport members from various halls to worship services at the Mother Church (Legon Baptist Church). The current bus is frequently breaking down, making it costly to maintain. Additionally, they have asked that churches in Accra encourage their students to participate in the NUBS Worship Ministry during their semester stay on campus.

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3.2

VISIBILITY AND POSITIVE PUBLIC IMAGE 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.

3.2. REBRANDING AND VISIBILITY OF THE CONVENTION

a) Ghana Baptist Convention at 60

The celebration of the 60th Anniversary was a major success. We express our gratitude to individuals, groups, and churches who contributed to the success. Key elements of the celebration included the production of anniversary cloth, quiz contests, social awareness activities, clean-up campaigns, hospital visits, thanksgiving services, and the climax celebrations.

○ *National Thanksgiving*

October 29, 2023, was celebrated in all local churches as the 60th Anniversary Thanksgiving Day, with offerings directed towards the Shelter for Worship agenda. The proceeds were channelled into the Balansa and Kajiliisa projects.

○ *National Quiz Contest*

The National Bible Challenge was organized as part of the 60th Anniversary celebrations. Over 185 churches from across the four sectors participated in the competition. The Challenge consisted of multiple stages, including preliminary rounds, round-of-32, quarterfinals, semifinals, and finals. There were two competitions at each stage, Youth and Children.

Zion Baptist Church, Kotey, of the Mid-Ghana Sector emerged as winners of the Challenge for both the Children and Adult competition. They received a grand prize of GHS 2,000 and a special dinner with the Presidency of our Convention. The second-place church received GHS 1,500, and the third-place GHS 1,000.

○ *Climax Celebrations*

- The climax worship service in Kumasi drew approximately 18,000 attendees, comprising 15,000 adults and 3,000 children. Despite logistical challenges such as an unexpected increase in children's attendees, electrical faults with speakers, and delayed fundraising, the event was largely successful. Challenges were addressed, including a switch in the children's menu and the replacement of damaged speakers.
- The climax celebration featured a dynamic worship time, music, poetry, drama, and fraternal greetings from other denominations, para-church organizations and government Officials. Rev. Dr. Israel Akanji, President of the Nigerian Baptist Convention and the All Africa Baptist Fellowship delivered a powerful sermon. His Royal Majesty Otumfuo Osei Tutu II, the King of Ashanti was represented at the climax worship service.

- The event was live-streamed on Facebook, allowing thousands more to participate virtually. The livestream garnered over 90,000 views.
- The event's preparation and execution involved seven committees: protocol, media/publicity, technical/grounds, music, prayer, secretariat, and fundraising. These committees formed an event planning committee chaired by the Mid-Ghana Sector Head, Rev. Anthony Yaw Badu.
- Internal fund mobilization amounted to GHS 36,300, contributed by various churches and individuals. The expenditure totalled GHS 283,107, covering music and IT, steel trusses, canopies and chairs, media coverage, electrical wiring, venue costs, radio and TV houses, children's ministry, backdrop screen, hotels, food, and drink.
- Observations:
 - The event created opportunities for increased revenue through the sale of anniversary cloth and T-shirts.
 - The event significantly promoted the Ghana Baptist Convention, fostering appreciation for the Baptist faith.
 - The Manso area reported a positive impact, with church members returning due to the float.
 - The Mid-Ghana Sector expressed gratitude for hosting the successful event, considering it a showcase of the Ghana Baptist Convention.

b) Children's Ministry

The Children's Ministry created an official national slogan, watchword, logo, and print paraphernalia to foster unity and national identity among children's ministries in local churches.

The adopted slogan is: "It is better to prepare a child than to repair an adult."

The watchword is: "Be holy; for I am holy." (1 Peter 1:16), reminding children and all ministry stakeholders of God's desire for holiness.



c) Youth Ministry

- *Ejura Beautification Project*

The Youth Ministry started the Main Auditorium Frontage Beautification Project (2023-2025) at the Baptist Women Retreat

Center, Ejura. Phase I was funded primarily by Youth Focus Week.

- *Youth Garments*
The Youth Ministry produced 1,100 pieces of youth cloth, which had been out of stock since 2019. They are encouraged to produce other easy-wear items due to high patronage.

d) Ecumenical Engagements

- A team of ministers attended the Christian Council Ethical Leadership Conference in September 2023.
- Ministers of the Convention participated in ecumenical activities in their localities, giving the Convention a presence among surrounding churches and denominations. Activities included Bible Week pulpit exchanges, mobilization for the passage of the Proper Human Sexuality Bill, and peace education through regional peace councils, particularly in reference to the 2024 elections.
- The President was appointed a member of the Eminent Persons' Group of the Christian Council of Ghana on July 4, 2024, focusing on peace efforts before, during, and after the 2024 elections.
- The Executive President of the Convention was elected Vice Chairman of the Christian Council of Ghana and Chairman of the West African Region of the All-African Baptist Fellowship (July 2024 to June 2027) during the BWA Annual Gathering in July 2024 in Lagos, Nigeria.

e) Other Visibility Enhancing Activities

- 90% of churches in the Sekondi-Takoradi Association have signages directing people to the churches. Churches are encouraged to have social media pages and post their activities on the Association's Facebook Youth Ministry pages.
- Salvation and Resurrection Baptist Churches in the Nzema Association propagate the gospel via the Ebiamo radio station. Believers Baptist Church in Tarkwa runs a preaching programme every Tuesday on Medeama FM, and First Baptist Church at Agona Wassa Tarkwa runs a programme every Sunday morning on Shalom Information Centre.
- Medical services provided by the Nzema Baptist Hospital have promoted the Convention's presence and visibility. Steps are being taken by Dunkwa First Baptist to open a hospital to support the health status of citizens in the Dunkwa-On-Offin Catchment area.
- Hope, Swedru, Winneba, and Cape Coast Associations have been encouraged to replace faded and broken-down church signboards to enhance visibility.
- The Convention produced and sold 2024 calendars through all Sectors, publicising the Convention's work to the public.
- The Baptist Bookstore updated its information on Google and is now operating on social media platforms such as Facebook, WhatsApp, and

Instagram. Churches and individuals are encouraged to patronise these platforms.



3.3

ENHANCING COOPERATIVE AUTONOMY AND OWNERSHIP

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

3.3. ENHANCING COOPERATIVE AUTONOMY AND LOCAL OWNERSHIP

a) Executive Team Visits

- The Executive Officers of the Convention, including the President, Vice President, and Director General, carried out visits to various churches, Associations, and Ministers' Fellowships.
- Vice President Rev. Charles Oppong-Poku conducted a total of thirty-five (35) official visits to local churches and some Ministers' Fellowships. He also attended two conferences and one Congress.

b) Shelter for Worship Projects

- The first two Shelter for Worship projects, which began in December 2023 at Balansa and in February 2024 at Kajiliisa, have significantly enhanced the ownership of the Convention among the people of the Northern Ghana Sector. These projects have become key reference points for Baptist work in Northern Ghana, making the Convention more popular and attractive. Churches in the Navrongo Mission Field are now proudly identifying with the Ghana Baptist Convention, indicating a growing commitment and spirit of ownership.

c) Presidential Retreat

- The Accra North and South Associations jointly held a Presidential Retreat at the Baptist House, attended by Auxiliary Heads and Church Leaders from both Associations. A total of one hundred sixty-four (164) leaders participated. The Convention President shared his vision for the year with the attendees.

d) Children's Ministry

- *Baptist Children Teachers Union (BACTU) Meeting*
The Coordinator attended a BACTU meeting of the Dangbe West Association on September 21, 2023.
- *2024 Bible Quiz Challenge*
Preparation for the National Bible Quiz 2024 began on March 21, 2024, with BACTU executives. Although the target was to register 384 churches, only 92 churches are competing this year. The quiz will run from March to August 2024, with the finals scheduled a day before the 61st Annual Session at Ejura. Winners and prizes will be awarded during the Opening Ceremony of the Annual Session.

e) Youth Ministry

- *New Northern Zonal Executive Committee*
From January 26 to 28 2024, the NUBS National Executives met with NUBS members in Tamale, where a new Northern Zonal Executive

Committee was established. The National Coordinator also fellowshipped with NUBS UDS Tamale Campus and visited NUBS at KsTU, KATH, WESCO, Akrokeri, and UDS Tamale, along with several JNUBS Locals.

- *Leadership / Human Resource Management / Systems*
 - In March 2024, the Youth Coordinator organised an orientation meeting for the incoming National NUBS Executives along with local NUBS Executives at the University of Education, Winneba.
 - Youth leadership seminars were held in about eight Associations.
 - The Youth Desk has developed a database for all youth leaders from national to Association levels, with plans to include zonal and local level leaders.

- *Stakeholder Engagements*
 - The Youth National Leadership initiated discussions on properly integrating the three youth groups—National Union of Baptist Students (NUBS), Baptist Young Men (BYM), and Baptist Young Ladies (BYL)—into the Youth Ministry at all levels. They have visited about 80% of Youth Associations across the four Sectors and conducted several courtesy calls on the Presidency, Minister's Conference President, Reverend Ministers, Sector Heads, and Association Heads.
 - Reporting systems have been implemented to improve communication between the national and zonal levels.

- *Review of the Draft Youth Constitution*

In May 2024, the Youth Coordinator organised a meeting with the National Youth Executive and the Constitutional Review Committee to review and finalise the draft amendments to the Youth Constitution. The amendments were approved by delegates at the Special Youth Congress held from June 6-8. Copies have been submitted to the GBC Presidency through the Director of CEAD for review before final promulgation.

f) Women's Missionary Union

- The WMU Coordinator challenged the WMU leadership to embrace the President's vision of "Operation Showers of Blessing." In February 2024, the WMU aligned their goals with this vision.
- In March 2024, about fifty-three WMU members from Tema Central Association, Accra South, and Accra North Associations participated in the Christian Council World Day of Prayers.
- In May 2024, the WMU Coordinator collaborated with WMU leadership to prepare for the upcoming Baptist Women's Union of West Africa. Information was sent to members in all thirty Associations, with ten women registered at the time of reporting.

g) Church Conflicts

- Over the past year, we have addressed several conflict situations within our churches, primarily through the Ministers' Conference. Issues included tensions between sitting ministers and church leadership, and instances where misunderstandings led to physical altercations between members, resulting in police involvement. In one case, a minister unlawfully took a church vehicle, leading to police action.
- Leadership is concerned about these developments and wants to plead with all of us, in the Name of Christ, to be circumspect about these incriminating records, and to work for justice and peace in our churches without creating the turbulence that our misunderstandings could degenerate into.



3.4

INCREASING THE FINANCIAL BASE AND ECONOMIC STATUS 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

3.4. INCREASING THE FINANCIAL BASE AND ECONOMIC STATUS OF THE CONVENTION

a) Infrastructure Development

- *Baptist Women's Retreat Centre, Ejura*
 - A philanthropic individual has offered to assist in developing the Baptist Women's Retreat Centre, starting with the construction of the redesigned Juliana Adu-Gyamfi Block.
 - The WMU leadership is furnishing eight rooms of the Jubilee block at the BWRC. The completion of this project would improve accommodation for members during Annual Conferences.

- *Yendi Guest House*

Plans are underway to develop the Yendi Guest House into a better income-generating project with support from Global Missions. Required documents have been submitted and are awaiting a response.

- *Presidential Villa*

The initial two buildings in the project have been fused into one for easier and less costly construction. The sod-cutting was carried out in June 2024, and the work is at the foundation level. Construction is anticipated to be completed by December 2024.

b) Addressing Non-Payment of Subscription

- *Awareness and Engagement:* The Presidency drew the attention of the Executive Committee of the Ministers' Conference to the perennial issue of non-payment of subscriptions by member churches. In response, the Ministers' Conference Executive Committee (EC) decided to engage all defaulting ministers on issues of non-compliance, including non-payment of 20% and 5% subscriptions, membership dues, church retirement contributions, local fellowship payments, and non-attendance at annual meetings.
- *Meetings and Improvements:* Meetings with ministers and church leaders in the South-East and Mid-Ghana Sectors have led to some improvements in compliance, with the hope of sustaining this progress to facilitate the financial solvency agenda of the Convention.
- *Ongoing Follow-up:* The EC of the Conference admonishes all churches and their leaders, especially deacons, ministries, and auxiliary leaders, to constantly follow up with their pastors to be updated on contributions due to the various groups within the Convention.

c) South-East Ghana Sector Initiatives

- *Conference and Network Formation:* The South-East Ghana Sector organized its second Workers Conference and inaugurated the South-

East Ghana Sector Baptist Professionals Network on June 22, 2024, with 159 participants.

- *Interim Committee and Support:* An eleven-member interim committee was formed, and the network supported the Sector Head's vehicle repairs with GHC 50,000.
- *Network Vision:* The network aims to mobilize and network Baptist professionals to contribute to the development and growth of the Ghana Baptist Convention through:
 - Missional support funding, resourcing, and activities.
 - Utilizing members' individual and collective technical and professional skills and competencies.
 - Influencing policies and decision-making.
 - Impacting the youth and student ministry through thought leadership, networking, and professional development.

d) Children's Ministry

- *BibleTime Sales:* By March 2024, the Children's Department had sold over GHC 70,000 worth of BES BibleTime children's study books across the country. This is a programme to recoup initial money invested by the Secretariat. These monies will be recycled for future prints.

e) Credit Unions

- *Support and Viability*
Some churches within the Ghana Baptist Convention have found the operation of credit unions to be a viable way to support both individual members and church activities. These credit unions provide financial services that can help members manage their finances and support church-related projects.
- *Challenges and Issues*
Despite the benefits, there have been notable challenges and negative experiences with the operation of credit unions in some churches. A significant example involves the Royal Baptist Church Credit Union at Bibiani.
On Sunday, March 10, 2024, customers of the Royal Baptist Church Credit Union raided the church premises. This action was a result of several weeks of unfulfilled demands for the return of their investments. The situation escalated to the point where they attempted to close down the church.
- *Response and Resolution*
In response to this crisis, the Sector and Association Heads promptly intervened by meeting with the church leadership and the Credit Union officials. They referred the matter to the Credit Union Association (CUA) audit team for a thorough examination of the financial records. The audit revealed that the Royal Baptist Church Credit Union was in debt to the tune of GHC 300,000. The leadership of the Credit Union

acknowledged the debt and accepted responsibility for resolving the issue. They have committed to seeking a loan to repay some of the debts and restore confidence among the members.

The situation has been stabilized with the assistance of the Bibiani Police, ensuring that church activities can continue while the financial issues are being addressed.

- *Future Plans and Recommendations*

To prevent similar issues in the future, it has been proposed that the Executive team, in collaboration with the Denominational Board, develop a comprehensive document to guide the operation of credit unions within the churches.

This document will outline best practices, regulatory compliance, and financial management strategies to ensure the sustainability and integrity of credit unions in supporting church activities and member needs.

The Convention invites input from various stakeholders to refine this document and chart a clear path forward for the effective operation of credit unions, aiming to enhance financial stability and trust within the Convention.

f) Baptist Vocational Technical Institute

- *Internally Generated funds*

BVTI saw a remarkable 250% increase in student enrollment, from 32 to 80 students, driven by effective radio and social media marketing campaigns. To further boost the Centre's internally generated Revenue (IGF), two and a half acres of maize and cassava were planted to support the school's feeding programme.

- *Donations*

The Hope for Girls Foundation donated ten pairs of drying lines, while other donations included personal care items, food items, rice, and washing powder from Rev. Mrs. Sackey and Rev Evelyn Amihere. IFE 3N RELIEF Kumasi, led by Elder Christian Ayensu, donated 24 boxes of rice which was facilitated by South East Sector Head

Externally, Southern Hills Baptist Church in Oklahoma, USA, donated \$3000.

g) Bookstore Sales

- The bookstore made significant sales at the Annual Ministers Conference in Ejura in April, with new stock brought in to meet customer needs in Kumasi and Accra.

h) Sector Financial Performance

This section details the financial contributions from different Associations, highlighting achievements and areas needing improvement. The data reflects efforts to enhance financial compliance, boost revenue generation,

and ensure efficient resource allocation across the Convention.

○ *South East Ghana Sector*

The table below shows the South East Ghana Sector financial contributions from various Associations within the Sector from July to December 2023.

ASSOCIATION	CONTRIBUTING CHURCHES	AMOUNT GHS
Accra North	49	904,681.87
Accra South	24	453,297.27
Tema Central	25	561,185.72
Dangbe West	9	6,099.92
Dangbe East	9	9,599.53
Eastern	11	9,983.90
North Volta	21	8,421.14
South Volta	14	2,828.90
TOTAL	162	1,956,098.25

○ *Mid-Ghana Sector*

The Mid Ghana Sector reports actions taken to address subscription payments, challenges encountered, and progress made by various Associations and churches in fulfilling their financial obligations to the Ghana Baptist Convention.

- *Bethel Association:* A five-member committee was established to pursue churches for their Convention 20% and Association 5% subscriptions.
The committee's efforts have yielded positive results, significantly boosting the financial status of the Ghana Baptist Convention.
- *Adom Association:* Cooperating well in paying 20% subscriptions.
Efforts are ongoing to bring non-contributing churches into compliance and maintain the contributions from those already contributing.
- *Sunyani Association:* The Association made significant progress in the payment of subscriptions in the first quarter of 2024, adding six churches to the 20% subscription payment:
BIWC – Sunyani, New Life – Abesim, Glorious Baptist – Baakoniaba, Kingsway Family Baptist – Drobo, BCBC – Tepa, Calvary Baptist – Amaasu
Zonal Chairpersons and the finance officer have been empowered to remind pastors and church leaders to pay subscriptions monthly.
- *Compliance Committee for the Mid-Ghana Sector:*
The committee began sittings after the Ministers' Conference, with 98 churches from seven Associations appearing before it.

The breakdown of Associations and churches:

Kumasi Southwest:	21 churches
Kumasi Southeast:	8 churches
Kumasi North:	16 churches
Kumasi West:	21 churches
Golden Gate:	12 churches
Adansi:	8 churches
Bethel Association:	13 churches

Findings	Details
Low income from tithes and offerings	Some churches have low income, leading to unwillingness to pay subscriptions.
Partial payments	Some pastors pay "something to represent something," not the full 20% of their income.
"Table-top" practice	Disbursement of weekly tithes and offerings immediately, resulting in underpayment of subscriptions.
Subscriptions to Associations only	Some churches only pay subscriptions to their Associations, mistakenly believing they are not obligated to pay the Convention.

▪ *Payment plan*

Some churches committed to redeeming their 2023 debts in instalments. These churches have provided a payment plan.

Association	Church	The due date for payment
Kumasi South West	Asokwa Baptist Church	December 2024
	Unity Baptist Church, Juaso	December 2024
	Ascension Baptist Church, Dompouse Aprabo	December 2024
	Ascension Baptist Church, Appiadu	December 2024
	Ascension Baptist Church, Twumduase	December 2024
	Harvest Baptist, Jachie	July 2024
Kumasi West	Trinity Baptist Church	December
	Nkunim Baptist Church – Nkawie	August 2024

	Living Word Baptist Church, Kromoase New Site	December 2024
	City Baptist Church - Sabin Akrofuom	December 2024
	God's Favor Baptist Church, Suame	July 2024
Kumasi North	Unity Baptist, Akropong	July 2024
	Truth Baptist, Odumasi	June 2024
Kumasi South East	Bethel Baptist Church, Airport Roundabout	December 2024

The Committee recommends the waiver of debts from 2019 to 2023 for churches with meagre incomes, to allow them to start making payments from January 2024.

▪ *Other Observations and Recommendations*

- The exercise was fruitful, revealing both the financial and ministerial needs of the churches.
- The accounts office in Kumasi reported increased subscription payments during this period, with May's total of GHC 424,567.85 compared to the monthly average of GHC 350,000 from January to April 2024.
- Leadership (Sector and Association EC) understood challenges and needs, arranging visits to some churches.
- Ongoing counselling and training on leadership and financial management were provided to pastors and church leaders.
- Recommends revisiting the zonal pastorate concept to support smaller churches without mother churches.
- Suggests conducting this exercise twice a year for sustainability and progress.
- Planning to recommend smaller rural churches for adoption by city churches for human and financial resources support.
- Providing an MTN MOMO account for smaller churches to facilitate subscription payments and avoid travel hazards.

- *South West Ghana Sector*
 - In the last quarter of 2023, the South West Ghana Sector raised GHC 20,027.00 for the 60th Anniversary Thanksgiving/Shelter for Worship fund.
 - Additionally, GHC 12,900.00 was raised towards the allotment for the funeral of the late Rev. Steve Asante.
During the Church Growth Conference on February 10th, all ministers and churches attending were educated on the necessity of paying their subscriptions and reminded of the sanctions on failing churches.
 - Churches were encouraged to pay the subscriptions monthly rather than quarterly.
During the National Week of Fasting and Prayers in January, the following amounts were raised by various Associations, directed towards Evangelism and Missions:

- *Northern Ghana Sector*

The Northern Ghana Sector engaged with pastors, church leaders, target groups, and individuals to address the area of increasing the financial base of the Convention. Despite these efforts, there was no significant improvement in their financial performance during the year under review.

- *Human Resource and Salary Scale Document for Ministers*

The HR and Salary Scale document, produced for Ministers of the Ghana Baptist Convention by C4BT Consult in 2018 and reviewed in 2022, has been completed. It will be published for sale to churches requiring guidance in their administrative duties.

RCS



3.5

HUMAN RESOURCE DEVELOPMENT

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.

3.5. HUMAN RESOURCE DEVELOPMENT

a) End of Tenure of the Executive Committee of the Ministers' Conference

The current Conference EC led by Rev. Dr. Charles Owusu Ampofo will end their tenure in April 2025. The 2024 Ministers' Conference Session mandated the EC to put in place a Nominations Committee to begin work in identifying suitable candidates for the various Conference EC positions. We covet the prayers of the Annual Session in this matter in view of the important roles played by the Conference.

b) National Association of Baptist Deacons (NASBADEC)

The Executive Committee of the Ministers' Conference is working hard to find a suitable date for the inauguration of the National Association of Baptist Deacons. We are expecting that the Ministers' Conference will work with the Sectoral leadership of the NASBADEC to effect the inauguration in the year ahead.

c) Development of Succession Planning Management Template and Ministerial Succession

Resolutions 7 and 8 of the 60th Annual Session mandated the Conference to come up with a succession plan template to guide all member churches of the Ghana Baptist Convention, whereas retiring Ministers from local churches in consultation with their Church Council/Body of Deacons submit evidence of a succession planning management for their replacement.

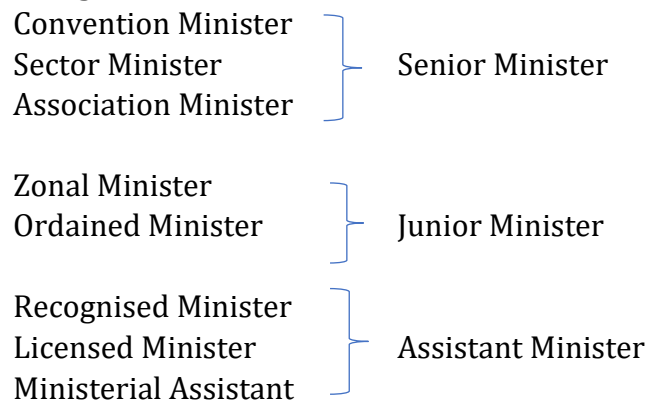
We are pleased to report that, the Conference EC did put together a Committee of experts who studied the earlier report on succession planning presented by the GBC President during the 60th Annual Session and has come up with a succession plan template to be completed by all Ministers who are 60 years and above in consultation with their respective Church Council/Body of Deacons and a copy submitted to the office of the Ministers' Conference.

A copy of the succession plan management document has been attached as an appendix to this report See APPENDIX 3.

d) Ministerial Grading Scheme

The Ministers' Conference EC in April this year presented a revised Ministers Grading Scheme to the members of the Ministers' Conference. This document was thoroughly discussed with some further amendments. The Conference is doing everything possible to begin implementation by the next Conference in 2025.

It is our prayer that all local churches will come to terms with and understand the Grading Scheme and employ their usage in the Churches as well as implementing all the issues that come with a Ministers' upgrade. The Grading Scheme is as follows:



As per the criteria, members shall apply to the Conference EC through the Local Fellowship for their upgrade. Upon submission of the list with supporting documents from the Local Fellowship, the Conference shall determine the qualification and submit names of approved Ministers for upgrade.

e) Statistical Data for Ministers of the Ghana Baptist Convention

For about four years now, the Conference has not published the Register of Ministers due to the numerous errors in terms of deceased Ministers, dismissed Ministers and the non-segmentation of Ministers in terms of their various Sectors and Associations. As a result, the Conference has taken steps to complete and produce a new register of Ministers.

The Conference now has the list of Conference Members from whom information has been received. Ministers may verify the records at their fellowship level. Those who do not find their names in this database should kindly forward their names to the Conference Secretariat for an update.

f) Formation of Sectoral Marriage and Disciplinary Committees

The Executive Committee of the Conference has done some studies, and the results show that several of our Ministers will require the help of instituted persons to handle their marital issues. A lot of the time, Ministers have virtually not built the confidence to talk to anyone about their problems, yet they help their congregants navigate the myriads of challenges they go through in their marriages. Committees have been identified in all four Sectors to help the Conference address the marital challenges of its members.

Again, in the light of the Executive President's vision for denominational discipline, the Conference has also realized a high level of indiscipline among some of our Ministers and congregants and has taken a course to address these indisciplinary issues before they get out of hand. The Code

of Ethics and Discipline for Ministers is explicit on what is ethically right or wrong. Ministers are encouraged to stay true to the call and do everything possible to be highly disciplined.

These two Committees established in all four Sectors of the Convention, have been duly inaugurated at the April Ministers' Conference to commence work officially. We wish to inform churches who think their Ministers are facing such marital challenges to encourage them to approach the Conference EC with their issues for assistance. The Committee members are as follows:

SOUTH-EAST GHANA SECTOR
MARRIAGE COUNSELING COMMITTEE

NO	NAME	CHURCH
1	Rev. Dr. Samuel Otu-Pimpong	Legon Baptist Church
2	Rev. Raynolds N. Degadzor	Calvary Baptist Church
3	Rev. Kwaku Hazel	Tesano Baptist Church
4	Rev. Mrs. Jane C. Sackey	Grace Baptist Church
5	Rev. Grace Akunnor	First Baptist Church

DISCIPLINARY COMMITTEE

No	Name	Church
1	Rev. Dr. J.N.N Ocquaye	
2	Rev. Emmanuel Asiedu-Appiah	Rehoboth Baptist Church
3	Rev. David Kwame	First Baptist Church
4	Rev. Thomas Ohenebeng	New Creation Baptist Chu.
5	Rev. Mrs. Eva Asare-Bediako	Tesano Baptist Church

NORTHERN GHANA SECTOR
MARRIAGE COUNSELING/ DISCIPLINARY COMMITTEE

NO	NAME	CHURCH
1	Rev. Dr. Isaac Wuni	Koinonia Baptist Church
2	Rev. Michael Aidoo	NGBTS
3	Rev. John Salifu Napadow	Kanvilli Baptist Church
4	Rev. Paul Rufus Kaleem	First Baptist Church
5	Rev. Adeniji Adebayo	First Baptist Church

*SOUTH-WEST GHANA SECTOR***MARRIAGE COUNSELING & DISCIPLINARY COMMITTEE**

NO	NAME	CHURCH
1	Rev. Emmanuel Ofori Teiko	Sector Head
2	Rev. Frank Kwesi Archer	Missionary
3	Rev. James Fynn-Walker	North Gate Baptist Church
4	Rev. John Bentum-Ennin	New Life Baptist Church
5	Rev. Frank Ofori Arthur	Liberty Baptist Church

*MID-GHANA SECTOR***MARRIAGE COUNSELING COMMITTEE**

NO	NAME	CHURCH
1.	Rev. Dr. Owusu Ampofo (Ex. O)	Conference President
2.	Rev. Mrs Mary Fosu	Grace Baptist Church
3.	Rev. Bernard Affreh	Holy Temple Baptist Church
4.	Rev. Alfred Appiah	Grace Baptist Church
5.	Rev. Emmanuel Asante Kyei	Retired
6.	Rev. Addo Domfeh	Trinity Baptist Church
7.	Rev. Nkansah Ninwie	Trinity Baptist Church

DISCIPLINARY COMMITTEE

NO	NAME	CHURCH
1	Rev. Dr. Owusu Ampofo (Ex-O)	Conference President
2.	Rev. Raymond Antwi Freduah	Living Springs Baptist
3.	Rev. Anthony Badu	Sector Head
4.	Rev. Nana Ama Nyantakyiwaa	Retired
5	Rev. Dr. Soji Ajeigbe	Antioch Baptist Church
6	Rev. Alexander Gyasi	Living Gospel Baptist
7	Rev. Nkansah Ninwie	Trinity Baptist, Patasi
8	Deac. Abraham Bamfi (Co-Opt.)	Central Baptist Church

g) Regard for Denominational Policies, Practices and Procedures

All Baptist Churches and Ministers are required to follow denominational positions in relation to all practices and programmes. For example, the Conference reserves the right as per the GBC Constitution, Church Guide and the Code of Ethics and Discipline for GBC Ministers to lead in all matters relating to the Baptist Minister in terms of his/her ordination, induction, retirement, welfare and discipline among other matters.

The Ministers' Conference has observed, that, in as much as some of our Churches and Ministers are doing well and adhering to protocol issues, a lot of us also organize some of the above-mentioned programmes without the proper protocols. It is imperative that any programme concerning a Minister of the Convention must have the full involvement of the Ministers' Conference.

h) Transportation Challenges of Ministers' Conference

The Ministers' Conference Executive is willing to visit Ministers in the field to encourage them and offer training for them. However, the Conference does not have a vehicle and relies on the personal vehicles of EC members, which often proves unreliable. The Conference would like to appeal to the Annual Session to consider providing a minimum of a saloon car for the office running of the Conference Office, while the Conference looks into the future possibility of procuring a Toyota Hiace for group travels.

i) Leadership Training and Development

The Associations in the various Sectors undertook many leadership training activities to equip leaders of the Auxiliaries, local churches and Ministers in the work of ministry. We wish to encourage more of such proactive efforts to train our church workers and Ministers

- *South East Ghana Sector*

The South East Ghana Sector Christian Workers' Conference was held on April 27, 2024, at the Baptist House, with 38 participants from 16 churches in attendance. After the seminar, members were introduced to the Baptist Network of Sunday School Supervisors (BNESS), a network established to foster collaboration among Baptist Sunday School Supervisors.

- *Mid-Ghana Sector*

Another Christian Workers' Conference was organized for the Mid-Ghana Sector on July 13, 2024, in Kumasi. This event saw 97 participants with 3 facilitators. The focus was on the Sunday School Supervisor and their leadership, with subjects such as "Sunday School 10 Best Practices" and "Roles and Responsibilities of the Sunday School Supervisor" presented.

- *Northern Ghana Sector*

As part of efforts to enhance the quality of leadership in the Northern Ghana Sector and expedite the transformation of the Yendi Mission into an Association, a two-day orientation and leadership training session was conducted by the Sector Head and the Director of Evangelism and Missions in Yendi. The training involved 106 leaders from 14 areas.

Additionally, the Presidency offered the sector an opportunity to present one person for church planting training in Kenya. After careful deliberation, Rev. Emmanuel Akabouri was selected to undergo the training, to help the sector plant churches in major cities and towns.

- *Youth Ministry*

In March 2024, the Youth Coordinator organized and facilitated an online orientation meeting for the Local NUBS Executives of Kintampo College of Health, UPSA, and UG, Legon, with full participation from the executives. The Youth Ministry has also initiated Leadership Refresher sessions, dubbed "Leadership Prep," on their social media page. The program has received high recommendations, and the ministry intends to expand its reach.

- *Women's Ministry*

The Women's Ministry trained GA and BYL National, Association, and Local leaders to enhance their leadership skills. The training focused on preparing lesson notes for teaching BYL, GA, and Sunbeam, as well as drawing up work plans.

- *Baptist Men's Ministry*

The Baptist Men's Ministry (BMM) conducted leadership training sessions for local leaders, facilitated by the National President and National Coordinator. The training sessions are summarized in the table below:

DATE	VENUE	SECTOR	NUMBER
2-3 Sept, 2023	Trinity Baptist Church, Sombo at Wa	Northern	42
2 Dec, 2023	Victory Baptist Church, Ayigya	Mid-Ghana	55
27 Jul 2024	Asamankese for Eastern Association	South East	58

On the 16th of March 2024, the Men's Ministry in the Cape Coast Baptist Association elected their new Executive Committee. This was supervised by the National President, National Men's Coordinator, Sector Head, many Ministers, Deacons and some men in the Association.

- *Children Ministry*

The CEAD Director attended the BibleTime Literature Conference from May 28 to June 6, 2024, in Northern Ireland, fully sponsored by Bible Educational Services, United Kingdom. The conference had 142 international participants from about 75 countries.

In April 2024, CEAD, in collaboration with Accra North BACTU Executives, organized training for about 90 teachers at Tesano Baptist Church. On May 11, 2024, a training seminar on BibleTime for children's teachers in the South West Ghana Sector was organized. The first session at First Baptist Church, Takoradi, had about 70 teachers from the Sekondi-Takoradi and Nzema

Associations, while the second session in Cape Coast had about 60 children's teachers and pastors from the Cape Coast, Winneba, and Swedru Associations.

- *Northern Ghana Baptist Theological Seminary (NGBTS)*
The NGBTS board, chaired by the Vice President, also had its maiden meeting. The board discussed key issues as part of its mandate to raise the standard and improve the quality of human resources and training at the seminary.
- *Baptist Vocational Technical Institute*
At BVTI, a training session on administrative procedures and the code of conduct was organised for all staff.
- *Baptist Relief and Development Agency*
The BREDA Director received training in Humanitarian Aid and Development from Baptist World Aid during the period under review.

j) Major Movements and Leadership Changes

- *Retirement and Send-Off Services*
 - A retirement service was held on December 2, 2023, for Rev. Ebenezer Onesimus Attan-Nketsiah of St. Joseph Baptist Church, Anaji. He was sent off with the gift of a car.
 - On April 27, 2024, pastors and church members in the Swedru Association supported Rev. Abraham Thomason Kotei Sanniez of Resurrection Baptist Church (Agona Asafo) during his retirement and send-off service. Many senior ministers in the sector attended the occasion.
 - A retirement service was held for Rev. Samuel K. Nkrumah of Triumphant Baptist Church, Assorkor-Essaman, in the Sekondi-Takoradi Association on May 4, 2024. The event saw representation from the Sector, Association, Zones, and local churches.
 - Rev. Daniel Haruna of Redemption Baptist Church, Tamale, retired officially from active service on March 10, 2024.
 - A send-off and thanksgiving service was held in honour of Rev. Dr. Isaac Mills-Owoo, Senior Pastor of Redemption Baptist Church, Cape Coast, on June 29, 2024, after fifteen years of leadership. Rev. Gabriel Agyekum has been selected to succeed him.
 - *Baptist Vocational Technical Institute:* Following the retirement of Rev. Grace Akunor, Rev. Emmanuel Obani was appointed as the Acting Manager of the Centre, and new instructors were engaged to enhance the institute's educational offerings.

- *Other retirements*

- Rev. Owusu Johnson: Grace Baptist Church, Amakom – Kumasi.
 - Rev. Akwasi Acheampong Dweteh: St. John Baptist Church, Breman – Kumasi.
 - Rev. Francis Gyan Preko: Asokwa Baptist Church.
 - Rev. Kofi Owusu Ansah: Ash-Town Baptist Church.
 - Rev. Samuel Fodjour: Charity Baptist Church, Offinso.
 - Rev. Okofo Arhin: New Hope Baptist Church.
 - Rev. Elijah Antwi Boasiako: Calvary Baptist, Agric Nzema.
 - Rev. John K. Addo: Adom Baptist Church, Kenten – Techiman.
 - Rev. Mark Nsoyine: Eternal Life Baptist Church – Moshie Zongo.
 - Rev. Charles Fiifi Amoah: Triumphant Baptist Church, Kwadaso.
- Induction

k) Obituaries

During the period under review, we mourned the loss of several brethren who went to be with the Lord:

- Rev. Stephen Kwabena Asante (Former President of the Convention)
- Rev. Steve Alfred Williams (Former President of the Convention)
- Rev. Emmanuel Sankoa Dwete (Former Vice President of the Convention)
- Rev. Alex Bediako
- Rev. Joseph Oppong (Bethel Baptist Church, Airport Roundabout, Kumasi)
- Mrs. Dora Preko (wife of Rev. Francis Gyan Preko)
- Rev. Samuel Owusu Fordjour
- Rev. Stephen Karikari (All Souls Baptist Church, Bohyen – Kumasi)
- Rev. Kwabena Kyei Akomeah
- Mrs. Owusu Adjei (wife of Rev. Kofi Owusu Adjei)
- Pastor Eric Antwi Boasiako (Kingdom Baptist, Sewuah)
- Northern Ghana Sector: The sector lost three ministers during the period under review: Rev. Samuel Asare, Pastor Thomas Haruna Neindow, and Rev. Mrs. Georgina Sampana Nuagah. May their souls rest in perfect peace.

Please formally inform the Secretariat through the denominational structures of losses that Place.

l) Appointments, Resignation, Termination of Appointment

- Northern Ghana Baptist Theological Seminary (NGBTS)
During the period under review, Deacon Abraham Moiton, the Bursar and Administrator of NGBTS, resigned from the school.



3.6

IMPROVING THE GENERAL CONDITIONS OF SERVICE OF 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.

3.6. IMPROVING GENERAL CONDITION OF SERVICE OF MINISTERS AND RETIRED MINISTERS

a) Disbursement of Ministers' Relief Fund

Disbursements began in August 2023, initially supporting 31 beneficiaries in the Northern Ghana Sector. By June 2024, the number of beneficiaries had increased to 47, including 6 from South Volta. The Secretariat has been contributing 1% of all subscriptions received to the Ministers' Relief Fund since last year.

Reminder: Ministers and churches are encouraged to maintain the agreed monthly minimum contributions of GH¢20.00 per Minister and GH¢100.00 per church. These funds are used to supplement the income of poorly paid Ministers, aiming to provide a minimum income of GH¢700.00.

b) Retirement of Ministers & Payment of Benefits

It is becoming very alarming for the Ministers' Conference Executive Committee, the heavy cost of benefits that have to be paid to retiring Ministers while the requisite member church contributions have been woefully inadequate.

Since the inception of the new policy in 2018, which saw an increase in benefits, contributions have been very poor, and this has made it very difficult to pay the benefits due to these retiring Ministers. Retirement benefits arrears as of December 2023 stood at GHC183,000 exclusive of those retiring this year. This year a total of ten Ministers will be retiring and the benefit due to all these retiring Ministers is GH¢ 53,000.00.

Kindly find below the list of retiring Ministers for 2024:

NO	NAMES	YRS. OF SERVICE
1.	Rev. Abraham Kotei Sanniez	14
2.	Ps. Joseph Baffour Awuah	26
3.	Rev. Felix Appiah Kusi	26
4.	Rev. Paul Sibit Kombat	23
5.	Rev. Franklin Baffour Gyimmah	30
6.	Rev. Stephen Kwarteng Amaning	35
7.	Rev. Samuel Adoboe	25
8.	Rev. Daniel Haruna	16
9.	Rev. Stephen Kwesi Newman Elikem	23
10.	Rev. Joseph Mangah	21

c) Rural Housing Projects

The Ministers' Conference has commenced the second and third Rural Housing Projects in Agona Swedru and Pakro in the Accra North Baptist

Association for Rev. Benjamin Ato Larbie of Frontier Baptist Church in Agona Swedru, and Rev. Thomas Agbemey of Grace Baptist Church, Pakro respectively.

The project in Agona Swedru is near finishing. The beneficiary Rev. Ato Larbie, had already started his own project which had been abandoned for more than 10 years due to lack of funds. But by the grace of God, that project has seen the light of day.

Meanwhile, the Grace Baptist Church, Pakro project has begun with the moulding of about 1000 pieces of blocks. The project is expected to be completed soon.

The next Sector to provide a beneficiary is the Mid-Ghana Sector.

d) Support Given to Pastors

- *Women's Ministry*

In May 2024 all WMU at the Associations level celebrated the Mothers' Day event, during which the Executives visited the past WMU executives in their Associations, and other Associations and gave donations to their Ministers.

The Tema Central Baptist Association raised funds to support a seminary student, George Yankey with GHC 1,800.00.

- *Mid-Ghana Sector*

- Sunyani Association

In collaboration with Miracle Baptist Church at Dwenem, the Association constructed a residence for the family of the late Rev. Samuel Prince Adjei and undertook renovation work on the church's mission house.

Financial assistance was also provided to Calvary Baptist Church at Amaasu in the Dormaa Zone to aid in their ongoing building project. Additionally, Abundant Life Baptist Church in Goaso Zone has completed the construction of a new auditorium.

- Bethel Association

The Bethel Association has taken steps to help Victory Baptist Church at Awaso to roof their new Church building as part of the vision of the President.

- Golden Gate Baptist Association

The Golden Gate Baptist Association is currently supporting two pastors, one at Agona and the other one at Kajaji with an amount of GHC 1,500 and GHC 500 respectively.

○ *South East Ghana Sector*

- Tema Central Baptist Association

Tema Central Baptist Association earmarked 5 of the retired members in their Association to release GHC 1,000.00 each for them as funds raised from the Easter Convention. They were Rev. O.K. Nkrahene, Rev. J.N.N. Ocquaye, Rev. H.B. Omane, Rev. Jane Sackey, and Rev Mrs. Grace Akunnor).

Apart from the retired Ministers, other four (4) Ministers receive monthly support: Rev. Carrol Owu - GHC1,000.00, Rev. Justice Gyimah - GHC1,000.00, Rev. John Nyarko - GHC1,000.00 and Evangelist Emmanuel Nartey Tetteh - GHC 500.00

- Dangme East Baptist Association

The Association donations were given to flood victims at Battor in Mepe Zone and Patmos Island in Ada Zone II.

- The Accra North and South Associations

The Accra North and South Associations continue to assist 10 Ministers with Monthly allowance, seven (7) Ministers were supported in monthly stipends in the Accra North, whereas three (3) Ministers received monthly assistance in Accra South. Every minister received GHC 500 monthly, except one minister who received GHC 700. That was a total of GHC 3,700.00 each month.

○ *South West Ghana Sector*

Last year, the Sector supported the Retired Baptist Ministers Association (REBAMA) with Eight thousand Ghana Cedis (GHC 8,000.00). This year, churches in the Sector again supported our retired Ministers with Twelve Thousand Ghana Cedis (GHC12,000.00).

Sunday 3rd March was scheduled as Sector REBAMA SUPPORT Sunday to raise this fund this year. Funds raised are yet to be collected from the Associations.

Churches in the Swedru Baptist Association supported the induction of Rev. Simon Opoku Agyeman into office as the new Pastor for the Goodnews Baptist Church and the church's organization service which was held simultaneously on the 7th of April 2024.

In May 2024, the Presidency of the Ghana Baptist Convention released an amount of Eighty Thousand Ghana Cedis (GHC80,000.00) for the payment of two plots of land for the Refuge

Baptist Church, Budumburam in the Winneba Association. This payment was necessary to forestall the demolition of the chapel.

- *Northern Ghana Sector*

29 ministers in needy areas receive at least GH¢300 monthly from the Ministers Relief Fund.

Tamale Association supports one pastor with GH¢1,000 annually; Tamale First Baptist Church supports some pastors in their Mission Area.

During the Yendi Mission Field training session, teachings on income generation were shared, aiming to help churches expand their financial sources.

Rev. Leo Owusu Afriyie, at the dedication service in Balansa, committed to adopting and supporting the Pastor of Saint Leo Baptist Church. The Association Head and Navrongo Home Missionary will oversee this support.



3.7

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.

3.7. DEEPENING THE SPIRITUAL BASE OF THE CONVENTION

a) Adult Sunday School

The CEAD has completed reworking the Adult Sunday school lessons titled: "Intentional Discipleship - The Forgotten Task of the Church," following "Intentional Church Growth."

Upcoming material, "Lifestyle of a Faithful Steward - Lessons from Governor Nehemiah," is being compiled from devotional notes presented by our Presidency in the Baptist Daily Devotionals.

b) Children's Ministry

The Children's Sunday School uses BES materials known as BibleTime. BES has agreed to prepare a TWI audio version to aid teachers challenged by the online English (Irish tone). Support for the "Sustainable Print Project" by the Ghana Baptist Convention for local printing of BibleTime is under consideration by the BES Council.

Since February 2024, CEAD received 16,800 BibleTime booklets and 3,000 Teacher's Guides, sold to churches to recover printing costs as per our MOU with Bible Educational Services, UK. The spread has reached all sectors of our Convention with over 340 churches using BibleTime, aiming to exceed the target by December 2024.

c) Youth Ministry

The Mother Church of the NUBS at Kintampo, Temple of Fire Baptist Church, Kintampo, is commended for appointing a Campus Pastor responsible for all NUBS-related activities.

The National NUBS Coordinator ministered during a 3-Day Revival Service organized by NUBS College of Health, Kintampo in May 2024.

A Monthly Online Prayer Session for all Youth Ministry Leaders has been instituted.

d) Baptist Men's Ministry

BMM Focus Week was observed in all churches, with fundraising at the climax on March 10, 2024. Participation was very encouraging. Funds raised were shared in a 70:20:10 ratio between the National, Association, and Sector levels to support ministry work.

Ghana Baptist Men's Ministry hosted the All Africa Baptist Men's Fellowship-West Africa Chapter, with 352 delegates attending. The Executive President, Rev. Enoch Thompson, was the guest speaker at the opening ceremony, and the Director of CEA, Rev. Charles Asante, served as Camp Pastor.

The Men's Ministry had its 29th Annual Congress from May 23-26, 2024, at the Baptist Women's Retreat and Resource Centre, Ejura, under the

theme “Faithfulness” (1 Cor. 4:1-2, 7). 382 men were in attendance. The main speaker was Rev. Kennedy A. Ameyaw (Head Pastor, Believers Baptist Church, Tarkwa), with Special Guests including Rev. Enoch Nii Narh Thompson (Executive President, Ghana Baptist Convention) and His Lordship Justice Gabriel Mate-Teye (Justice of the High Court, Sunyani).

e) Women’s Ministry

From January to March 2024, the WMU National Prayer Tower met at Living Spring Baptist Church, Kumasi for a prayer conference.

The WMU observed the Africa Day of Prayer.

The WMU participated in the National Prayer Conference organized by the Evangelism and Mission Department at the local church and association levels.

Fifty-three WMU members from Tema Central Association, Accra South, and Accra North Associations participated in the Christian Council World Day of Prayer.

The GA had their Biennial Camp at Ejura from April 24-30, 2024, with about 850 girls, 35 mothers, and 11 National executive leaders in attendance.

Sunyani Association WMU started Sunbeam ministry in two local Churches: Ebenezer Baptist, Japekrom, and Calvary Baptist, Amasu.

For the WMU's 60th Anniversary, several spiritual activities, such as prayers, cleanups, and visits to orphanages, were organized by the South West Ghana WMU.

f) Prayer and Worship

The National Week of Prayer at the beginning of the year was observed by most churches, with some extending it for additional prayer.

Associations, zones, and local churches undertook various activities to deepen the spiritual foundations, including National Week of Prayer & Fasting, Prayer Marathon, Easter Conventions, monthly prayer, Men’s Focus Week, and WMU Focus Week.

For instance, the South Volta Baptist Association instituted a 3-day fasting and prayer session at the start of each month, ongoing in several churches: Denver Baptist Church, Sogakope, Calvary Hill Baptist Church, Kpekpo, Salvation Baptist Church, Hleve, Dominion Baptist Church, Dabala, and Holy Spirit Baptist Church, Tosukpo.

The Convention through the Evangelism and Missions Department

organized the National Prayer Conference on March 16, 2024, at Associations, zonal, and local church levels.

The Mid-Ghana Sector office and some Associations have established Evangelism and prayer teams to steer spiritual and Evangelism efforts.

The Northern Ghana Sector reports poor patronage of planned regular weekly and monthly prayers, though fasting and all-night prayers are still observed by local churches and Associations. Only 25 out of over 300 churches participated in the national prayer and fasting in January. Better performance by all churches, zones, Associations, and Sectors is encouraged.

In the South West Ghana Sector, attendance at weekly prayer and Bible study programmes is low. Pastors were encouraged to create programmes and schedules to meet this need.

g) Baptist Daily Devotional

The Baptist Daily Devotional, initiated in 2023 as a Presidential initiative has entered its second year of faithful daily presentation of fresh insights and reflections on the Bible from a verse-by-verse approach. Two retired Ministers, Rev. Nkrahene and Rev. Tse Amable, have been added to the Executive to widen the scope of writers. We appreciate the patronage, we invite more of our Ministers to popularise it among our members. Feedback is welcomed for improvement.

The devotional has shown significant growth and reach on our multiple platforms over the past one and a half years. It has transcended our borders reaching far beyond our local congregations. The Devotional has reached people in Papua New Guinea, Vietnam, Venezuela, India, China and a host of countries. Our Facebook page has connected with 94.2K individuals, attracting 1.3K followers who actively engage with and share our content. Our website has recorded 3833 sessions and 1754 unique visitors. WhatsApp has been an effective medium, delivering our messages directly to about 2500 individuals daily. The personal nature of this platform ensures widespread dissemination, as recipients share the posts with their networks. We are also active on Instagram, Twitter, TikTok, and Audiomack, engaging diverse audiences through various content formats.

h) Annual Quiz Competition

The prelims and zonal competitions have been organized in the four Sectors. Association competitions were held to select representatives for each Sector. The Sector (Semi-final) stage and the Finals (National Championship) were directly conducted by the Convention Secretariat under the CEAD, with the Finals slated for the 61st Annual Session.

i) Inter-Denominational Bible Quiz

NUBS Bible Quiz champions 2023 from KNUST are representing the Ghana Baptist Convention in the Inter-denominational Bible Quiz 2024. The team includes Joseph Kweku Nsiah, Reynolds Agyekum, Godbless Ankomah, and Priscilla Nana Adjoa Frempong, led by coaches Rev. Ezekiel Razak Alhassan and Rev. Joseph B. Nabil. The quiz is organized by the Bible Society of Ghana and facilitated by SeedSpring Network and Hope Channel, Ghana.

j) Baptist World Alliance 2033 ACTS2MOVEMENT Campaign

The Baptist World Alliance (BWA) has launched the 2033 ACTS2MOVEMENT Campaign, a global initiative aimed at mobilizing Baptists worldwide to engage in evangelism, discipleship, and community transformation. This campaign seeks to commemorate the 2000th anniversary of Pentecost by encouraging churches and individuals to renew their commitment to spreading the gospel and making a positive impact in their communities.

The executive team proposes that local churches embrace this campaign. During this session, we will discuss the details of the 2033 ACTS2MOVEMENT Campaign, exploring its objectives, strategies, and potential impact. We will also deliberate on how our local congregations can actively participate in and benefit from this global initiative. (See Appendix 4 for details of the campaign)



3.8

SOCIO- ECONOMIC DEVELOPMENT PROGRAMMES

Strategic Objective:

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

3.8. SOCIO-ECONOMIC DEVELOPMENT PROGRAMMES

a) **Commissioning of Nzema Baptist Hospital In-Patient Department Block**

On December 7, 2023, the Executive President commissioned the newly built state-of-the-art in-patient department block of the Nzema Baptist Hospital. This project was realised due to the continued support and partnership with the Cuyahoga Valley Church and the Tapestry Ministry International with the Ghana Baptist Convention.

b) **Support for the Aged**

During the Easter celebration, churches in Zone A of the Sekondi-Takoradi Baptist Association visited aged Baptist members who were no longer able to attend church and donated items to them.

c) **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 event is held every December.

d) **Children's Ministry**

The Children's Ministry Coordinator, along with the BACTU executive of Accra North Association, presented medical equipment and various grocery items to the Children Units of the Amasaman Hospital on September 9, 2023, and to Achimota Hospital on October 28, 2023

e) **Women's Ministry**

The six Associations WMU in Kumasi (Kumasi South East, Kumasi West, Kumasi North, Kumasi West, Golden Gate, and Adansi) visited a Special School and donated assorted food items and clothing. The WMU supported part of the bill for the surgery of a Minister's daughter.

f) **BREDA**

A framework to govern the relationship between the Convention Secretariat and Baptist Frontline Partner Churches of Compassion International was developed.

During the Akosombo Dam Spillage flood disaster in October 2023, the Convention provided relief items worth GHC 30,000 to affected individuals. Additionally, Agape Life Ministries USA donated \$5000 to support our relief efforts.

BREDA's Children Believe Projects continued to support about 2000 children in 12 communities across the Northern and Savannah Regions. Key achievements included constructing an Early Childhood Development

Centre for the Nyerizegu Community, training teachers and community members, conducting girl-child education promotion campaigns, and providing health and nutrition services as well as gender equality and livelihood empowerment.



3.9

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.

3.9. IMPLEMENTATION OF EDUCATIONAL PROGRAMMES

a) Baptist Vocational Technical Institute

BVTI maintained continuous student training and development. Current student enrollment stands at 80, with 41 private and 39 Baptist students. Ten students completed the NVTI Proficiency I & II exams, and 24 candidates registered and wrote the CTVET practical and theory exams. The school's debate club organised several debates and quizzes, and an educational excursion was sponsored by First Baptist Church Midland through the BVTI Endowment Fund.

Infrastructure development, including wiring and ceiling works, for the 6-unit classroom project has been completed. Significant progress has been made in completing this classroom project, which began several years ago.

b) Kumasi Academy

On November 4, 2023, Mr. Samuel Gato was formally inducted into office as the Headmaster of Kumasi Academy. The President and the Vice-President of the Ghana Baptist Convention graced the occasion with their presence.

c) Visitation Panel for Ghana Baptist University College

The Executive President, in his capacity as Chancellor of the Ghana Baptist University College, has initiated the formation of a visitation panel comprised of esteemed academicians and experienced university administrators. This panel's primary mandate is to thoroughly assess the health and functioning of our university.

The visitation panel will evaluate various aspects of the university, including academic programmes, administrative efficiency, financial health, infrastructure, and overall institutional effectiveness. Their comprehensive analysis will identify strengths, uncover areas needing improvement, and propose actionable recommendations. The insights and recommendations from the visitation panel will be instrumental in guiding our efforts to fast-track the university's reaccreditation and charter process.

d) Restoration of a Baptist School in Northern Ghana

Rev. Jacob Tikpe of Unity Baptist Church, Tatale reported his struggle with the Ghana Education Service over an alleged change of name of a school he started in Bachardo in the name of the Ghana Baptist Convention. The name was changed to SDA Primary School instead of Baptist Primary School. The President issued him a letter of support to the Ghana Education Service office in order to effect the change.

@2024SO CR

4

PROPOSALS



4. PROPOSALS FOR THE CONSIDERATION OF THE 61ST ANNUAL SESSION

A) MINISTERIAL ADMISSION AT ANNUAL CONFERENCE

Resolution:

At the just ended Annual Conference in April, it was resolved that Ministerial Admissions will, starting next year, take place during the Annual Ministers' Conference. Upon acceptance by this august house, Ministerial Admission Interviews will henceforth be conducted in January/February each year. Consequently, the duration of the Annual Conference will increase by one day, making it a total of five days.

B) NEW PROPOSAL ON MINISTERIAL ADMISSIONS

Objective:

To streamline ministerial admissions within the Ghana Baptist Convention and to attract younger ministers who feel called to ministry. Research conducted by the Conference EC in 2022 showed that the Ghana Baptist Convention was the only denomination so far that admitted persons who were 55 years old.

Resolution:

At the recent Annual Ministers' Conference in April, it was resolved that the proposals by the Conference EC should be adopted, pending further discussions with some eminent Ministers of the Ghana Baptist Convention.

The proposals include the following measures:

- i. The maximum entry age for ministerial admission should be reduced from 55 years to 40 years.
- ii. The minimum theological qualification from accredited and GBC-approved institutions shall remain a Diploma in Theology/Ministry.
- iii. A Probationary License shall be issued for a mandatory period of two years, with the requirement that licensed ministers undertake specific practical responsibilities during probation.
- iv. Recognition shall mandatorily span three years before ordination, with a mandatory practical attachment during this period.
- v. Recognition shall be non-expiry.
- vi. Candidates shall be considered for ordination with a minimum qualification of a Bachelor's degree in Theology/Ministry.

Implementation:

These proposals are set to take effect after the 61st Annual Session.

5

CONCLUSION



5. CONCLUSION

We have come thus far by the grace of God, and we look to the hands of God for more of His grace in the year ahead. We are grateful to all the staff at the Baptist House, to all our Ministers on the field, to all our hardworking men, women, youth and children. Once again, we assert that the best days of this great Convention, lie ahead of us, and not behind us. May God bless our walk with Him and make us missionaries in our locations. God bless the Ghana Baptist Convention and make her count in the fulfilment of the Greta Commission. Thank you.

Duly submitted by

Rev. Enoch Nii Narh Thompson
Executive President.

APPENDICES

APPENDIX 1: CHURCH QUARTERLY REPORT FORM

- After a thorough discussion of the data submitted at the 2022 Annual Session, the following have been done as steps 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 every month. 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 also hold a review meeting every quarter to have Association Heads also defend and authenticate the data provided.

APPENDIX 2: EXAMPLES OF CHURCHES WITH SHELTER FOR WORSHIP NEEDS

- *Churches without Worship Places:*
Approximately ten churches in the Eastern Baptist Association lack their own worship places.
- *Churches Needing Financial Assistance to Purchase Land:*
 1. Unity Baptist - Akim Oda
 2. Living Word - Bosuso
 3. Peace Baptist - Begoro
 4. Agape Baptist - Kukurantumi
 5. Living Word Baptist - Bosuso
 6. Bethel Baptist - Densu Ano-Koforidua
 7. Evangel Baptist - Akim Oda
 8. Mepom Baptist
 9. Trinity Baptist - Akorabo
 10. Messiah Baptist - Osoroase
 11. True Vine Baptist - Supreso
 12. Redemption Baptist - Akim Oda
- *Churches Engaged in Building Projects Needing Financial Assistance:*
 1. Grace Baptist - Akim Tafo
 2. Victory Baptist - Nkwantanang
 3. Calvary Baptist - Asuom
 4. New Hope Baptist - Boadua
 5. Topleman Baptist

6. Messiah Baptist - Akim Swedru
7. Solid Rock Baptist – Osenease

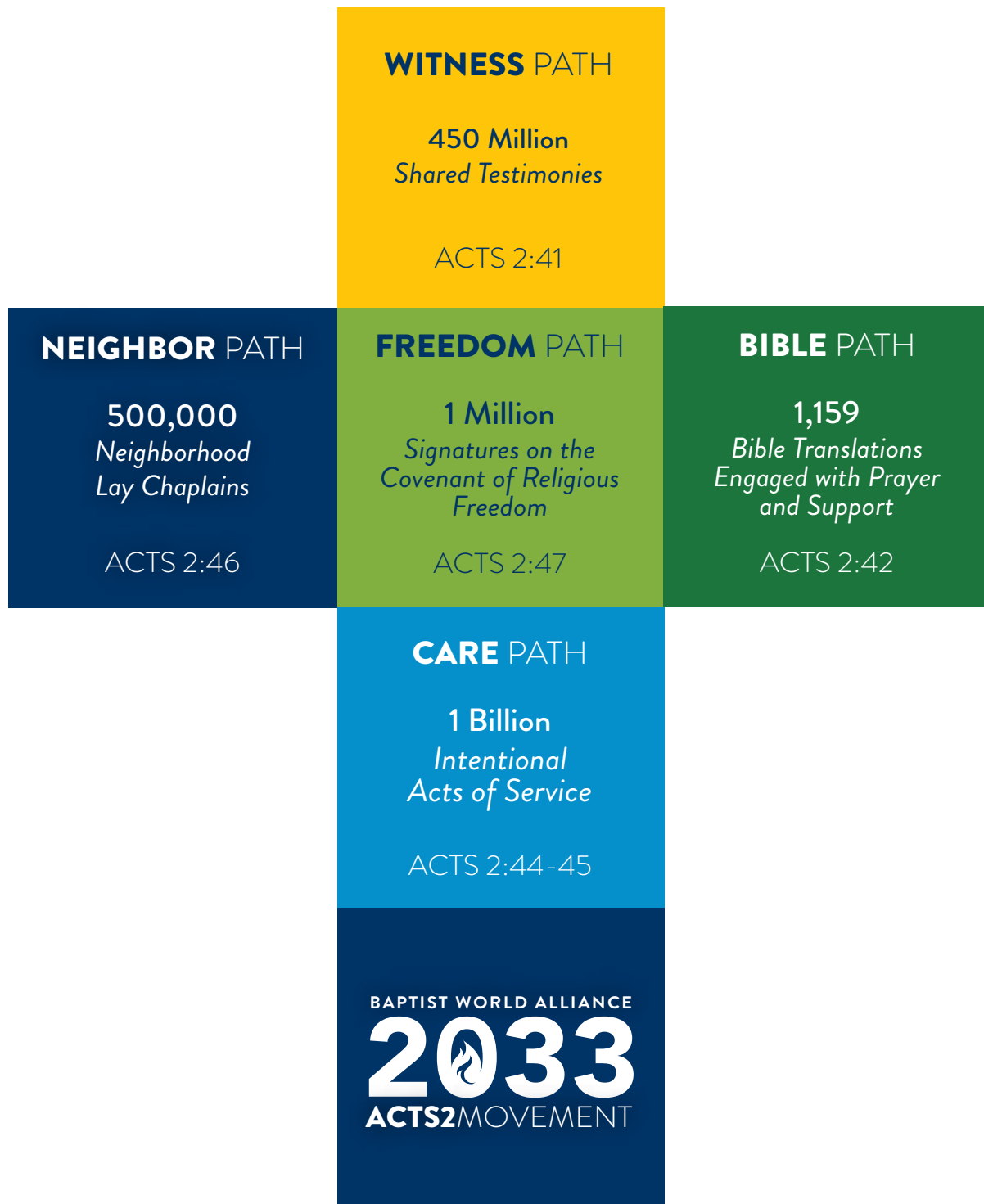
Note: Unity Baptist - Akim Oda, has been ejected from their place of worship due to insufficient funds to purchase the plot, which was sold to a businessman. The Association is planning to find them a new place of worship.

- *Churches in Cape Coast Association Needing Roofing:*
 1. Adom
 2. Calvary Road
 3. Berea
 4. Redemption (Dominasi)
 5. Trinity Baptist
- *Other Churches Needing Financial Support:*
 1. New Creation Baptist Church - Assin Fosu (to complete their church building)
 2. Light Baptist, Harvest Field Baptist, and Takoradi First Baptist in the Sekondi-Takoradi Association (ongoing construction)
 3. Agape Baptist, Source of Life Baptist, New Life Baptist, and Triumphant Baptist (to finish roofing)
 4. Restoration Baptist - Bawdie (to complete church building roofing)
- *Sector Inventory on Shelter for Worship:*
 - Churches with land but no building: 5
 - Buildings at foundation level: 15
 - Buildings at lintel level: 9
 - Buildings at roofing level: 7

These churches require financial and material assistance to complete their church buildings.

APPENDIX 3: SAMPLE OF SUCCESSION PLAN MANAGEMENT DOCUMENT

APPENDIX 1						SUCCESSION PLAN FORMAT				
PREPARED BY SUCCESSION PLAN COMMITTEE						VALIDATED BY CHURCH COUNCIL				
DATE MARCH 2024						DATE: MARCH 2024				
Vacancy Likelihood						Successor Readiness				
Role becoming vacant due to promotion, transfer, attrition, performance, retirement etc.						Readiness in terms of skills, experience, fit to proposed role and tenure of current role				
<p>H Ready for move</p> <p>M Ready 1 to 2 years</p> <p>L Ready 2 + years</p>						<p>H Ready now / within 12months</p> <p>M Ready within 1 – 2 years</p> <p>L Ready medium term</p> <p>External External candidate Candidate</p>				
Current Incumbent						Successors				
Role	Current Incumbent	Grade	Date Entered role	Age	Vacancy Likelihood	Name/Current Role	Grade	Age	Readiness	Learning and Development needs
HEAD PASTOR	REV. SAMUEL MANU	SENIOR MINISTER	2016	66	H	REV.DAN NARTEY /SENIOR ASSOCIATE PASTOR	ASSISTANT MINISTER 1	50	H	1. LEADERSHIP 2. SUPERVISORY MANAGEMENT
SENIOR ASSOCIATE PASTOR	REV. DAN NARTEY	ASSISTANT MINISTER 1	2018	50	H	REV. MARY DODOO/ASSOCIATE PASTOR	ASSISTANT MINISTER 11	40	M	1. LEADERSHIP 2. SUPERVISORY MANAGEMENT
CHURCH ADMINISTRATOR	MRS. CYNTHIA ADDO	SENIOR OFFICER	2012	56	M	MRS. MERCY ODURO/CHURCH SECRETARY	OFFICER	40	M	1. FINANCIAL MANAGEMENT. 2. MINUTES WRITING
CHURCH ACCOUNTANT	MR. ROBERT MENSAH	MANAGER	2011	59	H	GEORGE MENSAH	SENIOR OFFICER	45	H	1. IFRS , TAX LAWS



For the 2000th anniversary of the Birth of the Church (Pentecost 2033), we commit to journey together in Holy Spirit prayer, church renewal, and unprecedented global collaboration for Gospel witness in every language, neighborhood, and nation.

Visit BaptistWorld.org/Acts2 to Join the Movement!

BAPTIST WORLD ALLIANCE

2033

ACTS2MOVEMENT

— *Individual* —

WALK

RUN

SOAR

BIBLE

*1,159 Languages Engaged
with Bible Translation
Prayer and Support*

I have joined
10 million Baptists in
daily Bible reading

I have joined a prayer team
for one of the 1,159
untranslated languages

I have given to help
translate and distribute
the Bible

WITNESS

*450 Million
Shared Testimonies*

I have prepared
my testimony

I have shared
my testimony in
my neighborhood

I have shared
my testimony
cross-culturally

NEIGHBOR

*5 Million Households
Cared for by Neighborhood
Lay Chaplains*

I am praying by name
for my neighbor's salvation

I have used my home to
intentionally share a meal with
someone in my neighborhood

I am participating in a
neighborhood group
focused on invitation and
intentional discipleship

CARE

*1 Billion Intentional
Acts of Service*

I am helping an individual
or family in need 3 times
a year

I am volunteering with a group
of people to do good, especially
to help at-risk children,
orphans, widows, and others
in need

I am helping organize people
to accomplish targeted
acts of service

FREEDOM

*1 Million Signatures
on the Covenant
of Religious Freedom*

I am joining 1 million Baptists
in signing the Covenant of
Religious Freedom and sharing
it on social media

I am participating in a
multifaith initiative to
build relationships that
break down barriers

I am supporting the
persecuted church through
gifts and prayers

BAPTIST WORLD ALLIANCE

2033

ACTS2MOVEMENT

— *Church Leaders* —

WALK

RUN

SOAR

BIBLE

*1,159 Languages Engaged
with Bible Translation
Prayer and Support*

We have organized our church
for Bible reading

We led our church to
adopt an untranslated language
for prayer

We are raising funds,
awareness, and connections for
an untranslated language

WITNESS

*450 Million
Shared Testimonies*

We are training people to
prepare their testimony

We have organized a plan for
each person in our area of
influence to hear someone
share their testimony

We are participating in the
BWA 250 Cities Plan

NEIGHBOR

*5 Million Households
Cared for by Neighborhood
Lay Chaplains*

We have created a path
to pray for each person in our
community by name

We are training our people in
hospitality evangelism

We have trained our leaders
and are establishing
home-based groups for
discipleship and fellowship

CARE

*1 Billion Intentional
Acts of Service*

We have created intentional
care ministries in
our community

We have adopted policies
and practices that seek
to end domestic violence
and sexual abuse

We are one of 2,033 churches
participating in a BWA initiative
in hunger response, people on
the move, or creation care

FREEDOM

*1 Million Signatures
on the Covenant
of Religious Freedom*

We have scheduled a Religious
Freedom Celebration and
Covenant Signing event

We are working toward
communities of justice and
peace, such as reducing violence
and adopting a local school

We are supporting a
BWA Religious Freedom
and Peacemaking Center