



PARKLANDS BAPTIST CHURCH

Arise and Shine - Isaiah 60.1

Annual Report 2023





“ And we know that in all things God works for the good of those who love him, who have been called according to his purpose. ”

Romans 8:28

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2023

Theme Vision

The Year of the Lord's Empowered World Changers

Psalms 22: 27-28

- 9 But you are a chosen people, a royal priesthood, a holy nation, God's special possession, that you may declare the praises of him who called you out of darkness into his wonderful light.
- 10 Once you were not a people, but now you are the people of God; once you had not received mercy, but now you have received mercy.

Our Vision



The gospel of the Kingdom of God proclaimed to every person, Godly leaders raised, and communities influenced positively.

Our Mission



To fulfill the Great Commission by making disciples of all nations, baptizing them in the Name of the Father, Son and Holy Spirit, raising them to maturity through discipleship and teaching, preparing them for effective ministry to others.



2023

Monthly Themes



January
Empowered Vision;
Refocused perception



February
Empowered Seed;
Planted Insights



March
Empowered Thoughts;
Activated Ideas



April
Empowered Creativity;
Enhanced Capacity



May
Empowered Voice;
Inspired Revelation



June
Empowered Obedience;
Unleashed Courage



July
Empowered Faith;
Undeterred Conviction



August
Empowered Calling;
Propelled Passion



September
Empowered Relationships;
Enabled Ministry



October
Empowered Strategies;
Spirit-led Excellence



November
Empowered Breakthroughs;
Unprecedented Solutions



December
Empowered Destiny;
Predetermined Purposes



Chapter 1

Forward

“Your word is a lamp for my feet, a light on my path.”

Psalms 119:105

A word from our Pastors



Rev. Ambrose Allan Nyangao

Senior Pastor

Its my privilege and joy to enjoin you as we celebrate what God did in 2023.

2023, The Year of the LORD'S Empowered World Changers, saw the PBC fraternity empowered to reach its World, while the PBC members were impacted and inspired to proclaim the gospel of the Kingdom in their spheres of influence. Like the Samaritan Woman in John 4:28-29, as a family, we left our waterpots, went our way into the cities and villages, and said to the men, "Come, see a Man who told us all things that we ever did," in Obedience to the Great Commission.

And we are happy to report that many of the men of our cities and villages have believed in Jesus Christ and are declaring that, "Now we believe, not because of what you said, for we ourselves have heard Him and we know that this is indeed the Christ, the Savior of the world." (John 4:42 NKJV).

In 2023, the PBC family pursued alignment to the blessing and the favor of the Kingdom of God, leveraging their resources and abilities to drive the revival that finds its source in the Kingdom.

Our objective was and still is that, "All the ends of the world shall remember and turn to the Lord, And all the families of the nations shall worship before the LORD. For the kingdom is the LORD's, And He rules over the nations." (Psalms 22:27 - 28 NKJV)

This Annual Report 2023 details God's provision to support the Theme Vision through various noble church activities. In sharing this report, I wholeheartedly appreciate every giver and every service provider. Indeed, your labour in the Lord is not in vain.

I believe that soon and very soon, we will hear the Master of the vineyard say, "Well done, good and faithful servant; you were faithful over a few things, I will make you ruler over many things. Enter into the joy of your Lord." (Matthew 25:21 NKJV)



Rev. Dr. Simon N. Mwangi

Associate Pastor

In obedience to the clarion call of 2 Chron. 7:13-15, the Year 2023 saw the church engaged in prayer for the healing and restoration of Africa, marked by humility, repentance, thanksgiving and bold proclamation of the Gospel.

In obedience to the clarion call of 2 Chron. 7:13-15, the Year 2023 saw the church engaged in prayer for the healing and restoration of Africa, marked by humility, repentance, thanksgiving and bold proclamation of the Gospel.

God's people in the market place were empowered to prosper through engagement in entrepreneurship, governance, innovation, creative arts, education, among other market place initiatives.

Indeed, its a joy to reflect back on the testimonies on transformation shift in families and healing as we impacted the society though compassion and counselling. The importance of mentorship was also a key highlight of year 2023, through impartation of the Kingdom values, and principles from one generation to another.

This Annual Report 2023 details:

An environmental scan of PBC, noting the political factors within which the church activities were undertaken. The economic analysis affecting the PBC operations in 2023 are

highlighted in the report. The report also takes due cognizance of the existing legal framework for religious organisation and the spiritual awakenings reported in 2023.

The Annual Report informs of the activities done towards the achievements of the PBC Seven Strategic Pillars and church plants. We saw an enhanced affirmation of the sovereignty of God across all the services and the church experienced phenomenal growth both in membership, leadership and spiritual development. Families were empowered to be true world changes and testimonies received across board confirms that God indeed moved in a might way. The church was engaged in various transformative missions – both locally, regionally and globally.

Additionally, the church expansion strategies were implemented through its infrastructure development programs. New projects were initiated/completed and a review of the ongoing 2022/2023 projects were done. The team experienced challenges which we've picked up lessons for future learnings.

May I take this opportunity to thank all the members of the PBC for their cooperation and support. And I appreciate the team that has taken time to compile this report. To one and all, May God bless you abundantly.

2023

PBC Council Members

- | | | |
|---|---|--|
| 1. Rev Ambrose Nyangao
Senior Pastor | 2. Faith Ouko
PBC Moderator | 3. Betty Mukusa
Chair, Board of Trustees (BOT) |
| 4. Deacon Francis Wairagu
Chair Pastors and Deacons Board (PDB) | 5. Suzanne Kinoti
Vice Moderator | 6. Edgar Makona
Chair Implementation,
Monitoring and Evaluation (IME) |
| 7. Risto Mukasa
Children Ministry | 8. Chris Magu
Men Ministry | 9. Lilian Lihasi
Youth |
| 10. Amos Sifuna
MILD | 11. Jane Muthoni
Maturity | 12. Daniel Toroitich
Membercare |
| 13. Emmanuel Sushi
Media | 14. Youth
TBC | 15. Brian Muganda
Church Secretary |
| 16. Mike Shikwe
Church Treasurer | 17. Phyllis Njeri
Ark | 18. Arnold Muoki
Sports |
| 19. Dr. Lukasa
Missions | 20. RayCharles Mbugua
Marriage Enrichment | 21. Joseph Ruwa
Media |
| 22. Jamhuri Joel
Moderator PBC Eastgate | 23. Treza Nyaga
PBC Administration | |

The 2023 Church Council was responsible for the following

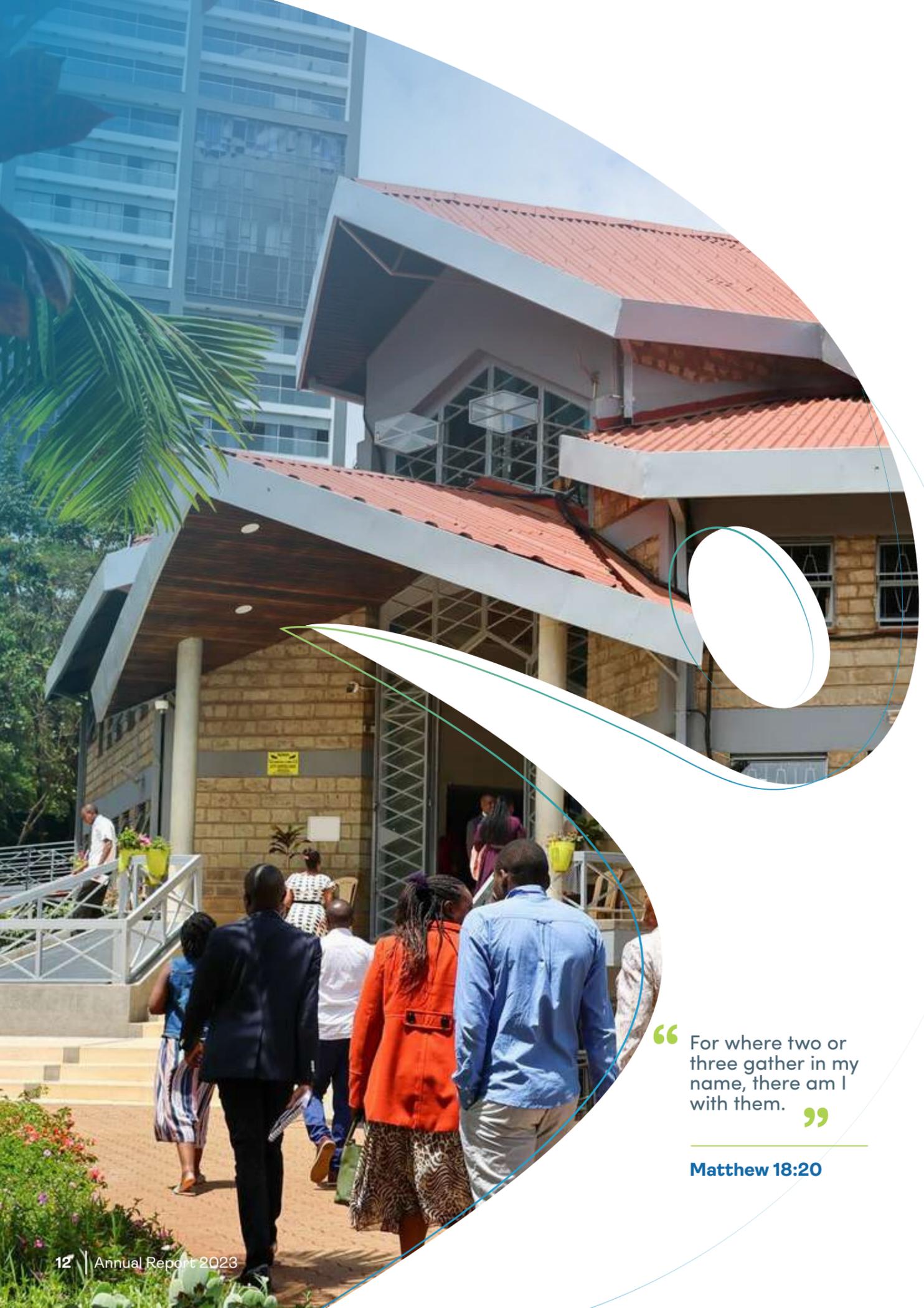
- ⊗ Harmonizing, adopting and implementing the resolutions of the Pastors and Deacons Board, the Board of Trustees and decisions of Members Meetings; The Church Council executed its mandate through the following sub-committees; Administration & Staffing Committee, Implementation, Monitoring & Evaluation (IM&E), Policy and CRAC (Constitutional Review and Amendment Committee).
- ⊗ Ensuring reporting and providing accountability to members.
- ⊗ Ensuring development and management of church calendar; and coordinating and presiding over members' meetings.
- ⊗ Ensuring strategic and operational planning are established.
- ⊗ Ensuring responsive governance and management systems and structures.
- ⊗ Establishment and review of operational policies and systems.
- ⊗ Overseeing prudent management/stewardship of finances.

2023

Implementation, Monitoring and Evaluation (IM&E) Team

- | | | |
|--|---|---|
| 1. Edgar Makona
Chair | 2. Mary Karuri
Vice Chair | 3. Nancy Ikimilu
Secretary |
| 4. Margaret Njoroge | 5. Mary Sichangi | 6. Rosalie Mwanzui |
| 7. Audrey Ndubi | 8. Grace Gitau | 9. Richard Oduor |
| 10. Rosemary Nderitu | 11. Jorum Odiemo | 12. Oliver Mutere |
| 13. Rose Tino | 14. Christine Muindu | 15. Diana Kolek |
| 16. Arnold Muoki | 17. Darmaris Nyaga | 18. *Faith Ouko
(PBC Moderator) |
| 19. Dr. Lukasa
Missions | 20. RayCharles Mbugua
Marriage Enrichment | 21. Joseph Ruwa
Media |
| 22. *Joel Jamhuri
(Moderator PBC Eastgate) | | |





Chapter 2

Operational Context / PESTEL

“ For where two or three gather in my name, there am I with them. ”

Matthew 18:20



2.1 Political Factors

P

- > The political environment in Kenya had a significant impact on the operations of the church. The protests held in the first and second quarter of the year i.e. March and July caused several adjustments to some of the planned programs. This period of instability was not only experienced nationally but also globally, with wars between Russia and Ukraine and Israel and Hamas. These global conflicts posed substantial effects on the country.
- > Despite the political instability, the country's political status has been stable overall, encouraging ministry participation. However, there were early campaign modes and cracks in the Government, hinting at a possible political handshake.
- > In response to these challenges, the church adopted a proactive approach. Housegroup zones adopted counties, where members would pray, fast, and identify the community's needs, showing the church's involvement in local politics and community affairs. The church also expanded its global outreach, including a visit to Western Africa, specifically Cameroon, hence opening new partnerships.

2.2 Economic Analysis

E

- > In 2023, the global economic landscape was challenging, with the rise in prices of commodities and services affecting the church's operations. The rise of prices in commodities and services also affected purchases of resources and members' participation in programs that now required co-paying. These economic changes have been particularly impactful on single-income families, such as adult singles.
- > In response to these challenges, the church-initiated Marketplace and Leadership trainings to address the community's economic and social needs. The Marketplace Training and Leadership Trainings tried to address the community's prevailing economic and social needs. The economic crisis led to an increase in the cost of living,

2.3 Social and Cultural Factors

S

- > During the reporting period, there has been a rise in LGBTQ+ issues, mental health issues, and incidents of schools burning in the first quarter. The church responded by developing discipleship programs, especially targeting schools and prisons, and strengthened partnerships with local churches and institutions to enhance firsthand encounters with the affected. The church also had to deal with many bereaved and sick people in the congregation, leading to lower social interactions and an increased need for support. The church has been promoting health and wellness, with the nation becoming healthier due to increased walking. However, there has been a rise in mental health issues and drug abuse, leading to the need for healing and counseling.
- > The Ark Ministry members have mostly been on the online platform, but in the last quarter of 2023, have experienced

2.4 Technological

T

- > Throughout the review period, the church has been actively leveraging technology to enhance its operations and outreach. It uses a digitized reporting system and social media handles for communication, and both have received a great response. The church is committed to enhancing its technological capabilities, recognizing the need for continuous improvement.
- > The use of technology has been a significant resource for reaching out to families, primarily through online meetings and prayers, for instance the pre-marital counseling classes (PMCC) transitioned from online to physical classes, with a physical graduation in the fourth quarter of 2023. This hybrid approach shows the church's adaptability in using technology to meet its needs whilst maintaining the practicability of physical interactions.

2.5 Environmental

E

- > The environment has also posed challenges to the community. The El Nino rains affected 19 counties, flooding homes, making roads impassable and destroying crops. We also experienced heavy rains across the country in the third quarter of 2023, causing displacement due to flooding.
- > Despite these challenges, the weather conditions have been favorable in the fourth quarter of 2023, resulting in outstanding volunteer ministry engagements and good corporate service attendance; the season also brought short rains, an answered prayer after waiting and trusting God for rains.

2.6 Legal Factors

L

- > In 2023, PBC church continued to operate within a legal framework that includes a variety of laws and regulations. There has been an increase in litigations, leading to the need for more legal awareness forums. In addition, introducing new laws could have implications for the church's operations.
- > During the reporting period, the Supreme Court of Kenya made a landmark ruling, declaring discrimination based on sexual orientation unconstitutional and upholding the right of association for the LGBTQ+ community despite ongoing legal and societal challenges.

2.7 Spiritual

- > During the 3rd quarter, the church witnessed a spiritual awakening, with numerous revival meetings occurring nationwide. Events such as the Love Nairobi Festival, 2023 Rhema Fest, Doxa, and Holy Ghost Fire Encounter saw participation from both young and old, all expressing a desire to deepen their understanding of God.

- > Globally, the church faced challenges from the Western countries perpetuating LGBTQ+ issues against biblical marriage and family life. The church responded through intentional prayers in the 10/40 window and a love-embrace strategy as a long-term solution to the prevailing political situation.
- > Locally, the challenge of El Nino in 19 counties required fast collaboration between the national and county governments to assist those affected. The church also responded to local issues like the bandit attacks in Endo that posed security issues.
- > In summary, the church has actively responded to local and global political issues through various initiatives, including prayer, fasting, community involvement, and global partnerships. Despite the challenges, the church remains committed to its mission and continues to adapt to the changing political landscape.

- affecting many families. Despite stagnant incomes, the cost of goods and services rose due to taxes and inflation. The church recognized these hardships and provided support to these families. The global economy and international trade continued to be weak, owing to the longstanding geopolitical uncertainty and persistently high inflation in the leading advanced economies.
- > Amidst these challenges, the church adapted to the global economic changes and fluctuations in the prices of goods and services. This adaptation might have involved adjusting budgets, reallocating resources, or finding new ways to fulfill its mission. The church's resilience and commitment to serving its community are evident in its response to these economic hardships.

- an increase in physical attendance. This change could indicate a shift in social behavior or preferences among the ministry members. The church has adopted programs such as Hybrid church and Sunday school services in response to this shift. Other notable programs include Africa Children's Prayer Day, Child Dedication, visitation, Candidates, Divorce Care for Kids, U-TURN parenting series, Empowered for Service Week, Mission – Kilifi, Children's Camp, and Teacher's Retreat.
- > The ministry inspires and empowers the children and their families to serve in the Kingdom of God. Hence, it showcases the church's role in shaping social values and norms. Institutionally, the ministry continues to contend for the institution of marriage and family that it remains as God intended in his word.
- > Schools closed in early November 2023, and the children were home until January 2024, leading to many nuclear and extended family interactions. The church has provided social support through benevolence prayers, mission work, and revival activities.

- > However, the rise of social media usage and data protection issues, increased technological changes, the use of virtual platforms and Artificial Intelligence (AI) services, and the emergence of electric bikes and vehicles have posed new challenges. These include job losses due to mobile technology, more innovations leading to increased cyber risks and bugs, and issues related to identity theft.
- > The church explored likely measures to ensure technology's safe and responsible use in response to these challenges. Some of these standard measures include possibly educating members about online safety, implementing data protection measures, and using secure platforms for online activities. The church's efforts to mitigate these issues demonstrate its commitment to navigating the complexities of the digital age while ensuring the welfare of its community.

- > PBC remained committed to environmental conservation, as evidenced by its plan to adopt Kusyombunguo in tree planting. However, implementing these initiatives has faced challenges, such as overlapping activities and events.
- > The church is also aware of broader environmental issues such as climate change, increased non-communicable diseases, the need for organic farming in agriculture, water pollution, and extreme weather conditions like droughts and floods. These issues highlight the importance of the church's commitment to environmental stewardship and its role in addressing these challenges

- > While no specific new laws have been mentioned in the reports, it's important to note that all the church's activities must comply with the relevant local and national laws and regulations. Complying could include laws related to non-profit organizations, religious institutions, and public gatherings. The church also needs to ensure data protection, which has become increasingly important with the rise of digital technologies.
- > The church's commitment to legal compliance is crucial in ensuring its operations are lawful and ethical. This commitment is demonstrated through its efforts to increase legal awareness among its members and its adherence to data protection standards.

- > However, this period also saw the rise of issues related to the Shakahola cult, which raised tensions in the country.



Chapter 3

Achievements towards the 7 Strategic Pillars

“ And may the Lord make you, increase and abound in love for one another and for all, as we do for you. ”

1 Thessalonians 3:12



3.1 Strategic Pillar ONE:

God and Spiritual Cover

3.1.1 Magnification

Strategies

- a) To uphold acknowledgment of the sovereignty of God in all matters of the church
- b) To build a lifestyle of Prayer at all levels of the Church (complete dependence & trust upon God)
- c) To foster a Lifestyle of Worship both individually and corporately
- d) To establish Ministry to those with Special Needs
- e) To nurture unity of the Spirit
- f) To harness partnerships and collaborations with strategic partners to advance the Great Commission



Reflections on 2023



PBC
Magnification
Department
Arise and Shine - Isaiah 60.1

Pastor Reagan Akaliche

Magnification Pastor

Magnification Achievements in 2023

- a) During the review period, Parklands Baptist Church **enhanced affirmation of the sovereignty of God among members, congregants and others**, through the development and implementation of the 2023 annual theme vision book - Year of The Lord's Empowered World Changers anchored on Psalms 22: 27-28, the theme vision gave strategic and spiritual guidance to the church members and leadership; further, the church conducted 104 Pulpit Declarations in line with the theme Vision/Sermons. In addition, the church released weekly themed audio-visual clips (in liaison with the Parkie media ministry); and conducted Gospel-centered Wedding Services; and Funeral services.
 - b) In 2023, a total of 104 God-centered Corporate Services were conducted aimed at magnifying the Lord through all seasons of the church, His praise continually being on the members lips; in addition 104 Corporate Prayer Services, and Praise & Worship Sessions were organized.
 - c) The Church ascribed to the Lord the glory due His Name: This was realized throughout the year through the four worship Experiences; selection of theologically/doctrinally sound Song Lists; and the annual Revival Season 9 Celebrations/Experience. Parklands Baptist Church successfully hosted 52 services, every Wednesday. The congregation engaged in prayer for families, the church, and the nation in each service. The Church facilitated Prayer and Fasting Seasons and had hybrid corporate gatherings every evening for corporate prayer and the breaking of the fast. The services were hosted on PBC's social media platforms with an average viewership of 300. The congregation engaged in prayer for families, the Church and the nation.
- PBC successfully hosted the Early Bird Services every Wednesday. The services were hosted on the church social media platforms with an average viewership of 600. The congregation engaged in prayer for families, the church and the nation in each and every service. Numbers have grown in the glory of God.
- A total of 371 people were ministered to through the prayer hotline. Members were called for prayers, sent their prayer requests, and were prayed over by the prayer team and the pastors. There is a need to set up a 24-hour call center to enhance ministry to our members.
- The church hosted weekly Sunday worship services. The hybrid services had a progressive viewership of over 10,000 people. The worship ministry ministered in music that was in sync with the monthly themes. Successfully hosted hybrid Sunday worship services. The church had a progressive viewership of over 15000 people. Ushers attended to members as they came for the services while the prayer ministry hosted early Sunday morning intercessory prayers for the services.



d) The Magnification ministry coordinated the 21 days of prayer and fasting in preparation for Revival season 9. The church had hybrid evening gatherings that were broadcasted on the church's social media platforms with average progressive participation and viewership of over 300 people and in-person attendance of 100 people.

e) The church fostered sound doctrinal teachings across PBC and all affiliates through the 104 weekly biblically sound sermons, reading of the scripture, Gospel-centered Corporate Services and through the blessing cover to all other strategic pillars of the church. Further the church undertook biannual Shepherd Forums, perpetuated wholesome God-honoring Prayer, Service and Worship; and conducted two ushers Recruitment/Training and 4 Worship Team Trainings annually.

The church hosted 52 midweek evening Prayer services. The worship team and the band equally utilized their talents in ministering to God's people with song selections that were consistent with the monthly themes. The services were hybrid in nature with an average in-person attendance of over 300 people and progressive online viewership of over 2000. In addition, PBC undertook monthly Overnight prayer meeting hosted – Overnight Kesha every last Friday of the month with the climax being the Revival Season 9 Overnight Kesha that had an attendance of over 1500 people.

f) During the review period, the members mobilized the Church to the place of Prayer for as we draw near to God in Prayer, Service & Worship, He will draw near to us through hosting two weekly Prayer Services /Convocations and through the Early Bird PS and Evening Prayer Service; a weekly Midnight Oil Prayer Service; conducted biannual Prayer Trainings in liaison with Housegroups; Coordinated Quarterly Corporate Prayer & Fasting Seasons for the Church; and Engaged in two city & nationwide Prayer Initiatives/Movements. In addition, the church strengthened the discipline of Prayer at all Levels of Leadership through the Quarterly Leaders' Prayer Breakfasts, Bi-annual Leaders Half-day of Prayer, Prayer Trainings and Prayer Walks/Drives in liaison with Housegroups. The church undertook a team-building fellowship to enhance synergy and unity.

In addition, the church had 18 new vocalists going through probation. They successfully graduated and are now ministering in our services. In addition, the church undertook refresher vocal training for the worship team to enhance the quality of our ministry to God's people.

g) In line with the strategic objective to establish Ministry to those with Special Needs; the magnification ministry sensitized the church and its affiliates concerning those with Special Needs & Special Ministries available through facilitating two Awareness Initiatives/Drives and undertaken two Staff/Volunteer Trainings. The church created an environment of Unconditional Positive Regard for those with Special Needs through Partnerships with Disabled Persons Organizations for support. However the plan to develop a Special Needs Church Policy/Ministry Guide did not materialize within the review period.

The church has reserved Designated Areas for those with Special Needs during all our services. Sign language interpreters now appear on the screens during services to enlarge the outreach through the online platforms; in addition, the church undertook successful visitations to members with disabilities. The church developed Outreach Programs to the members with Special Needs, a move aimed at seeing more and more members come to the knowledge of our Lord. In addition, the church undertook the following activities;

- ⊗ Missions to Kibera Little Rock inclusive education center.
- ⊗ The church supported women with special needs with sanitary pads and educated them on world's menstrual day.
- ⊗ Participated in a deaf bible challenge at CITAM Valley Road among 12 other churches. One of the members received Christ.
- ⊗ The church had 3 successful fellowships, and 3 home visitations to the church members with special needs.

h) In line with the church's strategic objective to nurture unity of the Spirit, the church enriched corporate worship experience through the monthly sharing of the Holy Communion ordinance in 3 Services; Bi-monthly Scripture Dramatization in Corporate Services and the weekly Pastoral Prayer Sessions and Corporate Prayer Services. However, the church did not achieve the following planned activities which were aimed at harnessing partnerships and collaborations with strategic partners to advance the Great Commission.

- ⊗ Develop ten proposals to potential partners to support PBC programs
- ⊗ Hold 2023 annual appreciation dinner for local partners
- ⊗ Get scholarships for two students from partner universities per year to study abroad
- ⊗ Organize exchange program for our young people to one of our partner churches





3.2 Strategic Pillar TWO

Membership and Leadership Development

Strategies

- a) To set a firm foundation for the believers' growth in their new-found faith in Christ
- b) To disciple all believers in their faith and knowledge of Christ leading to maturity
- c) To increase membership of PBC and its church plants to 7,000
- d) To actively engage new members in discipleship, fellowship and ministry
- e) To ensure the provision of materials and other resources and training that will support the discipleship ministry
- f) To foster a vibrant children's Ministry
- g) To foster a vibrant youth Ministry
- h) To enhance the Housegroup Ministry
- i) To provide holistic support to members and congregants in all PBC churches
- j) To foster a vibrant family ministry
- k) To enable members to engage in effective ministry service as they deploy their time, talent and treasures
- l) To provide the marketplace with leaders equipped with kingdom principles
- m) To Enhance Transformational Growth and Development for Leaders and Members in service
- n) To raise godly leaders in line with Kingdom principles



3.2.1

Maturity Ministry

Reflections on 2023



Pastor David Kiniti

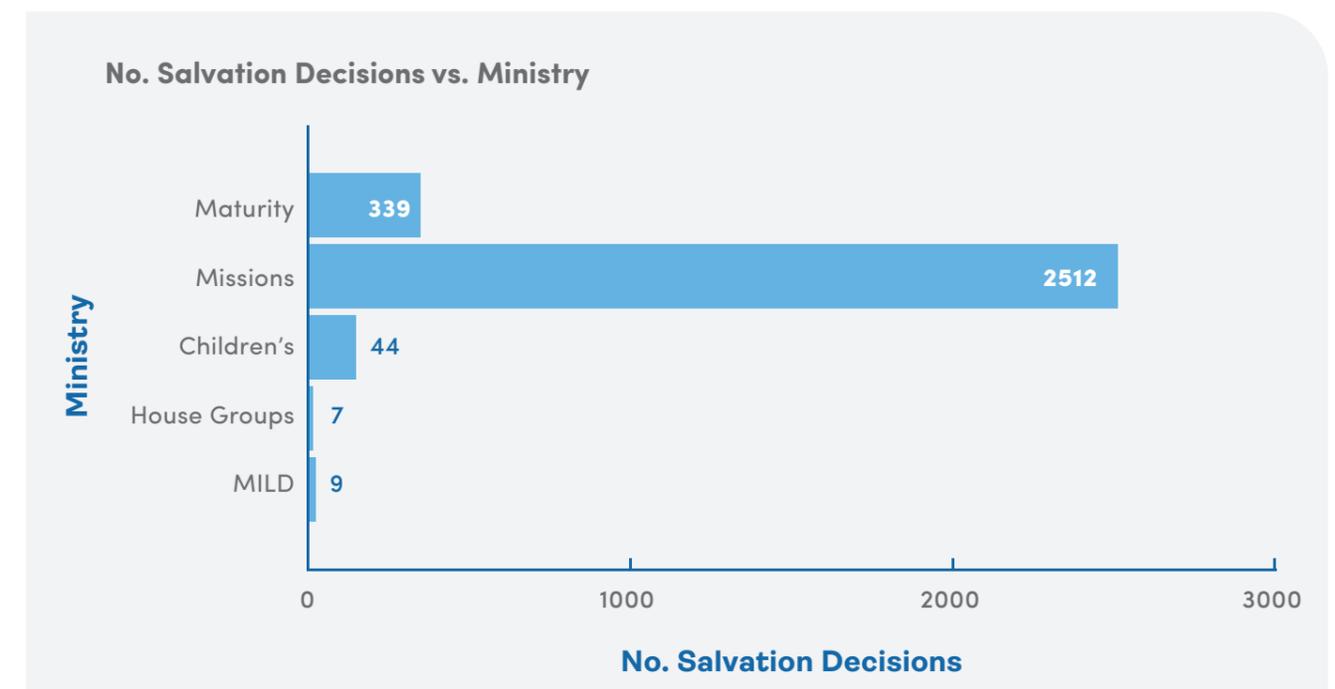
Maturity Pastor

During the review period, the maturity department held membership classes, weekly Bible studies, resource allocation, Baptism and connect ministry as the main activities.

Altar Call Connect Ministry

1. Salvation decisions

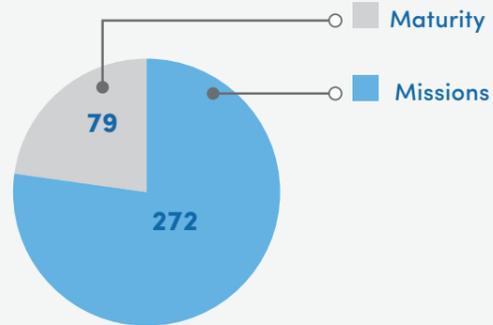
A total of **2,911 salvation decisions** were recorded in **2023**.





2. Baptism

The church baptized a total of 351 members.



a. The Maturity department held 9 baptism services during 2023, on various dates, and a total of 272 people got baptized. The baptism services were supported and conducted by Rev. Dr. Simon Mwangi, Pastor Kiniti, Pastor Edith, Pastor Machina, Deacon Nathan, Deacon Mwai, Deacon Timothy, Dan Kanyi, and other church leaders. The venue for the Baptism services was the Parklands Baptist Church Baptistery and Hospital Hill Primary with whom the church partnered.

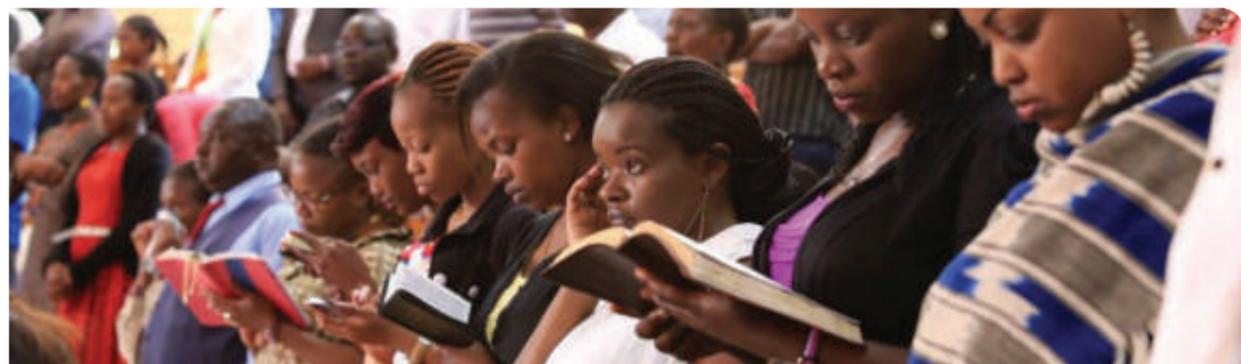
- b. Four (4) baptism classes were also held over the year on 9th March, 15th June, 14th September and 16th December 2023.
- c. Praise report: 20 members rededicated their lives to Christ on 15th June 2023 during the Baptism class, and the altar call was conducted by Deacon Tim. A further 4 members rededicated their lives to Christ on 17th June 2023 before the Baptism service, the altar call was conducted by Pastor Kiniti



3. New Believers class:

The New Believers Focus continues to nurture new believers in the church through follow-up calls and SMS as well as conducting Faith Foundation classes to help grow these new believers in the faith. The department held 2 Faith Foundation classes during the year (2023).

The department held a meet-up on 7th October 2023 for those who had attended previous Faith Foundation classes. However the turnout was lower than expected. Out of the 70 invites sent out only 6 came for the function.



3.2.1.2 Discipleship

1. Children's home visit

- a. On 29th April 2023, the church visited The Great Hope Children's home located at Zimmerman. A total of 13 members from the PBC maturity department were in attendance; 25 Children were ministered to.
- b. On 30th September 2023 the Maturity department visited 2 children's homes - Alpha Joy Children's home, Kikuyu town, and Angelica Children's Home, Ngong town.

2. Weekly Bible studies

During the review period the church continued to engage with the word of God through Bible studies and mentorship programs. The year commenced with the church having 48 Bible Study groups. Throughout the year, the Maturity Department conducted weekly Bible studies on Tuesdays, Thursdays, Saturdays, and on Sundays. In the course of this period, 35 new Bible Study groups were formed, including 14 in-person groups and 21 online groups. Consequently, our overall number of groups has reached 83, with a combined membership of 793 individuals.

3. Leadership training

- a. On 3rd June 2023, 48 leaders participated in a leadership and equipping training; these included Bible study leaders, department champions, maturity committee focus area leaders, and mentees.
- b. The discipleship focus held an opening year fellowship for 70 Bible study leaders across all ministries on Saturday, 4th Feb 2023. The activities included: fellowship, sharing of God's word, and team-building games.
- c. On September 2, 2023, the discipleship focus conducted the initial segment of the doctrine class on The Holy Spirit, with 30 participants representing various ministries and departments (Maturity- 27, Ushering-2, and Parkie Radio- 1). The follow-up session, covering the second part of the Holy Spirit doctrine class, took place on 18th November 2023, attracting 14 members to the training. Pastor David Kiniti led both sessions as the facilitator.

4. Mentorship programs

In 2023, the mentors program welcomed a total of 53 mentees. The fourth mentorship Season took place from March 21st to April 18th, 2023, with 23 mentees successfully completing the program and they were commissioned to serve in diverse areas within the church. Subsequently, Mentorship Season 5 commenced on Tuesday, September 12th, featuring a cohort of 30 mentees who successfully concluded the program on October 24th, 2023. This particular group is slated for commissioning in 2024.

5. Daily Bible reading Plan

In February 2023, the daily Bible reading plan schedule was unveiled, featuring tailored versions for men, women, and youth. A total of 5000 printed pamphlets were distributed among the congregation

6. Fellowships

The Maturity Department organized a Thanksgiving and Family Fun Day on December 9, 2023, at Parklands Baptist Church. The event was attended by 30 adults and 22 children.





3.2.1.3

Membership Classes

3 cohorts of membership classes were conducted during 2023; mobilization was done through the church bulletin, the church's social media platforms, and fliers and announcements on the church pulpit.

Cohorts 2023	Target 2023	Number registered	Awaiting Ratification	Percentage target achieved
Season 1 (February-May)	200	307	225	112.50%
Season 2 (May - August)	200	154	111	55.50%
Season 3 (August - December)	200	198	130	65.00%
Totals	600	659	466	77.67%

A total of 466 potential members have successfully completed the membership program and are currently awaiting ratification.

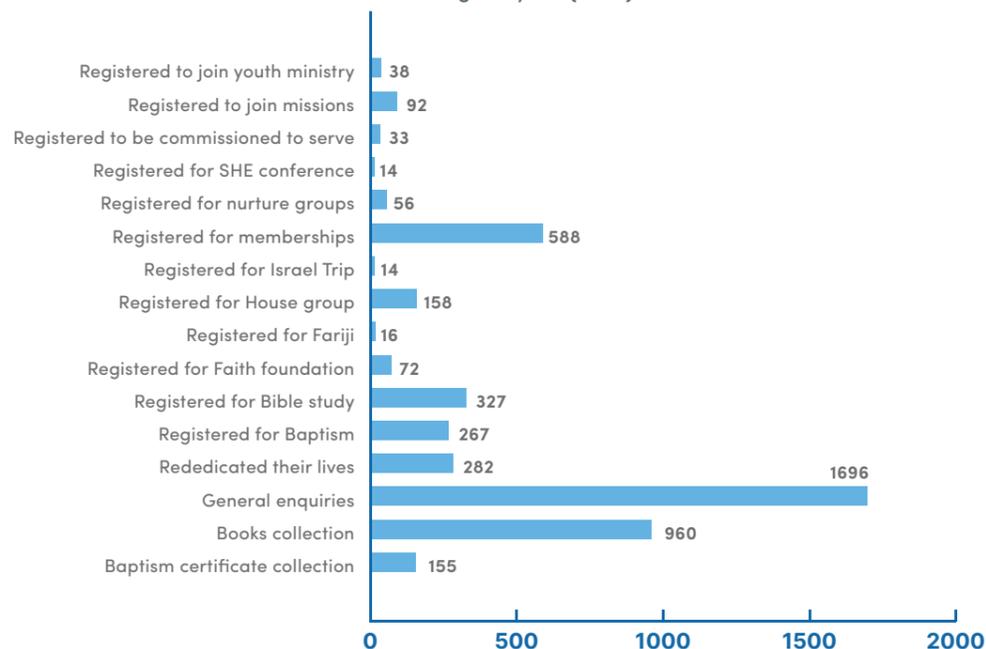
Each cohort seamlessly integrated into diverse ministries, with ongoing initiatives aimed at facilitating their smooth assimilation. Participants engaged in meet-up sessions, interacting with various ministry leaders who shared insights into their activities and programs. Moreover, members had the chance to meet with the Board of Trustees, Church Council, and PBC pastors, under the leadership of Pastor Ambrose and Pastor Simon.

The integration statistics for each season are as follows:

- ⊕ Season 1: 59% successfully plugged in
- ⊕ Season 2: 56% successfully plugged in
- ⊕ Season 3: 49% successfully plugged in

Connect Tent

The connect tent served a total of 4788 members during the year (2023).



3.2.1.4

Resource Centre

1. Sefarim Resource Centre new look



2. Family Discipleship Conference

The church held a Family Discipleship Conference (FDC 2023) at Nairobi Baptist Church (NBC) on 11th March 2023; 183 people attended the conference from various churches.

The conference involved programs such as Worship through music, Plenary Sessions, Interactive open sessions, and Interactive Q&A on the keynote speakers message. Among speakers/facilitators included Dr. George Ogalo, Rev Ambrose Nyangao, Rev Mulandi, Rev Pinto Kali, Pastor David Kiniti, Pastor Jackline Wangare, Rev Evans Mutamba, Pastor Wangare Benson, Rev Majid Ochieng', Pastor Elijah Mukaya.

3. Discipleship and Bible study materials

Sefarim resource center issued **2,621 resources** in 2023

3.2.2

Ministry Identification and Leadership Development

M.I.L.D Achievements in 2023

- ⊕ 465 members discovered their leadership gifts after undertaking shape classes, most are in the process of plugging-in to church ministry
- ⊕ 14 church department coordinators have demonstrated efficient data management after the capacity building
- ⊕ The success of ZOE classes that helped to equip Christians to ministry and service to GOD led 120 Christians from PBC, counties outside Nairobi and Diaspora countries to committing more to serve GOD through hearing GOD's voice.
- ⊕ 109 Pastors and church leaders empowered in leadership facilitated by PBC to other churches Pastors and church as servant leaders in two times convention held at Khuywa Zone Baptist.
- ⊕ 7 new people trained joined PBC church, 3 enrolled in Maturity classes, the 20 members embarked on their Start-Ups projects and the church own-standard new curriculum developed, were successes in PBC contribution towards transformation of the community under building economic empowerment from a three months Start Ups program which graduated 20 members that attracted other religions (muslim). This was a market place outreach program which addresses the needs of people and leading by example in community change maker agent.
- ⊕ PBC continues to impact the congregants through skills development in entrepreneurship, personal branding, tax compliance, planning for profit, attracting right clients and work-life balance which has led to congregants changing their daily operations by implementing these soft-skills
- ⊕ Positive attitude was built among the congregants to use their Christianity to impact the market place, this was evident from the business talks, business exhibitors and networking held at PBC

In preparation of the PBC existing and new members for effective ministry, MILD in line with the church vision of proclaiming the gospel of the Kingdom of GOD to every person through Godly leaders raised and equipped to influence communities positively was involved in ministry identification, leadership training and development at various levels. Shape classes, Zoe classes, staff and youth leadership training, and pastors training were held to strengthen different ministries to serve better.

MILD liaised and collaborated with other ministry departments to provide mentorships, create synergies, provide information, and participate in membership exposure to the marketplace options for their uptake or to venture into. This has been a great success with many people both PBC members and non members interested in participating in MILD expo's for example, Parkie Business Expo had an average attendance of 2,000 and 85 exhibitors. This segment has attracted many congregants who may only be attending church on Sundays to be involved further into church activities even within the week thereby building trust and others coming to know Jesus Christ as LORD and Savior.



MILD also helped build networks and reach out to congregants in the Diaspora. Other training geared towards empowering members to face social and environmental challenges or threats in life were conducted such as conflict navigation, data management, business talks and start-up programs.

The activities progressively contributed towards the realization of the PBC Strategic Objectives. This has been achieved especially through the Marketplace Ministry Engagement and the Mentorship Platform. New members have joined Parklands Baptist Church, several others became born again during the Marketplace interactions and engagement with the community outside PBC. Through Mentorship, the visible transformation of individuals had been witnessed, from becoming born-again believers, going through Maturity Classes and Discipleship, and subsequently supporting church Ministry work through service. These are individuals whose testimonies have been taken account of and whose journeys have been documented. The department has also engaged in capacity building of leaders and staff members of the various ministries and departments and in turn supporting them as they realize the church's strategic objectives in their various capacities.

Ministry Identification

1. SHAPE Classes

To explore members' gifting and potential, 465 members went through a total of 6 SHAPE classes held on different dates between the months April to December in collaboration with the Membership classes.

2. Purpose Training

3 trainings were held with a total of 136 participants on "how to discover and walk in your purpose". One training was conducted on 21st April 2023 by Vanessa Kimoro from Uwezo Consultancy with 56 Members attending .

Ministry Equipping

1. ZOE courses

120 participants in the Zoe Courses which began in February 2023. The training covered 5 books. Participants from the Diaspora also engaged from Turkey, Dubai, and UK, and other countries and counties. The Zoe classes covered topics on hearing God's voice, Knowing God in spiritual warfare, following God in healing, and Intimate Friendship with God

2. Equipping Workshop on Conflict Navigation

Navigating Conflict in the Power of the Holy Spirit was a training held on 4th April 2023 facilitated by Brian Decook,

Attorney from the US, with 72 participants attending the in-person session. Hosted in partnership with the Missions Department. It was a helpful informant session, especially in a time of societal polarization. The session was supportive to both church ministry and community engagement.

3. Parkie Start-Up Program

Which was to provide economic empowerment was a three-months Start-Ups program, in-person training kicked off on 31st January 2023 and continued to 19th May 2023, 20 members out of 35 successfully graduated. 9 salvation decisions, including one Muslim Family. Some members of the class also plugged in as Mentors and helped to facilitate other Marketplace Sessions. 20 of the students managed to embark on their Start-Up Projects. 7 members decided to join PBC, 3 of them enrolled for the Maturity Classes. This was to help members launch start-ups in line with their God-given Purpose and Passion.

The departmental team has been working to develop a church own standard curriculum and this was put to the test during this period.

4. Parkie Marketplace Forums

The various PBC Marketplace teams continued networking within their Forums. Recorded were Pen Adventures team who engaged in Community Collaborations with the Kenyan Christian Publishing networks with sessions being held monthly at Citam Valley Road from February to September, on the first Tuesdays of the Month.

8 different marketplace trainings were held during the Lunch and Evening Sessions between February and December because it was easier to reach the participants at that time (an average of 45 participants per session). The interaction sessions held included;

- ⊕ Entrepreneurship Journey with Edwin Ochako **(an Entrepreneur)**
- ⊕ Time Management with Catherine Nyambane **(a Family Therapist)**
- ⊕ Life and Work Balance with Catherine Nyambane
- ⊕ Personal Branding with Dr. Anuradha Khodha **(a Business Mentor)**
- ⊕ Attracting Right Clients through Branding with **Dr. Anuradha Kodha**
- ⊕ Tax Training Part I with By Dennis Wakaba **(a Tax Expert)**
- ⊕ Tax Training Part II with By Stella Naliaka **(a Tax Expert and Financial Consultant)**

- ⊕ Planning For Profit Training with Diana Kolek **(a Business Mentor and Consultant)**

5. Parkie Business Expo

MILD Department in partnership with the Young Professionals hosted the Revival Week Parkie Business Expo which took place on the 23rd and 24th September 2023. There were 85 Exhibitors, among them 20 Corporate Organizations.

The event featured Business Talks on Saturday, Networking, and Exhibitions. At least 2000 PBC Members attended

Leadership and Development

1. Mentorship

In the year of reporting, 30 new Leaders who are benefactors from the Mentorship program joined the team to serve as Leadership trainers and Marketplace mentors. A Mentoring session on Forgiveness was held on 30th November 2023 which was facilitated by Pst. Brian DeCook, US Attorney and Executive Director of Peace Fire. The Topics were; Seeking Forgiveness from God and from Others; Forgiving oneself and others. The session had 150 participants

2. Staff Coordinators – Capacity Building

The M.I.L.D Department hosted a Capacity Building Workshop for Coordinators on Data Management on 26th September 2023 in partnership with Sunesis Consultancy Company. A total of 14 coordinators participated from all PBC campuses. The objective was effective data collection and management.

3. PBC Youth Leadership Training

In July 2023 and September 40 leaders participated in a training that was held for the Ongoing School of Worship on Purpose and Calling and Leadership.

4. Pastors Training

On 20th and 21st July 2023, two PBC Pastors were supported to attend the Re-Imagine Church in a two Days'



Conference at ICC to learn more on Growth of Life Giving Churches.

5. Staff Leaders Training

Six (6) PBC Administration staff and other Church leaders were supported to attend the three Days Church Governance Training on 12th - 14th July 2023 at Daystar, to skill up their leadership practices in Church Operations.

6. Global Leadership Summit

PBC members were mobilized to participate in the Global Leadership Summit held on 2nd - 3rd November 2023 at CITAM Karen. World class and local speakers included Craig Groschel, Condoleezza Rice, Bishop David Oginde and Julius Ngetich. PBC leaders from the various church branches were among the thousands of participants.

Leadership Development to other Churches as an outreach program

1. Khuywa Zone Baptist Convention Leadership Training

In the year of reporting, 30 new Leaders who are benefactors from the Mentorship program joined the team to serve as Leadership trainers and Marketplace mentors. A Mentoring session on Forgiveness was held on 30th November 2023 which was facilitated by Pst. Brian DeCook, US Attorney and Executive Director of Peace Fire. The Topics were; Seeking Forgiveness from God and from Others; Forgiving oneself and others. The session had 150 participants

2. Khuywa Zone Baptist Convention conducted a Benchmark Training at PBC

Where nine (9) Pastors from the Khuwya Zone Baptist churches visited Parklands Baptist Churches from 4th - 6th December 2023 and had a Meet up with Pastors and Representatives from the PBC Departments and Ministries to help them Benchmark, learn and to apply some lessons even as they strategized the annual plan for 2024.



3.2.3 Membercare Reflections on 2023



PBC Membercare Ministry
Arise and Shine - Isaiah 60.1

Pastor Edith Kiriimi

Membercare Pastor

During 2023, the Member care Department which falls under Pillar 2: Membership and Leadership Development continued to run different programs responsive to the PBC congregants and members needs using the Hope Installation Approach to reach the needy, grieving and struggling mentally.

The Department enhanced responses to members and congregants' bereavement needs; provided financial aid/support; shelter in the storm/rental support; medical aid and support; to vulnerable groups including-refugees, street families and children's' homes as well as clothes and food items distribution. Membercare promoted members and congregants' wellness, rolling out guidance and sessions, provided medical services and financial support for household economic strengthening.

The Housegroup ministry also ran smoothly in the reporting period, with various interventions ongoing: Tournaments; World Cup Screening and Celebrations; Members Mobilization, Training; Visitations and Young Couples Mentorship. The church also held various committee meetings throughout the year to ensure smooth running of the Member Care Ministry.



~ PBC 2023 Membercare Business Course graduates showcasing their certificates.

Membercare Achievements in 2023

Highlights

Overall, 2023 was a great year in the Membercare Department. Key Achievements in the Financial Year 2023 are included below:

 190 Total number of families the church enrolled to Fariji.	 KES. 1,796,937 Total amount disbursed to 90 families through Financial Aid Kitty.	 98 Total number of families supported through the Rent Support program.
 KES. 657,296 Total amount disbursed to families through Medical Aid Kitty.	 670 Total number of families visited through Membercare Visitation program.	 6800 Total number of patients supported through Medical Camp programs.
 4,600 Total number of families reached through Share Love/ Food Bank initiative.	 806 Number of clients reached through the Guidance and Counselling program.	 190 Number of trainees trained via Vocational Training program to support their families.
 8,000 Number of congregants reached during Koinonia Sunday		

1. Parkie Fariji

This was done through posters sharing and Sunday Bulletins. During the reporting period, the church enrolled a total of 190 families, 145 families from Westlands Campus and 45 families from Eastgate). A total of 17 insurance claims in 2023 totaling to KES. 1,700,000, out of these two (2) were declined due to age and waiting period. In addition, PBC provided bereavement aid to members exempted from Parkie Fariji as a one-off financial support reaching 75 bereaved families. The Benevolence team constantly liaised with all the departments and ministries to broaden their reach to the members and 15 people were supported financially through the bereavement aid kitty.

2. Financial Support/Aid

790 families were assisted through emergency, petty cash & financial aid kitty totalling Kenya Shillings 1,796,937.

3. Burial Transport

250 teams were facilitated for this ministry in collaboration with members from the various ministries and departments.

4. Membercare Visitation

The Department partnered with different departments and ministries (including women ministry) for various visitations impacting 670 families.

5. Rent Support (Shelter in the Storm)

The rent support initiative helps members going through sudden financial strain and needs support. 98 families were supported through the program and KES. 245,950 disbursed. From 2023 Q4 the ministry empowered members in finding ways to increase resources through entrepreneurship / seed funding.

6. Medical Aid

A kitty geared towards offsetting the medical bills of the members. The church reached out to families totalling KES. 657,296.



7. Medical Services

The Ministry provided basic medical and first aid services to a total of 6,800 patients in the reporting period. Medical services were also offered during the Christmas Run, Children's Camp and Youth Camps (Shujaa, Maua, Teens and College/Young Professionals).

8. Medical Camps

The Church supported a total of 10 medical camps throughout the year. The 2-day end of year camp was conducted at Parklands Baptist Church in partnership with Medicross and VIP Dental Clinic. A total of 200 congregants received general consultations, optical and dental screening services on site. Dereva Hodari Eye Clinic in partnership with Kenya Association of Opticians also held an optics check-up targeting 229 school bus drivers; this was a follow-up of the 2022 PSV drivers' check-up. The medical camp was to create awareness on eye health and road safety. Key diagnoses were: refractive error issues (134), non-refractive issues (88) and other eye-related conditions (7).

9. Medical Aid

The Church also sensitized congregants of fire accidents management through organized fire drills demos with all emergency protocols observed.

10. Share Love/ Food Bank

During the reporting period, the church reached 4,600 families (walk-in families/members and outreaches to vulnerable homes and vulnerable groups), and 100 refugees. The vulnerable groups targeted were refugees, widows in the society, Blessings Children's Home, Sprouting Again Children's Home, Kangemi Baptist Church, Word Alive Ministries, Turkana Mission, Parklands Police Station, security guards, church volunteers and casual laborers. Key activities carried out in 2023 were: Marathon Share Love to mobilize food resources for Christmas distribution (200 participants participated); Thanksgiving Sunday; Koinonia Season 2; Members Tea (reaching 60,000 members).

11. KOINONIA Sunday

The fellowship Sunday which has improved in publicity and reach reached a total of 8,000 congregants was conducted on 29th July 2023.

12. Donation Centre

Through the donations received from church members, the center donated clothes to an estimated 6,000 families and individuals. Membercare partnered with the Missions Department, Youth Ministry, some Housegroups, and other ministries reaching out to various communities with duvets and blankets. In the last quarter during a pastor's conference the ministry distributed 14 sacks of cereals to the church leaders and pastors for distribution amongst their congregants and communities.

13. Guidance and Counseling

The guidance and counseling sessions were held on a social work basis using person-centered approach and techniques: Unconditional Positive Regard and empathy to install hope. A total of 806 clients were reached. 12 counseling supervision sessions were also conducted, the main reasons for counseling were marriage and family, loss and grief and drug addiction.

14. Troopers Challenge (Fitness and Hikes)

The team participated in two hikes before the culmination to Mount Kilimanjaro in December 2023. 79 participants participated in the hikes. 300 members participated in aerobics classes throughout the year. Members cited improvements in physical and spiritual health.

15. Vocational Training

The Hand in Hand bi-weekly training saw 15 trainees trained on entrepreneurship skills and financial empowerment to support their families. 8 out of 15 visited Kenya Industrial Research and Development Institute (KIRDI) for business benchmarking and experiential learning.

16. Financial Stewardship Forum

The monthly forums ran smoothly targeting various financial topics: Planning Your Expenditure and Ask the Coach and reached an average of 40 participants per month.

17. Fellowships

A total of 3 fellowships were conducted during the reporting period.

Membercare 2023 Activities Highlights



~ PBC Membercare Business Course 2023



~ "Run For Joy" 2023



~ KOINONIA 2023





3.2.4 Housegroups (HG) Ministry



PBC
House Groups
Ministry
Arise and Shine - Isaiah 60.1

Pastor Andrew Machina

Housegroups Pastor

Achievements in 2023 - Housegroup Westlands Campus

100
Number of students who gave their lives to Christ during School Visits.

98
Number of new Housegroups Launched in 2023.

1300
Total amount of people visited through Visitation Engagements.

5
Number of couples reached through Homebuilders Couples Mentorship Ministry Engagement.

1. School Visits

During the reporting period, Kileleshwa Housegroup adopted Kalulu High School as a mission school, 100 souls gave their lives to Christ and gave computers and stationers donations.

2. Love Embraced

The Church in the week of 8th to 15th October 2023 held an opportunity validation week. They met the Elgeyo Marakwet County Officials to plan for the Prayer Breakfast and Stakeholders Validation Week, which took place later in October 2023.

The Church team also visited Tot-Soko Bora Baptist Mission Station for a peace reconciliation meeting. In the same reporting period, 12 Housegroup members attended the Presidential Tree Planting event conducted on 1st July 2023 at Kessup Forest in Kaptagat.

⊕ A team planned for the Medical Camp Outreach in Ngolia Ward in partnership with River Jordan Hospital. A total of 500 people were reached.

3. Trainings

The Housegroup Department conducted a capacity building workshop facilitated by 21C International trainers - US, Dr. Steve White & Arty Arnold on Introduction to Ephesians. Training materials on Ephesians were distributed.

4. New Housegroups Launch

The Department dedicated and commissioned 4 Housegroups: *Kangemi, Waterfront, Kikuyu Town and Garden Estate.*

5. Monthly Engagements

In the month of September 2023, the Department conducted an all Housegroup Members meeting to pray and fast. The Speaker was *Deacon Dr. Kamau* with the Topic-Empowered Relationship-Enhanced Ministry, a total of 56 participated.

6. Visitations

Visits were made to *Thogoto Home for the elderly, Oasis of Endless Hope Children's Home* visited. *Meru Outreach Mission* was championed by *Jamhuri Housegroup*. In total, 1,300 persons were visited including senior citizens, orphaned and vulnerable children and caregivers.

7. Ministry Engagements:

Parklands Baptist School teaching staff, held a *Homebuilders Couples Mentorship* on Finances in Marriage reaching 5 couples. A courtesy call was also made to the *Cameroon Ambassador Dr. Nain* to discuss ministry engagements between Kenya and Cameroon.

Housegroups (HG) 2023 Activities Highlights



~ Housegroups Training Forum 2023



~ EMC GOSHEN MEETING 2023





3.2.5 Family Ministries



Pastor Phelista Kamau

Family Pastor

Family Ministries Achievements in 2023



Increase of men in the bible study groups

- During the reporting period, **Kileleshwa House Group** adopted **Kalulu High School** as a mission school, 100 souls gave their lives to Christ and gave computers and stationers donations.
- Men have continued to grow spiritually and develop a lifestyle of prayer as individuals; this has brought growth in the family altar.

Ropes Program Bonding Sessions

- The Church men envisioned a Father Daughter, **Father-Son and Men's Fellowship (Mbuzi)** and Mentorship (Through the ROPES Program), This took advantage of the school Calendar which ended early, this allowed bonding sessions expanding the circle of friends for all and comradely. This session allows candid discussions with the children and parents to compare notes on the challenges of raising girls or boys in this season.
- 11th November 2023, Diamond Men gathered for physical meeting where **Lee Karuri** engaged them on being active in service.

More men volunteering and plugging into various Church activities

- PBC has also seen more men volunteering and plugging into various Church activities, events and ministry work. More men continued to lead in prayer and Bible study at the Family Altar, home and online which is an answered prayer.

35 Average number of Men attending Monthly Men's Forums

- Men's Forums or Gumzo fellowships held Monthly with an average of 35 men attending.
- Men prayer breakfast on 8th July with 20 pax.

Father's Day Sunday during Men's Annual Men's week 2023

- Men's Annual Men's week 14th to 18th June 2023 culminated in Father's Day Sunday. In 2023, over 200 men gathered from Wednesday to Friday, sitting at the feet of Jesus, being ministered to.
- Men prayer retreat to Heaven's Gate prayer mountain on 7th – 8th October 2023, 60 men were in attendance.



Prayers and Worship - Women ministry had a number of prayer sessions;

- Daily prayers are held daily from 10.00- 10.30 pm except on Sundays.
- Half a day prayer and fasting was held on 22nd April.
- Monthly night vigils were held every month except in August 2023
- Prayer training was held in the month of April. This was to equip the body of Christ on how to pray effectively and in Spirit
- Corporate prayer and fasting were done in January, May, and July 2023
- The Women had a team visiting the **Langata prison** for the women, on 21st May

80 Average number of Women attending Monthly Prayer Breakfasts

- Prayer breakfasts were held every first week or second week of the month, that is eleven sessions, nine (9) were held virtually and two (2) physical meetings between January and September.
- An average of 80 were in attendance except for the **September prayer breakfast** which had an average attendance of over **100 ladies**. One physical prayer breakfast was held in December.
- This was a mentorship session that involved panel discussions that included young, middle-aged ladies and the golden girls.

Golden Girls Fellowship

- Golden Girls Fellowship were held every second week of the Month with a regular attendance or 35 to 60 participants.
- The women took an initiative to feed the street families in Westlands and its environs.
- Over 50 families were ministered to. The word of God was shared and prayer as well encouragement shared with individuals.

Worship experience

- Women ministry hosted the worship experience on 12th November 2023 with more than 300 attended physically and others plugged in online.

SHE Bush Lunch

- SHE Bush Lunch Nov 4th at the National Park attracted 89 Adults and 11 Children.





Trainings

- **110 women** went through the **Woman of Impact (WOI)** Bible study held both physically and virtually to equip women with biblical teachings while studying the characters of the women found in the Bible. Several WOI books were provided to Pastors' wives from Mombasa, several to **Namalea Corner Baptist Church-Kampala Uganda**, and some to members from Kibera.
- **20 Membercare volunteers** from Women Ministry attended fellowship held on 11th March to encourage them as they serve. **Pastor Edith** and **Pastor Phelista** presided.
- **38 ladies** attended the **caregivers training** at **Ridgeways Baptist Church** on **17th June** and **23rd September**.
- Volunteers' workshop was held in November 2023 to empower women volunteers in their service to vulnerable members. A total of 50 ladies were in attendance.
- Volunteers serving in Member Care, in the Women Ministry have also been attending Care – giver training at Ridgeways on 17th June and 23rd September.
- Training held in November 2023 to connect the bereaved families as they go through the healing season.
- Held sessions with the bereaved and connected them to Grief share classes and counseling.
- Women choir training was conducted and the ladies participated fully in the worship experience. The vocals and quality of the songs was evident.
- **SHE Conference** dubbed "**Healing the woman to heal the Church**" held in May 10th to 13th May, 2023. Culminating in a Mother's Day service on 14th May 2023. An average of 300 persons attended the physical sessions at the main sanctuary, and a total of 49,049 viewership were recorded.
- Partnered with 'Love Nairobi Festival' at **Kangemi Eye Medical camp** in September where 1200 people were attended to, and 1000 patients receiving reading glasses.
- **36 women** went through **Survival Kit** and **Master Life 1 and 2** Bible studies.
- **20 women** went through **Ombi classes**.



Ark Ministry and Healing Ministry

- The various studies and programs have continued to help the Ark and healing ministry members establish a great sense of belonging as well as meet their spiritual needs.
- The Church has made a deliberate action to lead the singles to a place of prayer, holding online daily prayers, where many have continued to grow spiritually and develop a lifestyle of prayer as individuals and families. This has resulted in members plunging into various ministries in Church and gaining the Holy Spirit's confidence to serve.
- ARK Fellowship and bonding through Monthly **KOINONIA** and **Breakfasts**.
- Financial Coach Roy Okonji was hosted by the Ark Ministry on the 29th October 2023, a wealth of knowledge was shared about how to navigate the economic times especially on debt management and how to invest, and there were 50 participants.
- The ministry successfully held a hangout to invigorate its members and as an outreach program with 29 in attendance. The team was engaged in Bible trivia and sessions on panel discussions.
- 23rd September – Solid Widows prayer retreat, **15 ladies** attended one day and one night prayer retreat at Heavens Gate.



Number of Singles who attended Karura Forest Hike

- Ark Ministry Hike to Karura Forest for the adult singles never married, on 8th October with 15 Pax in attendance.
- 4th November DC Alumni hangout with **Counselor Moffat** where they Family patterns interrogated followed by with 25th November, ARK special Hangout.
- Annual dinner for adult singles with an attendance of 42 was held on 15th December 2023.

➤ Three ministries divorce care, Single and Parenting and Grief Share each had a 13 weeks program that empowered, brought together families and brought a sense of belonging:



Divorce Care

- 91** ➤ Number of participants admitted and commissioned.
- 12** ➤ Number of Divorce care facilitators retreat held to recap, rejuvenate the members and plan for the program.
- 30** ➤ Number in attendance during Divorce Care Alumni held on 4th November 2023



Grief Share

- It continues to be a need for the Healing ministry where Professional Counselor and Pastors offer counsel for Grief Share.
- Season 10 engagement:**
- 04** ➤ Number of Facilitators
- 02** ➤ Professional Counselors
- 24** ➤ Participants



Single and parenting:

- **Season 5** was held in quarter one with **29 graduates**.



Widows

- Widows and widowers fellowship to uplift the families during the festive season with 42 participants and issued Christmas gift vouchers to 90 widows and widowers.



Marriage Enrichment



3 Seasons - of Premarital Counseling Classes (PMCC)

- Has helped families and marriages to make Jesus be the center of their homes and grow spiritually about 40 participants.
- Members have been involved in attending and leading daily online prayer meetings with an annual average of 34 in attendance. This was to build the capacity of leaders and ministry program facilitators to basic counseling skills, marriage enrichment and facilitation in marriage and family therapy.



Mentorship

- Bi monthly meetings were held with 10 committed couples for succession, they were also encouraged on the importance of working together as married couples and encouraging each other from the word of God and individual couple's success stories.

Other activities

- Valentine dinner for married couples on 10th February dubbed; 'Keep The Fire Burning'. Over 100 couples were in attendance including pastors, deacons and ministry leaders.
- A training on equipping leaders with basic skills of counseling, on 30th September 2023. Seventeen persons trained.
- On 10th October 2023 Coach Roy trained over 65 participants on an online platform that was dubbed **Financial Literacy Talk**.
- Two Facilitator Couples joined **EAST Gate December Couples retreat** in Mombasa to refresh and collaborate in preparation for 2024.
- 11th November, Family Ministry hosted **Parents in Waiting** where couples were encouraged in their journeys of patiently waiting for the gift of children.
- Marriage enrichment hosted Mentor Groups for a successful Home Builders Study Launch on Dec 2nd 2023. About 40 Participant.



3.2.6 Children's Ministry



PBC Children's Ministry

Arise and Shine - Isaiah 60.1

Pastor Susan Wanjira

Children's Pastor :

As the year began, we were excited we didn't know what the Lord had for us.

Apart from our Sunday service ministry and what we had planned, we had opportunities to minister outside Nairobi. We went to minister in Kilifi and Mombasa and many children came to know the Lord. We were able to train Sunday school teachers. By the grace of God we were able to have our first ever trip outside our mother land Kenya.

We took 30 children all below 14 to Uganda for a week, the experience was special crossing the border with them without their parents and guardians. We can only praise God for his grace and protection throughout the trip. We thank God for the different opportunities our children had to touch other children's lives here at PBC and beyond



- Children's dedication service 2023 which ministered to 161 children.



Children's Ministry Achievements in 2023



Special Needs Training

- Trained **300 teachers** / facilitators to better handle our congregation with special needs e.g. Autism, Attention Deficit Hyperactivity Disorder (ADHD).



Teachers Retreat

- The Sunday school teachers took a break on the 9th of December where **31 teachers** attended to refresh and rejuvenate, before the Church resumed Sunday school in January, 2024.



Child Dedication

- This ministry in partnership with **Member Care & Media** had successful child dedication services which ministered to **161 children**.



Boys' Mentorship Program

- The ministry conducted a successful football tournament in Kangemi, with an attendance of 120 children.
- The boys' soccer team had 45 boys and 3 coaches and during the year they tackled sensitive topics such as:
 - Kindness and respect
 - Guarding our minds
 - Personal hygiene
 - Relationships for the 12 years and above.
 - Sexuality, naming the private parts as men and actions that they should take in case anyone wants to touch/see.



Hybrid Sunday School's Services

- The children's ministry enhanced the growth of children from 2 years to 13 years with an average of 1,200 attending physical Sunday schools and 800 attending online services. All these sessions were serviced by 13 teachers in the first service, 20 for the 2nd service and an additional 4 volunteers. Impact being 34 children lead to salvation. 33 new children were ministered to through the Karibu Centre.



Africa children's prayer day

- In partnership with **ChildNet Tuamke, Praise Baptist, Mulele Baptist and Mission of Hope Chumani** a gathering of children for the Children's Prayer Day was held at Parklands Baptist Church.
 - The Objective was to teach the children how to pray for our families, the Church, Kenya, and other African countries. A total of **850 children** were in attendance (450 physical and 400 online).



Candidates Prayer Meeting

- In partnership with Magnification, the children's Pastor led the parents and Sunday school teachers in praying for the Candidates on 27th August 2023 and in attendance were **120 people** (Form 4 candidates were 21, Grade 8 – 30 and Grade 6- 15).



Revival Season 9 Outreach

- The Revival Season 9 managed to reach out to 250 children, out of which we had a conversion of 2 families joining the Church.
- We also partnered with **Kingdom World Church, Praise Baptist, Tent of Jesus Church and Jesus is the way Church**.



Vacation Bible School

- The ministry held a **2-week** successful program for children ages **3 years to 14 years** in attendance were 200 preschoolers and 800 Grade 1-8 attendances and the harvest was **10 salvations**.
- This was in partnership with **4 churches from Kangemi** and North High ridge in line with the objective to strengthen the outreach program.



Visitations

- One of the objectives of visitation is to reach out to our children facing difficulties and challenges within our congregation and community.
- The program is in partnership with Member-care. **37 children** have been visited (home and hospital visits).



Vacation Bible School

- Parenting education promotes the use of positive parenting practices.
- With partnership with Dr John Kimeu, the ministry held a 10-week TOT parenting series where 17 parents graduated and recommended the program to be continued in the following year with the graduates training.



Children's Camp

- The ministry held its annual camp outside Kenya for the first time. We were able to visit **Musana, Jinja - Uganda** on the 27th December 2023 to 2nd January 2024.
- We were able to reach out to **30 children** inclusive of 6 new visitors and 5 teachers. It was a learning opportunity for the children on the Ugandan culture, immigration process at the border and beautiful sceneries of Lake Victoria etc.



Empowered for service week

- 250 children were reached throughout the week and impacted through bible truths from the parables that Jesus taught. The program was planned and executed by our young volunteers. Who have been mentored through Sunday school.
 - 400 children who participated in the Christmas carols were appreciated over dinner carols separate.**





Children's Ministry 2023 Activities Highlights



~ Children's dedication service 2023 which ministered to 161 children.

3.2.7 Youth Ministry



Pastor Maxie Njuguna

Youth Pastor

Achievements in 2023



Service Team

- ⊗ A dedicated team was developed and trained to ensure all youth services run effectively made up of ushers, media, service directing, etc.



Youth Sunday Services

- ⊗ The weekly Youth Sunday services continued to take place with the move of God's hand through the Holy Spirit evident in the lives of the young people. The sermon series were in line with the annual theme of "The Year of the Lord's Empowered World Changers".



Bible Study

- ⊗ Bible studies held on Sunday and Friday.
- ⊗ New believers Bible studies held virtually on Monday.
- ⊗ The Bible study team developed a youth devotional guide which was launched by Pastor Maxie, to be published in 2024.
- ⊗ The Young Professionals (YP) Bible studies have remained active with 4 groups going through different studies: Mizizi, The Prayer of Jabez, Uniqueness of Christ & Mind of Christ.
- ⊗ A Bible study hung out with 25 people in attendance was held at the Arboretum.



- ⊗ Sarah's generation in partnership with The Planted Woman had a meet-and-greet session in December attended by 52 ladies.



School of Worship

- ⊗ Is a platform developed to expose our congregation on the Parkie structures, equip and empower our youthful congregation to lead.
- ⊗ Season 2 of School of Worship is ongoing with 40 youth in attendance.



Prayer Services

- ⊗ Weekly Tuesday and monthly Saturday prayer meetings successfully held at the Youth sanctuary.
- ⊗ The Wednesday, Thursday and Friday lunch hour online prayer services are on-going.
- ⊗ Youth Kesha held with 240 people in attendance.



Young Professionals (YP) held the following:

- A prayer hike to Ragia Falls hosted with a team of 15 who connected with God and have since shared testimonies.
- A prayer Getaway at Citam Kadolta from the 29th to the 30th of April 2023.
- Valentine's dinner was hosted on the 18th of February at Pride Inn; Westlands with 80 YP's and young adults in attendance.



Bikers Sunday Service

- ⊙ A Private Bikers Sunday Service with over 50 bikers in attendance was held on 7th May 2023.



BRIDGE

- ⊙ The EX-Candidate Program for Primary School Leavers. Bridge classes continued throughout this year with 78 pre-teens attending the weekly classes. Bridge parents' forums took place every 3rd Sunday of the month where the parents were fully engaged and there has been demonstration in commitment to the program.
- ⊙ A Bridge Parents session was held where Parents shared on the progress they have seen in their children. Parent's hangout in the month of November at Evergreen Gardens with 50 parents present.



Teens Ministry

- ⊙ A hike took place on the 19th of August 2023 at Ngong hills. A total of 60 teens attended the hike, and 10 leaders facilitated the group. This hike was aimed at creating a community for those in forms 1 to 4.



CAMPS Held

- ⊙ INDA camp took place in May with 64 young adults attending.
- ⊙ Shujaa camp took place from the 1st to the 10th of December 2023 at Damnum School.
- ⊙ Maua camp took place from the 5th to the 10th of December 2023 at Cadolta with 24 girls attending.
- ⊙ Teens camp took place from the 13th to the 18th of December 2023 in Arusha with 100 teenagers in attendance.
- ⊙ Young Adults camp took place from the 27th to the 2nd of January 2024 in Uganda with 100 people in attendance.



Youth Support:

- ⊙ A total of 58 high school students were supported with school fees.

Youth Ministry 2023 Activities Highlights



~ INDA Graduation Ceremony 2023



INDA Camp Graduates at the graduation ceremony held at Parkie Westlands.





3.3 Strategic Pillar THREE

Transformative Missions

Strategies

- a) To proclaim the gospel locally, regionally and globally
- b) To build capacity for the Great commission
- c) To strengthen partnerships and collaborations

Missions Ministry



Pastor Victor Kimani

Missions Pastor:



Strategy 1:

To proclaim the gospel locally, regionally and globally



Plug In

2000 mobilization forms were distributed in February with 200 responded who were plugged in various mission pillars



Commission Thursday

52 clips were aired to sensitize on the need and urgency to be part of the great commission and the world changer.



Mission Sensitization:

22 people were mobilized under the connect tent program. More than 10 people were mobilized under the Creative Art Expo program.



Strategy 2:

To build capacity for the Great commission



Missions prayers

Missions prayer breakfast: 10 monthly prayer sessions were held with an average of 300 people attending.

10/40 window prayers: Daily prayers were conducted for the un-reached people group continuously online with 85 people committed. Prayers for peace in countries facing war were conducted. Special prayers were made during the Ramadan season from 22nd March to 20th April 2023.

Monday online prayers: Weekly virtual prayers conducted every Monday via Zoom platform. An average of 1470 people consistently attended weekly prayers. 49 sessions were held.



Uniformed Outreach

Police outreach: 51 sessions conducted in Parklands police station with an average of 30 police officers weekly. 4 sessions conducted in Kabete Police Station with an average of 50 police officers per session. 3 sessions conducted in Kangemi Police Station 10 police officers per session. In December 60 umbrellas were distributed to three police stations (Kabete, Parklands & central).

Prison outreach: Three (3) prisons namely; Industrial Area prison, Langata and Lodwar were visited. More than 4800 inmates were exposed to the gospel. 61 inmates were baptized in industrial area prison, and 130 shared the Lord's table. Individuals who finished the discipleship classes in industrial area prison were baptized. 80 salvation decisions were made in Industrial area, 8 salvation decision in Langata & 12 salvation decisions in Lodwar. 4 inmates were released and immediately came to church and in collaboration with Membercare they began life again of personal development.

Women participated in the Interdepartmental mission to the industrial area prison on 18th March 2023. Women ministry conducted a mission to Langata Women's Prison on Sunday, 21st May 2023 with support from the mission's department. 14 ladies were engaged in fellowship with the Christian union and ministering to the physical needs of the prisoners.



Social Justice

Refugees outreach: Seven (7) nationals were represented. 16 families received medical attention. 10 families received clothes. 23 families were supported with food courtesy of the member care department. 3 people were empowered and connected with work opportunities. During the 5 month refugee breakfast an average of 4,000 refugees were impacted.



Strategy 2: (Continued) To build capacity for the Great commission



School Outreach

- **Acacia Crest Academy:** The gospel was exposed to 300 students with 100 making salvation decisions.
- **Moi Avenue primary school:** The gospel was exposed to over 1000 students.
- **Karima Girls High School:** The gospel was exposed to 1910 students with 347 salvation decisions. Discipleship classes are ongoing.
- **Lavington Girls High School:** The gospel was exposed to 300 students with 25 salvation decisions. Discipleship and mentorship programs are done on a monthly basis.
- **Alliance boys' high school:** The gospel was exposed to over 2000 students with 20 making the salvation decision
- **Drumvale secondary school:** Gospel exposed to 200 students with 20 making salvation decisions.
- **Irungu School:** Gospel exposed to 200 students in primary school and 70 students in high school. 28 salvation decisions made.
- **Challenges:** 2 schools were closed because of lesbianism.



Strategy 3: To strengthen partnerships and collaborations



Vulnerable and Marginalized Outreach.

- **Moi Avenue primary school:** An average of 100 children benefited from the partnership food and sports program between PBC and the School where the church supports the less fortunate and street families attending the school.
- **Nyumba ya Tumaini children's home in Kiserian:** The church collaborated with new beginnings community worship center to minister to 30 children with food, clothes and mentor-ship.
- **Rehoboth children home:** In partnership with Kubamba krew 100 students were exposed to the gospel with 5 salvation decisions.
- **Street families in Westlands:** The church reached out to street families in collaboration with the women ministry; 225 families were fed, given soap and clothes and 10 salvation decisions were made during the outreach.



Medical Outreach:

- 5 refugees received medical attention in courtesy of the PBC care center. 3 refugees were referred to Mbagathi, Kenyatta & Mama Lucy for further treatment. 3 people were healed during the INDA Turkana mission.
- **Love Nairobi Festival:** The medical camps were held in 4 different stations in Nairobi, though the focus was in Kangemi. 9,489 individuals were treated in 4 days. 3,975 eye clinics and reading glasses were issued. 306 dental clinics. 42 gynecology cases. 366 salvation decisions made.
- **Voi medical outreach:** The mission to Ngolia was in collaboration with Housegroup and River Jordan medical hospital. The team of 22 represented PBC. 374 people reached with 38 salvation decisions made.



Strategy 3: (Continued) To strengthen partnerships and collaborations



Stratified Outreach:

- **Each One Reach One (EORO):** EORO in partnership with Kubamba radio for street evangelism within Nairobi CBD every last Saturday of every month, the gospel was exposed to more than 800 people with 214 salvation decisions made during the out-reaches.
- **Turkana MDM Mission:** Gospel exposed to 1,157 people. 291 Salvation decision made. 75 families received a benevolent kitty. 3 people were delivered from the power of witchcraft.
- **Housegroup Leaders Mission in Turkana:** 11 Leaders participated in the outreach and visited the Lodwar prison and churches.
- **INDA Turkana Mission:** Team of 61 young adults were exposed to different life skills. They did hospital outreach, crusades, church and school visits. The gospel was exposed to 745 people with 89 salvation decisions. 18 people were baptized.
- **Karatina mission:** The gospel was exposed to 131 people through door to door with 16 salvation decisions. Activities included door to door, crusade, revival meeting.
- **Tezo (Kilifi North Mission):** The partnership mission with Kiembeni Baptist Church led to 721 people exposed to the gospel with 101 salvation decisions.
- **East Pokot Mission:** The mission to East Pokot took place in Churo, implemented under the partnership with Pentecostal Assemblies of God and Kirk's Ministry. The gospel was exposed to more than 400 people.
- **Muranga Mission:** Kenya Anglican Men's Association (KAMA) were ministered to and about 500 men were involved in the ministry.
- **Kilifi mission:** A partnership with CITAM clay city outreach mission to Chumani resulted in 395 salvation decisions made during the outreach.
- **Wangige mission:** A partnership mission with the Kingdom Purpose Church and Kubamba Krew exposed the gospel to 593 people with 121 salvation decisions.
- **North Kinangop Baptist Church:** Held a meeting on how to strengthen partnership with the PBC team for greater impact in the community. PBC partners from New York joined the meeting. With an attendance of 110.
- **Kwenet mission:** Team of 8 women from the mission department represented PBC. The gospel was exposed to 172 people.



Sports clinic:

- Sports clinic took place every Friday at **Moi Avenue Primary School** with an average of **50 children** per session.



International Outreach:

- **Cameroon mission:** 3 Missionaries visited Cameroon. 3 Contacts Made at the Etougebbe Baptist Church, Grace Baptist Church & CABTL. M.O.U drafted ready for signing in August Revival Season. Africa Agenda West African Chapter is unfolding. Greater opportunity for Youth is coming up.
- **U.S.A mission:** Pastor Simon Mwangi and Pastor Victor Kimani represented PBC. They strengthen partnership with Wheaton Bible College. They participated in the conference.



Strategy 3:

To strengthen partnerships and collaborations



Elgeyo Marakwet Engagement

- Missionaries engaged in the **Elgeyo Marakwet** mission and through the **“LOVE EMBRACE”** mission championed by the Housegroup Ministry more than 1,000 were reached (Indicate the number).

Meetings Held with; the **County Commissioner, Governor, County Assembly, Stakeholders, Inter-Faith Council, International Athletes, and Missionary** and the **C.S Transport**. The Love embrace initiative for Elgeyo Marakwet happened in **Sankara**.



Training and Capacity Building

- 5 PBC** members joined **AEE Institute Of Evangelism**. 100 participated in Movement day that was held on 8th September 2023 in Parklands Baptist Church, they strengthened the church on how to impact the city with righteous vision. 50 members engaged in: **Cats and Dogs theology, Mission Mobilization Summit, showed them Jesus in partnership with MILD, Asian persuasion ministry, encountering the world of Islam**, prayed for zero **Love Nairobi Festival** conferences.



Creative Art Outreach

- Expo:** 120 mobilized and registered. 40 artists displayed their work. 20 children were empowered and trained. 1,500 members showed up for the event. 3 young people networked and got job opportunities.
- Creative art mall outreach:** 300 mobilized and registered. 4 artists displayed their work. 100 children were empowered and trained. 2,000 interactions. 5 organizations interacted with the young people. 15 salvation decisions made.
- Creative art empowerment workshop:** 50 mobilized and registered in partnership with MILD. 30 artists were empowered and trained. Artists networked with industry specialists. Legal sales and marketing experts.



Mission Stations

- Fellowships:** The fellowship continues across 3 mission stations with an average of 450 fellowships annually in Turkana, Ilchamus and Endo
- Baptism:** Endo mission station received 30 people who registered for baptism, they are undergoing the class.
- Child dedication:** 15 names were presented for dedication in Endo. Survey on the impact of banditry; in a radius of 5km, 180 widows were recorded with 400 children left as orphans.
- Evangelism:** 5 outreaches were conducted in Endo and Ilchamus with an output of 65 salvation decisions made. Radio evangelism to Ilchamus and Endo was conducted with the gospel exposed to an average of 2,000. During the funeral service in Endo 50 salvation decisions were made. Revival week in Ilchamus with 2 salvation decisions. Church service in endo with 5 salvation decisions
- Relief outreach:** Relief outreach was conducted in Turkana and Endo, around 1000 families served with food packages. Compassion International and Nairobi chapel were some of the partners involved.
- Partnership engagement:** In Turkana tracksuits and bags were bought for 230 students, PA and office furniture purchased as well. 3 forums and 2 meetings conducted for drought mitigation initiatives and over 2,500 people were reached.
- Insecurity:** More than 10 fatalities in Marakwet and their families have been supported through psycho-social, financial and food.
- Fundraising:** Across mission stations fundraisings were conducted to purchase portable speakers.
- Visitations:** 17 visits were conducted and food distributed to the elderly. 12 Salvation decisions made.



South-Gate Church Plant

- The church held 11 house fellowships attended by an average of 165 people.

Missions Ministry 2023 Activities Highlights





3.4 Strategic Pillar FOUR Infrastructure Development

Strategies

- a) To develop infrastructure that meets the spiritual, social and physical needs of the congregation
- b) To establish churches and ministry facilities, as guided by the PBC's spiritual vision.
- c) To transform communities, through the development of physical infrastructure.
- c) To enhance the experience and quality of services in the spread of the gospel of Jesus Christ through online and physical platforms.

Achievements in 2023

In 2023, PBC supported the development of facilities and multi-use facilities for children, youth and adults.

The Board of Trustees reviewed the Church Master-plan; assessed the use of facilities and identified gaps in use; and constructed the Zuriel Building which doubles up as a multi-use facility for children (Including Junior Secondary School). In addition the church optimized the existing spaces to ensure suitable room for various ministries and business development needs through the upgrading of the existing facilities (Pavilion, Restaurant & Grounds); development of new facilities for BD (Commercial kitchen, Pavilion ablution block, Gate house).

In addition, the church established effective property maintenance systems and processes to ensure standards are maintained through the development of the property maintenance policy; preventive annual maintenance plan for long term solutions; routine annual maintenance plan; and relevant Service level agreements (SLA).

PBC developed infrastructure in the mission field for the empowerment of communities through needs analysis of missionary communities in all four mission stations; implemented empowerment projects/programmes in the communities.

The church continued to provide oversight of the Church plants' settlement and ministry facilities. In relation to this, the church engaged relevant professionals (Lawyer, Valuer, Financial adviser, quantity surveyor, engineer); and liaised

with PDB to develop the Northgate, Eastgate & South Gate Infrastructure, funding & support Program

The BOT supported the operational excellence across departments to achieve their goals and objectives; this was mainly through improving supporting department and ministries; improving internet connectivity; increasing the department and ministry activities filmed; tapping into the emerging technologies with improved maximization use of media assets.

During the review period, PBC increased subscriptions on the digital platforms (YouTube, Facebook, IG & Twitter); filmed and edited various media outputs; and availed the PBC message on the digital spaces. In addition the Church maintained an online presence in local and international media; developed media partnerships; and created different digital platforms to engage online congregants. It's worth noting that the church continued to equip itself with required resources to expand the reach through radio and TV through the procurement of more cameras; training staff and volunteers to keep them abreast with Media technological matters; operationalized PBC radio Station; and procured audio PA systems and more LED screens.

In 2023, the Property Development Committee supported the church in developing facilities and multi-use facilities for children, youth and adults; the committee undertook the following key projects;

- Reviewed the Church Site Plan - The committee identified the buildings and located them on the plan; and developed an Implementation Matrix with Project Timelines and Action Plans
- The Store House Project - The team developed architectural design, structural, and MEP designs

PDC Key Projects

- Konza - The committee developed architectural design, structural, and MEP designs
- Landscaping & Drainage Works - Cabro Works to Goshen and Emergency Gates Access; and Refurbishment of external drainage along Prof. Saitoti Ave.
- Junior Secondary School - Developed architectural design, structural, and MEP designs
- PDC Policy and Project Management Framework - This was drafted and seconded to IM&E for development.

PDC Key Projects

The Property Development Committee experienced the following challenges;

- The County Government of Nairobi proposed in June 2023 to repair the external drainage. However, they still had not done the job, prompting the church to initiate the work at this time. This was expected to be completed by January 2024.
- Junior Secondary School contractor was meant to excavate the marsh area around the Mugumo tree and install a French Drain system to drain the ground water into the storm water drainage, thus drying up the marsh. They had proposed to do the work after completion of the JSS, so the Cabro Works were to begin mid-December 2023
- Inconsistent decision making, leading to delays in Project Implementation.
- Silo working within the same team, hindering the execution of projects.
- Inadequate and inconsistent budget allocation to implement projects in line with the strategic plan.

PDC Challenges

The Property Development committee learned the following lessons;

- Engaging consultants ensures timely delivery of designs, a case study of JSS.
- Engaging relevant committees in project implementation helps to ensure quality (Case Study JSS vs Executive Office)
- Develop long term project plans to minimize construction and future demolition of temporary buildings. (Case Study JSS & Store House).

PDC Lessons

In 2023 the Property Maintenance Committee through its Key Sub-Sections (i.e. ICT & Media, Property Management, Site Conditions and Environment, Mechanical and Plumbing, and Healthy and Safety) undertook the following activities:

- Installation of Persons with Disability Washrooms.
- Fixing and stabilization of electrical power within the church.
- Continuous maintenance of the sites and environments.
- Replacement of the parents' room tiles with poly floor.
- Fixing of set drum cage and mics replacement.

In addition, the Data Protection Team,

- Reviewed the status of data protection compliance within the church and identified any gaps.
- Benchmarked practices against other faith-based institutions or similar entities to ensure we're at the forefront of data protection.
- Thoroughly reviewed the Data Protection Act, aiming to unearth potential opportunities that benefit our organization.
- Proposed tangible solutions that were in line with the provisions of the Data Protection Act.
- Elevated data protection awareness among peers and led sensitization campaigns.
- Data protection policy was developed and are currently awaiting signing.
- Data Protection Officer for PBC was appointed. Kelvin Njenga from ICT.
- Appointment of Data Protection Champions from each department/ ministry ongoing. Departmental heads to swiftly appoint the champions
- Benchmarking Committee appointed and identified FBO peers and schools to benchmark with and report.
- Data Protection officer contacted the office of Data Protection commissioner and confirmed that they were more than ready to commence training on-site or remotely whenever PBC is ready.

PMC Activities



The **Property Maintenance Committee** recommends;

- Acquisition of an ERP System in 2024 with a proposed Budget of 5 Million. System to cover HRMS, Supply chain, Finance, project management and Business intelligence.
- Fast-tracking on boarding of a facilities officer to assist in quality assurance in the end-to-end process of on boarding service providers and projects execution.
- Separation of Maintenance budget with administration budget. Via budget for procurement of an UPS and Voltage Regulator. The total cost of the project would be 8.3M this cost is to be shared equally with the school.
- Including mission stations maintenance at 20% of the asset or property value. This will increase the current proposed maintenance budget.

PDM Recommendations

In 2023 the **Legal Committee** undertook the following activities;

- Kyosumbugyo Land – the legal team finally completed the registration of the titles to all properties acquired by the Church with respect to the Kyosumbugyo land. One title had been pending registration for a considerable amount of time. All titles for the entire piece are now with the Church, they were passed to the admin but there is a need to keep them in the safe.
- Update of the Certificate of Incorporation and Filing of the Returns required under the Trustees (Perpetual Succession) Act – the changes to the Certificate of Incorporation to include the current trustees were finalized despite an inordinate delay at the Lands Registry. However, two ex-trustees were still appearing on the certificate (Bernice and Sammy). These are currently being rectified.
- Junior Secondary School New Building Construction - The legal committee worked alongside external counsel, Ashitiva LLP Advocates, to ensure that the Church’s legal interest were safeguarded in the various contracts executed for this purpose;
- Various Contract Support to the Church – the team assisted the Church in the review and negotiation of a number of contracts throughout the year all the while ensuring that the interests of the church were duly protected. Key highlight contracts include the on boarding of the new security guards (SGA) and extensive negotiation on their terms of entry. The legal team also assisted in the termination and exit of the previous security firm, Jeff Hamilton. The team also assisted in the negotiations and contracting on the PBC Medical Scheme Contract with Minet.

LEGAL Activities

➤ Drafting of the Various Service Providers Contract for the School– The team assisted the school in developing various templates for their service providers at the beginning of the year (2023) and to on-board various providers and consultants providing diversified services to the school for instance the swimming pool contract with jacaranda hotel amongst many other contracts.

➤ Exit Negotiations and agreements with Microsoft – the legal team assisted the Church in executing the termination agreements with Microsoft (for the use of the parking spots) including negotiating on the exit term – to mitigate any material exposures. The legal committee noted that they did come back but only requested for 20 parking slots from the 200, the team shared a draft contract and believes that the same is yet to be executed.

➤ Jinda Construction Company Dispute – The legal committee assisted the church in reaching an out of court settlement with Jinda Construction Company and settling the dispute that had simmered between the two institutions. This is the entity that had been contracted to carry out executive renovation works.

LEGAL Activities (CONT.)

It’s equally important to note that the **Legal Committee** experienced a number of **challenges** including;

- Involvement (and entrenchment) of the Legal Committee in the various Projects and activities of the Church to mitigate the risks in such projects – This had persisted and was also a concern in the previous year. Case in point was the JSS matter which the legal committee was only brought in at the last minute.
- A number of matters were also normally brought to the legal committee at the last minute and sometimes with crazy turnaround times when these timelines should have easily been managed through early engagements.
- Some of the matters never get to reach the legal desks, either due to perceived sensitivities or fear of “adverse” or “opposing” position by the legal committee.
- Engagement of outside legal counsel without notifying the Legal Committee. This would obviously undermine the legal committee.

LEGAL Challenges



3.5 Strategic Pillar FIVE

Investments and Resource Mobilization

Strategies

a) To broaden PBC’s resource channels

b) To enhance financial management

Achievements in 2023

In 2023, the church continued to nurture the congregation in giving principle through teachings on giving, organizing forums to entrench the culture of giving amongst congregants and members, and expanding the giving channels to online payments via card and other internet money transfers.

PBC instituted a Resource Mobilization Framework for itself through the development and implementation of the Resource Mobilization policy and strategy. Equally, the Church designed business propositions that attracted resources – this was realized through the establishment of the business development Office; development of a Business Development (BD) product catalog and a marketing strategy; and the establishment and enhancement of business partnerships

The church continued to optimize the use of existing facilities for income generation through undertaking quarterly informative campaigns to increase the non-ministry activities to raise financial resources; and reviewing lease requirements to facilitate accessibility of church facilities by members and congregants. PBC established sustainable financing for instance through new project areas in existing land assets of the church; implementing the approved PwC Report on the Business vehicle; conducting research on potential investments biannually; and development and implementation of PBC investment strategy

In 2023, the BOT established and inculcated a research and benchmarking practice to ensure best in class services and products. In addition the board ensured compliance and transparency in auditing and reporting of financials through annual audits of financial statements and reviewing financials quarterly In addition, the Board empowered leaders, staff and communities in optimal use of finances (literacy improvement, health center, healthcare, food security and guest houses) through training communities on financial literacy, PBC staff and leaders on prudent financial management, development of the PBC financial proce-

dures manual, and monitoring and evaluating projects in the communities.

In 2023 the **Business Development (BD) Committee** undertook the following activities;

A. Continuous Improvement & Enhancement of BD related infrastructure

- Cafeteria renovation and expansion
- Wedding ground enhancement and beautification with Pergola installation
- Parking Lot and main entrance marking.
- Church main entrance beautification
- Expansion and Commercialization of water treatment bottling.

B. Creating an enabling environment for Kusiombunguo Land utilization.

- Re-beaconing of our land
- Water supply and reticulation to our compound
- Electricity power supply to our land
- Restoration of Main and pedestrian gate
- Installation of CCTV cameras
- Installation of solar powered flood lights.
- Fencing entire land & constructing dorper housing

C. Increased Revenue streams other than Tithe and Offering.

- Through BD, the church received revenues amounting to Kshs. 14,003,265.
- Retained three major clients; Microsoft, CwS & Baker tilly.
- Continued to follow up with two prospective clients; **Safaricom & Worldwide concern.**



Achievements in 2023 (Cont.)

The committee learned the following lessons;

- > Need to maintain synergy between **BD committee** and **Administrators** and **Security Officer**.
- > Need to attract and retain acumen, Vibrant and creative team in raising revenue for the church.
- > Need for support from the different church organs.
- > Timely and seasoned decision making in regards to business opportunities.

3.6 Strategic Pillar SIX | Organizational Capacity

Strategies

- a) To enhance governance and organizational structure
- b) To foster a good working environment for PBC staff and volunteers
- c) To strengthen engagement through organizational alignment of people, processes and platforms.

Achievements in 2023

During the review period, the church continued to develop appropriate policies and procedures that supported collaborative and agile working.

This was realized through reviewing and implementing the Human Resource Policies and procedures manuals. The church created a central repository for all information to achieve document control, in order to provide a single source of data. However the plan to procure and develop an integrated information management system was delayed.

The development of the 2013 annual work plans, emanated from the sensitization of staff and leaders on the Strategic Plan 2022-2026.

The BOT supported the enhancement of the management of human resource at PBC and its affiliates through sensitizing staff and leaders on reviewed policies, procedures and other

requisite documents; organizing talk sessions for PBC staff and leaders emphasizing on imperatives of team work; and undertaking monthly departmental debrief sessions. The Employee engagement was aimed at improving morale, increasing work participation hence work outcomes. However the employee satisfaction survey was not carried out and this had an influence on implementing recommendations emanating from the surveys.

The church organized team building and bonding sessions for staff and leaders in December 2023; in addition introduced employee wellness and welfare programs, and thus streamlining the recruitment process by creating transparent, clear and objective processes that guide hiring decisions.

The BOT supported volunteer engagement to improve ministry outcomes by leveraging on their talents to reach more people; the church equally spearheaded organizational culture change in line with kingdom principles through undertaking organizational culture assessment and implementing organizational culture report recommendations. However the BOT failed to develop a succession plan for the church and its church plants, undertake a Training Needs Assess-

ment and initiate a mentorship and coaching program for all key positions. In addition the recruitment of an Operations Pastor was put on hold.

The church continued to encourage communication and collaboration between and among departments through monthly briefing and debriefing sessions for departments; quarterly meetings for leaders and all staff to report progress and enhance synergy and teamwork. In addition, the church worked on aligning the compensation and benefits structure to address current organizational strategic needs and the development of a new compensation structure that takes care of all cash and non-cash benefits of all jobs

The church initiated the development of a reward and recognition policy; and implementation of the reward and recognition policy; implementation of the 27th Day payroll.

Last but not least, in 2023, the church increased learning outcomes through in-house and outsourced learning solutions through training with like minded partners to reduce training costs.

Staff Growth - Admin

In 2023, the church had a total of 29 pastoral staff and coordinators to support the operational plans for the church. Table below shows the distribution of the staff and coordinators.

Pastoral Staff	No of Staff	Interns	Total No Of Staff
Executive	2	-	2
Magnification	1	-	1
Missions	5	1	6
Membercare	1	-	1
MILD	-	1	1
Maturity	1	-	1
Housegroup	1	1	2
Family	1	1	2
Youth	1	-	-
Children	1	1	2
Eastgate Pastor	2	-	2
North Gate Pastor	1	-	1
Coordinators	6	-	6
PDB Secretariat	1	-	1
Totals	24	5	29

In addition, the church had a further 38 staff to support the administration. These are distributed as below;

Administration	Permanent & Pensionable Staff	Interns	Casuals	Total
Admin & HR	1	-	-	1
Front Office	2	-	-	2
Kitchen	3	-	4	7
Maintenance	3	-	5	8
Transport	2	-	-	2
Security	1	-	-	1
Procurement	1	1	-	2
Media	4	1	-	5
Finance	2	1	-	3
Eastgate	7	-	-	7
Totals	26	3	9	38



3.7 Strategic Pillar SEVEN

Excellent Service Delivery

Strategies

- a) To develop efficient and effective systems, procedures and processes that facilitates quick, smooth and robust services.
- b) To provide safety and security for PBC congregation, assets, staff and visitors.

Achievements in 2023

In 2023, the church enhanced its operational efficiency through the development of operational procedures and processes; conducting training to stakeholders on operational procedures and processes; development of a service charter; implementing relevant Service level agreements (SLA); and through the development of a maintenance plan for PBC vehicles.

PBC continued to streamline PBC Communication to stakeholders through the finalization of the Communication Policy and strategy.

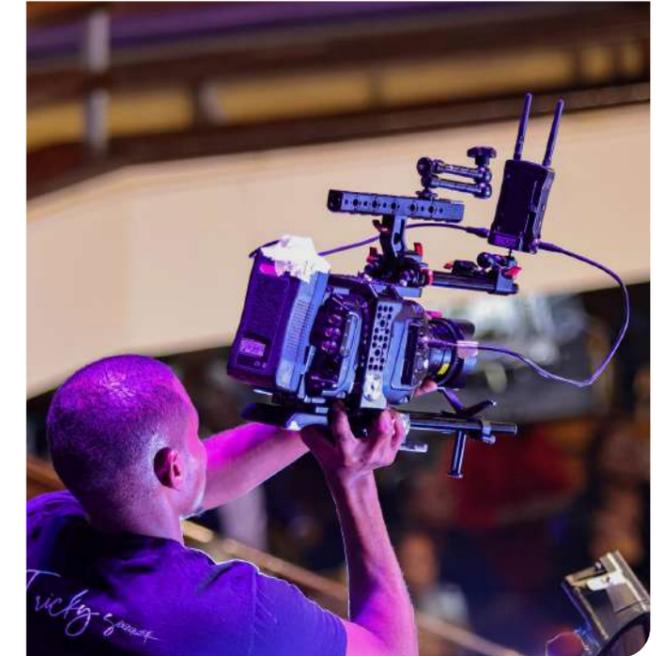


Under the Parkie Media, the Church;

- ⊕ Continued with volunteer training on media.
- ⊕ The internship and attachment programme for campuses and our teams enabling them transition into the market-place and overseas for further studies (sending Parkie to the World as Empowered World Changers)
- ⊕ PBC external partnerships grew through offering training for churches in production modules as the next milestone. As a church, we currently have an Audio - Visual workshop ongoing in church. PBC has partnered with 10 churches and over 100+ people from various churches (CITAM, Mavuno & others) are attending.
- ⊕ A planned Master classes for other departments within the Media Department is upcoming.
- ⊕ PBC collaborated with other departments during the revival week.

⊕ The church supports the weekly services and other church ministry events.

We thank the leadership for the support so far and pray for continued support from the leadership.



During the review period, the church leveraged on ICT to attain organizational efficiency; initiated the procurement of the Enterprise Resource Planning (ERP) System; and improved the procurement process through the development and implementation of the annual procurement plans.

The church continued to enhance safety and security of staff, members, congregants and visitors through undertaking daily surveillance around the ingress; ensuring compliance with the data privacy and protection policy through the development of data protection and privacy policy.

Safety and Security

Fire Emergency Drill

In addition, the church enhanced fire emergency response plans through installing fire emergency hydrant systems, conducting emergency training with various stakeholders; improving PBC Risk Management; and developing and integrating Risk management framework and implementing the risk management framework.

In 2023, the Safety and Security Committee organized a Fire Emergency Drill on 29th October 2023 at 1322 hrs. The exercise was organized by the Board of Trustees and Security Manager led by Mr. Joel Atuti in conjunction with NCCG fire and rescue services officers Stno Thuku, and Lfm Kariuki. The exercise was carried out successfully as expected and all persons were evaluated and finally briefed on emergency

evacuation, mock drill scenario, the objective of the drill, and hazards associated with their work.

The Objective of The Fire Emergency Evacuation Drill was to;

- ⊕ Comply with OSH ACT 2007, fire risk reduction rules No. 23(1)(2)
- ⊕ Evaluate the effectiveness, adequacy and sustainability of fire safety measures within the organization.
- ⊕ Evaluate the occupants' reaction in the event of an emergency incident.
- ⊕ Evaluate the service provider's response mechanism



Safety and Security (Cont.)

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- > Comply with OSH ACT 2007, fire risk reduction rules No. 23(1)(2)
- > Evaluate the effectiveness, adequacy and sustainability of fire safety measures within the organization.
- > Evaluate the occupants' reaction in the event of an emergency incident.
- > Evaluate the service provider's response mechanism.

Observation/Findings

Positive Notes

- > The fire alarm system was audible enough for everyone and in all the areas.
- > Occupants remained calm while the mock drill was in progress, and showed keen interest to get knowledge about the emergency response procedures.
- > Occupants reported to the assembly point without any panic.
- > The evacuation was performed successfully because there was no casualty.
- > The emergency responder's vehicles were available at site.
- > Occupants were prevented from re-entering the building once they were outside.
- > Occupants were informed they can re-enter the building.
- > Occupants were briefed about emergency response procedures and fire emergencies at the assembly point.
- > Triage area was visible with attendants available.

Deficiencies Observed During Exercise

Deficiencies

- > The fire assembly points are too close to the building.
- > There was no communication at the fire assembly point.
- > Incident commander was not visible
- > Fire extinguisher and first aid kit were not at site.
- > Fire marshal did not manage the fire assembly point that led to some confusion.
- > Some of the congregants were too slow while evacuating.
- > Plan for Improvement
- > Provide training on incident command system or management.
- > Add 2 additional emergency exits at the main sanctuary's upper floor
- > Create and implement a clear chain of command to follow in case of emergencies and ensure everyone is aware of their respective roles and responsibilities.
- > Provide an emergency evacuation plan (map) and post it in a conspicuous place.
- > Provide a personal emergency evacuation plan (PEEP), for person with disabilities, elderly and expectant mothers.
- > Formulate or review Parklands Baptist Church emergency evacuation procedures.
- > Provide a centralized fire assembly point for ease of management.



Fire Safety and Audit Report

Last but not least, the Security and Safety Committee undertook a Fire Safety and Audit Report - The gaps identified through the audit will be used by the management to improve fire safety preparedness at PBC. In addition, it is envisaged that PBC will embrace the corrective actions described within the report. The following is a summary of Recommendations from the audit

- > **Storage of Highly Flammable** Substances: The management to place WARNING signs at both kitchens where cooking is undertaken. (HIGHLY FLAMMABLE signs should be placed where PG gas cylinder units are stored / located
- > **Diesel Storage:** Management to have in place a dedicated store or lockable cabin where diesel that is in use for the generator can be stored away from the generator. Controlled quantities should only be introduced when required for topping up the generator Unused Quantities should be locked
- > **Kitchen Operations:** For the kitchen premises, the management recommended installing LPG gas detectors in both locations where gas is in constant use for cooking. Install required safety signage for the kitchen where LPG gas, hot oils are in use (Prohibition signage , no smoking signs, Mandatory PPE signage ETC)
- > **General Emergency Procedures for Parklands Baptist Church:** The church to document and have in place general emergency management procedures for various types of Incidents that may occur within the church compound . (Refer to ISO 45001- Incident Management , Emergency Response & Planning FOR GUIDANCE)

- > **Trained Fire Safety Resources:** Fire Marshalls should be identified and trained for all sections of the church facility. Trained personnel shall be responsible for monitoring designated sections of the church operations where fire may occur. (DOSHS required 3 day Fire Marshalls Training Course)
- > **Electrical Equipment Inspection:** PBC to have in place a proactive schedule where electrical equipment and the related attachments are inspected in every period of six months by a competent person . A record of the inspection is to be availed during subsequent statutory audits. All electrical motors, fittings, attachments and switches shall be spark proof in workplaces where flammable liquids, vapors, dust.
- > **Facility Evacuation Maps:** The management to have in place EVACUATION MAPS showing evacuation routes associated with the entire compound. Mini maps will be required to be placed within the key installations or structures of the compound. The church is recommended to engage a designer who will assist with drawing various maps associated with the premises
- > **Fire Drills - Annual:** The management to first constitute a fire safety team as specified in Section 22. A fire drill can then be planned for the premises involving public stakeholders or an internal exercise . A fire drill records should be maintained.
- > **Centralized Fire Alert /Alarm System:** The management to procure and install an intercom system connected to a centralized fire alarm / alert system for the Church infrastructure.





Chapter 4

Church Plants

“ And so we know and rely on the love God has for us. God is love. Whoever lives in love lives in God, and God in them. ”

1 John 4:16

4.1 | PBC Northgate



Pastor Wachira Mureithi

PBC Northgate Pastor

Achievements in 2023

4.1.1

PBC Northgate - Magnification

- > **Worship Concert:**
Held on 27th August 2023 from 2:00 pm to 4:00 pm at PBC Northgate. A total of 300 people attended the concert.
- > **Prayer vigil:**
Held on 22nd September and 16th June 2023 from 9:00 pm – 6:00 pm at PBC Northgate to build a lifestyle of prayer at all levels of the church. A total of 50 people were in attendance.
- > **Prayer Walk:**
Occurred on 11th November 2023 from 9:00 am to 11:00 am around the church environs with an attendance of 7 people.
- > **Prayer meetings:**
To uphold the acknowledgment of the sovereignty of God in all matters of the church, prayer meetings are held: Every Tuesday from 6:00pm – 7:30 pm with an average of 15 people attending, Thursday & Friday online from 5:00 am – 6:00 am with an average of 20 people and Sunday online meetings from 6:00 am – 7:00 am – 20 people attending.
- > **Weekly corporate services:**
Approximately 300 attended the weekly Sunday services.
- > **Lord's Table ordinance:**
Held every third Sunday of the month. Approximately 200 people per take the Lord's Table.
- > **Youth prayer Retreat:**
Held on from 20th to 22nd October 2023 at Heaven's Gate A total of 12 youths attended.
- > **Couple's prayer breakfast:**
Held on 21st July 2023. A total of 10 couples attended.
- > **Ushers:** Had a monthly fellowship with an attendance of 7 people. The fellowship held in October had training where the ushers were trained on basic skills on protocol.



4.1.2

PBC Northgate - Maturity

- > **Bible study:**
The ex-candidates have been studying Experiencing God. A total of 14 members are doing the study.
- > **Bible Marathon:**
Was held from 23rd – 29th July 2023 both virtually and physically. The objective was to encourage congregants to read and study God's word from Genesis to Revelation. An average of 50 congregants participated.
- > **Membership classes:**
Held 2 classes (April & September 2023) with an average attendance of 12 congregants.
- > **Baptism:**
21 members were baptized. (7 baptized at Brackenhurst while 14 at Mamlaka Ruaka). Baptism sets a firm foundation for the believer's growth in their new-found faith in Christ.
- > **Weekly bible study:**
Bible study disciples all believers in their faith and knowledge of Christ leading to maturity. Various groups have been having weekly sessions including Media team studying (Ombi) with an average of 10 members, Youth ministry studying (Growing in Christ) with an average of 50 members, Ex candidates studying (Experiencing God) with an average of 14 members and 7 Women's ministry studying (Master Life 1).





4.1.3 PBC Northgate - Membercare

- > **Food bank drive:**
The food bank drive was done bi-annually. This was done to provide holistic support to members and congregants in all PBC churches - an average of 20 families were impacted.
- > **Monthly visitations:**
In a month, averages of 84 families were visited to provide holistic support to members and congregants in all PBC churches. They included hospital, bereavements).
- > **Education support:** Supported 4 children.



4.1.4 PBC Northgate - Missions

- > Children ministry had sports evangelism at Sacred Heart Dispensary in Muchatha on 29th April 2023 with a total of 30 children in attendance. This initiative was done to proclaim the gospel.
- > Mission outreach training: Was held on 23rd & 29th April 2023.10 people attended.
- > Mission outreach in Muchatha and its environs: This was done through: Open air Friday movie night where 30 people attended, a crusade with 100 people attending. Through the missions, 11 people became believers.



4.1.5 PBC Northgate - Children's Ministry

- > **Annual camp:**
Held from 16th to 18th August 2023 at Greensteds International School. The theme was: Empowered calling, propelled passion (the calling and mission of Paul). A total of 73 children and 9 teachers attended the camp.
- > **Child dedication:**
PBC Northgate had 15 children dedicated in 2023.
- > **Vacation Bible School:**
Held from 20th to 26th November 2023 from 9:00 am to 2:00 am at PBC Northgate. The total number of children was 290. The theme was "Empowered Calling" lessons from the life of Joseph.
- > **Teacher's fellowship:**
PBC Northgate held quarterly fellowships with an average of 10 teachers per fellowship.
- > **Teachers Training:**
To foster a vibrant children's ministry, 2 teachers attended a special needs training on 15th July and 20th May 2023 CEF training with 2 teachers held at Parklands Baptist Church Westlands.
- > **Bible club:**
From 4th to 6th May 2023 from 9:00 am - 3:00 pm. A total of 300 children



4.1.6 PBC Northgate - Youth Ministry

- > **Teens Sunday:**
The teens led service on 17th December 2023 and 30 members took part in leading the service.
- > **Collaboration:**
The youth ministry visited PBC Eastgate youth ministry on 30th July 2023. A total of 15 youths went for the visit and the PBCE youth attended a youth service in PBC Northgate.
- > **Hangouts:**
Monthly Fellowships are conducted once a month with an average of 20 youths attending the fellowships.

4.1.7 PBC Northgate - Men's Ministry

- > **Weekly men's ministry morning service:**
Occurs every Sunday from 7:30 am to 9:00 am at a church member's home. A total of 6 men attended the meeting.
- > **Men's Seminar:**
Held on 20th October 2023 from 9:00 am to 4:00 pm. A total of 45 men attended.
- > Men led service on father's day and a total of 40 men participated.

4.1.8 PBC Northgate - Ladies Ministry

- > **Team building:**
Held on 9th September 2023 from 9:00 am - 5:00 am at PBC Northgate. A total of 30 ladies attended. Among them were 5 guests from the Westlands Campus women's ministry.
- > **Ladies Ministry prayer meeting:**
Held every Thursday from 6:00 pm - 7:30 pm, an average of 15 ladies attend.
- > **Ladies' Retreat:**
Held from 19th - 22nd October 2023 in Mtwapa. Attendance of 40 women.
- > Ladies led service on mother's day with 50 ladies participating.

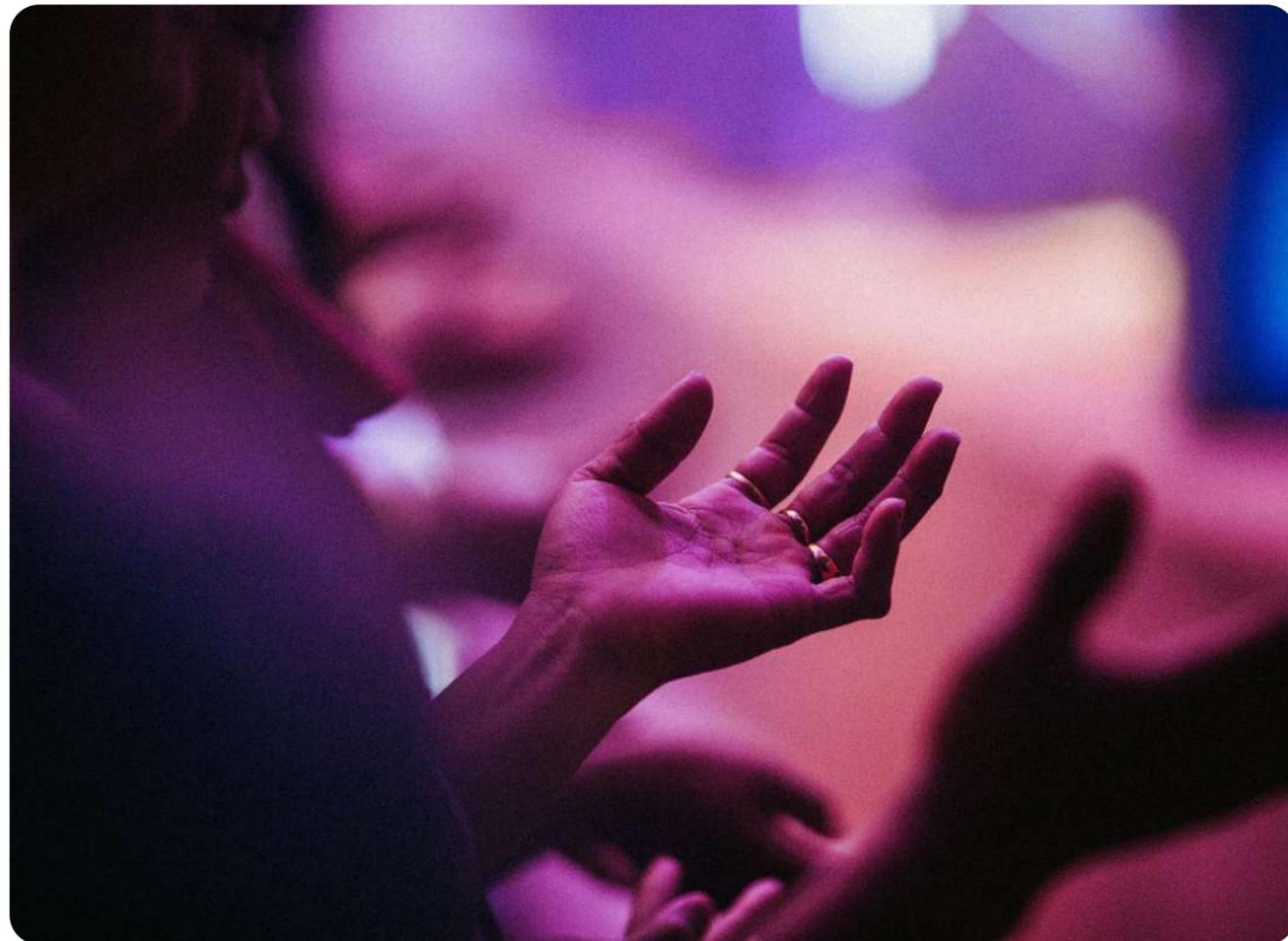


4.1.9 PBC Northgate - Couple's Ministry

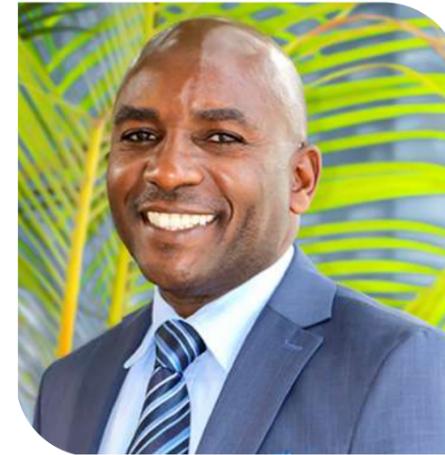
- > **Couple's seminar:**
Held on 4th November 2023 at PBC Northgate from 10:00 am to 4:00 pm with a total attendance of 50 people.
- > Couples prayer breakfast in July with an average of 20 couples
- > **Parent's seminar:**
Had one session held in April 2023 with an average attendance of 20.

4.1.10 PBC Northgate - Physical Development

- > Drafting and adaptation of a Physical Development Master plan.
- > Completion and commissioning of a modern Washrooms block with water storage
- > Laying of paving blocks in the main tent was a donation by a Parkie member.
- > Construction of temporary Classes to house Sunday school and youth
- > Drafting, submission, and approval of building plans for construction of the Sunday school block.
- > PBC Northgate has also bought media and worship team equipment.



4.2 | PBC Eastgate



PARKLANDS BAPTIST CHURCH EASTGATE

Arise and Shine - Isaiah 60.1

Rev. Bern Otuma

Lead Pastor - PBC Eastgate

Achievements in 2023

4.2.1 PBC Eastgate - Worship Department

Prayer:

- > PBC Eastgate held 21 days of prayer and fasting with 18 members in attendance each day reaching 378. Culmination of the prayer and fasting was the Kesha that had 180 in attendances and the worship was led by Mc Band (guest artists).
- > Prayer breakfast was held with 20 men and 47 ladies who congregated for prayer.
- > A total of 30 members were engaged in 7 days of Prayer, fasting and overnight prayers had 120 members engaged in prayers.

Music:

- > A new song "Tumepewa Uwezo" aligned to the theme of 2023 was composed, recorded, edited, and launched, as at December 31st 2023, the theme song had more than 24,000 subscribers and 474 likes.

Ushering:

- > An orientation training for ushers both was carried out with 28 in attendance the objective was to ensure they are equipped with basic skills for protocol, emergency, peoples' skills etc.

Media:

- > With the addition of the visual aids, speakers the church managed to have smooth flow for both audio and visual for the church services and functions.
- > In attendance, we had a departmental fellowship with 12 in attendance.

Pulpit:

- > Conducted 52 services with an average attendance of 327. Online services have grown its subscription on YouTube to 607, 3265 viewership and 25,000 followers on Facebook.
- > 5 more deacons were ordained and on boarded to support various departments and ministries.
- > **Prayer Guide:**
Prayers that Prevail by Senior Pastor Ambrose Nyangao had 130 people connecting through the various prayer hours.

Protocol:

- > Protocolled one guest artist Minister during the overnight prayers and ensured he was comfortable and well received.
- > The team gave support to the ladies' ministry to protocol guests and during the leadership church meetings.

4.2.2 PBC Eastgate - Outreach Department

1. Outreach

- > PBC Eastgate launched GROW book 1 bible study, 105 members plugged in and completed the study through the various Housegroups and the Sunday bible study hour.
- > 17 Members have plugged in the Sunday Bible study hour, Golden girls launched 'Believers experiencing God' bible study (13 participants).
- > 48 Barnabas members were plugged into a bible study. "Who is the Holy Spirit", 4 completed membership classes, XX were plugged into various ministries and 3 secured jobs within the community.
- > Diaspora Women of Impact Bible study launched with Winnie leading a team of 20 women in Siaya.

Other bible studies were as indicated below;

Bible Studies	Group	No. Commissioned
Women of impact	Nyumba Kumi	36
Who is God	Barnabas Team	48
Believers Experiencing God through Worship	Worship Team	15
Missions Course	Sarah Nalotuesha	1
Growing In Discipleship	Bible Study Hour	9



2. Partnerships

- > PBC Eastgate partnered with Food Marketing Group whereby 58 Barnabas members benefited from Market-place training in areas of writing a business plan, product segmentation, marketing strategies and bookkeeping.
- > Gospel Revival church Sinai-pipeline supported with Bible study materials and Christian magazines.
- > Silala Baptist church Ganze gifted Mic-stands, Seats, and furniture together with Bible study materials.
- > Partnered and trained 2 leaders from Silala Baptist for the Kasscon conference.
- > Partnering with Yatima Outreach for production of the GROW bible study in Kiswahili version.
- > A.I.C Mosoriot supported with Bible study materials and a church in Sitotewet Bomet supported with Growing in Christ and Children Bible time material.
- > A member gave a full truck of red soil to support landscaping and members gave trees for the beautification of the church grounds.
- > A member refurbished the pews seats.
- > Response by members of food campaigns easing the church budgets.
- > A member gave towards repainting of the church gate.
- > PBC Eastgate sent 2 members to attend the Love INC gathering dubbed "Redemptive Compassion" in July and as a follow up Mombasa Road zone stakeholders meeting in August. In partnership with the Outreach department.

3. Leadership & Development

- > Commissioned the medical team to serve in the First Aid center.
- > Shepherds' forum with an attendance of 68 leaders. Leaders reminded of the call to Leadership and empowered to serve as world changers.
- > 7 Church members attended training at Daystar on church governance while 2 others attended a training with LoveInc.
- > Pastor's forum: 108 Pastors were ministered to and encouraged to serve as world changers.
- > 78 Teachers and Youth Leaders attended the training facilitated by CEF on new methods of lesson delivery and practical tools to make children and young people enjoy learning. One Hope Kenya donated a total of 800 materials that were distributed to the churches that attended.

4. Evangelism

- > Mission Exposure for members: 11 Members mission exposure to AIC Narresho Kajiado.
- > Bethsaida and Baraka children's home to evangelize and support with cleaning, cooking and entertaining the children. There were 10 salvation decisions made. Continuous follow up ongoing.
- > Awana program launched to reach the children in the community so far over 800 children reached and 20 have joined our Sunday school.
- > Missionary Release: Two members commissioned one to Australia and another to United Arab AIC Narresho Mission Exposure Emirates to further kingdom harvest.
- > Prayer Day: - Little Angels children home in Mathare reached with 33 children getting saved and 6 adults during the school Prayer Day for candidates.
- > 108 Security marshals from Nyayo Estate reached through prayer breakfast held at PBC Eastgate.

4.2.3

PBC Eastgate - Care Department

1. Housegroup

- > Housegroup leaders and host orientation whose objective was to equip the leaders on how to run effective Housegroups through caring for the members, encouraging accountability and responding to the raising needs within the Housegroups. A total of 17 participated.
- > A total of 13 Housegroups engaged in the weekly GROW bible study and for those that were unable to attend Housegroups for one reason or another were able to engage through Sunday bible study hour.
- > PBC Eastgate remains thankful to God for growth in the Airview Housegroup which has now been multiplied into 2 cell groups. (Airview A and B).

2. Couples

- > Collaborated with PBC for the Valentine's dinner; the objective was to rekindle and enrich marriages where 23 couples were impacted.
- > Couple hangout fellowships with an attendance of 57 participants to build family and marriage bonds through empowering them through sensitive topics such as communication, finances, intimacy etc.

3. Ladies

- > A total of 19 were in attendance for the leaders fellowship whose focus was to align the 2023 work plans, formulate implementation strategies and come up with their annual calendar.
- > 50 ladies participated in the Ngong hills prayer hike. Women came together to pray for the church, families, and each other.
- > Ladies mobilized resources from Nyumba Kumi initiative and the men's ministry to purchase 15 tables, 9 overlays, and 15 tables during Mother's Day-this is to assist the church to save cost for hiring.

4. Men

- > Men celebrated father's day by leading service and were able to mobilize resources to purchase XX

5. Benevolence & Hospitality

- > PBC Eastgate had 217 visitors, 78 completed membership class and were plugged in and 6 were baptized
- > KOINONIA had an average of 200 members who remained after service to fellowship.
- > **Fariji:** The church had 45 who signed up for 2023/2024. More member education is required to increase the number as it declined from 62.
- > Bereavement and visitation: 9 bereavements and 10 visitations where members were ministered to, encouraged, and prayed.
- > Financial Support: 55 members received support for financial, medical needs etc.

6. Empowerment:

- > PBC is currently supporting three students while PBC Eastgate is supporting 2 in high school. 2 completed and 1 emerge with a B+.



~ Activity Caption Here

4.2.4

PBC Eastgate - Nurture Department

1. Precious Treasure

- > Sunday school has an average of 300 children attending per Sunday.
- > 15 children were dedicated and 7 visited in 2023.
- > 22 parents were equipped on immunization, general well being of mother, child and how to track a child's milestone while noting concerns.

2. College

- > Launch of College Dance team which has ministered to several children homes including Bethsaida and Baraka in Kayole.
- > College led service on 4th June 2023 with the aim of mentoring future leaders and an opportunity to share their gifts.
- > The College ministry was involved in a world changer's mission to Soweto Baptist with the team Leading service, Worship, Ushering and Preaching and Teaching Sunday school, 22 Sunday School children reached, and 25 adults ministered to the Mission Exposure Soweto Baptist word of God.
- > Successful College camp in Kericho with 16 college students attending emphasis placed on building strong relationships and need to grow maturely in God's word.

3. Teens

- > 40 candidates were successfully transitioned to teens and college ministries.
- > 48 Teens were taken through a mentorship session with the Men's Ministry dubbed Father and Son to create lasting mentorship programs where the elder men walk with the younger men on issues of life and general well being over 18 men participated with the men engaging the Teens in sports and goat roasting.
- > 18 men participated with the men engaging the Teens in sports and goat roasting.
- > Over 65 Teens engaged through the midterm break through movies. The Teens got to have fun, fellowship, emphasis placed on building strong relationships and world changer faith.

4. Glory Baptist academy:

The school started with 10 learners but had 13 learners during the year.

5. Young Adults

- > 48 Young Adults attended a re-gathering fellowship to review their objectives and put a leadership team in place.
- > 18 Young Adults held a night out in Utawala the team got to bond and fellowship and mobilize towards the young adults camp 2023.
- > 22 Young Adults participated in the hangout event in Syokimau hosted by one of our Leaders.
- > 16 young adults had a Sunday service fellowship with fellow Young Professional at PBC Northgate emphasis placed on the need to hold joint fellowships and camps in the following year.



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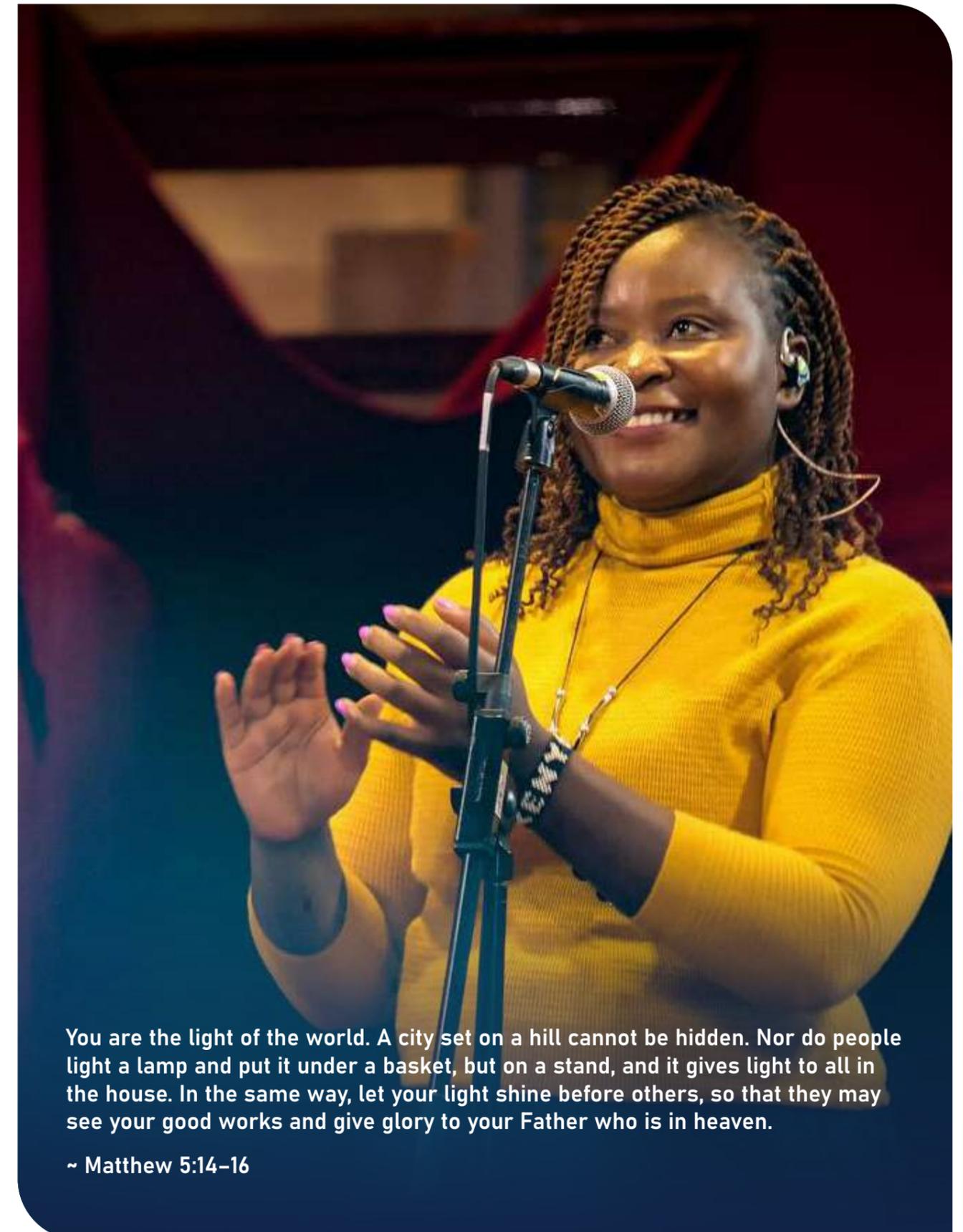
4.2.5

PBC Eastgate - Implementation, Monitoring and Evaluation

- > A team was commissioned to support the church in assessing the performance of the strategic objectives in the strategic plan while identifying areas of improvement.
- > The team held various stakeholder engagements with the different departments and ministries to validate the PBC Eastgate Evaluation report for 2019- 2022.
- > PBC Eastgate undertook an end term review of the 2019-2021 Strategic Plan, which paved way for the development of the 2024 - 2028 Strategic Plan
- > The Church had a 2024 - 2028 Strategic Planning Workshop with 38 in attendance whose objectives was to set the strategic goals and strategies of Parklands Baptist Church Eastgate (PBCE) for the next 5 years; Defining what is critical to achieve and a clear sense of direction within strategic pillars, departments, and ministries.
- > Had a writing retreat to streamline the 2024- 2028 and hopefully it to be launch in 2024.

BOT:

Opening of Glory Baptist School with 13 pupils enrolled; and completion of sanctuary at 95%.



You are the light of the world. A city set on a hill cannot be hidden. Nor do people light a lamp and put it under a basket, but on a stand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven.

~ Matthew 5:14-16



Chapter 5

Challenges, Risks and Lessons Learned

“ but those who hope in the LORD will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint. ”

Isaiah 40:31



5.1

Challenges

During the period in review, it was noted that several ministries within the church were grappling with a range of challenges. Scheduling conflict emerged as a crosscutting challenge, with activities from different ministries occasionally clashing, leading to rescheduling and, consequently, affecting attendance and resource wastage. Budget constraints were also a significant hurdle, affecting resource allocation and the implementation of various programs.

The church failed to undertake the annual general meeting (AGM) due to unresolved issues emanating from the process of nominating the incoming leadership; this together with the leadership transition delays led to reduced activity in some ministries; this affected the progress and timelines of certain activities.

Communication challenges were also identified, mainly where there were issues with information dissemination. Resource limitations were also noted, such as a shortage of personnel in certain areas and a lack of support for specific initiatives. Lastly, due to budget constraints, there's a need for more publicity to increase outreach and a heavy reliance on volunteer facilitators and counselors who don't have access to continuous training and development.

The ministry reports have highlighted several areas for improvement across PBC. These include the need for training and capacity building to equip volunteers and staff with the necessary skills and knowledge. The appreciation and review of teams is another area of focus; this would help ensure team motivation and tracking of output and outcomes. Collaboration between various teams for synergy and efficiency in planning and execution is also encouraged to realize a more significant impact.

Enhanced follow-up strategies should be implemented to ensure members who express interest are adequately engaged. There's also a need to improve facilities and resources to support the ministry's work better. Budget management is another critical area, emphasizing the urgency of proper planning, budgeting, prioritizing around impact and responding to supplementary budgets. Regular meetings are encouraged to enhance synergy, teamwork, time management, and unity of purpose. Lastly, more opportunities for partnerships and capacity building are to be sought.

5.2

Risks

Several ministries within PBC are facing risks that could impact the church's ability to achieve its key result areas. These risks range from lack of necessary skill sets, such as report writing, to budget constraints, limited participation in activities, inadequate facilities, and external factors, such as drought and security concerns. If not addressed, these risks could hinder the effectiveness of the ministries and their contribution to PBC's overall goals.

Various ministries have implemented or plan to implement several mitigation strategies to address these risks. These include capacity building of church staff and volunteers, revising budgets, seeking partnerships with other organizations, improving facilities, and addressing security concerns. For instance, the Maturity unit is seeking to revise its Bible study materials budget and partner with other organizations to provide resources to the church. Similarly, the Member Care unit is working towards registering PBC as a counseling Center and providing conducive counseling spaces.

Additional support is needed to mitigate these risks further. This support could come in the form of more funding, policy changes, provision of resources, and training. For example, the Youth ministry needs a change in the current church policy that does not allow the facilitation of volunteers. They also need help to meet the basic needs of their young, primarily unemployed leaders. The Magnification unit trusts God to provide more resources as they plan for 2024.

5.3

Lessons Learned

Several ministries within PBC have shared important lessons learned during the reporting period. These lessons range from the need for strategic alignment of activities and events and the importance of implementing programs early in the year to the value of capacity building and encouraging vibrancy and fellowship of teams.

The importance of synergy and partnership with various teams within PBC has been highlighted to ensure more members' reach and help avoid duplicating interventions to members, positively impacting the PBC family. Effective follow-up on those who fill out forms and connect cards has resulted in an increase in the numbers of those joining membership classes and bible study, among other focus areas. Partnering with other organizations to help achieve different goals has been a successful strategy. Garnering support and sponsorship for activities in good time and recruiting volunteers from ratified members have also been noted as practical approaches.

In scheduling activities, alignment with the PBC calendar and striving to implement activities as scheduled to avoid conflicting with other units' activities have been learned. Communication has been identified as critical to program implementation. The hand of God moving in the lives of young people, the importance of consistency and discipline in God's work, and the power of partnering with other departments and churches to achieve our mission have also been considered critical.



Chapter 6

Recommendations

“ May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit. ”

Romans 15:13



6.0 Recommendations

Based on the findings, the following recommendations are proposed:

- > Improve Scheduling: Develop a centralized scheduling system to prevent conflicts between different units' activities.
- > Enhance Budget Management: Review and adjust budget allocations to ensure they meet the needs of each unit. Respond urgently to supplementary budgets to ensure planning is not affected.
- > Strengthen Communication: Implement effective communication strategies to improve information flow within and between units.
- > Expand Resource Allocation: Allocate adequate resources to each unit according to their needs, including human resources.
- > Boost Outreach and Publicity: Increase the visibility of units through various channels to enhance outreach.
- > Empower Volunteers: Provide necessary training and support to volunteers to enhance their contribution.
- > Promote Collaboration: Encourage unit collaboration to leverage shared resources and knowledge.
- > Prioritize Member Follow-up: Implement effective follow-up strategies to engage members who express interest adequately.
- > Program Review and Follow-up: Review the wins and gaps of the programs, note the needs, and have them addressed practically with the support of the concerned bodies. Follow up with program participants, trainees, mentors, and trainers to actively engage them.
- > Mobilization and Empowerment: Mobilize more individuals to support implementing activities based on their skills, talent, and willingness to learn. Identify individuals who are faithful, available, and teachable to support activity implementers in reporting each activity. This includes empowering leaders and ensuring they are well-prepared.
- > Fellowship and Appreciation: Encourage fellowship and appreciation of serving teams before the year ends to energize and prepare them for the following year.
- > Collaboration: Encourage collaboration between various ministries to bring synergy and much impact in PBC.
- > Enhance Follow-up: Enhance the follow-up on members who fill out the forms and cards to join the units.
- > Improve Facilities and Resources: Work towards registering PBC as a counseling Centre, include a basic charge for the clients to ensure they remain committed all through, provide conducive counseling spaces, and consider hiring an on-site counselor(s).
- > Regular Meetings: Encourage teams to meet regularly to pray together and plan to enhance synergy, teamwork, time management, and unity of purpose.
- > Timeliness and Collaboration: Ensure timeliness in implementing activities by all team members. Enhance collaboration with other PBC departments and ministries when implementing similar activities for efficient resource utilization.
- > Seek Partnerships: Seek more opportunities for partnerships, facilitate more training and capacity building for leaders, involve leadership in the programs and activities, and respond timely to the needs of young people.

6.1 Conclusion

If implemented, these recommendations can help PBC overcome the challenges and leverage the lessons learned to achieve its key result areas in the next year. PBC can enhance its effectiveness and impact by focusing on areas such as mobilization, empowerment, collaboration, follow-up, and resource management.

This report serves as a roadmap for our continued growth and success. We look forward to implementing these recommendations and witnessing the positive changes they will undoubtedly bring.

One thing I ask from the LORD, this only do I seek: that I may dwell in the house of the LORD all the days of my life, to gaze on the beauty of the LORD and to seek him in his temple.

~ Psalms 27:4





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