



**PARKLANDS
BAPTIST
CHURCH**

Arise and Shine - Isaiah 60.1



ANNUAL Report 2024

*The Year of the Lord's
Uplifted Open Door*

Theme verse: Revelation 3:7-8

Theme Passage: John 10:1-24



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2024 Theme Vision: The Year of the Lord's Uplifted Open Door

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.

Theme Verse

Revelation 3:7-8

- 7 And to the angel of the church in Philadelphia write; These things saith he that is holy, he that is true, he that hath the key of David, he that openeth, and no man shutteth; and shutteth, and no man openeth;
- 8 I know thy works: behold, I have set before thee an open door, and no man can shut it: for thou hast a little strength, and hast kept my word, and hast not denied my name.

Theme passage:

John 10:1-24



2024 Monthly Themes

January

Open Door Vision—Uplifted Kingdom Image

February

Open Door Declarations—Uplifted Kingdom Authority

March

Open Door Design—Uplifted Kingdom Blueprint

April

Open Door Generosity—Uplifted Kingdom Supply

May

Open Door Connection—Uplifted Kingdom Opportunities

June

Open Door Grace—Uplifted Kingdom Favor

July

Open Door Responsibility—Uplifted Kingdom Stewardship

August

Open Door Language—Uplifted Kingdom Intercession

September

Open Door Advancement—Uplifted Kingdom Warfare

October

Open Door Ability—Uplifted Kingdom Power

November

Open Door Renewal—Uplifted Kingdom Refreshment

December

Open Door Reign—Uplifted Kingdom Glory

1.0

Forward

- 1.1 A word from our Pastors
- 1.2 A word from our Leadership
- 1.3 2024 PBC Council Members
- 1.4 Implementation, Monitoring and Evaluation (IM&E) Team
- 1.5 2024 Church Ministry Coordinators

1.1 A word from our Pastors



Rev. Ambrose Allan Nyangao

Senior Pastor

The Year of the Lord's Uplifted Open Door.

This was an amazing year and the Lord's word spoke to us through every month under the twelve sub themes.

The theme passage was **John 10:1-24**. The theme verse was **Rev 3:7-8**.

The key statements were:

1. Jesus Christ is our uplifted open door.
2. Jesus Christ as the open door has given us free access to the Father.
3. Jesus Christ has opened a door for us that no man can shut.
4. Jesus Christ invites each one to come through the Uplifted open door.
5. This uplifted open door leads us to eternal redemption.
6. This uplifted open door leads us to abundant provision.
7. This uplifted open door leads to a dynamic fellowship with God.

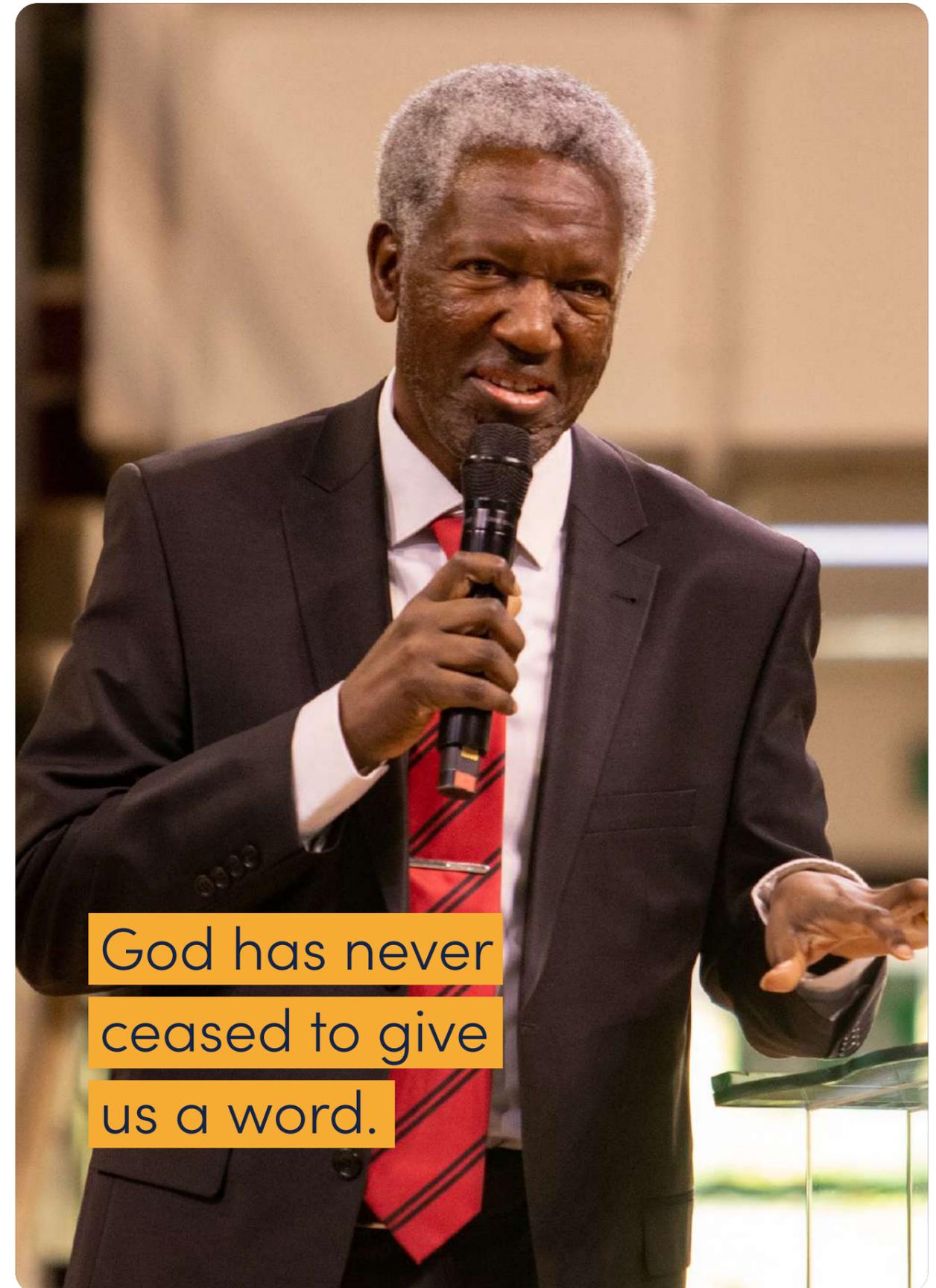
Through the months the theme was unpacked by those who ministered faithfully from the pulpit, through the bible studies, through the teachers in the Sunday school, and our online forums.

God has never ceased to give us a word. That is why each year we thrive in the Lord and in the services that are rendered to God's people.

Many thanks to all the leaders and teams who made all this possible.

We shall continue to rise and shine.

SHALOM.





Rev. Dr. Simon N. Mwangi

Associate Pastor

Parklands Baptist Church is in the forefront as a lead church in strategically located in the lead City of Nairobi Kenya, Africa and globally in the proclamation of the good news of the Kingdom of God.

Through our pulpit ministries over 10,000 attended our Christ-centered services in-person and within our affiliate Gate Churches, and Church Plants; and over 90,000 engaged through our online-platform including Sunday sermons, Prayer services, and Special events such as the Revival Seasons. Leaders are being raised and developed (through calling, character and competence development), disciples being made, and communities being impacted through our in-reach and outreach transformative and impactful programs.

The launch of our Theme vision - “The Year of The Lords Uplifted Open Door” by our Senior Pastor Rev. Ambrose took place in January 2024, and the Lord opened new doors in 2024, lifted up the gates and ancient doors, and the King of Glory our Lord Jesus was lifted up, and drew many to Himself Psalm 24:7-10 The Departments, Ministries, Staff our Missionaries, Volunteers and many others in the background; were part and parcel of what the Lord did in 2024. This report represents all of us, it takes each and every one of us and with God on our side we are going beyond the four walls to the market place, communities and the nations. During this season we hosted the Anointing Service and the 21 Days of Prayer and Fasting.

In addition, the Departments actively drove the agenda of their respective dockets and together much was achieved. The Magnification Department was in the forefront during the 21 days of prayer and fasting which culminated in the anointing service with close to 20,000 in attendance.

We also thank God for the Revival Season 10 # Go Beyond We had several speakers and the key note speaker Rev. Nick Korir Nairobi Chapel Ngong Road graced the revival Sunday which was well attended by close to 15,000 congregants.

Through the Maturity Department we engaged in disciple making with close to 200 Bible studies taking place physically and online, about 600 new believers were baptized, the annual Family Discipleship Conference took place in partnership with Nairobi Baptist Church, and were reached through the connect tent.

Under Member-Care Department in benevolence and hospitality were reached through Share Love, Miles for Meals, Pastoral Counselling, Shelter in the storm and financial aid. At the Karibu Centre visitors were hosted. The Care Centre provided counselling and medical care to congregants. We thank the congregation for their generosity in giving in both cash and in kind.

The Ministry Identification and Leadership Department facilitated ZOE Training, Market Place fellowships, the Lunch & Learn leadership sessions and Generational Wealth forum engaged.

Missions Department Our missionary enterprise portfolio continues to grow as we birthed 3 new preaching points through our Mission Station, Lwecharangany, in Turkana, Mukutani in Ilchamus, and in Chesongoch in Endo.

Communities are being transformed and indigenous church planting movement is in place. Over 350,000 reached through our outreach program close to 170,000 salvation decisions



made.

PBC Southgate Church Plant seed congregation birthed and meeting at Shamrock International School in Karen 80 plus meeting every Sunday.

Cameroon Pastors & Leaders Conference 2024 took place facilitated by PBC with over 400 participants. The House Group Ministries Chaplaincy Engagement had 300 trained 25 engaging every Thursday. LOVE Embraced County to County 70 bandits were reached 28 baptized and 3,000 Bibles distributed in 28 Schools both public and private.

The Diaspora House-groups initiated in U.K Cameroon and USA. The House Group Cluster Southern Region was key driver in the birthing of P.B.C Southgate Church Plant.

The Children’s Ministry has been growing with over 1,200 children being ministered to every Sunday... children were dedicated attended the VBC and Bible Club during the year.

The Family Ministries hosted the SHE Conference with the Theme “Uplifted Kingdom Opportunities- Empowering the Woman to Impact”. The Women’s 2024 Convention - Empowered for Kingdom Excellence in the Market Place with over 500 women participants. Family Day of Prayer with over 200 engaging. Men’s Conference took place as well.

Our Youth Ministry has grown with close to 1,500 Youth attending services every Sunday. The INDA Ex -Candidate Program continues to run with 70 students engaged. Weekly Bible studies 500 enrolled and the Leadership Development program on course 70 engaging

The staff through the Human Resource and Admin Office provided the support structure working the logistics and ensuring Ministries continues to run seamlessly. The volunteers in the media department ushering worship teams, in ministries

and departments played a major role during the period. In addition, during the review period we completed and launched our Zuriel project, thus hosting the Junior School, stemming from the government requirement for primary schools to also run the junior school, enrolling more than 120 students.

We are at a better elevation as a church and congregation to drive ministry to the next level as we engaged in the digital space the new horizon through the market place and diaspora congregation and to touch the next generation with the good news of the Kingdom both locally in Africa and in the World. PBC is rising and shining and we are taking the Gospel of Christ to the nations!

As 2025 presents us the opportunity to be expeditious in seizing the opportunities that God is giving us in the virtual and digital spaces, diaspora and the market place.

We pray that our decision-making processes would allow us to be focused and prioritize where the LORD want us to do in Real Time.



1.2 A word from our Leadership

Pastors and Deacons Board (PDB)



Deacon Sam Wambugu

Chair Pastors and Deacons Board (PDB)

We thank God for seeing us through 2024.

In various ways, we experienced Jesus Christ as the Uplifted Open Door. Three (3) Ps - The LORD Provided, Protected and Preserved his people. HE strengthened and sustained, HE continues to renew and restore us. God's hand was with us through the highs and the lows of the year, and HE remains faithful and steadfast. The messages were uplifting and they inspired PBC members to connect with Jesus Christ, who is and remains our uplifted open door.

At a ministry level, much was accomplished by the grace of God. We celebrated many salvation decisions, baptisms and breakthroughs. God also continued to increase us both spiritually and numerically. The team of staff and volunteers engaged and released ministry dutifully in their various functions and callings.

Some key highlights in 2024 included opportunities to experience an uplifting through the Anointing Service, Shepherd Forums, and the Revival Week. I look forward to another great year in 2025 as we walk in step with the Holy Spirit.

Board of Trustees

2024 BoT Highlights

We thank God for 2024 for all that we have achieved.

The year of the Lord's uplifted open door was indeed a great year for the Board of Trustees. God was with us as we experienced growth, innovation, great connections and collaboration with all the church teams. Together as a team we have achieved much, including the following HIGHLIGHTS among others:

- > Completed and launched Zuriel, hosting the Junior School, stemming from the government requirement for primary schools to also run the junior school. The Junior school now has over 120 students
- > Successfully solicited for new security services at Parkland Baptist Church and managed the transition as well.
- > Generated additional income of Kshs 7M in 2024 for Parklands Baptist Church through the onboarding of neighboring organizations to utilize parking spaces under the Resource Mobilization docket
- > Purchased items for media and magnification to enhance worship services and facilitate better viewership through online congregation
- > Purchased a new van (zero mileage) to meet the growing demand of PBC members
- > Established Parkie Broadcast with a certificate for online broadcasting and regular programing, to be domiciled in Zuriel building once the construction of the studio is completed. We attained a listenership of about 87 countries from all over the world
- > Ensured the church adheres to legal and regulatory requirements in all engagements
- > Successfully, sorted out the drainage issues that used to affect the parent's room when it rained
- > Completed the construction of the new state-of-the-art restaurant that will accommodate more than 200 patrons at once. The building will also host the resource centre to serve PBC members and the community at large.

- > Fully facilitated the Church mission stations in partnerships with similar organizations that have the same vision of community-based programs
- > Additional achievements included the coordination of maintenance activities that saw the landscaping of the grounds, painting of the church and ensured provision of bottled drinking water.
- > With the recruitment of the Facilities Officer, the power issues that the church experienced at the beginning of the year were successfully sorted out, the repair of the borehole was undertaken with the replacement of a new pump and pipes that had rusted to ensure that the church continues to have uninterrupted water supply
- > Facilitated completion of Eastgate Glory sanctuary and worked on a masterplan, provided sound & acoustics, and purchased media & fire equipment
- > Also facilitated the ministry of Northgate.

It has been the Lord's doing and its marvelous in our sight!

~Psalms 118:23

Church Council 2024 Highlights



Faith Ouko

Church Moderator

We give thanks to God for bringing us through 2024—“The Year of the Lord’s Uplifted Open Door.” Anchored in John 10:1-24 and our theme verse, Revelation 3:7-8.

We have witnessed God’s faithfulness in granting us access through Jesus Christ and His redemptive work. As Revelation 4:1-2 declares, we have experienced the open door that elevates, affirming that all that belongs to God also belongs to us

This year, God has uplifted us to behold His glory, empowering leaders to guide others toward greatness. As Ephesians 2:6 reminds us, He has seated us in heavenly places.

Our faith has activated God’s abundant blessings, ensuring His promises do not pass us by.

By His grace, this has been a year of glorious vision and achievements for us as the Church Council. Through collective effort, we reached our members and congregants effectively, as reflected in our timely quarterly reports.

Key Highlights:

- > Onboarding of a Facilities Officer.
- > Staff performance appraisals were undertaken and reviewed during the year.
- > Consistent quarterly reporting from all Ministries/ Departments.
- > Successful compilation of the annual ministry reports by the IME team.
- > Consistent monitoring done by the IME team to ensure effective and efficient implementation of the strategic plan 2022-2026.
- > Workplans for 2025 were successfully developed by Departments and Ministries and approved at the Church Council meeting of December 2024. Held 2 Church Council meetings in the year.
- > Kick started the review of our strategic plan 2022-2026.

To God be all the glory!

2024 PBC Council Members

Rev Ambrose Nyangao Senior Pastor	Faith Ouko PBC Moderator	Betty Mukusa Chair, Board of Trustees (BOT)	Brian Muganda Church Secretary
Deacon Francis Wairagu Chair (PDB)	Suzanne Kinoti Vice Moderator	Amos Sifuna MILD	Mike Shikwe Church Treasurer
Risto Mukasa Children Ministry	Charles Mahi Men	Jane Muthoni Maturity	Jane Muthoni Maturity
Daniel Toroitich Membercare	Emmanuel Sushi Media	Youth	Phyllis Njeri Chair Ark
Arnold Muoki Sports	Dr. Lukasa Missions	RayCharles Mbugua Marriage Enrichment	Joseph Ruwa Media
Jamhuri Joel Moderator PBC Eastgate	Treza Nyaga		

The Church Council was responsible for the following.

- > 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.
- > Ensuring development and Management of church calendar; and coordinating and presiding over members’ meetings.
- > Ensuring reporting and providing accountability to members.
- > 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).

Implementation, Monitoring and Evaluation (IM&E) Team:

Edgar Makona Chair	Mary Karuri Vice Chair	Nancy Ikimilu Secretary	Margaret Njoroge
Mary Sichangi	Rosalie Mwanzui	Audrey Ndubi	Grace Gitau
Richard Oduor	Rosemary Nderitu	Jorum Odiemo	Oliver Mutere
Rose Tino	Christine Muindu	Diana Kolek	Arnold Muoki
Faith Ouko PBC Moderator	Joel Jamhuri Moderator PBC Eastgate	Darmaris Nyaga	

2024 Church Ministry Coordinators



PARKLANDS BAPTIST CHURCH NORTHGATE
Arise and Shine - Isaiah 60.1

Nicole



PARKLANDS BAPTIST CHURCH EASTGATE
Arise and Shine - Isaiah 60.1

Rosalie



PBC Maturity Ministry
Arise and Shine - Isaiah 60.1

Francis



PBC M.I.L.D. Department
Arise and Shine - Isaiah 60.1

Flora



PBC Membercare Ministry
Arise and Shine - Isaiah 60.1

Doreen



PBC Magnification Department
Arise and Shine - Isaiah 60.1

Petu



PBC Missions Ministry
Arise and Shine - Isaiah 60.1

Felix



PBC Family Ministry
Arise and Shine - Isaiah 60.1

Phylis



PBC Maturity Ministry
Arise and Shine - Isaiah 60.1

Francis



PBC Youth Ministry
Arise and Shine - Isaiah 60.1

Mary



Parkie MEDIA & ICT

Johnstone



2.0

Operational Context/PESTEL

- 2.1 Political
- 2.2 Economic
- 2.3 Social
- 2.4 Technological
- 2.5 Environmental
- 2.6 Legal
- 2.7 Spiritual



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.
- > In response to these challenges, the church adopted a proactive approach. House group 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.
- > 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.
- > 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.

2.2 Economic Analysis

E

- > In 2024, the global economic landscape was challenging, with the rise in prices of commodities and services affecting the church's operations. These economic changes have been particularly impactful on single-income families, such as adult singles. The rise of prices in commodities and services also affected purchases of resources and members' participation in programs that now required co-paying.
- > 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, 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.

2.3 Social and Cultural Factors

S

- > During the reporting period, there has been a rise in L.G.B.T.Q 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 2024, has experienced 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, 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.

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 last quarter of 2024. This hybrid approach shows the church's adaptability in using technology to meet its needs whilst maintaining the practicability of physical interactions.
- > 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.



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 2024, causing displacement due to flooding.
- > Despite these challenges, the weather conditions have been favorable in the fourth quarter of 2024, 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.
- > 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.

2.6 Legal Factors

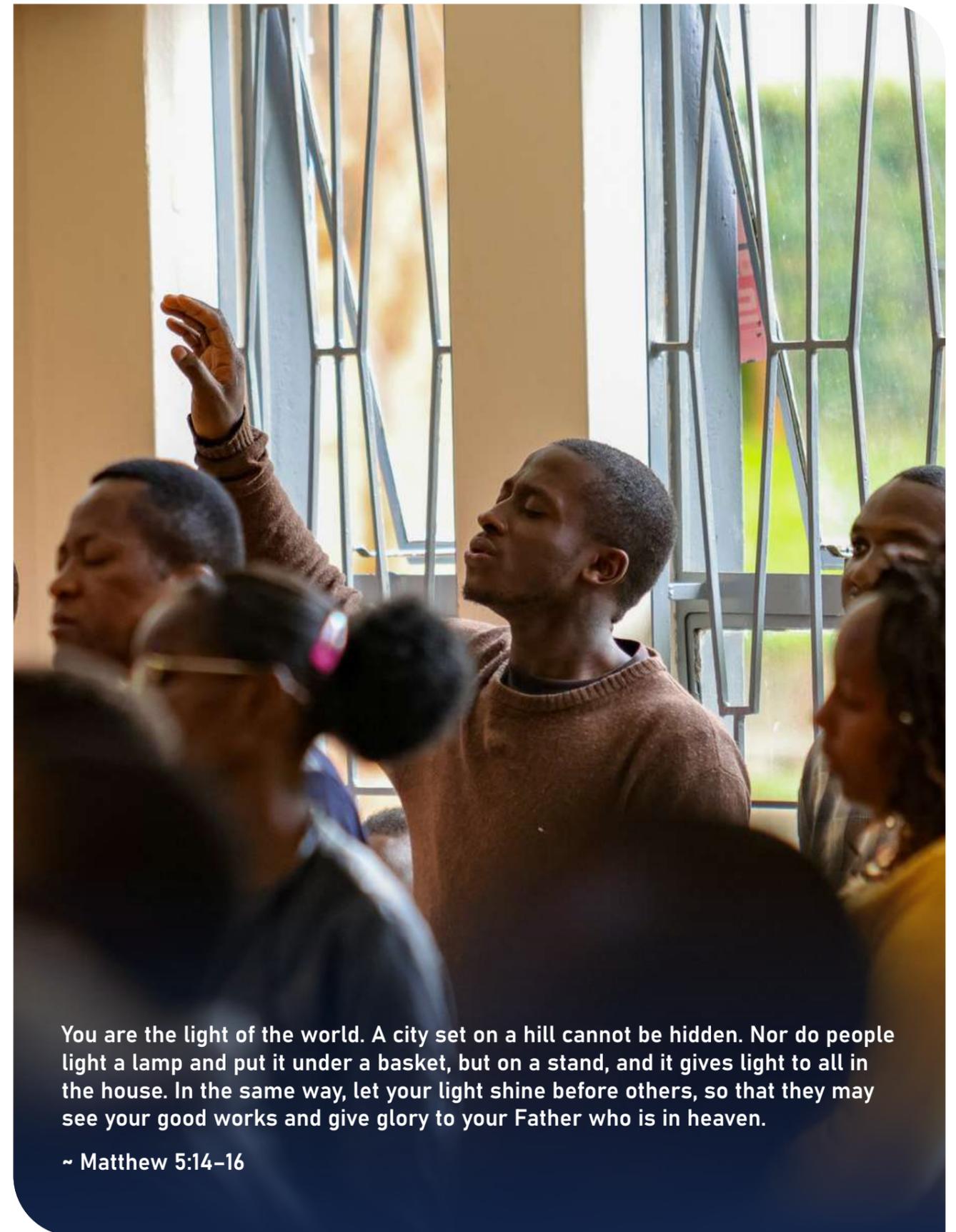
L

- > In 2024, 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.
- > 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.

2.7 Spiritual

S

- > During the 3rd quarter, the church witnessed a spiritual awakening, with numerous revival meetings occurring nationwide. Events such as the Love Nairobi Festival, 2024 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.
- > However, this period also saw the rise of issues related to the Shakahola cult, which raised tensions in the country.



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

3.0

Achievements towards the Seven Strategic Pillars

- 3.1 **Strategic PILLAR ONE:** God and Spiritual Cover
- 3.2 **Strategic Pillar TWO:** Membership & Leadership Development Strategies
- 3.3 **Strategic Pillar THREE:** Transformative Missions
- 3.4 **Strategic Pillar FOUR:** Infrastructure Development
- 3.5 **Strategic Pillar FIVE:** Investments and Resource Mobilization
- 3.6 **Strategic Pillar SIX:** Organizational Capacity
- 3.7 **Strategic Pillar SEVEN:** Excellent Service Delivery



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

Achievements in 2024



Pastor Reagan Akaliche

Magnification Pastor

- 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 2024 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 2024, 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, Gospelcentered 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 - Kesha every last Friday of the month with the climax being the Revival Season 9 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 House Groups; 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, Biannual Leaders Half-day of Prayer, Prayer Trainings and Prayer Walks/Drives in liaison with House Groups. 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



Achievements in 2024 (Cont.)

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 dead bible challenge at CITAM Valley Road. Out of 12 churches we were numbered.
- > 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 2024 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.

Magnification 2024 Activities Highlights





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
- k) To foster a vibrant family ministry
- l) To enable members to engage in effective ministry service as they deploy their time, talent and treasures
- m) To provide the marketplace with leaders equipped with kingdom principles
- n) To Enhance Transformational Growth and Development for Leaders and Members in service.
- o) To raise godly leaders in line with Kingdom principles

3.2.1 Maturity



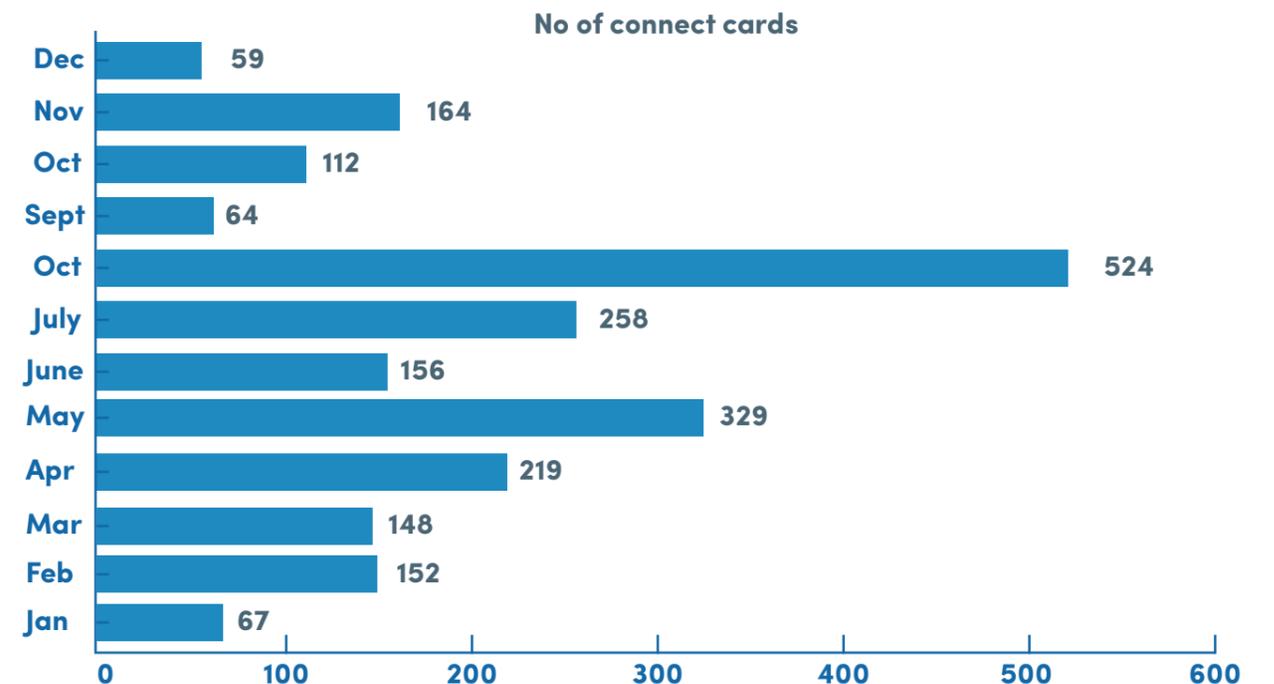
PBC
Maturity
Ministry
Arise and Shine - Isaiah 60.1

Pastor David Kiniti
Maturity Department

3.2.1.1 Altar Call Connect Ministry

1. Connect Tent

In 2024, the **Connect Tent** reached and assisted a total of **2,252** individuals. A standout moment was Revival Week, during which **524** people were served





1. Connect Tent (Cont.)

Challenges

- > Other departments and ministries are still not fully engaged.

Recommendations

- > Each department and ministry to designate a team for Connect Ministry
- > Make use of Connect Cards for ministry connection at all levels of ministry engagement.

2. Salvation decisions

More than 15,000 salvation decisions were recorded in 2024.

3. Baptism

The church baptized a total of 272 members.

- > In 2024, the Maturity department organized five baptism services on the following dates: 16th March, 15th June (61), 21st September, and 30th November (52). A total of 272 individuals were baptized during these events. The services were led by Pastor Kiniti, alongside Church Leaders and the Chair of the Maturity department. The baptisms took place at the Parklands Baptist Church Baptistry and Hospital Hill Primary, through a partnership with the school.

- A. 4 baptism classes were also held over the year on 14th Mar, 13th June, 19th Sep, 28th Nov 2024.



d. Baptism (Cont.)

B. New Believers class

- > The maturity department remains committed to nurturing new believers in the church. This is achieved through follow-up calls, SMS outreach, and conducting Faith Foundation classes designed to strengthen their spiritual growth. In 2024, the department successfully held 3 Faith Foundation classes, attended by a total of 40 participants.

3.2.1.2 Discipleship

1. Teaching Believers the word of God

A. Doctrine Classes

- > As part of the initiative to teach believers the Word of God, the PBC Maturity department conducted doctrinal classes throughout 2024, focusing on the doctrines of the **Holy Spirit** and **Salvation**. A total of 5 sessions were held, with three conducted physically and one online, reaching **137 participants**. These sessions served as a valuable opportunity for spiritual growth and engagement. Pastor Kiniti led all sessions as the facilitator.

B. Doctrine Classes

- > A total of 10,000 printed copies of the Bible reading plan were distributed to members during services and ministry events. Additionally, e-copies were shared via digital platforms, ensuring broad accessibility. Active Bible studies remained aligned with the reading plan, fostering consistent scripture engagement and a high level of participation.

TESTIMONIES

"Good morning, Pastor Kiniti. I trust you can get refreshment today. I'm SEEING GOD BIGGER!

A friend who is a counsellor told me recently she finds herself saying this. Then jana, Mary Jeremiah told me she is taking her young people through this year's Bible Plan - that they are up to May!

She has asked me to meet with the young people after church for a few minutes after church for several weeks. We may start this after Easter.

I have met them like this a couple of times a few months back and Mary said they were responsive to our interaction. Thanks be to God. Mary loves these young people and works diligently with them. She wants to see them grounded in the Word as they go on to life, some to university.

As you know, the Lord and His Word are passions with me. Is it possible to get Bibles for them? Perhaps 20 or 30. I know this is a bold request. I am SEEING GOD BIGGER."

~Believer

"Today I had a special experience that started yesterday.

Yesterday morning I felt I should take a walk to the lower entrance to our estate. When I reached the guard house, the askari said, "When are you going to bring me a Bible?"

We talked for a while and I assured him I would bring one before he left. I kept my word and took the Bible.

Today when I went there this morning, Charles was so excited. He talked and talked telling me how happy his wife was and all about reading about Abraham this morning - how he was willing to sacrifice his son, but a voice said, No!, and then he saw a lamb that was to be the offering instead of his son.

He was so animated as he related his wife's gratitude and what they read. My heart is so happy as I recount this as I close my day.

I am so grateful for our shared ministry."

~ Sandy Weiss - 9th July 2024



2. Weekly Bible studies fellowships

a). Weekly Bible studies

> Maturity successfully conducted Bible Study sessions for 44 weeks, spanning from the second week of February to the second week of December. Throughout the year, a total of 2,400 sessions were held, involving 66 groups and an overall attendance of 599 members—538 women and 63 men. Of these groups, 12 met in person while 54 were virtual.

TESTIMONIES

Participant A

Trusting God for a job and God opened an international door for her after 5 months of waiting.

Participant B

She had house rent arrears for 6 months, and God opened a door. A destiny helper fully paid the amount in one day.

b). New Bible Studies launched

> During 2024, a total of 19 new Bible study groups have been established, comprising 305 members. Among these, 15 classes are conducted virtually, while 4 classes take place in physical locations.

c). Train Bible study leaders

> Maturity successfully conducted 8 training sessions held every 3rd week of the month from March to November. A total of 215 Bible Study leaders participated in the sessions.

Topics covered	Facilitators
Path of Consistency and Continuity in Service	Maturity Pastor: David Kiniti
Building Your Leadership Resume	Deacon Kuria
Mental Wellbeing: Staying Power in Service	Deacon Timothy
Discipleship	Nixon Amadi
	Sally Kimeu
	Mary Mwikali



3. Spiritual growth maturity through discipleship classes

a.) Discipleship Classes, Focused Programs, and Ministry Training

> The maturity department successfully conducted 14 sessions during Mentorship Seasons 6 and 7 in 2024. Mentorship Season 6 began on March 6th, 2024, with 18 members signing up. Of these, 10 members committed to attending, and 6 were commissioned to serve by Deacon Timothy (online) on July 16th, 2024.

> Mentorship Season 7 started on August 20th, with 21 members signing up. 13 members were commissioned to serve by Deacon Timothy (online) on October 8th, 2024. Out of the 19 members commissioned, 10 are actively serving as Bible Study facilitators, while 3 are serving at the Connect Tent.

b.) Fellowship

> Bible Study Facilitators open-year fellowship 3rd Feb 2024, 37 members in attendance at Pavillion. The activities included: fellowship, sharing of God's word, and team-building games.

c.) Children's Home (Ngong) – April 20th, 2024

> Over 25 members visited a number of children's homes. 34 copies of Growing in Christ and 34 copies of the Gospel of John were shared alongside 40 more reading materials such as 'Meet Jesus' and 'Easy-To-Read Bibles'. These, upon follow-up, have resulted in significant spiritual growth for the children. 2 salvations were witnessed and 8 children received school fees support of Ksh 62,997.





4. Fellowships

> The Maturity Department organized a **Thanksgiving and Family Fun Day** on **December 9, 2024**, at **Parklands Baptist Church**. The event was attended by **30 adults** and **22 children**.



3.2.1.3 Membership Classes and ratification into PBC membership

3 cohorts of membership classes were conducted during 2024; mobilization was done through the church bulletin, the church's social media platforms, and fliers and announcements on the church pulpit.

Cohort	Dates	Target Attendance	Actual Attendance	Waiting to be ratified
Cohort 1	Jan to April 2024	400	244	200
Cohort 2	May to Aug 2024	400	168	50
Cohort 3	Sep to Dec 2024	200	136	70

A total of 320 potential members in 2024 have successfully completed the membership program and are currently awaiting ratification.

Each cohort's seamless integration into diverse ministries is ongoing through initiatives aimed at facilitating their smooth assimilation. During the membership process participants engaged in meet-up sessions, interacting with various ministry leaders who shared insights into their activities and programs. Moreover, members will have a chance to meet with the Board of Trustees, Church Council, and PBC pastors, under the leadership of Pastor Ambrose and Pastor Simon.

a). Pending Membership Ratification and Engagement Activities

The PBC membership verification exercise, issuance of membership certificates, induction meetings, connection meetings with various ministries, and follow-up of ratified members to ascertain involvement have not occurred due to the lack of a business meeting or AGM where members are ratified, which is necessary for these activities to proceed. Currently 600 prospective members are waiting to be ratified for the class held in 2023-2024.

Challenges

Need for more facilitators

- > Raising anxiety among the over 600 new members who have completed the membership process and are waiting to be ratified.
- > Low levels of plug in of new members into ministries and departments

Recommendations

- Training of more facilitators for the membership classes besides members of the PDB-leaders in the Maturity Department are being equipped to assist in facilitating the classes**
 - > Hold a special Members' meeting to ratify this cohort of new members.



3.2.1.4 Resource Centre

1. Discipleship Classes, Focused Programs, and Ministry Training

- A. A total of **58 doctrinally sound materials** were reviewed, made available, and sold to members at the bookshop.
- B. Sefarim resource center issued **2,621** in 2024 **facilitate various discipleship activities.**



"Cliff and Ben were so excited to receive their Bibles. They just kept saying thank you over and over again.

I also gave them pens with 4 colours and shared how to use them. I believe they will and will show me. This is so exciting! I am excited about Jesus! May we never lose the wonder and joy what He has done for us."

~ Sandy Weiss

C. Sefarim Resource Centre new look

What does Sefarim stand for? Sefarim in Hebrew means books and is based on Daniel 7:10 that states A river of fire was flowing, coming out from before him. Thousands upon thousands attended him; ten thousand times ten thousand stood before him. The court was seated, and the books were opened. The name was given by Rev. Ambrose Nyangao.

Operalization of the PBC Resource centre and bookshop

The journey for the construction of a Resource Center and canteen commenced in 2022. It was a collaborative approach that brought people from different church departments i.e. the BOT, Business Development committee, church administration team, the Parkie staff welfare committee and the resource center committee all played a part. There were weekly physical meetings that entailed site visits to discuss the progress.

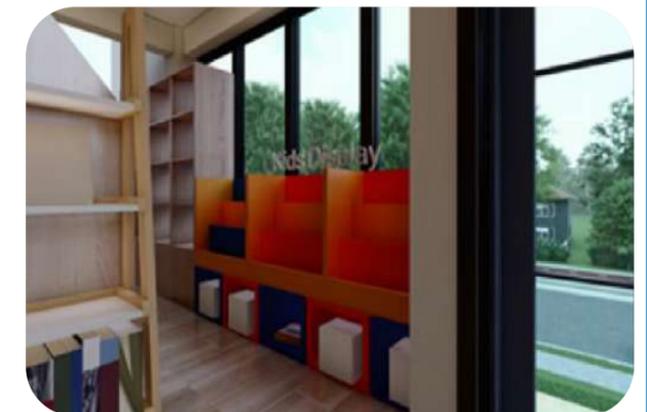
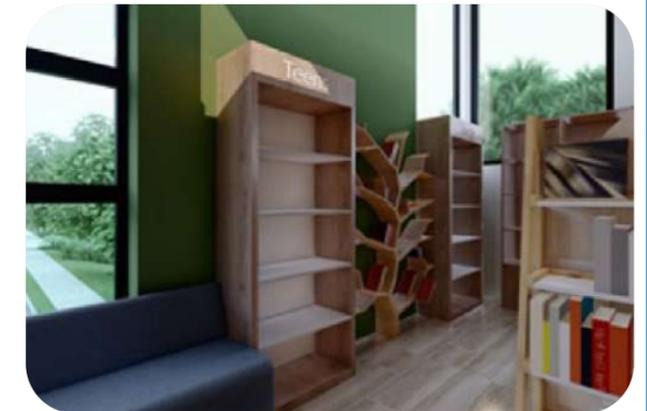
The BOT availed funds to ensure the completion of the project. A POS system has also been procured which will help in digitizing the process of issuance of Bible Study materials, sale of books and stock management.

A successful site handing over i.e. from the contractor to the church BOT was done on the 16th December 2024.

Currently, preparations for the official grand opening are in place. The Lord has indeed been faithful from the beginning to the completion of the project.



C. Sefarim Resource Centre new look (Cont.)



Challenges

An urgent and great need to disciple, mentor and equip leaders for the sustainability of the rapidly growing ministry at PBC.

- > An urgent and great need to disciple, mentor and equip leaders for the sustainability of the rapidly growing ministry at PBC.

Recommendations

- > More leadership trainings across all departments and ministries
- > Encourage more volunteers and interns to help.



2. Family Discipleship Conference

The Family Discipleship Conference was held on 4th May 2024 at Nairobi Baptist Church, Ngong Road, in partnership with Parklands Baptist Church, under the theme “One Generation Away” (Judges 2:20) with the hashtag #TellTheGenerations. The event had 166 attendees from various churches, with Dr. George Ogalo as the keynote speaker and Rev. Ambrose Nyangao and Rev. Mulandi Munengi as hosts. The planning committee, led by Pastor Wangare, Pastor Maina, and Pastor Kiniti, organized the event.

A post-conference evaluation gathered **20 responses**, with participants describing the conference as informative, insightful, and a blessing, and praising the quality of the food. The key lesson learned was the need for a coordinated planning approach and timely conference sensitization. We give thanks for the continued partnership between Nairobi Baptist and Parklands Baptist Church, to God be the glory.



3. Trainings for effective discipleship for various groups and ministries

November 25th, a **Maturity Overview Presentation** was conducted. This session provided a comprehensive explanation of the roles and responsibilities of Maturity Champions and included a Q&A session to address their questions and clarify any concerns. A total of 9 Champions attended the meeting, representing the following ministries: **Youth Ministry, Women’s Ministry, Men’s Ministry, Children’s Ministry, Member Care, MILD, Ark Ministry, House Group, and Family Ministry.**

The **Champions Capacity Building training** raised champions’ awareness of maturity events, assessed through participant mobilization from various ministries for activities outlined in the maturity calendar. Collaborative engagements, such as the Family Run (a collaboration between Member Care and Maturity) and Prisons Visitation (a joint effort by Missions and Maturity), fostered synergy. At the same time, follow-ups and member plugins ensured alignment with focus areas and ministry objectives.

4. Engage the Africa Agenda by holding Training in African Countries

In 2024 **Pastor Kiniti** was privileged to attend three (3) major global conferences focused on the **Great Commission** all held in **South Korea.**

The Fourth Lausanne Congress dubbed Seoul-Incheon 2024 was held on **22nd to 28th September.** The theme for this global event was **“Let the Church Declare and Display Christ Together”.**

This congress brought together over **7,000 delegates** from all over the world including China. There were over **5,000** more who attended the congress online. The Call for discipleship was at the center of growing Kingdom influence in the world.

Pastor Kiniti was privileged to lead a team of 6 as a Table group leader. The six were from the **USA, Japan, Nepal, India and South Korea.** “As a Table group leader, I led this small group in deep and vulnerable discussions and prayers in response to plenary presentations.”

Delegates also took time to connect and pray for one another during these sessions. **The Lausanne Movement** was also celebrating **50 years of ministry** to the body of Christ.

“This was a life changing congress to be part of.”





3.2.2 M.I.L.D



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, 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 Saviour.

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' giftings 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 2024 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 2024. 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 2024 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 threemonths Start-Ups program, in-person training kicked off on 31st January 2024 and continued to 19th May 2024, 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

M.I.L.D Department in partnership with the Young Professionals hosted the Revival Week Parkie Business Expo which took place on the 23rd and 24th September 2024. 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 2024 which was facilitated by Pst. Brian DeCook, US Attorney and Executive Director of PeaceFire. 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 2024 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 2024 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 2024, 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 2024 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 2024 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,

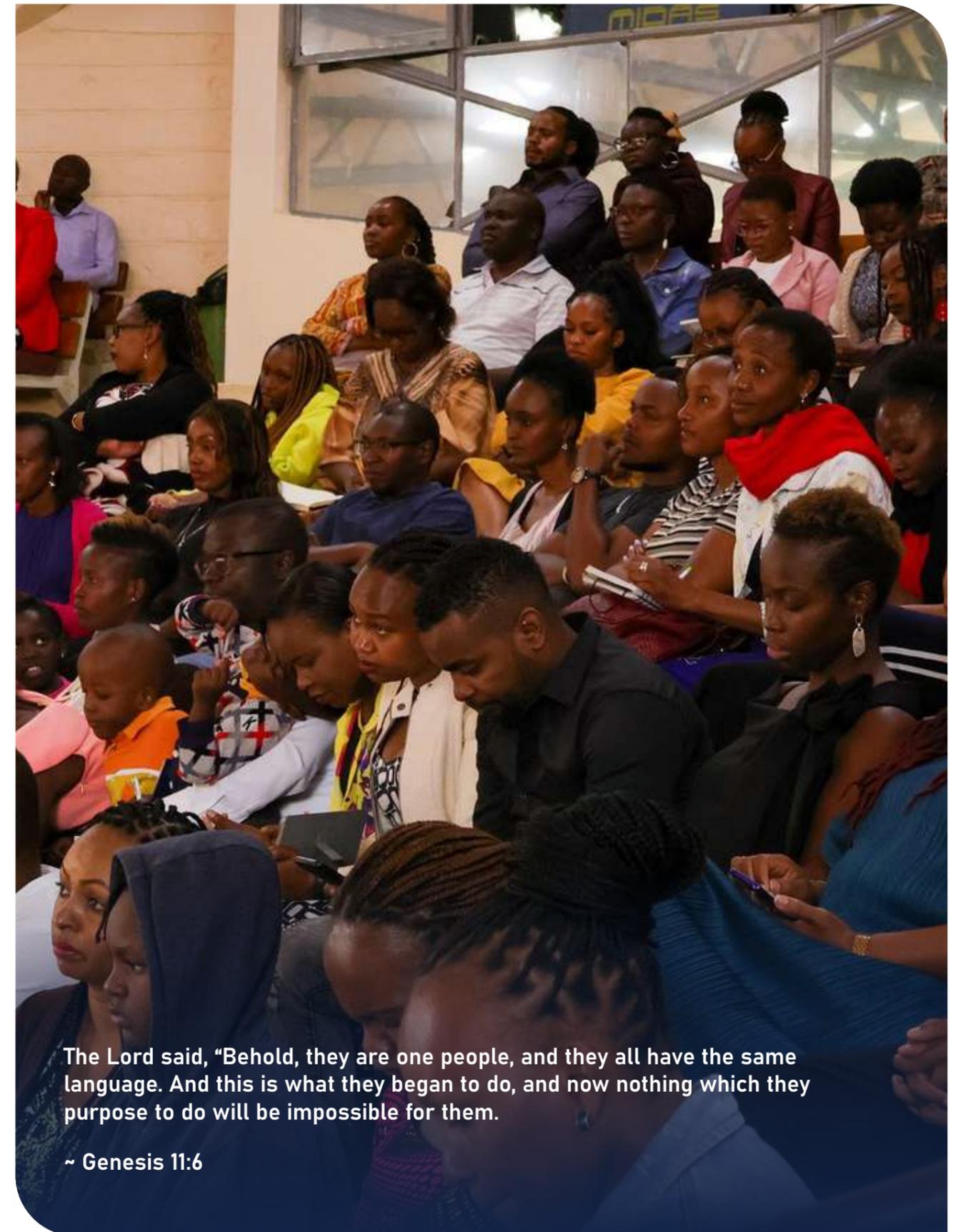
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The session had 150 participants.

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 2024 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.



The Lord said, "Behold, they are one people, and they all have the same language. And this is what they began to do, and now nothing which they purpose to do will be impossible for them.

~ Genesis 11:6



3.2.3 Membercare



Pastor Edith Kirimi

Membercare Pastor

During 2024, the Membercare 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 House Group 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. Overall, 2024 was a great year in the Membercare Department. Key Achievements in the Financial Year 2024 included:

Membercare Achievements in 2024

1. Mentorship

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 2024 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 totaling 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 2024 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 XX families totaling Kenya Shillings 657,296. The Church also sensitized congregants of fire accidents management through organized fire drills demos with all emergency protocols observed.

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

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. 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 2024 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).

10. 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 House Groups, and other ministries reaching out to various communities with duvets and blankets. In the last quarter during a pastors' conference the ministry distributed 14 sacks of foodstuffs to the church leaders and pastors for distribution amongst their congregants and communities.

11. 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.

12. Troopers Challenge (Fitness and Hikes)

The team participated in two hikes before the culmination to Mount Kilimanjaro in December 2024. 79 participants participated in the hikes. 300 members participated in aerobics classes throughout the year. Members cited improvements in physical and spiritual health.

13. 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.

14. 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.

15. Fellowships

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



Membercare 2024 Activities Highlights



3.2.4 House Groups (HG) Ministry



PBC
House Groups
Ministry
Arise and Shine - Isaiah 60.1

Pastor Andrew Machina
House Groups (HG) Ministry

- a) Over 100 active House Groups met every day throughout the year.
- b) New House Groups were launched in various parts of the city for members to engage with.
- c) New Diaspora Virtual House Groups were launched, i.e., Chicago, Seattle, UK, and Canada.
- d) The first-ever Special Needs House Group was launched. In partnership with the Bible Society of Kenya, they received the Braille Bible to use in their fellowships.
- e) All House Groups engaged in the study of Ephesians and transitioned into the Gospel of Mark in partnership with 21C International.
- f) Leaders were trained in expository study of the Gospel of Mark by Dr. Steve White and Dcn. Peter Muchina.
- g) Monthly Prayer & Fasting and Breaking of Bread sessions were held across all groups, ushering in each monthly theme.
- h) Support and prayer were provided during moments of loss and celebration. Thanksgiving and mentorship visits were also held.



3.0 Achievements towards the Seven Strategic Pillars

i) House Groups actively participated in the 'GO' Challenge – The Church on the Move and were involved in missions and outreach activities such as:

- > Spurmol Rehabilitation Centre
- > Mukuru-Kwa Njenga flood-affected families
- > Paula Mercy Children's Home (Uthiru)
- > Kisiriri High School, Mau Narok – 186 salvations recorded; donations included tanks, laptops, and Bibles
- > Marsabit Easter Mission – 110 salvations recorded
- > Community-based support and prayers across Uthiru, Kinoo, Juja, South B, Nakuru, and others.

House Groups 2024 Activities Highlights



House Groups 2024 Activities Highlights



~ Kisiriri High School Mission Outreach 2024



Chaplaincy Ministry

Through the House Group Ministry, we were able to birth the Chaplaincy Program, which has continued to reach out to various ministry engagements. We continue to serve God in the marketplace and spread the Gospel of God.

Weekly chaplaincy at Aga Khan, Mama Lucy, KU Referral, and Metropolitan hospitals was conducted, where both patients and staff were ministered to:

- > Over 5,000 individuals were reached
- > 30 salvation decisions were made during hospital visitations



Two major Chaplaincy Trainings were conducted in partnership with the Kenya Baptist Mission and the Kenya Baptist Theological College. Over 500 leaders were trained, certified, and commissioned to go out and impact the marketplace

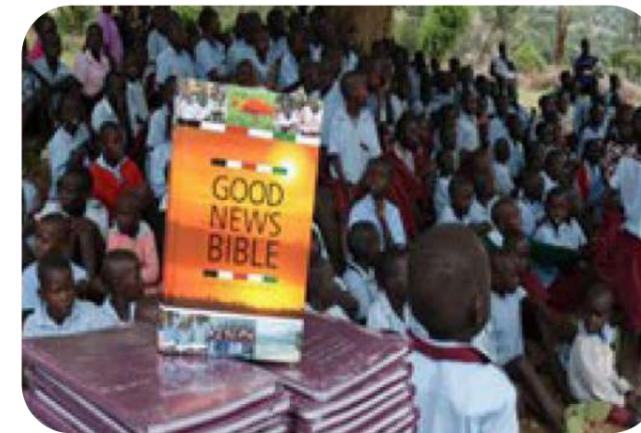
Prison Ministry was conducted at Industrial Area and Lang'ata Remands. There were testimonies of salvation, baptism, and reintegration support. A total of 22 salvation decisions were recorded.



Love Embraced

Bible Distribution

The Bible Distribution Program, conducted by the Bible Society of Kenya in collaboration with Parklands Baptist Church and the Kenya Defence Forces under the #LoveEmbraced initiative, took place from July 10th to 19th, 2024. The program reached approximately 10,000 students across 28 primary and secondary schools in Elgeyo Marakwet and Baringo Counties. The initiative aimed to provide spiritual guidance, enhance Christian Religious Education (CRE), and promote peace and reconciliation in conflict-prone areas.



~ Flagging off the bibles to be distributed at EMC County offices



~ Children receiving bibles

Key Achievements

- a) Bible Distribution**
Thousands of students and teachers received Bibles and scripture portions, supporting spiritual growth and moral development.
- b) Trauma Healing & Reconciliation**
The program incorporated trauma healing sessions for students, teachers, and police officers, addressing emotional wounds caused by conflict and insecurity



~ Trauma healing sessions taking place





Love Embraced (Cont.)
Key Achievements (Cont.)

c) Community Engagement
The initiative strengthened partnerships with local churches, the Interfaith Council, county officials, and security agencies, fostering cooperation in peace-building.



~ The PBC team visited the military camp at Kolowa to share a word of hope and give them bibles, the team also had a mini trauma healing session to the soldiers

d) Educational Support
By integrating Bible teachings into school curricula, the initiative reinforced values of love, empathy, and unity.

e) Infrastructure & Welfare Needs
Observations highlighted the urgent need for school improvements, feeding programs, and student welfare support.

Key Challenges & Findings

a) Security & Conflict
Schools and churches in the region continue to face threats from banditry, impacting student attendance and teacher retention

b) Poverty & Lack of Basic Needs
Many children lacked proper clothing, shoes, and personal hygiene items, affecting their well-being.

c) Educational Barriers
Limited resources such as Bibles, school infrastructure, and teacher shortages were noted.

d) Community Dynamics
Some retrogressive cultural practices, including early marriages and FGM, hinder girls' education.

Love Embraced (Cont.)

Recommendations

- > Expand Bible distribution to include all teachers and students.
- > Establish regular trauma healing programs for students, teachers, and security personnel.
- > Strengthen church and school partnerships to provide continuous pastoral instruction and scripture engagement.
- > Improve school infrastructure and student welfare, including feeding programs, access to uniforms, and medical support.
- > Promote peace initiatives through scripture-based teachings on reconciliation and forgiveness

Conclusion

The program successfully impacted thousands of children, offering spiritual nourishment and practical support in a region affected by insecurity. Continued collaboration among stakeholders will ensure sustainability, furthering the mission of faith-based education and peacebuilding.



Skilling for Peace Report

The **Skilling4Peace initiative** is a collaborative effort aimed at integrating herders and hard-to-reach communities into Technical and Vocational Education and Training (TVET) programs in North Rift and Northern Kenya. The initiative seeks to enhance livelihoods, promote peace, and drive sustainable development in fragile regions affected by conflict, insecurity, and socio-economic marginalization. The research was conducted by the State Department for TVET, Interpeace, Kenya Defence Forces and Parklands Baptist Church (#LoveEmbraced), in response to the National Shared Security Strategy for Enduring Peace and Security in the North Rift.

Key Findings

a) Historical Marginalization
The region has suffered from decades of political and economic exclusion, resulting in underdevelopment, high illiteracy rates, poverty, and insecurity

b) Limited Education Access
Frequent conflict, displacement, and nomadic lifestyles have hindered access to education, resulting in low TVET enrollment and retention.



~ A well-equipped vocational college with not many students



3.0 Achievements towards the Seven Strategic Pillars

Skilling for Peace Report(Cont.) Key Achievements (Cont.)

- c) Security Challenges**
Banditry, terrorism, and ethnic conflicts have disrupted education and training institutions, making learning environments unsafe.
- d) Economic Vulnerabilities**
Pastoralism, the region’s primary economic activity, is becoming increasingly unsustainable due to climate change, resource competition, and commercialized cattle rustling.
- e) Mismatched TVET Programs**
Existing TVET curricula and teaching methods do not align with the region’s cultural, social, and economic realities, limiting their effectiveness.



Recommendations

Legislative & Policy Reforms

- > Develop and implement a Skilling4Peace framework tailored to fragile regions, including contextualized curricula, flexible learning methods, and trauma-informed onboarding programs.

Infrastructure & Capacity Building

- > Improve TVET facilities, introduce mobile training units, equip institutions with digital learning tools, and establish boarding facilities for students and trainers.

Community Engagement & Peacebuilding

- > Strengthen trust between TVET institutions and communities, promote local knowledge integration, and foster peace-focused curricula.

Recommendations

The Skilling4Peace initiative presents a transformative approach to peacebuilding through education. By offering skills training, economic opportunities, and social integration, it provides tangible solutions to chronic insecurity and underdevelopment. By adapting TVET programs to local realities, fostering partnerships, and ensuring sustainable implementation, this initiative can break cycles of conflict and poverty while building a more resilient and prosperous future for the North Rift and Northern Kenya.

Laikipia County Report:

Introduction

On April 10, 2024, a collaborative engagement meeting was held between Parklands Baptist Church (#LoveEmbraced) and Laikipia County leadership to explore opportunities for partnership and development. The discussions aimed to align spiritual, social, economic, and peacebuilding initiatives with Laikipia County’s development agenda.

Key areas of collaboration included the construction of a chapel at Rumuruti Headquarters, youth empowerment, food security, healthcare, and peace and security.



~ Laikipia County Governor with Pastor Machina, Deacon Wairagu and Deacon Mugweru being presented to the theme vision and planner for 2024

Key Highlights

1. Spiritual & Community Development

- > Agreement on the establishment of an Interfaith Chapel at the Laikipia County Headquarters as a place of prayer and unity.
- > Development of a 300-acre Integrated Prayer & Retreat Centre, featuring a rehabilitation centre, sports facilities, vocational college, and health centre.
- > Annual County Prayer Meetings to be held in collaboration with the Interfaith Council

2. Healthcare

- > Allocation of 200 acres for an International Level 6 Hospital to reduce the need for patients to seek treatment abroad.
- > Commitment to establishing health centres in every sub-location to improve healthcare access.

3. Healthcare

- > Expansion of irrigation programs, including the construction of dams and water pans to support farming during dry seasons.
- > Borehole drilling in schools and health centres, with a call for stakeholders to help solarize the boreholes for sustainability.
- > Women Water Tanks Initiative – A subsidy program benefiting 50,000 women in water harvesting by 2026.

4. Youth Empowerment & Education

- > Strengthening of TVET programs to equip young people with technical skills and sustainable career pathways.
- > Establishment of the Nanyuki Medical Training Centre for accredited medical education.
- > Development of Farmers Training Centres across different climatic zones for agribusiness training.

5. Peace & Security

- > Acknowledgement of resource-based conflicts involving pastoralists, farmers, and ranchers, as well as incidents of banditry.
- > Recognition of the need to counteract divisive narratives and regulate the beef industry to prevent misuse in financing insecurity.
- > Addressing the role of warlords and criminal networks in sustaining regional conflicts

6. Resolutions & Next Steps

- > Formation of a Laikipia County Working Group, with representatives from the Governor’s Office and Parklands Baptist Church, to develop a structured collaboration framework.
- > County validation and signing of an MoU to formalize partnership agreements.
- > Alignment of collaborative initiatives with the County Integrated Development Plan and the objectives of the Love Embraced Initiative.



Love Embraced (Cont.)

Conclusion

The partnership between Parklands Baptist Church and Laikipia County marks a pivotal step towards achieving spiritual, social, and economic transformation. By aligning resources and expertise, this collaboration seeks to promote peace, enhance livelihoods, and foster community resilience in Laikipia County.

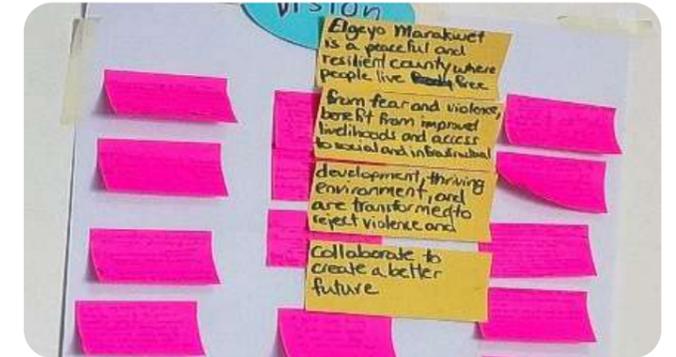
Other Activities

- a) LoveEmbraced, in partnership with Interpeace, brought the Morans from the five North Rift counties for an exposure trip to Makueni County, where they had the opportunity to interact with H.E. Governor Mutula Kilonzo Jr. and participate in empowerment programs. They visited the:
 - > Nduluku Technical Institute
 - > Boda-Boda Sacco – Tawa
 - > Mavindu Cultural Clay Works
 - > Iviani Farm
 - > Queen of Chicken Poultry Farm
 - > Ujuzi Teke Teke beneficiaries
- b) A team led by our Senior Pastor had the honor of visiting the Chief of Defence Forces (CDF) to explore potential partnerships and engagements in the North Rift counties. During the visit, the team shared the LoveEmbraced strategy.
- c) The CDF guided his team to form a technical committee, comprising members from both sides, to develop a document that would be presented to him for possible collaboration. Before his passing, the CDF approved and responded that collaboration would proceed, with a shared goal to ensure sustainable peace in the North Rift.



~ The Late CDF, our Senior Pastor Rev. Ambrose Nyangao, EBS and the team from Parklands Baptist Church #loveEmbraced.

- d) The Love-Embraced team collaborated with Interpeace to develop a long-term peace framework, laying the foundation for impactful work over the next decade.



- e) The team also made a courtesy call to the Deputy Governor of Elgeyo Marakwet County – Prof. Grace Cheserek, the County Commissioner, and the Interfaith Leadership Chair – Bishop Kwambai, to discuss partnership opportunities with various stakeholders.
- f) A team led by the Senior Pastor and Associate Pastor visited the family of the late CDF Ogolla to offer condolences and share a message of encouragement following his passing.
- g) A Peace Programming and Sensitivity Training was conducted for 50 ministry leaders.
- h) A team was also trained in Trauma Healing by the Bible Society of Kenya.
- i) Through LoveEmbraced partnerships, we were able to host the NTSA team, offering assistance with new license applications and digital plate processing where over 150 people were served during this initiative
- j) West Africa Outreach – Cameroon Conference: Over 500 pastors trained, and small group fellowships launched.



- k) Movie Ministry Screening of “The Forge” at Diamond Plaza Anga Century: Over 500 people attended.
- l) In partnership with the Drama Team and CITAM, the play Judgement Seat was staged, leading to three salvation decisions.



House Groups (HG) Ministry

Challenges Faced

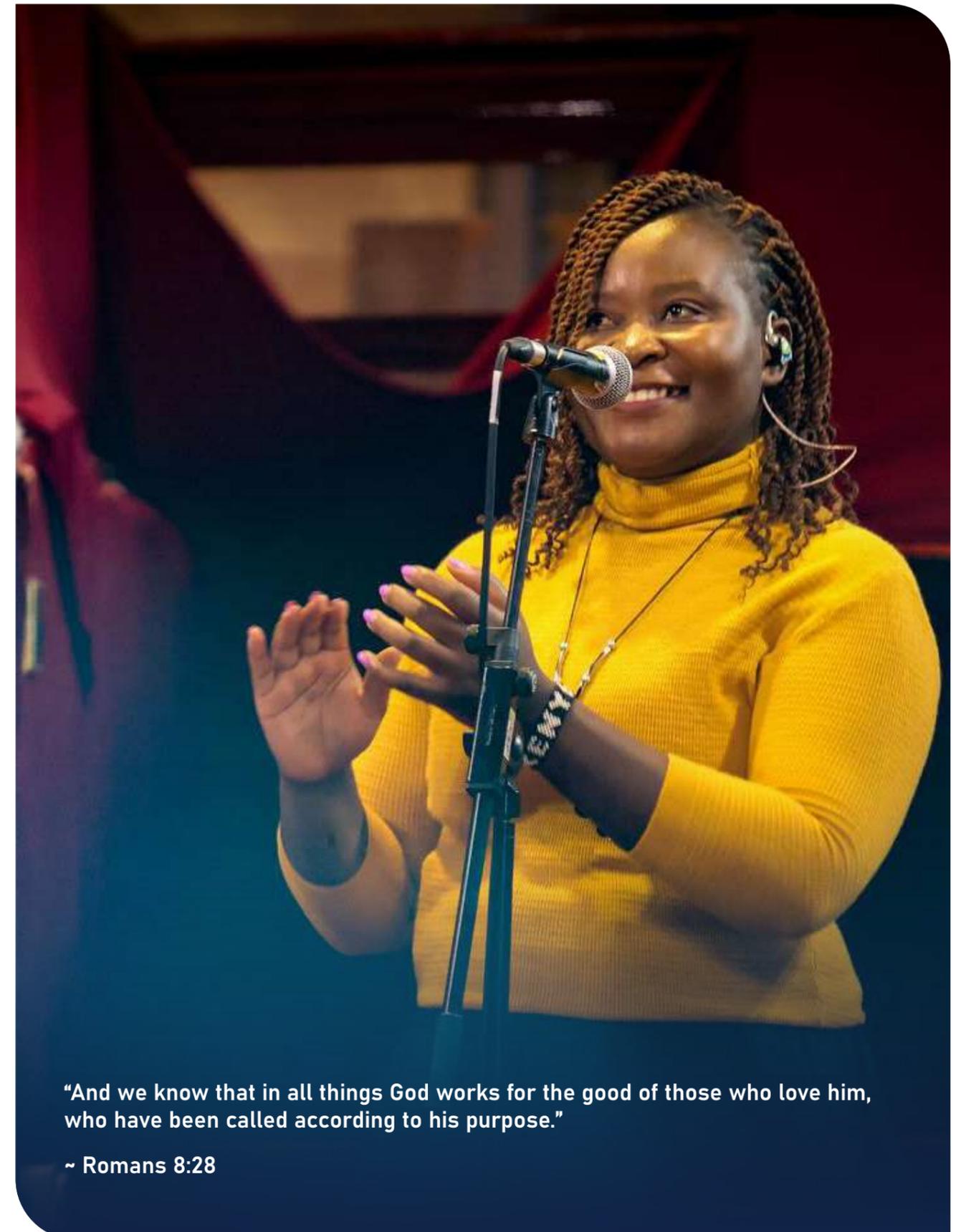
- a) Limited human resource capacity for chaplaincy, there is an increased need for trained volunteers, especially men.
- b) Resource mobilization challenges for Love-Embraced activities.
- c) Geographical spread makes consistent coordination of House Groups more demanding.
- d) Emotional toll on leaders due to the rising demand for pastoral care and support.

Recommendations

- a) Limited human resource capacity for chaplaincy, there is an increased need for trained volunteers, especially men.
- b) Resource mobilization challenges for Love-Embraced activities.
- c) Geographical spread makes consistent coordination of House Groups more demanding.
- d) Emotional toll on leaders due to the rising demand for pastoral care and support.

Conclusion

Glory to God for the powerful work accomplished through the House Groups Ministry in 2024!



“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



3.2.5 Ministries

3.2.5.1 Family Ministry



Family Ministry Activities 2024

January'24

- > Family Ministry members taking part in the Cooperate prayer and fasting.
- > Women Ministry prayer breakfast on 13th on zoom with 84 participants, Pastor Phelista sharing the word.
- > Marriage Enrichment committee planning meeting, held on 14th January at Kadolta. The team was able to plan for the upcoming PMCC and Marriage Enrichment calendar.

February'24

- > Women Ministry physical prayer breakfast and half day prayer on 2nd March 2024. Jemimah Njau sharing on Godly marriages. 92 ladies in attendance physically and about 20 participants online.
- > Freedom In Christ facilitators training. A team from Ridgeways Baptist came to train our team. This training will be on for three Saturdays (2nd, 9th, 16th March). Study to kick start thereafter.
- > Successful orientation class for Single & Parenting program on zoom with over 25 participants in attendance. Classes begin on 9th March.
- > Divorce Care season 12 has begun with 32 participants in attendance and taking up the sessions. We also have 7 facilitators volunteering to lead the same.
- > Golden Girls fellowship on zoom, on Saturday 9th March. 33 participants in attendance and Rev. Jemimah Njau sharing the word.
- > Successful Grief Share season 11 orientation meeting on zoom. 11 participants and four facilitators were in attendance. The Family Pastor commissioned the team. Virtual sessions to start on 16th March.
- > Grief Share season 11 began on 16th March, with 12 participants joining the sessions and 4 facilitators taking up leadership of the same.
- > Women Ministry prayer Hike to the Karura forest on 16th March took place with 30 ladies in attendance.

- > Ark Ministry online prayer breakfast on 30th March with 35 pax attending. Great conversation on Single parented families.
- > Ark Ministry koinonia fellowship on 31st March with 40pax in attendance. This was a great time of fellowship

March'24

- > Women Ministry physical prayer breakfast and half day prayer on 2nd March 2024. Jemimah Njau sharing on Godly marriages. 92 ladies in attendance physically and about 20 participants online.
- > Freedom In Christ facilitators training. A team from Ridgeways Baptist came to train our team. This training will be on for three Saturdays (2nd, 9th, 16th March). Study to kick start thereafter.
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- > Grief Share season 11 began on 16th March, with 12 participants joining the sessions and 4 facilitators taking up leadership of the same.
- > Women Ministry prayer Hike to the Karura forest on 16th March took place with 30 ladies in attendance.

April'24

- > Marriage Enrichment Ministry physical graduation on 7th April 2024, for the February – March 2024 PMCC class. There were 14 couples graduating. The fellowship was held at Biblica conference center.
- > Women of Impact (season 30) bible study started on 7th April. The study will have both online and physical weekly sessions. There are 40 ladies registered to do the study.
- > Single and Parenting physical fellowship on 6th April for the groups meeting online.
- > Divorce Care physical fellowship on 13th April for the three groups that are currently having online sessions.
- > Marriage Enrichment leaders meeting on 13th April with 18 leaders in attendance.
- > Grief Share season 11 physical fellowship on 20th April with 14 people in attendance. They have been having online meetings and this was their first physical meeting.
- > Ark Ministry online Koinonia on 28th April with 27 participants in attendance learning on how to navigate children and the internet.
- > Men Ministry Father – Daughter fellowship on 20th April with 36 fathers and their daughters in attendance.

May'24

- > Women Ministry online prayer breakfast on 4th May with 61 participants in attendance.
- > Ark Ministry 15 members had an opportunity to attend a singles fellowship by Kingdom Royals at the Sarit center on 4th May.
- > Successful PMCC orientation class on 5th May, with 14 couples signing up for the same. Classes are set to begin on Sunday 12th May for ten weeks.
- > Successful SHE CONFERENCE 2024 from 8th to 12th May with over 6,000 ladies in attendance throughout the week.
- > Marriage Enrichment meeting on zoom, Saturday 25th May; topic on Domestic violence and abuse with Counselor Moffat Kago. We thank God for the 40 participants who attended.
- > We had 60 women graduating for the Women Of Impact bible study from churches in Mombasa, on 25th May 2024. Various leaders and Pastors from PBC were present.

June'24

- > Women Ministry online prayer breakfast, 1st June 2024, on zoom with 92 ladies plugging in.
- > Ark Ministry Koinonia, 2nd June 2024, with 30 participants in attendance.
- > Golden Girls physical fellowship on 8th June 2024, with over 50 ladies in attendance.
- > Divorce Care graduation and commissioning on 8th June 2024, we thank God for over 25 participants who successfully completed the 13 weeks program.
- > Single & Parenting graduation and commissioning on 15th June 2024, 28 participants successfully completed the program.
- > Grief Share season 11 commissioning took place on 22nd June 2024 with 14 participants graduating.
- > Successful Men's Conference from 12th – 16th June 2024 with online viewership of 7826(Wednesday), 4597(Thursday), 4981(Friday), and Sunday 7494(1st service), 9520(2nd service). There were men who also attended the physical services as follows 427(Wednesday), 189(Thursday), 204(Friday).
- > Healing Ministry debrief meeting on 23rd June, with the program's facilitators looking back at the just completed season and committing the next season to God.
- > Successful PMCC graduation on 30th June with 14 couples completing the season.

July'24

- > Women Ministry online prayer breakfast took place on 6th July via zoom with 75 ladies connecting to pray for Kenya and Revival season.
- > Freedom In Christ bible study, steps to freedom physical meeting took place on 6th July 2024 with 25 participants.
- > Golden Girls online fellowship on 13th July on zoom, with 40 ladies in attendance.
- > Widows and Widowers physical fellowship on 21st July 2024.
- > Ark Ministry online Koinonia 27th July with over 30 participants



Family Ministry (Cont.)

August'24

- > Golden Girls fellowship on zoom took place on 10th August with Deacon Timothy sharing the word and 40 women plugging into the meeting.
- > Women Ministry online breakfast on 3rd August 2024 with 56 ladies plugging in. The women took time to pray for the Revival Sunday.
- > Freedom In Christ graduation with 10 participants successfully completing the study. The event took place on 10th August.
- > Divorce Care orientation session took place on 17th August on zoom in preparation for the start of season 13. The season started on 24th August with 36 participants signing up.
- > Single & Parenting orientation session took place on 24th August on zoom in preparation for the start of season 7.

September'24

- > Women Ministry hybrid prayer breakfast on 7th September with over 500 ladies online and 90 attending physically.
- > Grief Share season 12 began with 16 participants signing up.
- > Golden Girls fellowship on 14th September with over 40 participants.
- > Men Ministry prayer retreat to Heaven's Gate on 21st and 22nd September with 64 men attending.
- > Widows fellowship 22nd September with 22 ladies in attendance.
- > Ark Ministry prayer breakfast fellowship on 28th September with 110 participants, great topic on blended families.



a) Men Ministry



There was an increase of men in the Bible study groups, offering a shoulder to lean on during the tough times, an indication that the church will always be a pillar and compass in guiding the men.

- > Men have continued to grow spiritually and develop a lifestyle of prayer as individuals, this has brought growth in the family altar.
- > PBC has also seen more men volunteering and plugging into various Church activities, events and ministry work.
- > More men led in prayer and Bible study which is an answered prayer.
- > Annual Men's week 14th to 18th June 2024 culminated in Father's Day Sunday. In 2024, over 200 men gathered from Wednesday to Friday, sitting at the feet of Jesus, being ministered to.
- > 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 comradery. This session allows candid discussions with the children and also parents compare notes on the challenges of raising girls or boys in this season.





b) Women's Ministry



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 2024
- > 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 2024
- > 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.
- > Women ministry hosted the worship experience on 12th November 2024 with more than 300 attended physically and others plugged in online.

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.
- > 38 ladies attended the caregivers training at Ridgeways Baptist Church.
- > Volunteers' workshop was held in November 2024 to empower women volunteers in their service to vulnerable members. A total of 50 ladies were in attendance
- > Training held in November 2024 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 2024. 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.

c) 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.

Financial Coach Roy Okonji was hosted by the Ark Ministry on the 29th October 2024, a wealth of knowledge was shared about how to navigate the economic times especially on debt management and how to invest, 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.

Annual dinner for adult singles with an attendance of 42 was held on 15th December 2024.

Three ministries divorce care, divorce care for kids and grief care each had a 13 weeks program that empowered, brought together families and brought a sense of belonging:

Divorce care

- > Had a total of 91 participants admitted and commissioned.
- > 12 divorce care facilitators retreat held to recap, rejuvenate the members and plan for the program.
- > The ministry held a Divorce Care Alumni on 4th November 2024 with 30 in attendance.

Divorce care for kids

Children's ministry reached out to children in need both spiritually and emotionally.

- > 6 new safe keepers joined to teach during this cohort.
- > Children started opening up and sharing their emotions.
- > The children felt safe to speak out and find comfort in the word of God.

- > They were able to make new friends, encourage and support one another through group therapy.
- > At least 80 percent of the children processed their emotions and forgave their parents.
- > Some of them adjusted to new relationships and they were happy with the new environment.
- > The ministry has been able to reach out to an average of 7-8 children who do not attend church at PBC.

Grief share:

It continues to be a need for the Healing ministry where Professional Counselor and Pastors offer counsel for Grief Share. With 4 facilitators, 2 professional counselors, and 24 participants

Single and parenting:

One session 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.



d) Marriage enrichment

Premarital Counseling Classes (PMCC) has helped families and marriages to make Jesus be the center of their homes and grow spiritually.

Members have been involved in attending and leading daily online prayer meetings with an annual average of 14,000 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.

On 10th October 2024 Coach Roy trained over 65 participants on an online platform that was dubbed financial literacy talk.



3.2.5.2 Children's Ministry



Arise and Shine - Isaiah 60.1

Pastor Susan Wanjira

Children's Pastor

Pastor's remarks

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 Ministry Achievements in 2024



Special Needs Training

- > On June 8th, a specialized training for working with children with Autism was successfully conducted. We are grateful that 97 children workers were equipped with valuable skills and knowledge to address the needs of these children in a holistic manner. This initiative was made possible in partnership with Nione Initiative, with representation from 28 institutions and churches.
- > Additionally, the ministry has engaged two education specialists to provide tailored support for children with special needs during Sunday services, ensuring inclusivity and enhance care.



Child Dedication

- > It represents an acknowledgment that the child belongs to God, and the parents pledge before God to raise their child to know, love, and serve Jesus Christ. During the dedication service, parents entrusted themselves and their child into God's care, seeking His guidance as they nurture their child's spiritual growth. This act reflects their reliance on the Lord to deepen their relationship with Him while fulfilling their responsibilities as parents.
- > Number of Children Dedicated:
- > February: 58, April: 43, June: 44, August: 28



Candidates Prayer Meeting

- > We bless the Lord for the meeting that took place in the month of May. The children's committee led the parents and the Sunday school teachers in praying for the candidates even as they prepare for their exams.
- > In attendance - 105 people
- > Candidates; Form 4 - (33), Grade 8 - (26), Grade 6 - (10)



Hybrid Sunday School's Services

- > We are grateful to God for the parents and guardians who brought their children to church and joined our online platforms. We thank the Lord for the growth in the number of children and volunteers during our physical gatherings. As we engaged with this year's theme, our dedicated teachers have consistently taught every Sunday since January. All glory to God for their commitment!
- > The average physical Sunday school attendance has been 1,450, with 610 joining online. We had 14 teachers during the first service and 22 teachers in the second service. In terms of volunteers, there were 8 in the first service and 22 in the second service (comprising 10 youth and 12 adults), with 4 potential teachers undergoing onboarding.
- > We also celebrated 49 decisions for salvation and saw 28 children attending the Karibu Center. Children have resumed corporate worship with their parents/guardians in the main sanctuary, and there has been consistent attendance, especially among the upper classes. This is a testament to how much they enjoy the lessons and the significant life applications they are gaining from Sunday school.



Boys' Mentorship Program

- > The mentorship program has reached over 60 children, including 79 from Parkie and 521 from other parts of the city, through partnerships with local academies. The program focuses on life skills, spiritual growth, and soccer development. Children are taught practical skills they can use at home, encouraged to pray and find contentment with what their parents provide, and trained in soccer techniques like passing and dribbling. Their skills were tested in friendly matches, with 5 hosted and 10 attended.
- > A major highlight was the Nairobi Youth Cup, where our under 7 team became champions. The tournament featured 24 academies and over 2,000 children aged 6-15 from 5 counties, held at Kiwanja grounds. Children in the program have shown increased self-confidence, better communication, healthier eating habits, and greater responsibility.



Children's Ministry Achievements in 2024 (Cont.)



Vacation Bible School

- > The VBS program offers an incredible opportunity to share the life-changing message of God's love with children in our church and the surrounding community. The program, designed to fit a shorter time frame, includes music, Bible lessons, games, activities, and snacks—all tailored to reinforce the theme of the day and engage young hearts.
- > During VBS, children often make new Christian friends in an environment specifically crafted for them. The program teaches solid biblical truths that help children build a relationship with their Creator, with lessons structured to guide them in becoming more like the Lord Jesus Christ. VBS continues to be a powerful tool for evangelism.
- > Additionally, the program provides a fun, relational, and unique church experience for children, whether they attend church regularly or are visiting for the first time.

Program Highlights:

- > Mentored 45 children who led the worship service on VBS Sunday.
- > Preached gospel-centered truths to 1,450 children.
- > Increased volunteer involvement in the ministry.
- > Recorded 15 salvation decisions.
- > Networked and partnered with Praise Baptist Church from Kangemi.



Visitations

Reaching out to children during difficult challenges is a crucial aspect of our ministry. We have had the opportunity to visit and provide spiritual, emotional, and physical support to children in their times of need.

- > 1st Quarter: 21 children
- > 2nd Quarter: 28 children
- > 3rd Quarter: 16 children



U TURN parenting series.

- > A group of 22 parents participated in a 10-week parenting series. We thank the Lord for 9 parents from the first cohort who volunteered to teach during the second cohort.
- > The graduation ceremony took place on 15th June, and we are grateful to God for the inspiring testimonies shared by the parents regarding their parenting journeys.



Theme Vision Booklet

- > We thank the Lord for this year's theme, "The Year of the Lord's Uplifted Open Doors". Under the leadership and guidance of the children's pastor, a team of 12 Sunday school teachers worked to simplify the vision for different age groups, including children aged 3-5 years, 6-8 years, and 9-14 years. The theme booklet was successfully launched, and we are grateful to God for the parents and guardians who have actively engaged their children in this journey, exploring the exposition of the "uplifted open door."



Divorce Care for Kids.

- > The ministry held a successful DC4K graduation on 17th February, giving all glory to God for the completion of Cohort 3. A total of 8 children graduated. One of the highlights was hearing the children's testimonies, with 90% of them now processing their emotions and having forgiven their parents.



Bible Club.

- > We thank the Lord for the week of Bible instruction held in April, where children had the opportunity to develop the right attitudes and learn to live according to God's way. An average of 500 children attended, and we saw 10 salvation decisions, welcomed 15 visitors, and were supported by 35 volunteers and 15 teachers.



Vihiga mission

- > We bless the Lord for the successful training and children's outreach held from 29th April to 2nd May in Vihiga County. During this time, 65 teachers were trained, and 29 churches were represented. We partnered with Chavakali Baptist Church and reached out to 100 children with the gospel message at Mulele Children's Church.
- > As a follow-up, we are committed to continuing our engagement with and ministry to the children in the area, discipling and mentoring them. Some specific needs identified during the outreach include the lack of a proper structure for Sunday worship and the need for chairs and tables for their Sunday services.



First aid training

- > The ministry partnered with the Care Centre to provide first aid training for Sunday school teachers. We thank the Lord for the successful completion of the training and graduation, which equipped 38 children's workers.



Fathers & Mothers Day Celebrations

- > The children's ministry celebrated and appreciated mothers on 12th May and fathers on 15th June during both Sunday services. The ministry gifted them with beautiful cards, snacks, and tea, and over 4,000 people enjoyed the fellowship.



Likoni Sunday School Training

- > We are grateful for the opportunity to partner and network with like-minded ministers to reach and equip children's workers in the coastal region.
- > A training session was held to empower and enrich both existing and potential teachers. The training empowered workers with skills in lesson preparation, memory verses, visual aids, and teaching principles, reaching out to 35 churches.



Inhouse Teacher's Training

- > In the month of July, the ministry conducted a Sunday school training. 19 existing teachers were trained, along with 6 youth potential teachers who are now actively engaged in teaching.



Children's Ministry 2024 Activities Highlights



3.2.5.3 Youth Ministry



PBC
Youth
Ministry
Arise and Shine - Isaiah 60.1

Pastor Maxie Njuguna

Youth Ministry

Achievements in 2024



Youth Sunday Services

> The weekly Youth Sunday services continued to take place with the move of God's hand through the Holy Spirit being 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 Uplifted Open Door".



Bible Study

The Youth Bible studies remained active with various groups going through different studies such as:

- > Mizizi - begin a new book in 2024 - on Monday & Sunday
- > Servants Leadership - new bible study that began in February on Tuesdays
- > Hatua - takes place on Sundays
- > Mind of Christ - takes place on Thursdays
- > The Prayer of Jabez
- > Hearing God's voice that took place on Saturday in partnership with MILD
- > Uniqueness of Christ
- > The book of John, Acts, 1 Corinthians and 2 Corinthians.
- > World Changers bible study - authored by the Bible Study team.

> Youth Alive.

- The Young Professional Bible study book review took place on 21st September 2024, with 22 of them attending.
- The young believers successfully went through the books: Growing in Christ and the book of John every Monday and Sunday. • Community Friday was launched - a ministry space that aims to encourage young people to connect with each other and have a safe space for them to express themselves as they study the word of God, about 25 people plugged in to study the book of 1st Chronicles.
- Sarah's Generation relaunched and re-branded to 'Pearls of Time' for a wholesome enrichment to the young ladies. Sarah's generation mentorship group had a Vision Board event in partnership with the Planted Woman which saw 53 young ladies attend as they wrote down their visions for the year.> World Changers bible study - authored by the Bible Study team.



Discipleship

- > The VBS program offers an incredible opportunity to share the life-changing message of God's love with children in our church and the surrounding community. The program, designed to fit a shorter time frame, includes music, Bible lessons, games, activities, and snacks—all tailored to reinforce the theme of the day and engage young hearts.
- > During VBS, children often make new Christian friends in an environment specifically crafted for them. The program teaches solid biblical truths that help children build a relationship with their Creator, with lessons structured to guide them in becoming more like the Lord Jesus Christ. VBS continues to be a powerful tool for evangelism.
- > Additionally, the program provides a fun, relational, and unique church experience for children, whether they attend church regularly or are visiting for the first time.



Hangouts

- > A game night in April 2024 in partnership with Kileleshwa Covenant Community Church brought together 167 young people.
- > In partnership with the MILD department the youth held a Lunch and Learn with 30 young people present for the virtual session that saw 4 young professionals share different topics from HR, Investment and Real Estate and Taxation.
- > A successful hangout with 32 Young Professionals was held in February 2024.
- > Valentine's dinner was hosted on the 18th of February at Pride Inn; Westlands with 80 Young Professionals and young adults in attendance.
- > On 7th May 2024 the Young Professionals held a Private Bikers Sunday Service with over 50 bikers in attendance.
- > A bible study hangout at the Arboretum had 42 people in attendance.
- > The service team had a hangout attended by 20 members where they had the opportunity to bond.
- > The Youth Leaders hangout at Paradise lost had 33 of them attend and bond.
- > Valentine's dinner was hosted on the 18th of February at Pride Inn; Westlands with 80 Young Professionals and young adults in attendance.
- > The BRIDGE team parents' hangout was held on 14th September 2024 at Arboretum with 38 parents in attendance. Another BRIDGE team parents' hangout was on 16th of November 2024 at Arboretum with 42 parents in attendance.
- > Pearls of Time had a hangout on the 3rd November 2024 with 20 young ladies in attendance.
- > 63 young people attended the LXG watch party for the Premier League at the Youth Sanctuary.
- > Young Professionals held a prayer hike to Ragia Falls hosted with a team of 15 who connected with God and have since shared testimonies.
- > INDA and Young Professionals Hike to Elephant's Hill saw 102 youths attend and summit.
- > Young Professionals hike took place on the 12th of October 2024 at Castle Forest with 48 people



Missions and Outreaches

- > A team of 12 young professionals in collaboration with the Missions Department conducted weekly outreaches to Lavington Girls which has seen close to 130 girls give their lives to Christ.
- > Lavington Girls School team of 55 students led by their teacher attended a youth service in Q3 and later had their school bus dedicated by the PBC youth pastor.
- > INDA Outreach to Smile Community Children's Home in Kayole was conducted by a team of young people who shared the word of God and gave them clothes, dry food staff and diapers for the children.
- > Campus Community Fellowship was launched on May 18th with 48 young people from various Universities and Colleges in attendance.
- > During the Revival week the youth in partnership with JCC Buruburu implemented a Youth Caravan a Prayer Drive around Nairobi, culminating with an open crusade in Kangemi, Uthiru, and Dandora which saw about 140 souls receive Christ.



Hangouts (Cont.)

- > In preparation for the Mt. Kenya excursion 3 INDA hikes were held at Mt. Kilimambogo, Catsle Forest and Mt. Longonot with an average of 55 young adults attending.
- > A successful Teens week was held from 12th August 2024 to 17th August 2024 with 350 teenagers participating.
- > INDA team was able to summit Mt Kenya in August 2024 with 32 young adult participants.
- > The first BRIDGE Catch-up classes were held from 5th August to 9th August 2024 with 20 teens attending. The second BRIDGE Catch-up classes were from 18th of November to the 22nd November 2024 at the Sunday School section with 25 teens in attendance.



Prayer

- > The youth participated in the prayer and fasting season that took place for 21 days in preparation of the Anointing service in January 2024.
- > The Tuesday prayer movement resumed from the festive season break with 64 people who were consistent.
- > The monthly prayer breakfast held on the 2nd Saturday at the Youth Sanctuary continued to grow with young people and parents joining the prayer sessions.
- > An online live 90 days of prayers was held from February 2024 to April 2024, with an average of 30 people who plugged during the live sessions.
- > Three successful and powerful prayer breakfast sessions were conducted during the first half of the year, which saw an average of 68 young people engaged during the prayers.
- > An overnight prayer Kesha with about 500 young people attending was held on the 7th of June 2024 at the main sanctuary.
- > Three healing services were held that had 370 people in attendance.
- > A Young Professionals Prayer Getaway took place from the 7th to 9th June at Word of Life with 14 of them attending.



Support

- > School fees support was extended to 58 high school students.



Camps

- > Bridge camp took place from the 13th to the 19th of April 2024 at Musana Camps, in Uganda with 33 teenagers in attendance and 10 of them received Christ during the camp.
- > INDA camp took place from the 22nd to the 24th of March 2024 at Word of Life, Kabete with 64 young adults in attendance.
- > The INDA program continued in quarter three, the young adults completed the course by having a 3-day camp at Citam Kadolta in Isinya with 40 in attendance. 57 young adults graduated, they were transitioning to Campuses within and beyond Kenya in September 2024.
- > Shujaa Camp, a transition program for boys aged 12-14, took place from 29th November 2024 to 8th December 2024 at Dawamu High School, Isinya. The theme, based on 1 Corinthians 13:11, centered on the transition from childhood to manhood. The camp featured 40 boys and 6 leaders. 24 of them dedicated their lives to Christ
- > Maua Camp took place from the 3rd of December to the 8th of December 2024 at Citam Kadolta, with 19 girls in attendance. It focused on guiding girls aged 12-14 through their transition from childhood to adolescence. The camp culminated in a graduation ceremony led by Pastor Edith, where the girls and their families were blessed and prayed over. 7 girls rededicate their lives to Christ during the Maua Camp.
- > The Kusiiza Teens Camp in partnership with Kileleshwa Covenant Community Church, was held from 13th December to 18th December 2024 at Lush Garden Hotel in Arusha, Tanzania. 145 teenagers attended. The theme, derived from Isaiah 12:3, centered around David's life and the refreshment he received from God. 40 teens rededicated their lives to Christ.
- > Young Professionals and Young Adults, Camp Kibali, 2024 was held from 27th December 2024 to 1st January 2025 at St. Constantine International School in Arusha with 103 youth participants. Kibali, meaning "Access" in Swahili, was the theme for this year's camp, with a focus on "The Uplifted Open Door" through Jesus, as highlighted in Revelation 4:1-11. There were 12 salvations registered during the camp.
- > In quarter three, a team of 10 leaders attended the African Christian Camping Conference in Rwanda, they gained knowledge on camos facilitating skills to improve the camping experience.



Proposed recommendations in light of the successes, lessons, learnt, challenges and risks faced.

- > Seek more opportunities for partnerships.
- > Enhance proper planning for smooth running of the ministry.
- > Leadership involvement in the ministry programs and activities.
- > Timely response to the needs of the young people to encourage trust and create a room where they feel loved, and provide a home where they feel they belong to and ultimately allowing them or providing opportunity to serve.
- > The Bridge team requires a new venue for the class since students have increased in number to 48 per service.

Youth Ministry 2024 Activities Highlights





3.3 Strategic PILLAR THREE: Transformative Missions

Missions Ministry



Pastor Victor Kimani

Missions Pastor

3.3.1 Operational context/ENVIRONMENTAL CONDITIONS



Political

The political atmosphere was affected by nation-wide Gen-Z demonstrations challenging the Finance Bill 2024. The demonstrations posed insecurity in the streets of major cities and towns in the country.

- > Therefore, insecurity was experienced during the AEE Missions in Kisumu in the month of July, nevertheless all went well.
- > During the Gen Z protests the church took the opportunity to serve water and share the word of hope to the demonstrators hence 3 salvation decisions were made during the protest. Several people requesting prayer were prayed for during the season. The political cracks exposed some religious leaders and the church. This is because it emerged like the church was insensitive to the challenges facing the Gen- Z and the nation in particular. There was an urgent call for intercessors to address the loss of life and the shading of blood on streets. The image of the church as the custodian of morality and good leadership was tainted in some quarters



SOCIAL

Most families were affected during the Gen-Z protests and a sense of hopelessness and despair in the society was evident.

- > However, the out-cry for help seemed to fall onto closed and insensitive ears. This provided an opportunity to engage more in prayer for the nation and during Monday Missions Prayer Mobilization hour where the church engaged in intercession for those affected. The healing in the nation seemed to be coming through in a subtle manner.
- > The ministry happened when there was a rise in sexual immorality, LGBTQ agenda, mental health and society that is desperate for change and seem to have nothing to lose. The church tailored ministry targeting schools and sports outreach to address emerging concerns in the community due to the negative impact on the next generation. There is a need for further engagement with the Care Centre in addressing some of the psychosocial needs identified during the period through inter-departmental collaboration as one way to address some of the needs.



ECONOMICAL

The economic landscape was also affected.

- > Apart from prayers, sessions were conducted to empower members on advancing the kingdom of God as they seize the Open-Door opportunities and walk in integrity. In the context of the Open-Door generosity, sessions were held to remind the community that favor must be extended to the needy. Moreover, a session on financial empowerment was conducted for those in the informal settlement.

3.3.2 Report Achievements towards Strategic Objectives of the ministry

Pillar Three Strategic Objectives

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



Strategy 1:

To proclaim the gospel locally, regionally and globally

Under this objective, six strategies guided the implementation and achievement of set targets. The strategies entailed:

- > **Strategy 1:** Strengthen customized mission evangelism arms within the outreach pillars in PBC;
- > **Strategy 2:** Enhance Social Justice Programs;
- > **Strategy 3:**
 - Enhance regional and global outreach and evangelism;
 - Strengthen PBC Church Plants;
- > **Strategy 4:** Grow local church plants in the mission stations;
- > **Strategy 5:** Influence the community through social responsibility, social action and advocacy; and
- > **Strategy 6:** Proclaim the gospel to 5,000,000 young people

Report of 2024 achievements under strategic objective 1 and six strategies



Missions Mobilization and Plug In

- > **Advocacy & Partnerships**
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 changers.
- > **Mission sensitization**
22 people were mobilized under the connect tent program. More than 10 people were mobilized under the creative art expo program.



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 unreached people group continuously online with 85 people committed. Prayers for peace in countries facing war were conducted. Special prayers were made during the Ramathan season from 22nd March to 20th April 2024.
- > **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.



Social Justice

- > **Refugees outreach:**
Seven (7) nationals were represented. 16 families and 2 refugees received medical attention. 10 families received clothes. 50 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.

- > **Refugees day:**
Three sessions in collaboration with the member care department were held. More than 370 families were exposed to the gospel, given dry food stuff and 17 salvation decisions were made. The December outreach realized an attendance of more than 300 refugees against an expected 100 refugees. The church lost 3 refugees who were buried in Langata. The church settled one of the refugees called Nancy who was an active member when her home was demolished.
- > **Refugees service:**
4 services held, 300 people ministered to per service, 30 salvation decisions made in all services, and 6 nationalities were represented during the services.

Report of 2024 achievements under strategic objective 1 and six strategies (Cont.)



Uniformed Outreach

- > **Police outreach**
51 sessions conducted in Parklands police station with an average of 40 police officers weekly. Some policemen attended the revival week services and registered for membership. Testimonies of acknowledging the power of God were recorded from some policemen. Bible studies have been established in a number of policemen's families.
 - > **Prison outreach**
Five (5) prisons namely; Jamuhuri, Langata women, Naivasha maximum, Nyahururu and Industrial Area prisons were visited. A total of 6365 men 60 women and 10 children inmates were exposed to the gospel in the various prisons visited. A total of 190 salvation decisions were made in the various prisons visited. 253 male inmates were baptized in the industrial area prison, and a total of 571 men shared the Lord's table. 40 Individuals were taken through a discipleship program at the industrial area. Various foodstuffs, toiletry and bibles were donated to some of the prisons. 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 2024. Women ministry conducted a mission to Langata Women's Prison on Sunday, 21st May 2024 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.



Medical Outreach:

- > Various medical outreach camps were conducted as detailed below: A free medical camp was held in Olympic in partnership with the care centre and Nairobi city council at olympic primary schools where over 250 pupils were given medication. services included; Dental clinic, eye clinic, general consultation. A medical outreach held in Elgeyo Marakwet in partnership with compassion international reached 288 children at sokobora Baptist church. A medical camp held in Pokot in partnership with Medical Missions Association (MEMA). Another medical camp was conducted in partnership with CITAM in Kariobangi reached 200 people and medical needs namely; malaria, typhoid, fever and throat infections addressed



Other Faith Outreach

- Other faith-based outreaches were conducted as follows:
- > The Asian Dinner was held in partnership with five churches namely; Citam Parklands, River of God (R.O.G), Crisco Parklands and other institutions like Life Challenge Africa. The event attracted a total of 80 in attendance. Rabi Maharaj, a renowned Hindu yogi and author of the book "The Death of a Guru" who converted to Christianity shared the word. One Salvation decision was made a Hindu lady gave her life to Jesus after many years of searching for the truth. The community's hunger for God was so evident in their worship and prayers during the service.
 - > Chinese outreach was conducted through two meetings to strategize on how to strengthen the outreach. A farewell dinner was held for Wayne and Irene Wong, the couple that pioneered Chinese outreach in Kenya for 10 years as they relocated back to their homeland in Malaysia.



Other Faith Outreach

- > A total of 910 salvation decisions were made by students in various learning institutions detailed as follows: Acacia Crest Academy: The gospel was exposed to 300 students with 250 making salvation decisions. Lavington Girls: 500 reached and 39 salvation decisions made. Gachoire girls 1,100 reached and 250 salvation decisions were made. Acacia Crest 500 reached and 250 salvation decisions made, Nyeri high school 1,400 reached and 11 salvation decisions made, Mugoiri girls 1,300 reached and 175 salvation decisions made, Karima girls 2,000 reached and 53 salvation decisions made, Kabete high school 1,500 reached and 37 salvation decisions made, Kabete rehabilitation 1,500 reached and 23 salvation decisions made, Karai secondary school 1,200 reached and 32 salvation decisions made, Muhuri muchiri secondary 1,700 reached and 32 salvation decisions made, Thika high school 1,700 reached and 8 salvation decisions made, Kibichiku secondary 800 reached.



Report of 2024 achievements under strategic objective 1 and six strategies (Cont.)



Stratified Outreach:

A number of stratified outreach activities were held with a total of 62,754 people reached and 11,228 salvation decisions made detailed as follows:

- > **Kisumu AEE Mission** was a stratified mission in partnership with Africa Evangelistic Enterprise and churches around Kisumu area. Different outreaches were conducted namely; Serve the city reached 1,168 people with 28 salvation decisions. Sunday service in different churches reached 24,458 people with 322 salvation decisions. One on One evangelism reached 14,175 people with 7,961 salvation decisions. School Ministry reached 20,210 students with 2,918 salvation decisions made. Special meetings reached 2,833 people in the marketplace with 285 salvations made.
- > **Each One Reach One (EORO)** in Partnership with KKrew conducted street evangelism within Nairobi CBD during the last Saturday of the month. Nine sessions were conducted during the season. The gospel was exposed to more than 702 people with 122 salvation decisions.
- > **Ilchamus Outreach** realized 10 salvation decisions through teaching and training church leaders.



Relief And Emergency Outreach

- > Kibagare Outreach was conducted in collaboration with the Member Care Department in response to those who were affected by the floods in the area. 400 families were ministered to and provided with clothes, utensils and food packages and toiletry. Seventy salvation decisions were made during the outreach.
- > Maai Mahiu mission was conducted in collaboration with the Member care and Benevolence departments to reach families that were affected by flood and landslide in the area. They were offered Trauma Counselling sessions. 250 families were served the food package.



Sports Outreach

- > Sports extravaganza was held in PBC grounds. Teams from Shauri Moyo, Kangemi, PWC, Kayole, Refugees and PBC participated. The activities included: Soccer, Basketball, Dart, table tennis and Karate. The winning team was awarded medals and a trophy. The Kayole team were given football jerseys as a way of appreciating the reformation journey. Two salvation decisions were made during the activity.
- > Coaches' empowerment for 200 coaches was conducted for people from different places across Nairobi, mostly from the informal settlements. A speaker taught on financial empowerment, investing and coaching as a career. Drug abuse and its influence with practical ways to live healthy was also discussed.
- > Interfaith breakfast was held in PBC aimed at bringing together all the institutions as agents of peace. 200 people attended the event.



Church Plants

- > **SOUTH-GATE CHURCH PLANT** was actualized and 8 home fellowships were held hosted by different families. An average of 25-30 people attended per session. From October 2024, fellowship was conducted in a school.
- > **KONZA CITY OUTREACH** with a team of 12 people from Parklands Baptist Church visited the site to pray for staff and visited casual laborers' site. Plans are underway on how to engage in ministry in this area.



Mission Stations

- > PARTNERSHIP ENGAGEMENT from Wheaton Church paid a visit to Turkana mission station as the two parties had engaged on how to strengthen partnership and have greater impact.
- > Fellowships were conducted on a weekly basis across the three mission stations. Though in Ilchamus the flood affected the operations of activities.
- > Visitations: 10 visits were conducted and more than 30 families benefited.
- > Evangelism10: Outreaches were conducted in Endo and Ilchamus 68 salvation decisions made. Radio evangelism in ilchamus and Endo where an average of 10,000 people were exposed to the gospel. The outreaches included School outreach, hospital outreach, crusade, village evangelism.
- > Partnership Forums: 3 forums and 2 meetings were conducted on drought mitigation initiatives underway targeting over 2,500 people.
- > 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.
- > Caregiver training to 50 people was conducted and a training on how to care for a caregiver.
- > Health: Several cases were witnessed namely; 2 snake bites, 2 scorpion cases, and 3 malaria cases. We are in the process of employing a social worker who is a nurse who will be a beneficiary of Turkana mission station.



Strategy 2:

To build capacity for the Great commission

Under this objective, seven strategies guided the implementation and achievement of set targets. The strategies entailed:

- > **Strategy 1:** Strengthen market and mission focused research;
- > **Strategy 2:** Strengthen prayer mapping and mission intelligence processing and reporting to guide engagement in new mission frontiers;
- > **Strategy 3:** Mobilize the congregation to engage in missions;
- > **Strategy 4:** Enhance visibility of mission work;
- > **Strategy 5:** Enhance capacity of members and congregants to participate in missions;
- > **Strategy 6:** Enhance capacity building for the great commission among the children; and
- > **Strategy 7:** Grow the next level of missionaries



Strategy 3:

To strengthen partnerships and collaborations

Under this objective, two strategies guided the implementation and achievement of set targets. The strategies entailed:

- > **Strategy 1:** Build faithful partnerships and collaborations for missions; and
- > **Strategy 2:** Grow partnerships in missions with like-minded organizations with priority to the unreached people groups.

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.
- d) To enhance the experience and quality of services in the spread of the gospel of Jesus Christ through online and physical platforms.

Achievements in 2024

Trustees reviewed the Church Masterplan; 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.



Achievements in 2024 (Cont.)

In 2024, 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
- > 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

The Property Development committee experienced the following challenges;

- > The County Government of Nairobi proposed in June 2024 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 2024
- > 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.

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).

In 2024 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.

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 onboarding of a facilities officer to assist in quality assurance in the end-to-end process of onboarding 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

In 2024 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 interests 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 onboarding 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.



- > 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 (2024) and to onboard 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.

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 turn-around 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.

3.5 Strategic PILLAR FIVE: Investments and Resource Mobilization

Strategies

- a) To broaden PBC's resource channels
- b) To enhance financial management

Achievements in 2024

In 2024, 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 2024, 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 procedures manual, and monitoring and evaluating projects in the communities.

In 2024 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 Kusyombunguo 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 Ksh. 14,003,265.
- > Retained three major clients; Microsoft, CwS & Baker tilly.
- > Continued to follow up with two prospective clients; Safaricom & World wide concern.

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 2024

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 2024; 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 Assessment 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 2024, 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 2024, 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 2024

In 2024, 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 marketplace 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 Masterclasses 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. 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 2024, the Safety and Security Committee organized a Fire Emergency Drill on 29th October 2024 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 occupant's 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 responders' 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

- > 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.

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 and 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 work-places where flammable liquids, vapours, 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.

4.0

Church Plants

4.1 PBC NorthGate

- 4.1.1 Magnification
- 4.1.2 Maturity
- 4.1.3 Membercare
- 4.1.4 Missions
- 4.1.5 Children's Ministry

- 4.1.6 Youth
- 4.1.7 Men's Ministry
- 4.1.8 Ladies Ministry
- 4.1.9 Couple's Ministry
- 4.1.10 Physical Development

4.1 PBC EastGate

- 4.2.1 Worship Department
- 4.2.2 Outreach Department
- 4.2.3 Care Department
- 4.2.4 Nurture Department
- 4.2.5 Implementation, Monitoring and Evaluation



4.1 PBC Northgate



Pastor Wachira Mureithi

PBC Northgate Pastor

Achievements in 2024

4.1.1 Magnification

- > **Worship Concert:**
Held on 27th August 2024 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 2024** 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 2024 from 9:00 am to 11:00 am around the church environs with an attendance of 7 people.
- > **Prayer meetings:**
To uphold the acknowledgement 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 2024 at Heaven's Gate A total of 12 youths attended.
- > **Couple's prayer breakfast:**
Held on 21st July 2024. A total of 10 couples attended.
- > Ushers had a monthly fellowship with an attendance of 7 people. The fellowship held in October had a training where the ushers were trained on basic skills on protocol.



4.1.2 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 2024 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 2024) 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 Membercare

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

4.1.4 Missions

- > **Food bank drive:**
The food bank drive was done bi-annually. This was done to provide wholistic support to members and congregants in all PBC churches - an average of 20 families were impacted.
- > **Mission outreach training:**
Was held on 23rd & 29th April 2024.10 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 Children's Ministry

- > **Annual camp:**
Held from 16th to 18th August 2024 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 2024.
- > **Vacation Bible School:**
Held from 20th to 26th November 2024 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 2024 a CEF training with 2 teachers held at Parklands Baptist Church Westlands.
- > **Bible club:**
From 4th to 6th May 2024 from 9:00 am – 3:00 pm. A total of 300 children attended and were ministered to and the Theme of the Bible Club was based on the topic - Light – John 8:12



4.1 PBC Northgate (Cont.)

4.1.6 Youth

- > **Teens Sunday:**
The teens led service on 17th December 2024 and 30 members took part in leading the service.
- > **Collaboration:**
The youth ministry visited PBC Eastgate youth ministry on 30th July 2024. 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 Men's Ministry

- > **Weekly men's ministry morning service:**
Occurs every Sunday from 7:30 am to 9:00 am at a church members home. A total of 6 men attended the meeting.
- > **Weekly men's ministry morning service:**
Held on 20th October 2024 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 Ladies Ministry

- > **Team Building:**
Held on 9th September 2024 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 2024 in Mtwapa – attendance of 40 women.
- > Ladies led service on Mother's Day with 50 ladies participating.

4.1.9 Couples' Ministry

- > **Weekly men's ministry morning service:**
Held on 4th November 2024 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 2024 with an average attendance of 20.

4.1.10 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.

PBC Northgate 2024 Activities Highlights





4.2 PBC Eastgate



Arise and Shine - Isaiah 60.1

Pastor Bern Otuma

PBC Northgate Pastor

Achievements in 2024

4.2.1 Magnification

A) 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 attendance 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.

B) Music:

- > A new song "Tumepewa Uwezo" aligned to the theme of 2024 was composed, recorded, edited, and launched, as at December 31st 2024, the theme song had more than 24,000 subscribers and 474 likes.

C) 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.

D) 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.

E) 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.
- > Prayer Guide: Prayers that Prevail by Senior Pastor Ambrose Nyangao had 130 people connecting through the various prayer hours.

F) Protocol

- > Protocoled 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 Outreach

1. PBC Eastgate launched GROW book 1 bible study, 105 members plugged in and completed the study through the various house groups and the Sunday bible study hour.
2. 17 Members have plugged in the Sunday Bible study hour, Golden girls launched 'Believers experiencing God' bible study (13 participants).
3. 48 Barnabas members were plugged into a bible study. "Who is the Holy Spirit", 4 completed membership classes 3 secured jobs within the community.
4. Diaspora Women of Impact Bible study launched with Winnie leading a team of 20 women in Siaya.

A) 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 Sitotwet 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.
- > PBCE 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.

B) 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 a 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.

C) Leadership & Development

- > 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 PBC Eastgate (Cont.)

4.2.3 Care Department

A) Prayer:

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

B) 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.

C) Ladies

- > A total of 19 were in attendance for the leaders fellowship whose focus was to align the 2024 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.

D) Men:

- > Men celebrated Father's Day by leading service and were able to mobilize resources to purchase XX.

E) 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 2024/2024. 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.

Empowerment:

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



4.2.4 Nurture Department

Precious Treasure:

- > Sunday school has an average of 300 children attending per Sunday.
- > 22 parents were equipped on immunization, general wellbeing of mother, child and how to track a child's milestone while noting concerns.

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 2024 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.

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 mid-term break through movies. The Teens got to have fun, fellowship, emphasis placed on building strong relationships and world changer faith.
- > Glory Baptist academy: continues to grow with a current number of 13 learners and 2 teachers.

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 2024.
- > 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 Yps at Northgate Baptist Church emphasis placed on the need to hold joint fellowships and camps in the following year.





4.2 PBC Eastgate (Cont.)

4.2.5 Implementation, Monitoring and Evaluation

1. 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.
2. The team held various stakeholder engagements with the different departments and ministries to validate the PBC Eastgate Evaluation report for 2019- 2022.
3. 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
4. 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.
5. Had a writing retreat to streamline the 2024- 2028 and hopefully it to be launch in 2024.

BOT

- > Opening of Glory Baptist School with 10 pupils enrolled.
- > Completion of sanctuary 95%

PBC Eastgate 2024 Activities Highlights



5.0

Challenges, Risks & Lessons Learned

- 5.1 Challenges
- 5.2 Risks
- 5.3 Lessons Learned



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 conflicts 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 skillsets, 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.

6.0

Recommendations

- 6.1 Recommendations
- 6.2 Conclusion



6.1 Recommendations

Based on the findings, the following recommendations are proposed:

1. **Improve Scheduling:** Develop a centralized scheduling system to prevent conflicts between different units' activities.
2. **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.
3. **Strengthen Communication:** Implement effective communication strategies to improve information flow within and between units.
4. **Expand Resource Allocation:** Allocate adequate resources to each unit according to their needs, including human resources.
5. **Boost Outreach and Publicity:** Increase the visibility of units through various channels to enhance outreach.
6. **Empower Volunteers:** Provide necessary training and support to volunteers to enhance their contribution.
7. **Promote Collaboration:** Encourage unit collaboration to leverage shared resources and knowledge.
8. **Prioritize Member Follow-up:** Implement effective follow-up strategies to engage members who express interest adequately.
9. **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.
10. **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.
11. **Fellowship and Appreciation:** Encourage fellowship and appreciation of serving teams before the year ends to energize and prepare them for the following year.
12. **Collaboration:** Encourage collaboration between various ministries to bring synergy and much impact in PBC.
13. **Enhance Follow-up:** Enhance the follow-up on members who fill out the forms and cards to join the units.
14. **Improve Facilities and Resources:** Work towards registering PBC as a counselling Centre, include a basic charge for the clients to ensure they remain committed all through, provide conducive counselling spaces, and consider hiring an on-site counsellor(s).
15. **Regular Meetings:** Encourage teams to meet regularly to pray together and plan to enhance synergy, teamwork, time management, and unity of purpose.
16. **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.
17. **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.

6.2 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.



Parklands Baptist Church

Prof. Saitoti Ave. (off Ring Road Westlands) Nairobi - Kenya

P.O. Box 14446 - 00800, Nairobi Kenya

[+254] 111 023 000

reception@parklandsbaptist.org

www.parklandsbaptist.org

Designed, copyedited and delivered by:

Plan&Focus

Email: connect@planandfocus.com | Website: www.planandfocus.com