

## **Ghana Christian Mission 2021 General Annual Report**

Remaining A Fruitful Steward: 1 Timothy 6:20

### **Introduction**

The Lord has been good; His faithfulness endures forever. In the year 2021, the world continued to deal with the effect of Covid-19 and GCM was not exempted from this. However, regardless of all the challenges, with pride and hope in our Lord Jesus Christ, we count our blessings and name them one by one. We strongly believe that beside God, these blessings are a reality only because of you, our cherished partners and donors. We would not have made it without you. All your prayers, encouragement, specific and general donations made it possible for us to come this far. I do thank all the board members, management team and all staff who contributed to the success story of GCM.

### **Our Vision & Mission**

**Vision:** To reach out to people in Ghana and beyond with the Gospel of Christ Jesus and make Christ-like impact on the spiritual, physical, and social lives of the engaged peoples' group.

**Mission:** Ghana Christian Mission seeks to:

1. Intensify souls winning and discipleship making by recruiting, training, and resourcing church planters and leaders.
2. Care for the physical health needs of the engaged communities through health outreaches and clinics.
3. Provide sustainable and lifesaving support related to the mission's objectives to the social needs of the engaged communities.

### **General Achievements**

Amidst the Covid, there was still a need to hold a staff retreat to review general achievement, set goals for the year, and address important staff and work-related issues. Due to the Covid, management resulted to explore an online event which took place on January 26 & 27, 2021. In all 50 staff were invited to join the retreat either via zoom or Facebook live session. The theme for the retreat was "**Remaining A fruitful steward**". Dr. Emmanuel Tsegah, the guest speaker spoke on three areas of stewardship: Time, Resources and Talent and the reward of good stewardship. Although there were several network and device challenges, the retreat was generally a success.

Management additionally held a three-day retreat at its office between on the same theme (January 5-7, 2021). One remarkable event of the retreat was the appointment of Wisdom Nyador as the Acting Executive Director of GCM as pastor Enoch Nyador went on a leave.

Subsequently, on April 1 2021, Pastor Enoch Nyador handed over the role of Executive Director in a small ceremony which had about 10 people in attendance. Since then, He (Enoch Nyador) transitioned into the role of Director of Partnership Development. The news of Wisdom as the new Executive Director was well received by staff, management, boards, donors and partners across the world.

Generally, staff have been faring well in health. The major health challenges concerned the spouses of Francis Addae (Mary), Sampson Darko (Monica) and Prince Yevu (Doris). The Mission supported these three in the chase of medical assistance. Unfortunately, we may not be able to report of complete healing, but we are most grateful to God for the improvement seen in their health.

One major challenged that faced the mission in 2021 was an office space. Usually, the landlord increases the rent marginally each year. However, in 2021, he opted to increase it and ask for a two-year advance. Due to financially constraints, the mission could not afford that and moved out to search for a new place. Unfortunately, other places that were seen were either not in a secured zone or not easily accessible. This forced the management to switch to working from home since June 2021. Management mostly relied on technology to meet virtually via phone and zoom and an in-person meeting once a month at Paradise Christian Church. GCM is still in search of a new place to serve as its office.

## **DEPARTMENTAL ACHIEVEMENTS**

### **CHURCH PLANTING**

Great and Powerful is the name of the Lord under whose protection we are safe. As an evangelical mission, our overall mandate is to preach Christ to the people of Ghana and beyond regardless of challenges and obstacles. We have sailed through these challenges and obstacles and do honor God with these success stories.

Matthew Nwedo goes to the Chakali Mission field

We started the year by sending a new young church planter Matthew Nwedo to join his colleague Joshua Lodo among the Chakali. He has so far integrated well into the community, began learning the Chakali language and culture and developed a great partnership with his colleague Joshua.

## **Baptism**

Two Hundred and Three (203) baptisms were carried out collectively through FAME Churches nationwide with the highest being 17 in May and 22 in June from Borae Christian Churches.

The breakdown is as follows:

Pastor Francis Addae--2  
Ps David Akpessey ----12  
Ps Paul Akuteyeh -----5  
Ps Samson Darko -----25  
Ps Sam Dzobo -----39  
Ps Bismark Kassata ---20  
Ps John Kpormegbe ----4  
Ps Daniel Liwamor -----10  
Ps Phelix Nsegamesi---6  
Ps Eric Nyador ----- 1  
Ps Ernest Nyador -----20  
Ps Wisdom Nyador -----6  
Ps Kingsley Nyindam -----16  
Ps Newman Peni -----3  
Ps Jonathan Sapeh -----4  
Ps Paul Tevi -----19  
Ps Prince Yevu ----- 1

### **New Church**

Two churches were planted in 2021 by Pastor John Kpormegbe at Nandikrom at Kpandai in the Oti Region and Pastor Daniel Liwamor at Bakamba in the Northern Region.

### **Internship**

Out of four students who completed training in 2020, only one is presently under internship. Benjamin Gbekte started his service in September, 2021 with the Good Shepherd Christian Church at Batsona in Accra.

His colleagues will have their internships planned for this year 2022.

### **Field Visits**

Due to the pandemic, management resolved to limit the number of trips to the field. Nevertheless, all the major areas were visited at least once through the year. This was done in by the executive director and the Church Planting Coordinator. Additionally, the urban churches in were visited. These visits served as great encouragement to the pastors and the churches.

Several of these church throughout the year organized multiple indoor and outdoor events such as youth camp, Easter conventions, Christmas conventions, weddings, and naming ceremonies.

### **Ordination**

Three Pastors were set apart for full-time ministry on June 20, 2021.

They are Paul Wilson Tevi, Abraham Yahayah, and Joshua Lodo.

Tevi is the Evangelist and Church planter to the Manprusi people in the Northern Region. He is currently working with Abraham Yahayah as his Assistant in the mission.

Joshua Lodo lives among the Chakali people group in Bulenga near Wa, Upper West Region.

### **New Marriage**

Pastor Sapeh got married to Mrs. Lydia Badasu Sapeh on May 22, 2021, in a ceremony at Kofikope near Dabala in the Volta Region after losing his former wife Hallen on April 23, 2020.

### **Funeral**

Three staff members lost people who were close to them. Kingsley's dad was buried in January, Raphael lost his aunt, and Hayford also lost his brother,

## HEALTH

Our primary mandate as a mission health institution is to ensure a healthy population both spiritually and physically in our communities and the country at large by providing quality healthcare services to all. This is a priority we seek to achieve through a seamless access to quality healthcare delivery from the household level to the community level and beyond. It is our fervent desire to provide a safe atmosphere for quality, efficient and harmonious health service delivery and to improve responsiveness to the spiritual needs of our communities in pursuit of hope for the hopeless in a sustainable manner.

The public health threat continues to linger, with the new omicron variant of the corona virus still posing a great threat. Management's commitment to the safety of staff and the communities at large has been swift and unwavering.

The problem of limited medical resources, including testing and isolation facilities, became glaring. FAME Ghana Clinics, with our limited resources rose to the occasion and in adherence to the national strategies, intensified education, and surveillance within our catchment areas to ensure people observed the protocols effectively. To the glory of God, no case has been recorded in any of our facilities since the outbreak. We have not recorded any death in our facilities in the year under review.

Save for the fortunate and relatively low number of deaths in Ghana, the disruptive consequences of the virus have not been vastly different to those headlined globally.

Thanks to our dedicated staff who have worked relentlessly in our deprived communities to ensure we alleviate the plight of the underserved.

Despite the numerous challenges in the health sector and the economy in general, attendance still grew marginally. We still strive to give access to the marginalised communities within our operational areas, especially in northern Ghana.

Following management's renewed commitment to achieve the universal health coverage, the facilities have witnessed tremendous resourcing this year, leading to a rise in attendance and client satisfaction. Management consistently procured medical supplies all year round. Total attendance in 2021 amounted to 67,120 from 64,860 in 2020, representing a 3.40% increase on year basis.

A conscious and consistent effort in client education to ensure an improved maternal, neonatal, and infant health increased the number of pregnant women who attended antenatal care (ANC) and post-natal care (PNC) as well as child welfare clinic (CWC) in 2021 compared to 2020, despite the Covid-19 effect.

In 2020, 5,970 pregnant women attended ante natal care (ANC) whereas 6,356 were recorded in 2021 representing a 6.10% increase. Post-natal care (PNC) also recorded a marginal increase in 2021; 961 compared to 919 in 2020.

The supervised delivery rate improved from 835 in 2020 to 927 in 2021, this represents a 9.90% increase. Child welfare clinic (CWC) increased from 23,001 in 2020 to 23,685 in 2021.

OPD attendance grew from 31, 491 in 2020 to 32, 155 in 2021, representing a marginal rise of 2.10%. Family Planning coverage also increased to 2,569 in 2021.

Staff strength now stands at 106, made up of 80 GoG paid staff and 26 IGF paid staff. With regards to staff personal development, 11 staff is currently on study leave while 7 have also applied for the 2021/2022 academic year. Staff development is an integral part of our plan to increase our capacity and classification as well as getting the requisite mix of staff for effective service delivery. Posting of the requisite staff from the CHAG has been very challenging.

To the glory of God, we had four of our IGF staff being enrolled onto the government payroll this year, reducing our financial burden in terms of IGF salaries, an improvement in staff welfare.

In the course of the year, CHAG has been very instrumental in building the capacities of our staff on Human Resource Management, Quality Assurance as well as quality improvement. Clinical staff also had training on infection control and management of the Covid-19 pandemic.

### **Our Strengths**

Our association with CHAG is a great opportunity to address our personnel and the capacity-building needed to improve our service delivery.

Our staff strength has improved significantly over the years and this means an increase in capacity.

The regular supply of medicines and other medical consumables in 2021 has been a motivating factor for staff considering the irregular supply to the government-owned facilities.

Changes in technology such as adopting an electronic patient record systems, accounting and inventory software as well as new communications tools would go a long way in reducing inaccuracies, time and cost. This will also improve control systems.

With the improvement in the rate of NHIS reimbursement, sourcing funds from donors and/or partnering with other private or even government institutions will be advantageous in our quest to serve the unreached and to ensure regular supply of medicines and consumables.

Lessons learnt and best practices in the year will be a reference point to strategize for the year ahead for improved service delivery and management.

Generally, we have improved over the past two years and we give all the glory to God, Almighty, for how far He has brought us. Hopefully there are much more blessings instore for us all.

We owe a lot of gratitude to our gallant staff for what we have achieved so far.

The construction of the 25-bed capacity children's ward in the Loagri facility by the District Assembly is far advanced. It is estimated that about 70% of work has been done. This is a good opportunity to trigger the expansion and upgrade of the facility.

The supply of some computers, printers and infection control equipment in the course of the year has also inspired the confidence and dedication of staff.

Additionally, the audit conducted in July and August 2021 by a team of auditors audited all 6 clinics and presented formal reports that revealed several trailing areas of the clinics. This has triggered new measures and procedures of managing and developing the clinics. Some of these include the development of the Code of Ethics, appraisal procedures, procurement procedures, enhancing communication between staff and management among others. With these new measures, we are very hopeful to see a completely different audit report of the clinics in the next auditing.

## **Challenges**

Covid-19 is still with us and the new variant that has just been detected in the country remains a major challenge. Other challenges bedevilling the facilities range from lack of technical and infrastructural support to insufficient professional/qualified personnel to cater for administrative and financial needs at the facility level.

Inadequate data management systems and use of data for decision making remains a challenge.

Another challenge is the weak collaboration with the Ghana Health Service at the regional and district levels as well as the community level. We need to strengthen our collaboration with the aforementioned.

Staff attrition is an issue that is gradually increasing and needs to be nibbed immediately. We are working on how to attract and retain the requisite mix of staff we need for efficient operation.

There is insufficient financial muscle to adequately cater for the day-to-day running of the facilities.

Insufficient infrastructure and equipment are another drawback factor that impedes the performance and growth of the facilities and so is the lack of basic diagnostic and infection control equipment and amenities. The communities have overgrown the facilities as population has increased over time requiring expansion of the facilities to accommodate the increasing number of clients. Currently each facility has a single lying-in room making it impossible to admit more than four clients at a time and are limited to only 24-hour admission.

Accommodation for staff is an increasing major issue as the communities rarely have rooms or apartments to rent out to staff and the facilities quarters are over stretched.

Due to the locations of the facilities and the nature of the roads, it is very difficult to transport clients referred to the major referral centres or even from the nearby communities to the facilities. There is the need for an ambulance service for the facilities.

### **Way Forward**

The goal of attaining universal health coverage requires our exploration of innovative interventions and strive to promote holistic health and spiritual healing for our people, especially the poor, the needy, and the marginalised. We need an “all-hands-on-deck” approach for effective bottom-up planning to instil a sense of belonging and ensure a good teamwork. We have great potential.

Due to the difficulty in getting the requisite staff mix from the CHAG postings, it is prudent to work towards enticing the target specialties from other facilities already on Government payroll. We can rely on the CHAG platform to advertise for information officers, clerks, laboratory assistants, account officers, Physician Assistants, and midwives. This will get us to improve our classification, thereby upgrading our level of prescription much quicker to accelerate our growth.

As our staff strength grows, we need to develop a staff development plan in consonance with our medium to a long-term plan for sustainable and efficient staff management.

Our collaboration with the GHS, our local communities, the District Assemblies and other partners needs to be strengthened.



We will continue to explore feasible funding mechanisms to finance the unit and plan equipping and upgrading the facilities gradually.

### **Vision for 2022**

To provide quality, efficient, and affordable health service delivery and to improve responsiveness to the spiritual needs of our communities in pursuit of hope for the hopeless in a sustainable manner.

### **CHRISTIAN EDUCATION**

Our education ministry involves three main areas. These are working with the kindergarten to the ninth grade, training people at the Bible school and providing training for leaders in the local churches.

Due to Covid and the shutting down of schools, we have not been able to develop any programs with any of the schools. Additionally, management is decided to treat these schools as partners of the mission. In other words, the mission will not be the primary advocate for the schools. However, we will collaborate with them when there is an opportunity and liaise between them and other missions who are interested in Christian education.

Two students were admitted to the Dunamis Bible Institute for training in Tamale, Northern Region in 2021, the year under review. Current number of students in the Bible School is four namely: Nathanael Abudulai, Nicholas Sakyere, Daniel Tetteh and Enoch Ananpene.

Colin's Mawusi from Kpassa Christian Church in the Oti Region will join his friends in school this second semester, to bring the number of students at Dunamis to Five.

Unfortunately, due to Covid, there was no leadership training by management in the local churches. Hopefully, with the ease in movement restrictions which were imposed due to Covid, 2022 shall witness more training.

## Community Development

Our vision is to provide hope physically and spiritually, hence the mission has engaged in several sustainable developmental activities that provides hope, relief, and demonstrate the love of God to the communities where we serve. By the grace of God, with the support from partners such IDES, FAME, Hope Mission, individuals and GCM, the following projects were accomplished:

- Providing funds for flood victims of Tatindo area who lost their crops to flooding in the community. A total of 15 farmers were supported to regrow crops. Reports from the farmers indicate that they have successfully regrown their crops and harvested profitably from the farm.
- Matthew Nwedo, a new Church planter sent among the Chakali, got his farm and harvest burnt to ashes. By the Grace of God funds were raised to help regrow the farm and purchase some food as he awaited the harvest.
- Through the help of our partners, 7 buildings were reroofed after a rainstorm destroyed them. These are the Makango and Tatindo clinics, The Church at Nikata, three members of the Nikata church, and the elder of the church in Tatindo.
- The Yizesi mission house also received a facelift by having a ceiling fixed for the first time since it was constructed almost 20 years ago.
- Locally, a total of 3000 cedis was raised to support over 50 members of the Loagri and Yizesi churches who lost their farms to flooding.
- The Vocational school at Yizesi received a brand-new hand sewing machine as well as a top-up fund to procure an industrial machine to aid in the running of the center.
- Sadly, two wells (Kumdi and Makango) developed problems that needed the pumps to be replaced. These were fixed in order to restore water to the clinics. Few months later, an NGO called Rural Water and Development Program, Ghana assisted the Kumdi to mechanize the old well. Both wells are working well to provide adequate water for the use of staff and the clinic.
- A 4-seater toilet facility was built to provide convenience for staff of the clinic Kumdi Clinic, clients, and the chaplain.
- To alleviate the water problems at Keri, a new well was drilled and mechanized. Unfortunately, the stand carrying the water storage tank came down and burst the tank. Currently, work is ongoing to rebuild a stronger stand and replace the water storage tank.
- To assure a smooth operation of the clinics the following minor equipment were provided to support the clinics; 3 autoclaves machines, four paper printers and three laptops. An ultra-scan machine donated to the Loagri Clinic by the Catholic Relief Services.
- Though at a slow pace, government this year has continued with the construction of the Child Welfare Clinic at Loagri to aid FAME clinic Loagri in the healthcare delivery.
- The Benwoko Clinic received a complete makeover as its old and faulty electrical wiring were replaced, broken windows were replaced, ceiling woods replaced, sections of leaking roof replaced, and the whole facility repainted.

- Last but not least is the construction of a new pavilion at Nandikrom. The church is now working on raising walls around the pillars and cement the floor.

## **STRATEGIC PLAN FOR 2022**

### **Church Planting**

New Church ---10

Baptism -----500

Discipling-----400

Based on our records, FAME has not been able to break the estimated number of 1000 baptisms targeted every year.

It has been identified that more souls are won when new churches are planted.

It is anticipated that if ten churches are planted and each church brings in ten new souls to the Lord, or if every church planter and his team could win thirty people for the Lord in 2022, the total could be a little more than 500 by the end of the year.

### **New mission field**

We hope to raise local and international partners that would support a new church plant work among a new UPG in the next two years.

### **Sustaining Missions**

Management desires to attain sustainable local financial opportunities for future missions and local ministries. Source of such a fund will be from monthly mission contribution by the churches through Mission Emphasis Week, Fund Raising, Long Term Project and Investment among others.

## ***SUGGESTIONS FOR NEW GROUND RULE/PROCEDURE FOR STAFF***

### **I. Recruitment**

Any Pastor who wants to work with FAME as Evangelist must submit an application declaring his interest and intentions for joining the mission.

In the same way pastors who are sponsored by FAME in a Bible college or university must submit an application to declare their intentions in their last year in school before or after graduation.

### **II. Interview**

Pastors who submit an application to FAME must also be interviewed before any consideration can be made.

Any candidate who fails an interview will not be considered for employment as an evangelist in FAME.

Pastors sponsored by FAME in school who fail their interview will remain in internship until they pass at another season before they will be posted to a station as evangelist.

### **III. Internship**

New employees for church planting in FAME must undergo a one-year internship with an evangelist on the field before they are assigned a language group to work with.

The candidate will fill an evaluation form after completion of their internship and also write a summary report covering their term of the internship.

The host pastor, who served as their “supervisor” will fill an evaluation form on their performance.

A successful internship will depend on a testimonial from the host pastor for the one-year period of internship.

### **IV. Language**

A newly employed evangelist must learn the language of the native people as first thing among anything in his first two years on the field.

Language should be the test of final approval and qualification for staying to work as an evangelist with a language group as this is vital to communicating effectively with the people of the community in which they serve.

## **V. Mandatory Reporting**

All FAME pastors are required to write a monthly report of their activities on the field.

Every evangelist is obliged to send a summary report every quarter in the year to cover the following:

1. New Church Planted
2. No of Baptism(s)
3. Baptism update

Quarterly report(s) must include information on each assembly under the evangelist. Data should include:

- i. Name of Church
- ii. Leader of Church
- iii. Membership of Church
- iv. Men
- v. Women
- vi. Youth
- vii. Children
- viii. The aged
- ix. New convert(s)
- x. Visitor(s)
- xi. Mode of Discipleship
- xii. Average Attendance

## **VI. Visions and Goals**

Evangelists must submit their visions, goals and objectives before the beginning of every year. This must include a complete Action Plan detailing how those goals can be achieved and when they can be achieved.

## **Health**

To change the status of all our health facilities in grade and operational levels, our activities need to meet the growing needs and demands of clients for a sustainable growth.

This will be achieved, first and foremost, by renewing and where necessary, upgrading the facilities' registration with the regulatory bodies, such as The Health Facilities Regulatory Agency (HeFRA), The Registrar General, and the National Health Insurance Authority (NHIA). This will prepare the department for a smooth take-off for the achievement of the desired goals.

We will also embark on a series of radical reforms in the entire Health Department. This will see to the change in the trajectory of services and activities of the facilities. The following, are some of the ways to drive and achieve these desired reforms:

- i. Auditing of all sub-sectors of the department
- ii. Preparing an enforceable Code of Conduct and Disciplinary Procedures
- iii. Preparing Performance Management Policy

The audit report, which is likely to confirm the numerous allegations of malfeasance in the various facilities, will serve as a springboard for the needed restructuring of the facilities. Recommendations of the auditors and the Policy Development to be pursued will be rigorously implemented.

We will study our external environment, which is not only our regulating authorities and agencies but to a large extent others health care providers. Though we remain a mission organization, there is need to rebrand and reposition ourselves as the preferred caregiving destination to clients in our service areas.

One way to achieve this, among other things, is to add a specialized care or more. We will start with Dr. Yayra Nyador, who benefitted from a scholarship from FAME to train as an optometrist. We will begin by hosting her twice a month at the Akplale facility. This will not only serve our clients better, but will also increase our clientele and generate more revenue.

### **Roadmap to achieving the objective of upgrade and sustainable growth:**

- i. Implement staffing plan in relation to upgrading the facilities from the downgraded level of CHPS compound to Health Centre Cat A as indicated in staffing norm previously submitted.
- ii. Timely provision of needs for the facilities, especially procurement of drugs and other essential supplies.
- iii. Provision of residential accommodation and enhanced working environment for staff and safe and friendly atmosphere for clients.
- iv. Facilitation of registration/renewal of National Health Insurance for our clientele.
- v. Hold durbars and public forums to attract and sensitize the public in and around our catchment areas.

- vi. Institute and roll out motivational plans that would boost the morale of staff. This would take the form of awards of recognition. For example: Employee of the Month and the Year Awards and the Best Facility award, where photos and profiles of hard working and excelling staff will be published both in the facility and on our website. Detailed criteria will be outlined.

The main objective of these plans, is to make the facilities, a more preferred care-giving destination to the people we serve. This, in effect will increase revenue-mobilization across board and make the Health Department, a self-sustaining department.

Targeted revenue increase is as follows:

1. Makango.....60%
2. Kumdi.....70%
3. Tatindo.....200%
4. Akplale.....315%
5. Loagri.....75%
6. Benwoko.....65%

This is an ambitious target but achievable if we all put our shoulders to the wheel and roll out the strategic plan systematically.

### **Christian Education**

In this area of our ministry, the focus will be on training more laborer for the Lord's Vineyard. As said in Luke 10:2, "Many laborers are required to complete the Harvest." For this reason, whether through the Bible school or local church training, we will be dedicated to maintaining at least 5 students at the Bible school this year and hold at least 2 Leadership Trainings for church leaders. The focus of this training shall mainly be on making disciples and encouraging missions by shifting the mindset from a mission field to a mission force.

### **Community Development**

Unfortunately, this area of our ministry largely depends on support. Therefore, we are unable to make any definite projections into the future. However, we will not hesitate to assure good accountability and good stewardship of resources entrusted to us by our donors and partners. Additionally, our focus shall be on life-saving, sustainable projects that demonstrate the Love of Christ. We shall explore opportunities for new donors, renew the partnership with existing donors for the purposes of identifying and carrying out our projects.

## **Conclusion**

We are grateful to God from whom our blessings flow every day. We are thankful for the lives and generosity of our donors, partners, board and management as well as the entire staff of GCM who are integral to our growth and achieving our goal.

As we work on addressing our shortcomings and weaknesses, we will also keep working on our strengths so we do not become complacent.

We look forward to achieving more this year in every aspect of our ministry and mission.

We pray for God's blessing and strength as