



ABSTRACT

A STRATEGY OF NURTURING NEW MEMBERS  
IN BAMBURI GREAT NEWS SEVENTH-DAY  
ADVENTIST CHURCH, KENYA COAST FIELD

by

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## ABSTRACT OF POSTGRADUATE STUDENT RESEARCH

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Theological Seminary

Title: A STRATEGY OF NURTURING NEW MEMBERS IN BAMBURI GREAT NEWS SEVENTH-DAY ADVENTIST CHURCH, KENYA COAST FIELD

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For a pastor/leader, biblical discipleship means training and equipping people to become responsible Christians who follow Jesus and share the gospel with others. In the Bamburi Great News Church, which is Bamburi District of Kenya Coast Field in Kenya, the names of most of those attending services were not on the Church register, while the registered members were not attending Church program. The study investigated the reasons behind this and made recommendations for effective nurturing of Church members.

Quantitative data was collected through the use of questionnaires administered on 200 members, only 148 out of these were returned. In addition, 12 people were interviewed for collection of useful qualitative information.

Data analysis indicated a mere average level of new membership nurturing in the Church, with 60% of respondents agreeing to know a member who left the Church for a lack of good nurturing. The study also discovered a low level of involvement of Church members in Church programs.

All those interviewed face to face agreed that the Sabbath School Discussion Groups should be used for monitoring of members and those absent should be subsequently followed up. About 75% of those interviewed also suggested the allocation of special mentors to new members, taking sex and age into consideration. In addition, 50% of the interviewees suggested home-based fellowship at mid-week, for those living within the same proximity; this will increase the participation of all members in mid-week prayer meetings.

The study concluded that improved participation of all members in Church activities, which will encourage and result in increased Church members, may be achieved if members commit themselves to the Lords' work.

Adventist University of Africa

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A project

presented in partial fulfillment  
of the requirements for the degree  
Master of Arts in Leadership

by

Khamala, Eliab Omburo

July 2013

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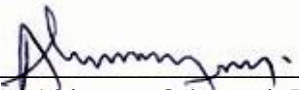
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## DEDICATION

My God is a Father.

This project is dedicated to my dear beloved wife Anjeline A. Omburo who has been a great source of encouragement in my life, and to my dear children James, Ruth, Evans, Victor and Abel Rowe



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May our good LORD continually use all who contributed though I have not mentioned their names; they were very instrumental in the success of my study.

## CHAPTER 1

### INTRODUCTION

Before Jesus left for Heaven He commissioned His disciples as follows: “Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: “Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always, unto the end of the world. Amen.” (Mathew 28:19-20). The Seventh-Day Adventist Church took this as its mission and has throughout the ages considered itself to be the Remnant church which keeps the Ten Commandments and have the Faith of Jesus as in Revelation 14:12.

It is the responsibility of the church to seek for the lost souls in the whole world and teach them to have true understanding of the word of God and making them disciples of Jesus. Bamburi Great News Church is one of the sister churches of the greater worldwide church that has this message to reach out to men and women with the Good News and preparing them for the second coming of Jesus Christ.

Although many people join Bamburi Great News Church, many do not stay in the church for long. Once they come into the church they stay shortly and fall back or just disappear. For instance, in 2009 October an evangelistic meeting was held in Bamburi area and over 50 souls were baptized, and by February 2010 there were only 2 members in church. Another one was done in July 2010 and over 80 souls were baptized and by January 2011 there were only 8 people who could be traced.

It is this disturbing trend that has instigated the researcher to investigate the reason behind this and the possibility of improving the situation.

## **Background of the Study**

Bamburi Great News Adventist Church is one of the Churches that are administered by Kenya Coast Field, an administrative unit which caters for all Adventist Churches which are within the coastal part of Kenya, comprising of about 156 Churches as per now. The Bamburi Great News Seventh-day Adventist Church is situated along the old Mombasa -Malindi road and approximately 2km. from the giant Bamburi Cement Company. It is built in a half an acre land belonging to the Kenya Coast Field of the Seventh-day Adventist Church. This local Church has approximately 500 to 1,000 church attendances during Sabbath worship, while in its church register indicates about 310 members only. It is a cosmopolitan church. A big Church building has been constructed and is in its advanced stage of completion. There is also a Primary school built in the compound with students from Kindergarten 1 to Standard 8.

## **Historical Setting**

Kenya Coast Field was originally one of the Mission stations in Central Kenya Conference, with its Headquarters in Nairobi. It was officially organized as a Mission Field in January 1984 with its Headquarters at Chagamwe and the late Pr. Rueben Kamundi as the President. He was the chairman until his death in 1991. Mr. H. Safari was the secretary/Treasurer, Pr. Harris Solomon was Departmental Director in charge of Publishing, Sabbath School and Health and Temperance, Mr. Charles Waweru was the Education Director.

In 1995, a group from America led by an International Preacher Pr. Godard, was invited for an Evangelistic Campaign which was held in Bamburi District 10 Km North East of Mombasa Town in Kisauni Constituency (Kisauni Constituency is

an electoral constituency in Kenya)<sup>1</sup>. By this time the District Pastor was Pr. Japheth Kazungu. The Campaign lasted for three (3) weeks.

At the end of this evangelistic meeting, more than one thousands (1,000) people were baptized and a church was organized and named Bamburi Great News SDA Church. This Church was under the Mombasa District until 1999 when it was organized into a District with 5 churches of its own following the many branches that were formed out of it after several other evangelistic efforts which were organized within the areas around.

The church started operating a primary school from Kindergarten 1 and it has grown gradually until now that it has reached class 8. The school participated in the National Examination for the first time in 2010. The first Pastor to be assigned this church was Pastor Oscar Osindo, who did a lot of groundwork organization to make sure that the church was well-rooted and well established. From then many other Pastors have worked there including Pastors Stephen Safari, Joseph Kariuki, Renson Nzaka, Rashid Bega, Joseph Nyaguoka, Tom Mogaka, Eliab Ombuoro Khamala, and currently Pr. Stephen Kombe is serving the church.

Many Evangelistic meetings have been held to develop membership and to expand by starting other companies (Church Sabbath Schools) Pr. Godard held two other big evangelistic efforts in which Shanzu Great News SDA Church and Mishomoroni Great News SDA Church were also organized into a church.

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<sup>1</sup>Kisauni constituency [http://en.wikipedia.org/wiki/Kisauni\\_Constituency](http://en.wikipedia.org/wiki/Kisauni_Constituency) (14<sup>th</sup> October, 2012)



## **Statement of the Problem**

Bamburi Church has many members who attend church services but whose names are not listed in the Church register. At the same time many of those whose names appear in the Church register are not attending Church programs regularly. In Bamburi Great News Seventh-day Adventist Church for instance, out of the 310 members listed in the church register, only about 90 members could be accounted for. The physical whereabouts of the others are not known. Proper nurturing could have prevented this. The study there for seeks to establish the cause and possible ways or solutions to have a loving nurturing church

During the election of new officials of the Church which is done every year, the church electoral committee experiences problems in electing officials since most of the people who would be elected into different positions are not in the Church register and hence not eligible for election into office. This situation has led to recycling of officials in different positions every year, causing a monotony and hence poor leadership without further visions or new ideas.

## **Purpose of the Study**

The purpose of the study is to develop a strategic program that will be used in Bamburi Great News Church for effective nurturing of members. The program will encourage those whose membership is not in Bamburi Church not to transfer their membership and also to nurture new converts.

This study aims to suggest ways of improving and increasing membership and creating a strong and spiritually stable church. It will also help in reclaiming the lost members whose names are in the register yet they no longer attend Church. It will also strategize on how to educate adherents on the importance of keeping accurate church membership records and transferring the name according to church policy. It

is possible that Bamburi church can have that same spirit if a program is developed that will help nurturing members in love and unity.

### **Justification of the Study**

This study is justified because of the high turnover rate of membership, and the high number of Church attendees, whose names are not on the Church register need to be addressed. And that is what this study has set out to do. At the end of the study, a program would have been developed to help the church reclaim, maintain and increase its membership significantly. This will also help the spiritual growth of both the old members as well as the new ones.

The Study will also contribute to accurate reporting of the actual picture of membership in the church which can be used in making informed decision. These decisions can help the church introduce interesting programs for the whole church.

Furthermore, the Church will have an easy time when it comes to the time of elections, since it will have a vast variety of committed members from which to elect officials to lead the church into better height. The study, through its recommendation, will also help other churches outside Bamburi Great News Church in increasing membership, reclaiming and nurturing of its members by applying what Bamburi church has done and succeeded, as people will start flocking into the Bamburi church and find a very welcoming reception which prompts them to revisit the Church.

The same people will take the news around of how Bamburi is doing then other churches will want to do the same. It will also help out in the generation of accurate reporting system to the conference level, leading leaders at the conference level to make accurate and informed decisions, this will lead to proper management system being put in place.

Utilization of the study recommendation will raise membership and raise their spirituality which will result into honesty in returning the tithes and giving the offering which in turn make our conference to be financially strong, stable and self-reliant. When church members identify themselves with a particular church they feel part of it and give faithfully as members of the same church. When the church maintains its members and look after them nicely they are easily convinced to give for the work of God.

### **Methodology of the Study**

The researcher reviewed books related to the topic of nurturing new members as found in the Library. Both primary and secondary sources, the computer resource center and search engines in the internet where reviewed. The researcher will design a questioner to help establish feelings of Church members; the researcher will interview at least 12 people of different knowledge then will compile his findings and come up with a strategy to help in nurturing of members in the Church.

The researcher also focused on the theoretical foundation of training the church members and leaders so as to develop interest in the growth of the church in Bamburi Great News Seventh-day Adventist church.

### **Delimitations of the Study**

Notwithstanding the fact that the problem of poor membership retention is common in almost all churches, the study will be limited to one of the big Churches known as Bamburi Great News SDA Church.

### **Objectives of the study**

Specific objectives of the study are stated broadly as follows:

1. Provide insight into the problem behind limited registration by church members.
2. Identify the method used by the church for nurturing new members.
3. Explore ways of improving participation of all members in the Church Programs.
4. Explore the possibility of expansion of membership pool for the nomination of Church officials.
5. The study will also educate both leaders and members on the principle of accountability for the souls that are won and for the objectives that are set by the Church itself.

## CHAPTER 2

### THEORETICAL FOUNDATION OF NURTURING CHURCH MEMBERSHIP AND ITS IMPORTANCE TO CHURCH PROGRAMS

#### **Origin of Church Membership**

To belong to a church of God is a unique and soul-satisfying privilege which every baptized person needs to understand. The Seventh-day Adventist Church Manual (SDACM) says “ It is a divine purpose to gather out a people from the far corners of the earth to build them into one body, the body of Christ, the church , of which He is the living head.”<sup>2</sup> People are gathered from all part, implying that there should be a body of people who attend or belong to a particular local church, people with common belief and who can be identified to profess the same faith.

White says “No distinction on account of nationality, race, or cast is recognized by God. He is the maker of mankind. All men are of one family by creation, and all are one through redemption.”<sup>3</sup>This gives room for all men and women who are ready to accept the call that comes from God to them so that they can belong to one of the groups of Christians who have their own beliefs and forms of worship

God is the originator of membership to believers. This has been the case from the beginning in the call of patriarchs throughout the wilderness White says “From the

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<sup>2</sup>General Conference of Seventh-day Adventist, *Seventh-Day Adventist Church Manual (SDACM)* (Hagerstown, MD: Review and Herald, 2005), 3.

<sup>3</sup>Ellen G. White, *Christ’s Object Lessons* (Hagerstown, MD: Review and Herald, 2005), 386.

beginning, God has been working by His Holy Spirit through human instrumentalities for the accomplishment of His purpose in behalf of the fallen race. This was manifest in the lives of the patriarchs.”<sup>4</sup>as it can be seen in the calling of Abram in Genesis 12:1-3 “Now the LORD had said unto Abram, Get thee out of thy country, and from thy kindred, and from thy father's house, unto a land that I will show thee:” God promises to bless, indicates how He values members he has Chosen verse 2 “And I will make of thee a great nation, and I will bless thee, and make thy name great; and thou shalt be a blessing” To be a member of this Old Testament Church God initiated Circumcision. (Genesis 17:9-14) which is passing through a certain rite of passage to enable you to belong, just the same was Christ also stressed about the passage into belonging to a Christian body by baptism.

God gives an identification to help know the true members of Gods chosen in Genesis 17:1 where He says “the LORD appeared to Abram, and said unto him, I am the Almighty God; walk before me, and be thou perfect.” Being perfect is what God want to his people. Change of name in verse 5 “Neither shall thy name any more be called Abram, but thy name shall be Abraham; for a father of many nations have I made thee.” shows how it is expected to change in character. This covenant is God’s initiation and effort to clearly identify His people continuing in verse 11 “And ye shall circumcise the flesh of your foreskin; and it shall be a token of the covenant between me and you.”

The sign is extended to those who live within the membership of believers, as can be seen in verse 13“He that is born in thy house, and he that is bought with thy money, must be circumcised: and my covenant shall be in your flesh for an everlasting covenant”. It grows gradually in the Old Testament that White says it was

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<sup>4</sup>Ellen G. White. *Acts of the Apostles* (Nampa, ID: Pacific Press, 1911), 53.

the church in the wilderness. “To the church in the wilderness also, in the time of Moses, God gave His "good Spirit to instruct them." Nehemiah 9:20.”<sup>5</sup>

Members of Bamburi Church are to be identified by the love they show to fellow believers and for visitors alike to. So that after one is baptized he/she is welcomed and identified as Gods children. E. G. White, states that “The government of Israel was characterized by the most thorough organization, wonderful alike for its completeness and its simplicity. She furthers says that the order so strikingly displayed in the perfection and arrangement of all God's created works was manifest in the Hebrew economy.”<sup>6</sup>

In the New Testament the early church is formed with Christ Himself calling the twelve disciples in Mathew 4:18-22. After Jesus had ascended to heaven his followers, in response to the commission in Mathew 28:19, 20, were filled with the Holy Spirit, went on preaching the gospel of Christ as a result many people were added into the number. Acts 2:1-41. As the number increased they were now called Christians Acts 11:26 “that a whole year they assembled themselves with the church, and taught much people. And the disciples were called Christians first in Antioch.” “In the early church, the elders (or bishops) held great authority. One of their main functions was general pastoral care and oversight.”<sup>7</sup>

From the verses it shows clearly the importance of being involved in working in unity or fellowship and also in responding to Christ commission. If this was applied

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<sup>5</sup>Ibid., 53.

<sup>6</sup>Ellen G. White, *Patriarchs and Prophets*, (Hagerstown, MD: Review and Herald, 1970), 374.

<sup>7</sup> SDACM, 1.

in our church Bamburi Great News Church, nurturing of new members shall be added more in the church.

White says “And in the days of the apostles He wrought mightily for His church through the agency of the Holy Spirit. The same power that sustained the patriarchs, that gave Caleb and Joshua faith and courage, and that made the work of the apostolic church effective, has upheld God's faithful children in every succeeding age.”<sup>8</sup>

In the book of Acts, the early church gladly received the message of Christ, believers were baptized in big numbers and they continued steadily in the apostle's doctrine and fellowship, breaking bread and praying (Acts 2:40-47).

E.G. White says “In the early church the Spirit of God wrought mightily through those who were harmoniously united. On the Day of Pentecost they were all with one accord in one place.”<sup>9</sup> Bamburi Church must work together in one spirit to enable the spirit of God to work on them.

The Bible also says that it is God who organized them into a living working body in which they are united in Christ Himself with regardless to the many parts that each has to do. 1 Corinthians 12:12 “Christ, being the head of the church and its living Lord, has a deep love for the members of His body. In the church He is to be glorified (Eph. 3:21); through the church He will reveal the ‘manifold wisdom of God’ (Eph 3:10), His longing desire is to make of it ‘a glorious church, not having sport or wrinkle.’”<sup>10</sup>

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<sup>8</sup>White, *Acts of the Apostles*, 53.

<sup>9</sup> Ellen G. White, *Testimonies for the Church* Vol. 9 (Silver Spring, MD: Review and Herald, 1909), 196.

<sup>10</sup>SDACM, 3.



The leaders of Bamburi Church have a task of taking care of Gods flock, they must have passion of making a people “glorious” by saying ‘glorious’ it means preparing them for the glory that is ahead they must be prepared for Christ’ second coming.

“Those in His service who are called to leadership in the church are ‘to take care of the church’ (Tim. 3:5); they are to ‘feed the church of God’ (Acts 20:28); and upon the shoulders of some will rest ‘the care of all the church’ (2 cor. 11:28).”<sup>11</sup> The leadership of Bamburi must embrace this important principle of being a caring church which feeds its flocks nicely in love. This calls for finding out how the qualities of members in good standing in the church.

### **Church Members in ‘Good Standing’**

A Christian in good standing must have a unification of purpose in mind. “That in this work there is no such thing as every man's being independent. ... all under law, each influencing the other to do the will of God, yielding their common obedience to the law that controls their action. And in order that the Lord's work may advance healthfully and solidly, His people must draw together.”<sup>12</sup>

Unity is key element for any Christian in good standing and if it is not there in members then it will destroy the work of God. There for members in good standing must have unity otherwise in the absence of unity Church members “will often work counter to that which God would have done, and thus their labor is worse than

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<sup>11</sup>Ibid. , 4.

<sup>12</sup>E. G White, *Testimonies to Ministers and Gospel Workers* (Silver Spring, MD: Review and Herald, 1923), 489.

wasted”<sup>13</sup> It is important that Bamburi Great News Church work towards uniting all members by applying the strategies which will be suggested in this project.

It is important that all baptized members belong to visible church. As members of the visible church, and workers in the vineyard of the Lord, all professed Christians should do their utmost to preserve peace, harmony, and love in the church.<sup>14</sup> Christ intends that there be mutuality among church members so that there be mutual edification and fraternal correction. There should be a Christ like sympathy and forbearance with one another and with those in need. “If we are bound up with Christ, we shall constantly manifest Christ like sympathy and forbearance toward those who are striving with all their God-given ability to bear their burdens, even as we endeavor to bear our appointed burdens.”<sup>15</sup>

Members in good standing are to show forth His glory. E.G. White says “the church is God's appointed agency for the salvation of men and was organized for service, and its mission is to carry the gospel to the world. From the beginning it has been God's plan that through His church shall be reflected to the world His fullness and His sufficiency.”<sup>16</sup> Thus, the church is both the product of God’s rescue mission and also the agency of the same mission.

### **Importance of an Active Membership to a Church**

The Church needs each member (the laity and the clergy) to be an active member of the family of Christ for the work of God to be accomplished as per the

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<sup>13</sup> Ibid. , 490.

<sup>14</sup>E. G. White, *Testimonies* vol. 5(Mountain View, CA: Pacific Press, 1948), 619-620.

<sup>15</sup> White, *Testimonies to Ministers and Gospel Workers*, 495.

<sup>16</sup>Ibid. , 496.

commissioning of our Lord Jesus Christ. In Christianity, members of a religious community that do not have the priestly responsibilities of ordained clergy are called the Laity, but the biblical word 'laos' from which we get the word laity, includes the entire people of the church.

Active membership is very important in the church since the gospel commission is overwhelming, but the provision for its fulfillment is overabundant.<sup>17</sup> Implying that the work is too much and the fields are ripen but the reapers are few. When Jesus went away, the Holy Spirit was given to His Followers, bringing to each a gift or gifts for ministering, 1Cor 12:11 "But all these works that one and the selfsame Spirit, dividing to every man severally as he will." This was given to them so that they should work in Gods vine yard.

Everyone receiving the Holy Spirit receives a ministering gift designated by the Spirit to be used in a ministry for Christ. The spiritual gift is presumably related to some talent we already have. The Holy Spirit urges us to find a ministry whereby the gift can be used to serve others and attract them to Christ. Under this plan there is no hierarchy. Everyone is a minister performing some ministry for which he or she has been specially gifted.<sup>18</sup> Each member of Bamburi Great News has a gift from God to do His work. This calls for all members of Bamburi to take it upon themselves the work of nurturing each other.

It further states that, it is important for each individual member to be active because if we fail to be active, the devil's plan is to make the Church members inactive so that Gods work may stall. It is also the devil's plan to bring separation

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<sup>17</sup>General Conference of Seventh-day Adventist, *Ministers Handbook (MHB)* (Silver Spring, MD: Pacific Press, 2005), 121.

<sup>18</sup>*Ibid.* , 122.

between the clergy and the rest of the laity. He has put in the minds of Christians that it is the duty of the clergy to study the Bible, do the teaching, perform the work of the Church; the members of the laity are not obligated to minister but to be ministered to.<sup>19</sup>

This call for members to be educated on what their call is so that when they become strong members of the church they will get into work without looking on others to perform while they look on.

### **Importance of Nurturing New Members**

The book of Acts chapter two has a very important lesson to teach us about the importance of nurture and how leaders should be courageous in order to enhance the work of God. The one hundred and twenty men and women who were in the upper room, made a very great impact for the growth of the church. Maxwell says “They become charter members of the church when it is born in the upper room ...yet by the end of the chapter, it explodes into a body of more than three thousand members”<sup>20</sup>

When the Holy Spirit had fallen on the disciples, the visitor in Jerusalem wondered how they could understand them speak in different languages and each one heard in their own language.(Act 2:1-4) In the confusion some thought they were drunk while others thought they were confused (Acts 2: 5-13)

The apostle Peter gained courage and spoke with power to the crowds. Maxwell says “Peter stands up and begins to speak. The same Peter, who ran in fear

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<sup>19</sup> Ibid. , 122.

<sup>20</sup>Maxwell C. John, *The Maxwell Leadership Bible* (Nashville, TN: Thomas Nelson. 2002), 1317.

on the night of Jesus' trial, now speaks boldly. Within minutes he has captivated everyone with compelling words. The crowd gladly accepts his message."<sup>21</sup>

The apostle Peter admonishes us to grow in the grace and knowledge of the lord (2 Peter 3:18) implying that there should be an internal growth which is only possible if there is good nurturing in the church. Nurturing new members is internal growth so that they are molded to be like Christ as we see in 1 John 3:2, 3. Dudley says to be faithful to our calling requires each individual to grow continually without ceasing in order to represent Christ's love to the on looking world<sup>22</sup> It cannot be over emphasized that the Church was brought into existence by God so that members continually build one another up to the glory of God.

Talking on church growth Dudley state that there must be a balance which includes "proclaiming the gospel, winning and baptizing converts, incorporating them into responsible membership, nurturing their spiritual development, equipping them for further service, motivating them to missionary task and supporting them as they go out to exercise their gifts in bringing in still others."<sup>23</sup>

Hence nurturing is important to form the support system of the church in completing the cycle of adding more and more members into the church. Leaders must know how to motivate and nurture members in a positive way. Hunter says that the proper motivation is not "Motivation by the Law" which is trying to manipulate people by making them to feel guilty, 'twist arms' to get them do the job but it should be "Motivation by the Gospel" Which uses the gospel to properly stimulate people to

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<sup>21</sup> Ibid. , 1317.

<sup>22</sup> Roger L. Dudley, *Adventures in church Growth* (Washington DC: Review and Herald), 32.

<sup>23</sup>Ibid., 32.

action.<sup>24</sup> When people are active it is important to give report of activities which they are doing to show that they are accountable.

### **Importance of Regular Reporting with Accountability**

God has designed His church around the principle of discipleship and mission. Hunter says he has decided to use people to get the job done. But sometimes it is not well done because of laziness or indulging in sinful acts or sometimes they become short sighted or even lack faith in some cases, some even resist to do the work of God<sup>25</sup> For the church to move forwards constantly there must be check up and counter check up, that is the importance of regular reporting.

Jesus empowered His disciples and sent them out even though they felt apprehensive (M ark 6:7-13; Luke 10:1- 12). The seventy come and brought a report of what had taken place (Luke 10:17 -20) Maxwell comments on this saying that the reporting gave the opportunity to evaluate their work. Debriefing Jesus on how they had worked enabled Jesus help the team to interpret and reflect on the result. He further says “Practice doesn’t make perfect; Practice with evaluation makes perfect. In this passage, we see a master Mentor who evaluated what happened, guided the learning of His learners, and help them assess the takeaway value of their experience”<sup>26</sup>

Hunter says, “Accountability for world evangelization permits the mood of the ‘actionary’ church.”<sup>27</sup> By saying ‘actionary’ here the author must have meant a church in action, good functioning church out to make disciples. He further says

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<sup>24</sup> Kent R. Hunter, *Moving the Church into Action* (St Louis ,CA 1984), 80.

<sup>25</sup> Ibid. , 15.

<sup>26</sup> Maxwell, 1249.

<sup>27</sup> Hunter, 25.

Measurable self assessment characterizes ‘actionary’ churches as they seek to perceive and discern the effectiveness of their work of making disciples, multiplying disciples, multiplying churches, and building the kingdom. God is not measured as He works through His people by Word and Sacrament, but what his people do with the Gospel and how people respond to the Gospel is measured. “Success” comes not as a result of good administration but as a result of God’s activity through His Word; yet self-analysis and accountability help aim and support our human efforts at spreading the Gospel.<sup>28</sup>

For a church to be accountable there should be self assessment in activities that take place in the church aimed at making disciples in building the Kingdom of God. It is important to note the statement that God will measure his people by what they do with the Gospel.

Giving accurate reports in activities of the church and in the records of the church helps the leaders do the planning for the enhancement of the work of God to full fill the mission and the commission of our Lord.

In one of the lectures at the Adventist University of Africa, Professor Mathema talked on accountability. The lecture quoted Peter Drucker saying “The purpose of accountability is the development of people.”<sup>29</sup> He further says that the theorists say “accountability includes goal-setting, feedback, and goal-setting again”

If Bamburi church will follow the idea of accountability in which they develop up people by setting goals then get the feed back of their work then set more goal and so on, the it will make great progress in Bamburi church on the side of nurturing new members.

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<sup>28</sup> Ibid. , 25.

<sup>29</sup> Prof. Mathema, Presentation. Title: *Southern Africa-Indian Ocean Division* (Ministerial Association Presentation to Unions Spirituality Maxim 2011)

Mackenna proposes that with the understanding of developing of people we should “advance our understanding and acceptance of accountability from numbers to people, from performance to potential and from material to spiritual outcome”<sup>30</sup>

Jesus Himself gives the standard of accountability in John 17 where he takes responsibility for the goals He set, the resources He received, the people He taught, the attitudes He communicated, and the examples He left. (Vs. 1-19)

Talking of accountability as Biblical truth, Mackenna observes that Genesis opens with God Himself accounting for the quality of His creative work and pronouncing it ‘good’ Revelation closes with the standard of accounting that no man shall add to or subtract from the Word of God without His name being erased from the Book of Life and he denied entrance into the presence of God”<sup>31</sup>

MacKenna further observes that “In between Genesis and Revelation is the repeated truth of men’s responsibility to God and his brother. Accountability rings from the ethical peak of the Old Testament when Micah speaks (Micah 6:8).<sup>32</sup>

He also observes that in the New Testament, “Accountability breathes in every word when Jesus affirms a lawyer’s summation of the law and the prophets in a single sentence ‘You shall love the Lord your God with all your heart soul and mind and your neighbor as yourself’ in Luke 10:27”<sup>33</sup>

Talking about the standards Jesus sets for us on accountability MacKenna notes five accountability points as:

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<sup>30</sup> David L. MacKenna, *Renewing our Ministry*, (Waco. TX: Word 1986), 132.

<sup>31</sup> Ibid. , 133.

<sup>32</sup> Ibid. , 133.

<sup>33</sup> Ibid., 133.



We are accountable for the goals we set. Bamburi church must set up goals that are Christ centered by planning to nurture its members and ensure each member is having their names recorded in the church register.

- We are accountable for the resources we are given. God has empowered Bamburi members with so many talents and they must use the talents and resources to enable them nurture its new members
- We are accountable for the people with whom we work. Bamburi church members must be accountable to each other in love so that they should care for each other.
- We are accountable for the attitude we communicate. The members of Bamburi church must have a good attitude towards each other
- We are accountable for the examples we set.<sup>34</sup>It is important for Bamburi members to know that their actions are setting certain examples to many people and they must be good examples to others so that Christ can be seen in all their actions and deeds.

By using the above points that Mackenna gives, Bamburi church will be able to account for the missing members and set goals of reclaiming them then recording them in the church's register. When these principles of accountability are practiced in Bamburi Great News Church, can help in the solving the situation of nurture and minimize the rate of losing members. This is in compliance with the church policy.

### **Importance of Staying Compliant with Adventist Policies**

The General Conference of the Seventh - day Adventist church meet every 5 years in sessions since it was organized. In these sessions actions are usually taken on

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<sup>34</sup> Ibid., 135 -140.

various matters of the church in an endeavor to spell out the proper rules for different situations. These become the policy of the church which is followed.

As time went by the church come to the realization that there must be an order if church organization was to function effectively. Policies were to be put in place to help gather together the general accepted rules for church life, in order to bring uniformity and unity which is our goal.

The church bore the responsibility for purity in doctrine and practice. “It was to ‘test the spirits to see whether they are of God’ (1 John 4:1)”<sup>35</sup>Following such policies which were made in these sessions that guidelines were given regarding church membership.

To become a member of the church, there are three means that can make you to be accepted into membership. Dudley talking on church growth classifies them into three categories as follows.

1. One can become a member by transfer, when a person who already had been baptized in another church within the denomination moves to join a particular congregation elsewhere.
2. Another way that a person joins the church he says is by Biological growth. This takes place when a person who has been born or reared and nurtured with persons who are already members of the church accepts to be baptized.
3. Another way is the one he says is by conversion growth. This is bringing into the congregation people who are not transferred or born by parents who are members.<sup>36</sup> The events and processes in connection with these

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<sup>35</sup>SDACM, 1.

<sup>36</sup>Dudley, 18.

must be recorded accurately, and the people concerned must be served efficiently and effectively. People matter to God and they deserve excellent handling. A chaotic situation like the one that prevails at Bamburi Great News must not be allowed to continue.

In whatever way a person becomes a member of the church, the name of the person who joins the church must be recorded accurately in proper church record books. There must also be clear indication that a person left the church and where to. Reasons must be recorded even for leaving the church. The Seventh-Day Adventist Church Manual has been written to spell to the membership the policies of the church concerning membership and it says “The serious, solemn obligations of church membership should be impressed on everyone who applies for admittance to the church”<sup>37</sup>

Being a member of the church means you have become a member of the body of Christ and the church manual says “Only those giving evidence having experienced the new birth, and who are enjoying a spiritual experience in the Lord Jesus, are prepared for the acceptance into the church membership.”<sup>38</sup> For this to take place it is important for a person who wants to be a member of the body of Christ, be taken through the fundamental beliefs thoroughly.

The Church Manuals continues to say that this relationship is spiritual “It can be entered into only by those who are converted. Only in this can the purity and

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<sup>37</sup>SDACM, 29.

<sup>38</sup>Ibid., 29.

spiritual caliber of the church be maintained”<sup>39</sup>Hence all members are considered to be in regular standing and have a duty to keep the purity of the church of Christ.

Since this membership issue is very important it is important to nurture all members in the church everywhere they go. That is why the church has come with a policy on how to transfer the names of members to a church in which the person moving can be nurtured well. SDACM States that “When a church member moves to a different area, the clerk of the church holding the membership record should write to the secretary of the relevant conference/ mission/ field requesting that a pastor in the new locality make a pastoral visit to the individual.”<sup>40</sup>The church Clerk actually communicates with the church Clerk of the other sister church in which the name of the person transferring their names has been recorded as members. This intervention by the pastor facilitates the transfer.

The Church Manual also recommends that “A church member who moves from one location to another for a period of longer than six months should make immediate application for a letter of transfer to a church near his/her new place of residence.”<sup>41</sup>The situation at Bamburi is anomalous! It needs urgent attention because of the non participation of members.

### **Factors of Non-Participation of Church Members and its Effects**

Some factors of non participation include idolatry worship. Edwards observes that there is idolatry worship in big churches today that prevent God’s church from

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<sup>39</sup>Ibid., 29.

<sup>40</sup>Ibid., 36.

<sup>41</sup> Ibid., 36.

reflecting its real picture, “by members having a spirit of entrepreneurial mind, they are (thinking in lines of making profit).

There are several possibilities which may contribute to this. One person once commented that “He pays the pastor to preach, overseer and to do counseling” In such a like comments it is obvious that the member sees the pastor as a retailer and the member pays for the services, thus the members think that they don’t need to participate in the work of God since they are paying the pastor to do that work.

Another factor is that growing a church is sometimes made to look like a desperate attempt to baptize people just for pastors to make records look nice and attractive by the numbers. If Pastors are caught up in such a situations then they get themselves baptizing every type of individuals including children who don’t even demonstrate any sign of conversion and zero resistance to any type of temptation these contributes to the limited registration since most of them soon falls out and are found to be missing or are in the church but can’t participate because themselves are not even sure of their calling. Dudley says “Such pastors sacrifice their own initial ideals and prostitute their ministry. Playing the ‘number game’ may produce a temporary spurt in the statistics, but the seeming success is short-lived. It will not result in healthy long-term church growth.”<sup>42</sup>

Limited registration is also caused by lack of positive thinking and belief of the potential of their churches to grow. The members loose a sense of fellowship and team work spirit. They look for shortcuts in doing things at their comfort zone by not being faithful. They don’t want to take the pains or risk of reaching out. People have stopped to spend a life time growing to be like Christ. 2Pet 3:18 “But grow in grace,

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<sup>42</sup> Dudley,32.

and in the knowledge of our Lord and Savior Jesus Christ. To him be glory both now and forever. Amen.”

Dudley declares that, “The lord will not now work to bring many into the truth, because of the church members who have never been converted and those who were once converted but who have backslidden. What influence would these unconsecrated members have on new converts? Would they not make of no effect the God-given message which His people are to bear?”<sup>43</sup>

Many of these come to church just as a formality so as to be counted as members with their own selfish agendas like the fear that in case they are in any trouble such as deaths etc. there will be a people to help them in the burden. They show themselves as if they belong but in the real sense they are not converted in themselves thus they don't see the need to participate in the work of God.

Other factors are that there are other members who don't even believe in the truth that is taught by the church. Russell describes them as “‘post-modern group’, what is good for you is alright, but might not be truth for me. To them truth is relative, they believe in God but their God is a mixture of various ideologies to which they have been exposed.”<sup>44</sup> They are hardly touched by the reality of the presence of God in their lives hence they feel they can do as their conscience tells them not necessary as God would like them to do. They will not see the need to participate in Gods' work since everything to them is relative.

There is that group which may also be found in church that may be too big. Their religion is a mixture of paganism/tradition and Christianity. That is to say they

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<sup>43</sup> Ibid., 33.

<sup>44</sup> Russell Burrill , *Fulfilling the Mission of Jesus* (Fallbrook, CA: Heart Books, 2009), 12.

believe in pagan tradition of their traditional beliefs at the same time they profess to be good believers. This comes out at times when at certain levels or when confronted with some situations in life they abandon Christianity and follow their traditions and beliefs. For instance when there is a demon possessed person and prayer doesn't seem to work as fast as they expect. You will find the very believers looking for alternatives from diviners or when there is a funeral and a person is to be buried some may come and insist that the deceased should be buried facing a certain direction which shows out right that there are beliefs that control them more than what they have in Christ.

Christians who are not well instructed in Christian doctrine have been deeply influenced by what Kwabena describes as “the African worldview” being rooted in culture, traditions and beliefs. The influences from childhood keep lingering in adulthood and influence Christianity,

The fear of magic, witchcraft, and other spiritualistic arts remains a temptation. The outlook is particularly the case when they conform to difficulties, and help does not seem to be demonstrable within the spiritual authority in the church as they may want it to express itself. Thus, among the basic challenges confronting members and pastors in Africa are magic, witchcraft, and spiritualism. It has been observed that some members are affected by spiritualistic phenomena, such as demon possession, spiritual marriages, and spells, while there are others who may be practicing magic, witchcraft, ancestral worship, rites of a passage, and other similar practices<sup>45</sup>

In one of his lectures entitled “World View” Professor Mathema observed that the Gospel was not brought as a new, total encompassing worldview to take the place of an equally encompassing traditional world view, this left the deepest core of the African culture and religion remain untouched. He further quotes Mbithi pointing out that Mission Christianity did not penetrate into African religiosity. This world view contributes to non-participation of members since there is a vacuum which is not

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<sup>45</sup>Kwabena Donkor Ed., *The Church Culture and Spirits* (Hagerstown, MD: Review and Herald, 2011), 227.

answered in their traditional world view. The members may not leave the church completely, but they vacillate between church and traditions that are unchristian. Such members when confronted with tough situations in life they turn to diviners for solutions thus disconnecting with God.

From this it comes out that the church is in the process of making disciples as directed by Christ (Mathew 28:19) “Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost” but many people profess to be Christians yet there is no true conversion to keep them burning with zeal or motivation to reach out to their communities because they have nothing to give.

Limited inner experience with Christ has been one of our great contributions to laxity lack of motivation of Christians reaching out to their communities or participating in God’s work. When you organize reach out through door to door visitation you will find most members giving excuses of not participating in the exercise, this is due to the fact that they have textual or just rough idea of why they profess to be Christians. It becomes very difficult for such a people to go out and preach the people in the neighborhood. They themselves need being made into disciples first before they can go out.

### **Church Activities Requiring Membership Participation**

Missionary work is the greatest activity that we should be engaged in.

E.G. White states that,

Where every one of you a living missionary, the message for this time would speedily be proclaimed in all countries, to every people and nation and tongue. Every true disciple is born into the kingdom of God as a missionary. He who drinks of the living water becomes a fountain of life. The receiver becomes a giver. The grace of Christ in the soul is like a spring in the desert, welling up



to refresh all, and making those who are ready to perish eager to drink of the water of life.<sup>46</sup>

She further says that God expects personal service from everyone to whom He has entrusted knowledge of the truth for this time. Not all can go as missionaries to foreign lands, but all can be home missionaries in their families and neighborhoods. In the mission statement of the Seventh - day Adventist<sup>47</sup> it states that the mission shall be accomplished through, Preaching, Teaching, and Healing.”

The church should be a training school for all members. E.G. White says, “Like a Training School, every church should be a training school for Christian workers. Its members should be taught how to give Bible readings, how to conduct and teach Sabbath school classes, how best to help the poor and to care for the sick, how to work for the unconverted.”<sup>48</sup>

She further says in that “there should be schools of health, cooking schools, and classes in various lines of Christian help work. There should not only be teaching, but actual work under experienced instructors. Let the teachers lead the way in working among the people, and others, uniting with them, will learn from their example. One example is worth more than many precepts.”<sup>49</sup> People of different experiences are found in the church and they can use their experiences to teach other members so that all believers are to be well equipped in all areas of life.

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<sup>46</sup>Ellen G. White, *Christian Service* (Hagerstown, MD: Review and Herald, 2002), 9.

<sup>47</sup>(<http://www.adventist.org/mission-and-service/index.html>)

<sup>48</sup>Ellen G. White, *The Adventist Home* (Hagerstown, MD: Review and Herald, 2001), 105.

<sup>49</sup> Ibid., 106.

The SDACM Also list several posts and duties to be done in the church and that's why there is an election ever year to fill these positions, where members can serve the church. There is also reach -out program through door to door visitation where by members are expected to participate fully. This activity involves distributing of literature and invitation of non members to come to church or attend an evangelistic meeting that is conducted by the church.

### **Reasons why Members don't Participate in Church Programs**

People have stopped to spend a life time growing to be like Christ, as stated by Peter in 2Pet 3:18 "But grow in grace, and in the knowledge of our Lord and Savior Jesus Christ. To God be the glory both now and forever. Amen."

Dudley states that backsliding and un-consecration are two of the contributions to non-participation of members in the program. "... Those who were once converted but who have backslidden. What influence would these unconsecrated members have on new converts? Would they not make of any effect the God-given message which His people are to bear?"<sup>50</sup>

Getting new converts is good but if we don't incorporate them into responsible membership and involve them in the life and activities of the church they soon slip out. Hunter says, there is weak internal growth within our congregations, this is like working against our selves instead of growing internally and numerically we lose everything. Lack of small fellowship groups who study the Bible, share Christian experiences and pray for one another is a major contribution to this weakness, of discouragement and abandoning of the church.<sup>51</sup>

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<sup>50</sup>Dudley,33.

<sup>51</sup>Ibid., 17.

## Effects of Passive Membership

God wants people to grow up together and work towards expanding the community of believers. (2 Peter 3:18; Acts 2:46, 47) He designed His church around the principle of disciple making and mission. He has decided to use people for that job. In order to take this job it is risk taking because someone must devote themselves to accomplish the task.

According to Stark sometimes some people become lazy or get involved in sinful activity or they are just shortsighted or they lack faith in what God can do or just resist change making them be passive members and fail to accomplish what God has called the church to do.<sup>52</sup>

Passive members will also affect the church since there should be also growth in fellowship. In Acts 2:46,47 “And they, continuing daily with one accord in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart.” If members are passive they will not be willing to work together in fellowship, but instead discourage others who are willing to have fellowship growth. The early apostolic church, in those bright days when the glory of the risen Christ shone upon them, they shared everything together and worked in unity which resulted to the Lord adding to the church daily “such as should be saved.”<sup>53</sup>

Passive membership will also affect the church in outside growth, vs. 47 “Praising God, and having favor with all the people. And the Lord added to the church daily such as should be saved.” Passive members are not willing to evangelize the world.

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<sup>52</sup> D Stark, B. V. Wieland, *Growing People Through Small Groups* (Minneapolis, MN: Bethany House, 2004), 24.

<sup>53</sup>Ellen G. White, *Thoughts from the mount of Blessing*, (Mountain View, MI: Pacific Press, 1896), 137.

These members will not help in church planting as required by Christ before He ascended to Heaven. Acts 1:8 “But ye shall receive power, after that the Holy Ghost is come upon you: and ye shall be witnesses unto me both in Jerusalem, and in all Judaea, and in Samaria, and unto the uttermost part of the earth.” This is a commission that requires active members who are ready to risk even their lives.

To move the church into action needs spiritual renewal of the heart of people who confess to be Christians. Passive members would hardly want to have spiritual renewal.

### **Improving Membership and Participation in Church Programs**

All the three groups (Backsliders, un-consecration and Passive members) need to be nurtured well in order to produce disciples. Roger describes church growth as an adventure in faith and says we cannot accomplish anything worthwhile unless we believe that we can. He asserts that when members sense that their church exists for the purpose of bringing people to church, things begin to happen.<sup>54</sup>

He further says that to bring people to Church thus include proclaiming the gospel of Christ to provide people with a chance to make decisions for accepting Christ as their personal savior. When they have been won to the Lord and baptized they should be engaged to active responsibilities which help in nurturing their spiritual development.

Members should be encouraged to form small group like the Home-based churches, (these are meetings held in homes by believers staying in the same locality, done in the middle of the week to create a stronger fellowship environment) where they can share their experiences and pray for one another. This will motivate them in

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<sup>54</sup>Dudley,30.

using their gifts in God's service. Dudley compares such groupings to the days following Pentecost in Acts 2:42-47. He further says that providing warmth and careering for the people will attract people.<sup>55</sup>

Hunter states that moving the church into action is not a matter of programs, activity or some gimmick but rather it is a matter of spiritual renewal in the hearts and lives of the people which can be enhanced by Bible study where people discover together the meaning of what the Bible says, what it means and wants us to know and do in our daily life. Growth will occur only if members will be involved in serious study of the Word of God<sup>56</sup>.

In the New Testament the church was characterized by a force, possession of the qualities (especially mental qualities) required to do something or get something done, a trait of being willing to undertake things that involve risk or danger, it was a demonstration of divine power from on high. Acts4:29

Russell says, It was also filled with people guided more by ideals than by practical considerations and having great ambition, imagination or foresight when thinking about the future, guided by the spirit poured as Joel had prophesized in Joel 2:28 and seen in Acts 2:17.<sup>57</sup>

He further says that people had a strong feeling irresistible motive for a belief in the assignment given to them by Christ to reach or spread from one person to the other looking for the lost humanity. Their priority was so well set that they were ready to share their new life experience with Christ. Their passion was to reach the whole world with the good news of the Kingdome. "They were weighted with the burden of

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<sup>55</sup>Ibid., 35.

<sup>56</sup> Hunter, 15.

<sup>57</sup> Burrill, 64.

the salvation of souls. They realized that the gospel was to be carried to the world, and they claimed the power that Christ had promised.”<sup>58</sup>

Their leadership style was that of their Master, a leadership by empowering, by equipping and giving freedom for others to serve and minister. They encouraged their members not to be in line with the world instead they urged their members to be given a completely different form or appearance on their lives. Romans 12:2 “And not conformed to this world: but be ye transformed by the renewing of your mind, that ye may prove what is that good, and acceptable, and perfect, will of God.”

These characteristics can be found in our churches today if we have a true change of the heart which will obviously address the problem and not the symptoms of discipleship with divine not human control packed with tradition and evil characters. That is to say that the change of heart where by Bamburi members starts by considering each other with a brotherly love will be the root of making others disciples.

### **Membership Retention Strategies**

It is important to develop a strategy that would help us address the problems of losing members for lack of good nurturing after efforts have been made to bring them in Bamburi Great News church. A program to reclaim former members is prudent.

Bamburi church members should be taught and be encouraged to see the need and importance of nurturing and reclaiming members. The members should know the role they should play in working to retain new converts.

A program should be designed to educate the members about that very important need. This should be done especially for the leaders for a period of three

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<sup>58</sup>Ellen G. White, *Acts of the Apostles* (Mountain View, CA: Pacific Press, 1912), 36.

weeks. Revival topics and free discursions should be encouraged and suggested solutions be discoursed in details.

For Bamburi Great News church to become an active strong church that proclaims the gospel, Renders effective and efficient service and has a strong fellowship it is important to follow the guidelines rendered in the book of Acts 2: 40-47 (KJV).

Just after Peters elaborated speech about the good news of the gospel, those who afterword devoutly and charitably conversed together, worked in unison and God daily increasing his church. It is important to preach and teach the truth of the Gospel to the people so that they can make decisions for Christ leading them to baptism.

There must be more seminars and revival meetings and all members encouraged to attend so that their spirituality may be increased and their number increase.

In verse 42, “And they continued steadfastly in the apostles' doctrine and fellowship, and in breaking of bread, and in prayers.” It has the first four important strategies to be considered.

- They continued steadfastly in the apostolic doctrine. It is important that the members of Bamburi church be taught and made to understand the doctrines of the church and to make sure that in everything they do, they must be guided by these doctrines.
- They continued steadfastly in fellowship. Fellowship is like an emotional food that each person needs in life. Bamburi church must encourage fellowship so that it becomes a place to receive the warmth of belonging. It should be made lively so that people will feel lonely when they are out of the church.

- They continued steadfastly in breaking of bread. It is important that Bamburi members be encouraged to break bread together every time they meet. There should be no separation where each person goes alone to a selfish place and only breaks the bread with their family members only. The breaking of bread together gives each person to feel the spirit of belonging and acceptance. Visitors who come to the church are taken care of without discrimination.
- They continued steadfastly in prayer. Prayer is the opening of the heart to God as to a friend. People should make a habit of prayer for one another in Bamburi church. People feel confidence and secure if they know that there is someone praying for them and that they are cared for.

In verses 44 -45 “And all that believed were together, and had all things in common, and sold their possessions and goods, and parted them to all [*men*], as every man had need.” We also have some strategies here:

- The Bamburi Members should work together in all activities that they undertake in the church. Being together helps people to do things in one spirit and can make them achieve much.
- The Members should have all things in common. That is to say that there should not be done anything which could be seen to be discrimination in any way. If some action is taken or something is done to one in need then it should apply to all who will be in a similar need in the church. There should be that spirit of sharing all things together in common.

In verse 46 “And they, continuing daily with one accord in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart.”



- They continued daily with one accord. There should be continuity in the activities and programs that people fellowship together daily not to make it a one day work and cease to do it. It should be a daily routine that members should be encouraged to participate in the work of God.
- Breaking bread from house to house. The members should make a habit of visiting each other and fellowship with each other in their houses and breaking bread together. This will bring about the singleness of heart where by each individual will feel the warmth and gladness from the fellowship that is needed by each member.

In verse 47 “Praising God, and having favor with all the people. And the Lord added to the church daily such as should be saved.” Here also we find what strategies that should be taken as follows:

- Praising God. It is always important to praise God always in songs, prayers and in giving our possessions to Him as the Lord of all we have and are.
- To have favor with all people. This is also important that the Bamburi members should have favor with all. They should be seen as a source of blessing to the neighbors and to all whom they congregate together.

In addition to the ones outlined in the verses, Bamburi church should have lively program to help in nurturing new members.

- **Preaching.** All the sermons should be Christ centered and very appealing to touch the hearts of the congregation and make them see themselves and how Christ’ love come to their rescue.
- **Teaching.** All Bible studies and teaching programs that are brought in the church should be very educative and enlightening so that it leaves the listener’s with little or no question to linger with them

- **Songs.** Lively songs should be taught in the church so that each individual is lead in praising God and their hearts lifted high above.
- **Incentives.** There should be some incentives which are used to make certain people be encouraged to participate in church programs and activities. For instant introduction of giving the book Great Hope give to the first three people who will have arrived in Sabbath school in time. Or even buying the books and decide to cover a certain area within your territory and issue the books to non-believers around.

Having seen the theoretical foundations the next chapter will now address the description of the local setting and the survey and interviews held for the members in Bamburi Great News Church.

## CHAPTER 3

### THE DESCRIPTION OF THE LOCAL SETTING

#### **Introduction**

##### Geographical Setting

Coast Province, which hosts Bamburi Great News Adventist Church, is a territory which is situated in the Coastal part of Eastern Province and Northern Province of Kenya. The Coast Province is to the south of both the Eastern Province and the North Eastern Province, while it also covers the south-eastern tip of the Rift Valley Province, thereby sharing boundaries with those three provinces. It comprises the Indian Ocean coastal strip with the capital city at Mombasa (see Figure 1).

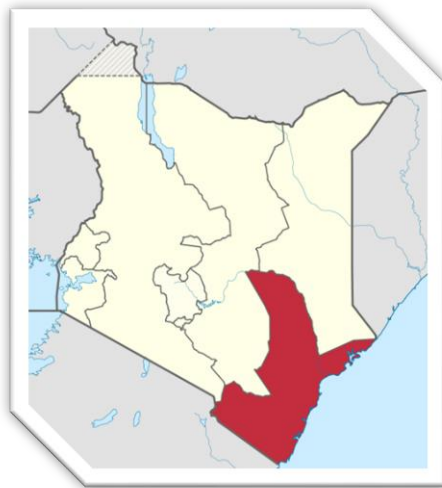


Figure1: Map of Kenya

Other important towns on the coastal strip include Diani in the South, and Kilifi, Malindi, Watamu, and Lamu in the North. It is inhabited by the Mijikenda and Swahili, among others. The province covers an area of approximately

83,603 km.<sup>259</sup> and has a population of approximately 3.3 million inhabitants (2009 census<sup>60</sup>). Part of coastal population located in such popular resort and beach settlements as Kinango, Kipini, etc.<sup>61</sup>

Costal Kenya is among the oldest regions known for its commerce from the first century AD. It was described by the Arabs as Azania, the land of Zinji<sup>62</sup> This is an Arabic –Persian word for Africans,<sup>63</sup> In the 15<sup>th</sup> Century, Portugues sailors lead by Vascoda Gama arrived in the coast and found it inhabited already by Arabs and Africans.

This dominance by the Arabs and Islamic faith people is a very big obstacle in the spreading of the gospel in Bamburi and at the coast in general. It becomes very difficult to hold evangelistic meetings since they own the majority of the land and they don't allow Christians to hold their meetings on their land. At some times it is also very difficult to buy a piece of land to build a church. The church is now forced to buy land using individual names then transfer it latter to the church.

Kenya Coast Field (KCF) is the branch of a bigger organization of the Seventh-day Adventist Church. It covers the whole of the Coast province, North Eastern Province and part of Eastern Province, and stretches all the way to Somali Land in the country of Somalia.

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<sup>59</sup>Coast Province” [http://en.wikipedia.org/wiki/Coast\\_Province](http://en.wikipedia.org/wiki/Coast_Province) (14th October 2012)

<sup>60</sup>Kenya Population Data Sheet 2011  
pdf<http://www.scribd.com/doc/36672705/Kenya-Census-2009>

<sup>61</sup> “Coast Province”

<sup>62</sup>C.R. Boxer , Fort Jesus and Portuguese in Mombasa 1593 -1729 (Hollis & Carter, 1960) ,p13

<sup>63</sup> John Bauer, 2000 Yearsof Christian in Africa, Nairobi: Pauline Publication, 1994 p 86

KCF has its office Headquarters at Port Ritze in Changamwe area and has divided the entire region into six (6) Stations namely, Mombasa Station which cover the whole Mombasa Island and North Coast area all the way to Vipingo area, South Coast Station covers the whole south Coast from Likoni Area to LungaLunga which borders Tanzania, Mombasa West Station, covers the western side of Coast all the way to Samburu and Bamba areas, Voi Station which covers the whole of TaitaTaveta through MtituAndei, Machinery and Ulilinzi, Malindi Station, cover the whole of Kilifi and Malindi then there is the North Eastern Station which covers Mpeketoni, Lamu, Garisa, Wajir, all the way to Mandera which borders the country of Somalia.

In each station, sub divisions known as districts have been formed, and there are twenty eight (28) of them. Each District comprises of several churches depending on its size and location, and in each District a pastor has been appointed to lead the members and manage the churches. KCF comprises approximately over 156 churches as at September 2012.<sup>64</sup>

One of the Districts is Bamburi District and it comprises about eight (8) churches, which includes Shanzu SDA Church, Zimlat SDA Church, Majaoni SDA Church, Kiembeni SDA Church, Mishomoroni SDA Church Mtopanga SDA Church, NyaliWeast SDA Church and Bamburi Great News SDA Church which is the mother church of the 7 churches. I have chosen to take the Bamburi Great News church since it is the center and considered to be the mother church.

The Church is situated along the old Mombasa -Malindi road and approximately 2km. from the giant Bamburi Cement Company. Photo No 1<sup>65</sup> shows the exact geographical location (see figure 2)

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<sup>64</sup> Kenya Coast Field Secretarial Statistical report 2012.

<sup>65</sup> Google Earth - Mombasa ,Kisauni (15<sup>th</sup> October 2012).

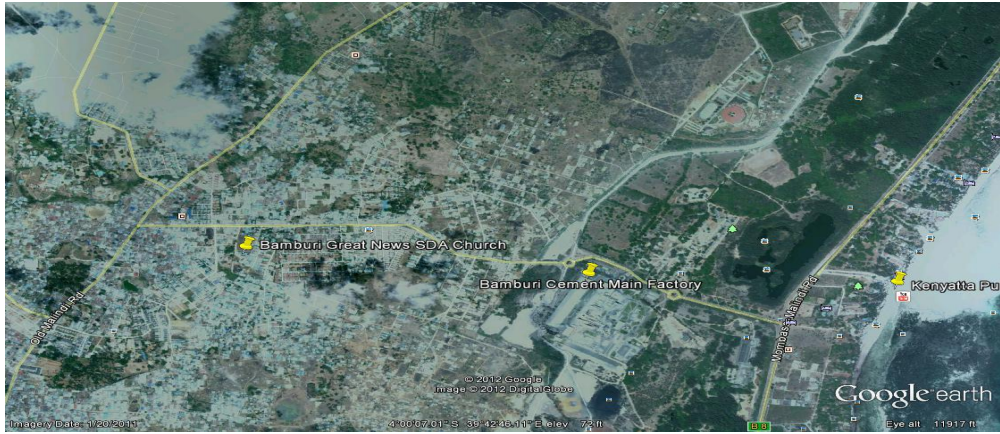


Figure 2. Satellite photo of Bamburi District

The church is built in a half an acre land as can be seen in the photo No 2<sup>66</sup> (see Figure 3).



Figure 3: Satellite picture of Bamburi Church

Map<sup>67</sup> (see Figure 4 and 5) shows the Island of Mombasa in which Bamburi is located in the North Coast following the Nyalı Road Kongowea in Kisauni constituency.

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<sup>66</sup>Ibid.,

<sup>67</sup> Map

<http://www.flickr.com/photos/albertkenyaniinima/6797186996/galleries/>(15<sup>th</sup> October 2012)



Figure 4. Map of Mombasa conection to Kisauni



Figure 5. Map of Kisauni

The Coastal part of Kenya is mostly dominated by the Mijikenda 1,960,574 (literally 9 Clans) and the Swahili. 110,614 (The Swahili people are descended from Bantu peoples that intermarried with immigrant Arab and Persian traders)<sup>68</sup> and the Arabs 40,760. (Arabs form a small but historically important minority ethnic group in Kenya. They are principally concentrated along the coast in cities such as Mombasa. They are of the Islamic religion; they primarily came from Oman and are engaged in trade. Arabs are locally referred to as Washihiri or, less commonly, as simply Shihiri in the Bantu Swahili language, Kenya's lingua franca.)<sup>69</sup>

Bamburi Great News S.D.A. Church is set on this background; however the church is dominated with members from up country (The inland and the High lands of Kenya outside Coast Province) who make about 65% of the membership<sup>70</sup>

The church has grown so much that it has given birth to several other churches including, Mishomoroni G.N Church, Sahnzu G.N Church, Kiembeni G.N. Church, Mtopanga SDA Church, Majaoni G.N. Church, Zimlat G.N. Church, Nyali West

<sup>68</sup><http://www.prb.org/Publications/Datasheets/2011/kenya-population-data-sheet-2011.aspx>

<sup>69</sup> Ibid.,

<sup>70</sup>Bamburi Great News Church register statistical report

Church and many more companies. Each of these churches has approximate membership ranging from slightly over 100 to about 500 members and above.

Bamburi Great News SDA Church is one that has the highest attendance of approximately 500 to 1000 every Sabbath yet the register only records about 310 members.<sup>71</sup>

The Bamburi Great News Church consists of both members and non members, It also consists of children, youths and adults. The survey was conducted at two deferent times. The first one was done to 148 attendants excluding all children without considering membership. The second one was done to 12 members whose names are in Bamburi Great News Church.

### **Objectives of the survey**

- Establish the feelings of members in regards to church nurture
- Explore the possibility of expanding of membership pool and participation in church activities
- Establish the distribution of the congregation by sex and by age
- Establish the reasons that make new members leave the church

The researcher will now conduct a survey and interview to a few individuals to try and establish the root problem and the cause of laxity in membership retention as well as to establish the reason behind fallout of members and low register turn-up. Then see the suggested solutions the members.

### **Surveys and Interviews**

A questionnaire to help establish feelings of Church members and explore the possibility of expansion of membership pool for the nomination of Church officials,

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<sup>71</sup> Sabbath School Clark Records Bamburi Great News Church



and ways to improve participation of all members in the church was designed and a total of 200 questionnaires were distributed. However, only 148 were collected and the remaining 52 were not returned. Interviews and discussions were held with 12 key members whose names are in the church register who were picked at random. These were made up of youths, elders, officers and non-officers.

Interviews were done at random to some members in the church ranging from the youth to the elders, and from officers to non-officers and both from men and women; the interview was done to 12 people of different knowledge.

The data analysis was done manually to generate percentages. The interviews and discussions supplied quantitative data which helped in establishing the feelings of church members, and help to explore the possibility of improving participation of all members and nurturing of new members.

### **Socio-Economic Characteristics of Respondents**

Analysis of collected data showed that out of the 148 respondents, 56% were between the age of 18 years and 30 years, as in Figure 6, followed by those between 31 years and 40 years (30%). 5% were above the age of 50 years while about 2% were less than 18 years old.

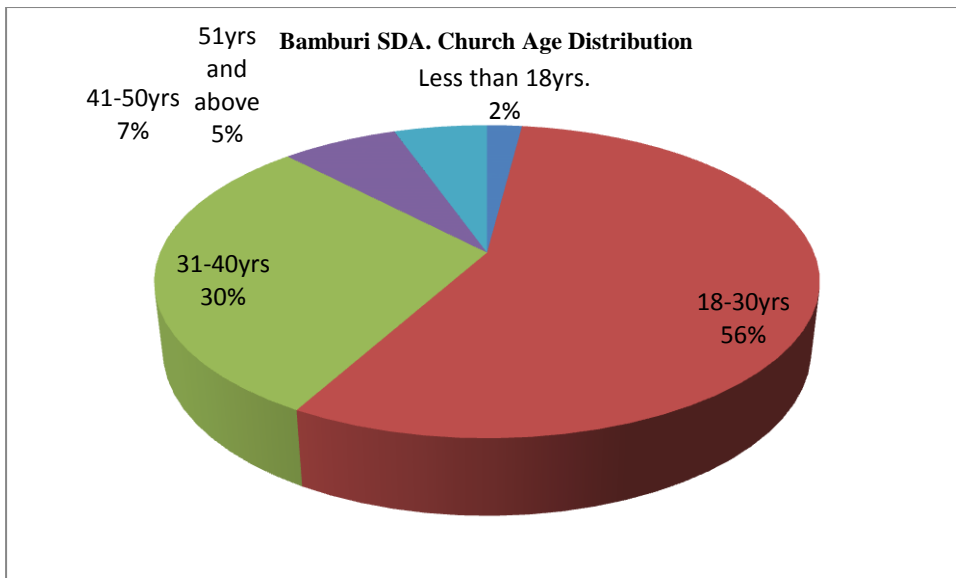


Figure 6: Distribution of Respondents According to Age Groups  
Source: Researcher, (2012)

Findings also showed that the majority of the members in Bamburi were female at 56.08%, as per Figure7

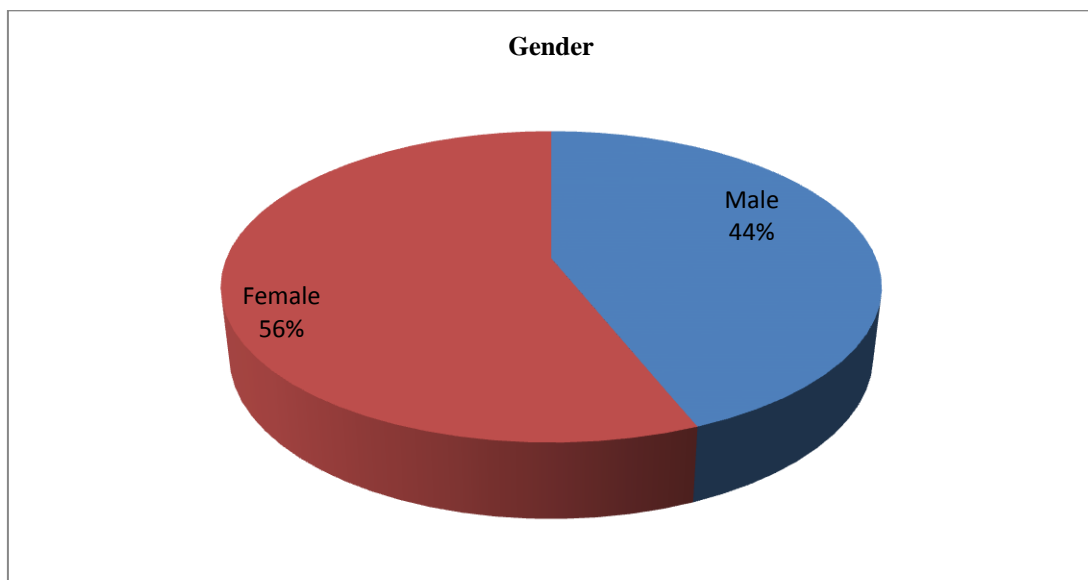


Figure:7. Distribution of Respondents According to Sex  
Source: Researcher, (2012)

A higher percentage of Respondents (55 %) were married, followed by the singles 33%. Figure8 gives the figures and it is notable that 5% and 3% were widow/widowers or divorced or separated. .

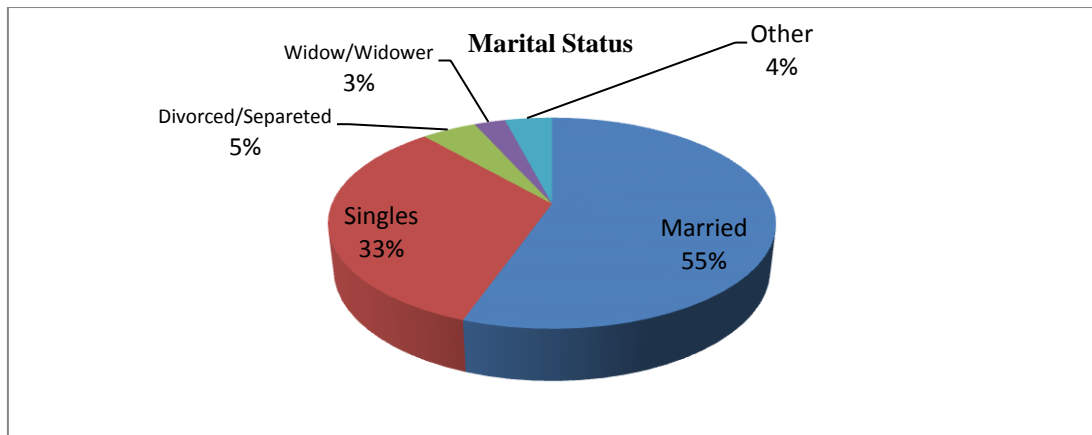


Figure 8. Marital status of study respondents

From the analysis it was observed that the majority (70.%) of the respondents of the members in Bamburi Great News became members “by birth” (These are members who become members because their parents were members sometimes termed as member biologically) as in Figure 9, while those who were converted from other religions were less than 10% each,. This big number may contribute to an attitude of not caring for the new members who are still young in faith assuming that they already know what is required of them.

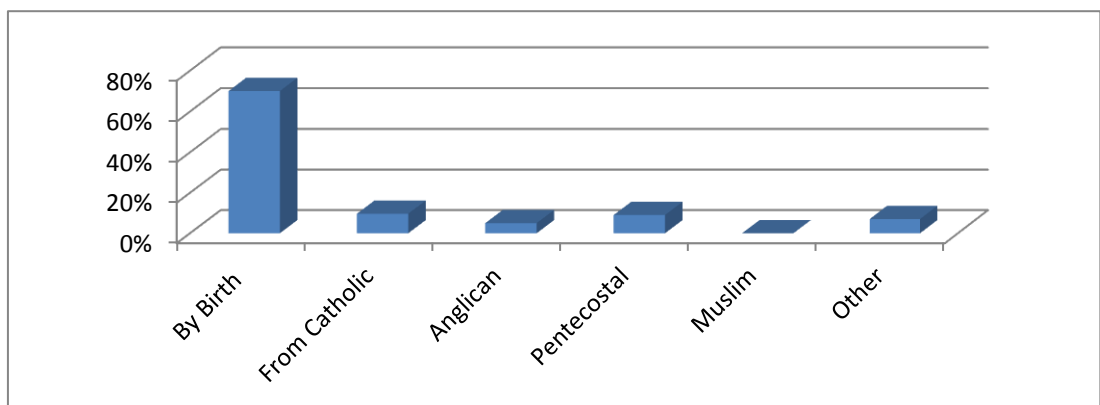


Figure 9: The way respondents joined Adventist church

Most Church members (57%) spent less than 2 hours per day in the service of God or in doing the work of the church as per Figure 10, implying that much need be done for the effort of evangelism and also more seminars need be held. At the same

time Figure 11 shows that those who were engaged in evangelism in Bamburi church were the minority, 39. % compared to those who didn't know their evangelism duties and those who didn't engage in evangelism at all.

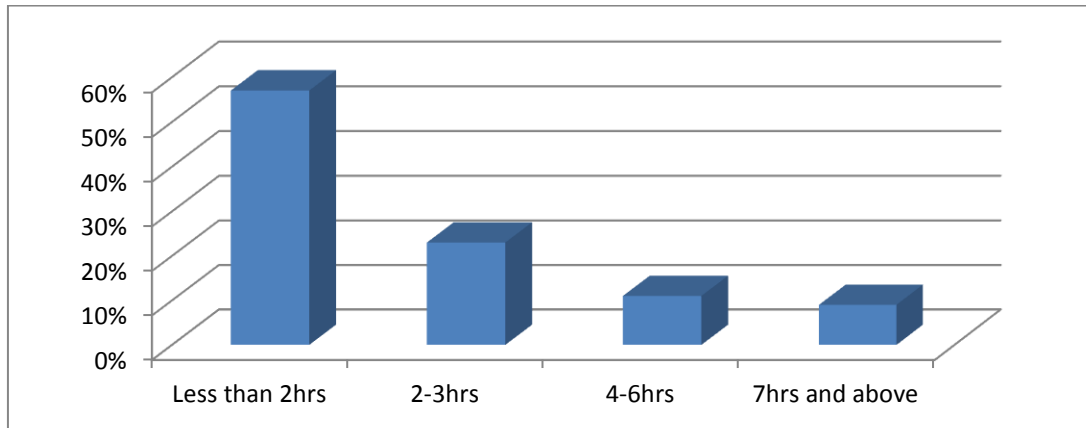


Figure 10: Time allocated for the service for God per day

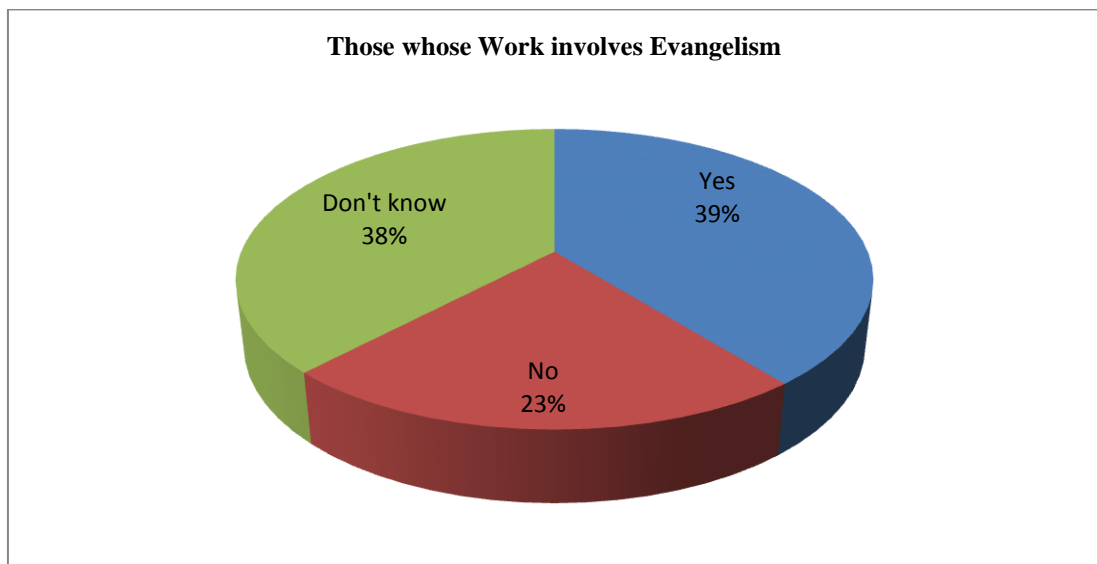


Figure 11: Services involving evangelism

Analysis of membership in Bamburi Great news church showed that those who had been in the church for between 7 and 8years were 11%, between 9 and 10years were 7% and from 11 to 13 years were 10% and those who have been there between 14 to 16years were 14%, a figure which when combined is high as per Figure 12. In which those who have stayed from 7 to 8 years This implies that there has been

a recycling of members in church duties a trend which is too dangerous and may also be the main cause of laxity in evangelism and may also be the reason behind members taking things for granted that life as usual.

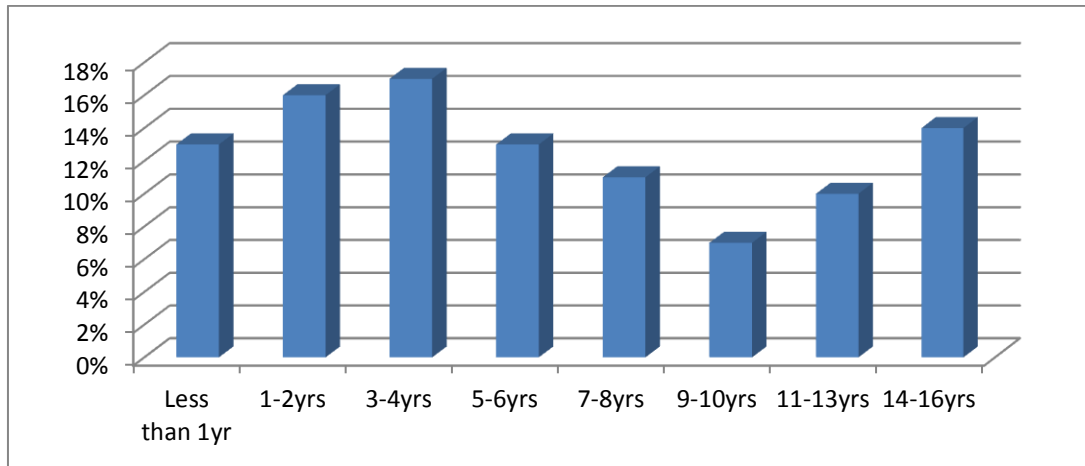


Figure 12: Number of years members had stayed in Bamburi church

From the rating of the church, Figure 13 shows that, most members (19 %) felt that their church was not doing much, in welcoming and loving of members rating it below 3 compared to 16% who rated it above 3. The analysis revealed that the majority (56%) have taken middle ground and rated it at 3. This implies that the church is not badly off the mark in welcoming visitors and in loving new members. It is important for each individual member to be active because the devil’s plan is to make the Church members inactive so that Gods work may stall. It is also the devil’s plan to bring separation between the clergy and the rest of the laity. E. G. White says “He has put in the minds of Christians that it is the duty of the clergy to study the Bible, do the teaching, perform the work of the Church; the members of the laity are not obligated to minister but to be ministered to”.<sup>72</sup>

<sup>72</sup>Ibid., 122

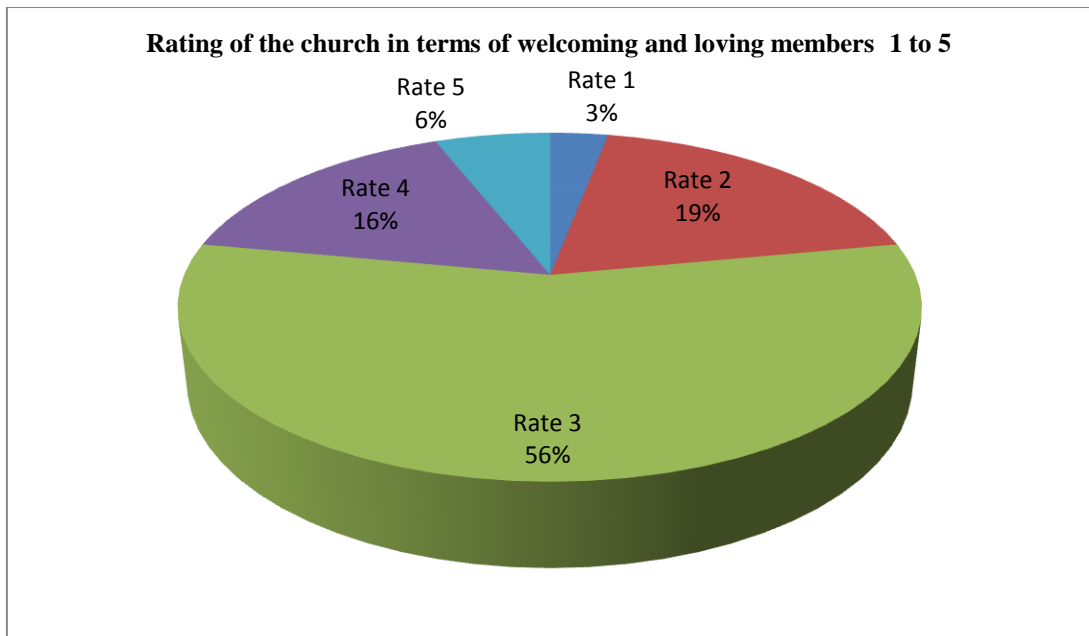


Figure 13: Rating the church on loving and welcoming

Table 1: Ratings of church in terms of welcoming and loving members

1	2	3	4	5
Excellent	Good	Fair	Bad	Poor

The church seems to be moderate in nurturing new members after the 63% of the respondents accept that the work is being done nicely while 24% of them felt it doesn't do much in nurturing as can be seen in Figure 14.

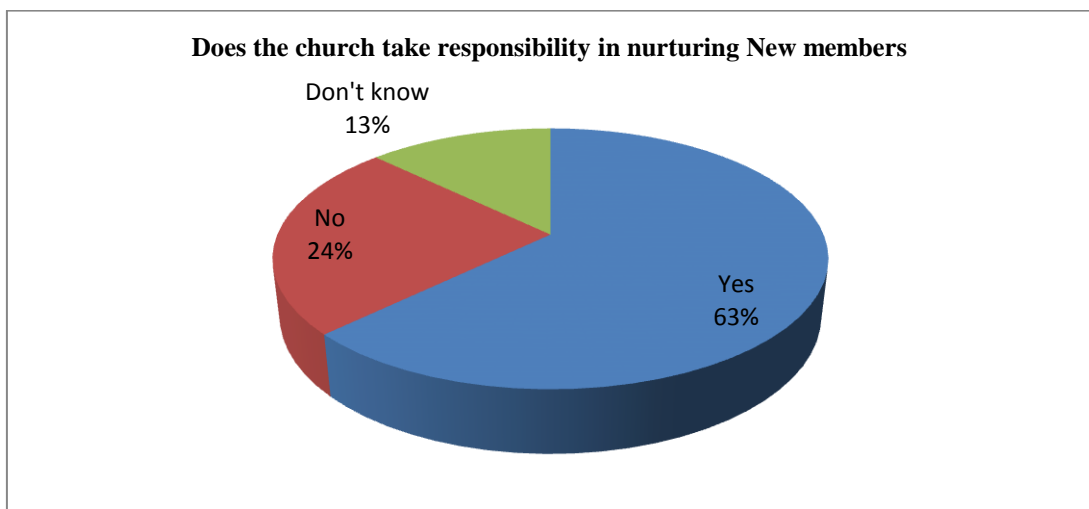


Figure 14: Respondents to church nurturing

The analysis showed that the method used to nurture new members was done mostly by leaving them to church members in general without assigning to specific persons in the church, as claimed by 37% of the respondents. This makes it hard for the work of nurturing to be effective; Figure 15 shows that if that is the situation and is not improved, most of the new members will continue to be left dangling.

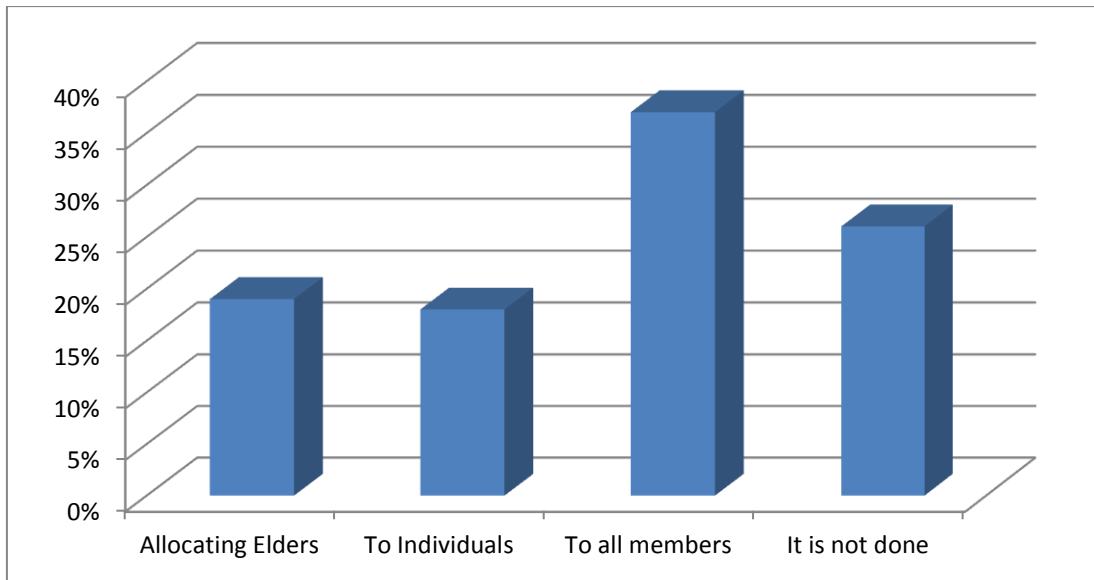


Figure 15: Methods of taking care of new converts

Members have also accepted that they know of people who left the church because they were not well nurtured. Over half of the 148 respondents (60%) indicated that they knew of people who left church for lack of nurturing. (Figure 16) A strategy should be put in place to help in identifying the missing members and make the list from church register and from members who might know these people, and a list be made and a method put in place of how to reach them and reclaim the missing members.

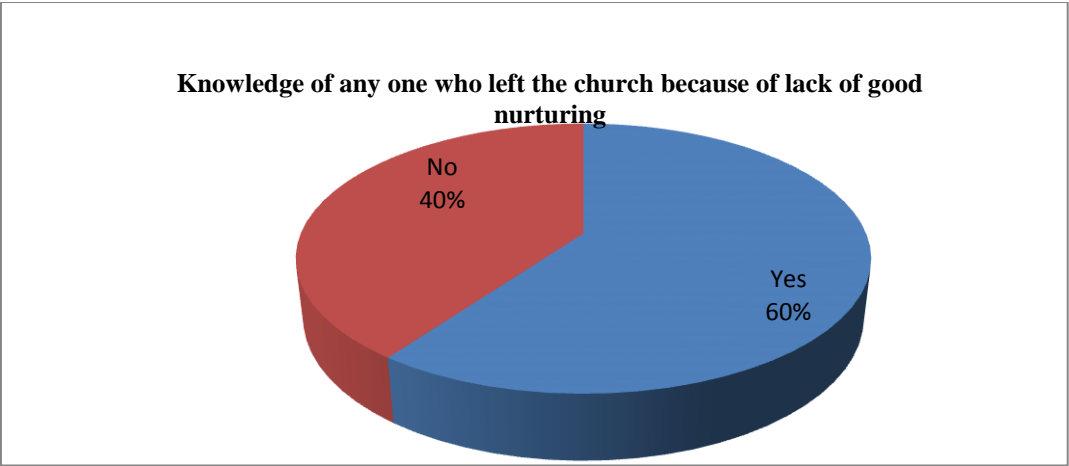


Figure 16. Knowledge of missing member

In trying to establish what kept some people in church, the researcher decided to collect another data by designing a second questionnaire and thirty three samples (33) were collected. The following were the finding. The survey also shows that the majority of members in Bamburi Great News church (Figure 17) are female at 61%

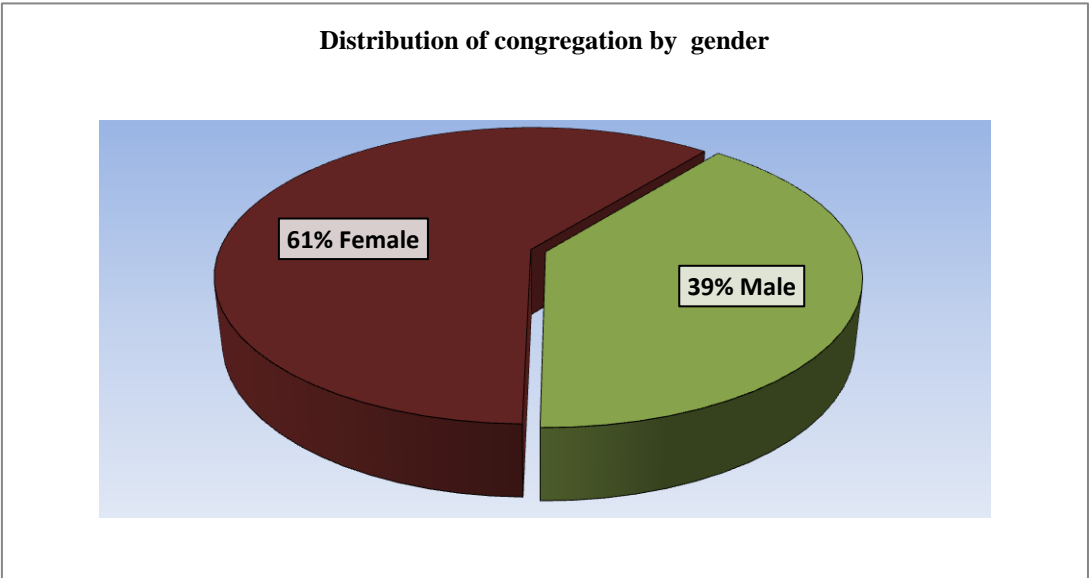


Figure 16: Distribution by gender/sex

The age group of members in Bamburi Great News church were between age 18 and 30 at 60.6% followed by age 31 -40 at 18.2%. (Figure 18)



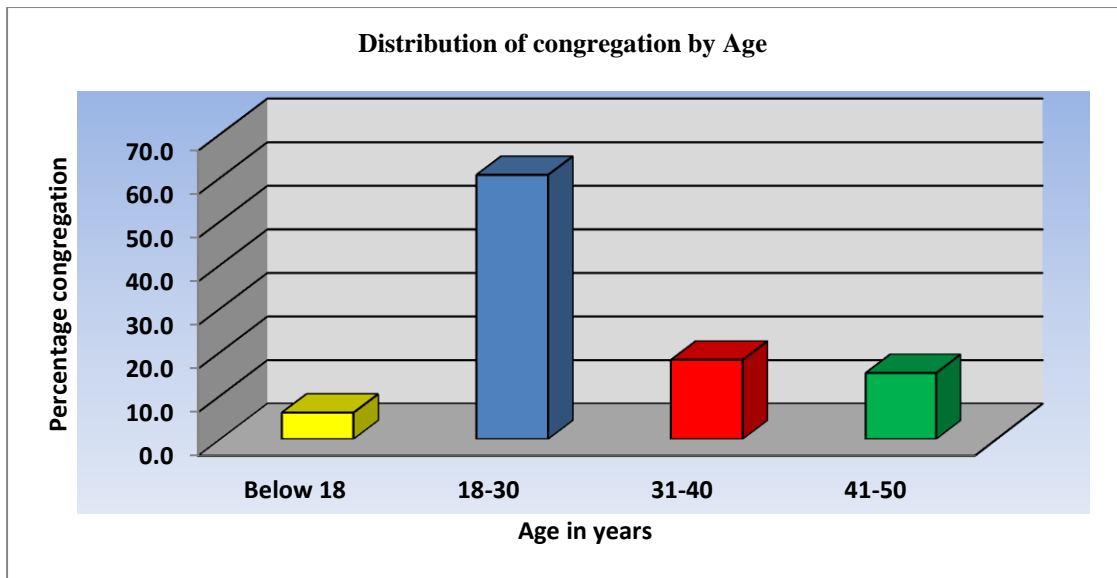


Figure 17: Age Group Distribution

In comparison of age group and years of staying in church (Table 1) it was established that most of members who were aged between 18 and 30 year have stayed in the church for over 16 to 21 years.

Table 2: Comparison of age over years stayed in the church

Age in Years	0 to 5 yrs		6 to 10 yrs		11 to 15 yrs		16 to 20 yrs		21 yrs and above		Total n=33
	n=8	%	n=7	%	n=6	%	n=3	%	n=9	%	
Below 18yrs	1	50.0	0	-	0	-	1	50.0	0	-	2
18-30yrs	6	30.0	6	30.0	4	20.0	0	-	4	20.0	20
31-40yrs	1	16.7	1	16.7	2	33.3	2	33.3	0	-	6
41-50yrs	0	-	0	-	0	-	0	-	5	100.0	5

The distribution of the marital status (Figure 19) showed that 60.6% were married followed by the singles at 36.4%.

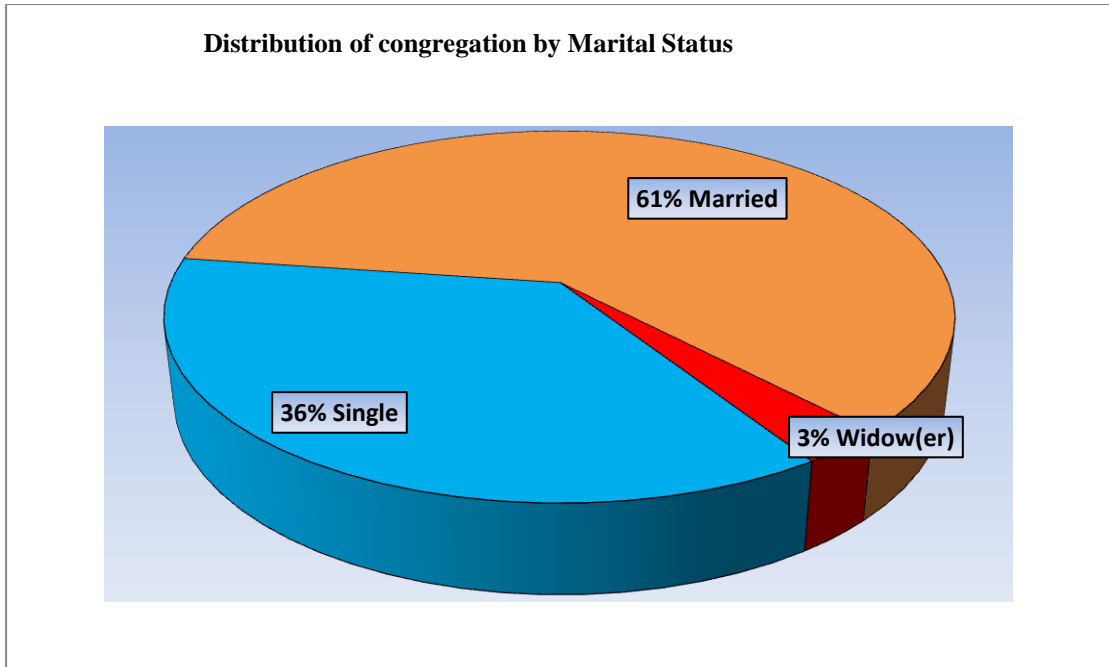


Figure 18: Distribution of marital status

Comparison within the gender and the marital status (Table 2) revealed that most female were married at 65% while singles were equal at 50% each.

Table 3: Comparison within married and singles

Sex		Single	Married	Widow(er)	Total
Male	Count	6	7	0	13
	% within What is your marital status	50.0	35.0	-	39.4
Female	Count	6	13	1	20
	% within What is your marital status?	50.0	65.0	100.0	60.6
Total	Count	12	20	1	33
	% within What is your marital status?				100

Now for the reasons that have kept some of the members to stay in the church for a long time, (Table 3 ) the study revealed that most members were in the church because of the truth that is found in the church at 78.8% followed by church programs at 9.1%. Nurturing and other reasons not stated hold 6.1% each.

Table 4: Reasons for keeping the Advent faith

Reason for keeping within Adventism			
Why are you still in Adventist church?	Frequency	Percent	Cumulative Percent
Truth in it	26	78.8	78.8
Church programs	3	9.1	93.9
Nurturing and fellowship	2	6.1	84.8
Others	2	6.1	100.0
Total	33	100.0	

In the comparison of the gender and reasons of staying in church (Table 4) it was observed that most female 53.8% are in the church because of the truth in the church compared to male 46.2% for the same reason.

For those who have been in the church because of the fellowship and nurture and equal percentage 50% was observed in both genders. Only female were found to be in the church longer because of the church programs.

Table 5: Comparing gender and reasons for staying in church

Sex		Truth in it	Nurturing and fellowship	Church programs	Others	Total
Male	Count	12	1	0	0	13
	% within What is your gender?	92.3	7.7	-	-	100.0
	% within What has made you keep the Adventist faith this long?	46.2	50.0	-	-	39.4
Female	Count	14	1	3	2	20
	% within What is your gender?	70.0	5.0	15.0	10.0	100.0
	% within What has made you keep the Adventist faith this long?	53.8	50.0	100.0	100.0	60.6
Total	Count	26	2	3	2	33
	% within what is your gender?	78.8	6.1	9.1	6.1	100.0
	% within What has made you keep the Adventist faith this long?					100.0

Source: Researcher, (2013)

Compares gender

compares the reasons

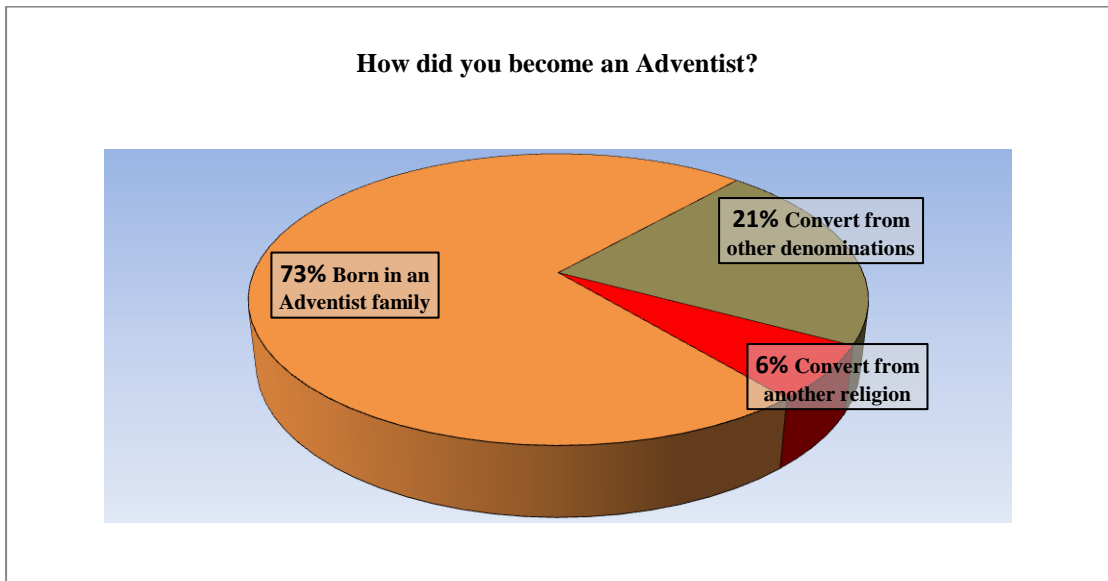


Figure 19: How respondents become Adventist

The duration of members in Bamburi Great News church reveals that most members have stayed in the church for over 21 years 27.3% (Figure 21)

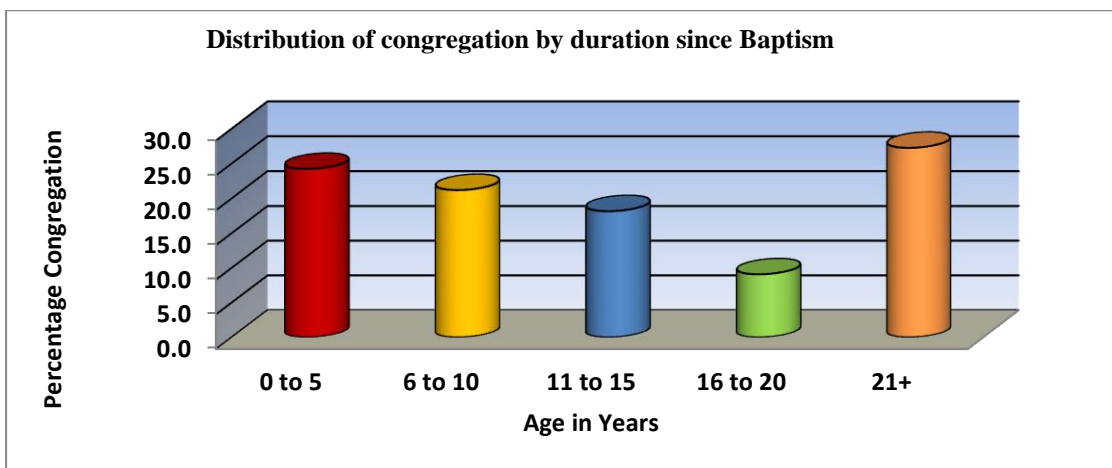


Figure 20: Distribution of congregation by duration

The study has also revealed that effective of members in nurturing new members has been at 67% saying yes while 21% saying no and the rest were not sure.

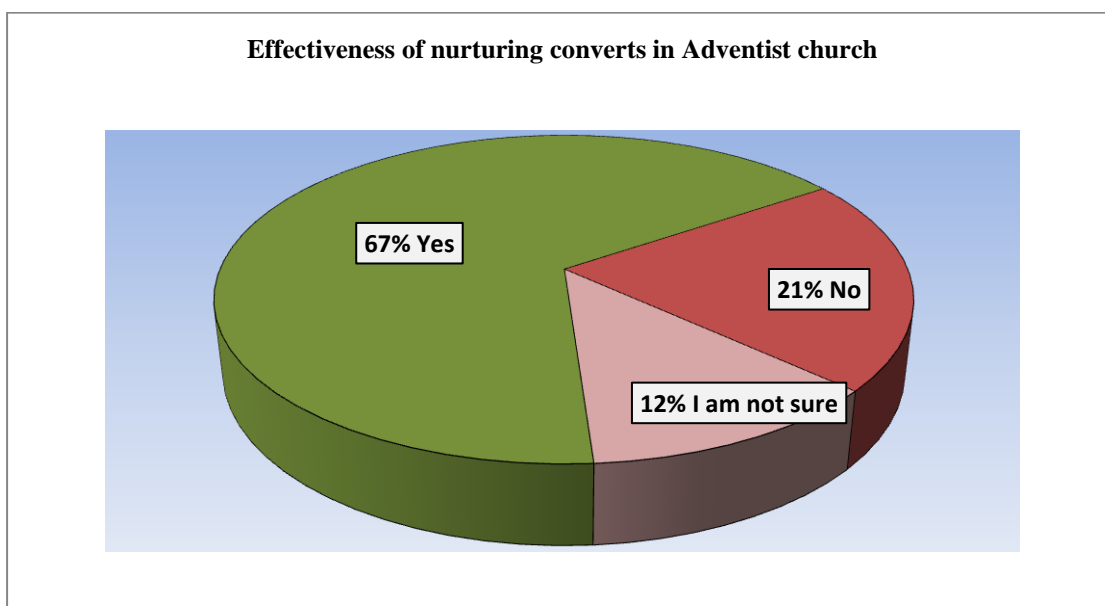


Figure 22: Effectiveness of nurturing converts

Table 6: Effectiveness of Adventist church in nurturing converts

Effectiveness of the Adventist church in nurturing converts			
Is Adventist church effective in nurturing new converts?	Frequency	Percent	Cumulative Percent
Yes	22	66.7	66.7
No	7	21.2	87.9
I am not sure	4	12.1	100.0
Total	33	100	

The analysis from the data gathered shows that Bamburi Great news members are kept in church because of the truth that the church is teaching at the same time the programs of the church also contribute to people staying in the church.

### Members Perception on Suggested Solutions

Interviews and discussions were conducted to 12 key members of the church who were picked at randomly and from the people interviewed. Eight out of the 12 suggested that for new members to be well nurtured there should be follow up for newly baptized members and allocating them to Elders, Deacons and old members of the church. This would call for accountability whereby if they are not seen for a

period of time then the one who was assigned to be with him will be in a position to answer and even give a report on the progress of the new converts as they keep growing in faith.

There was also a suggestion by 6 out of the 12 respondents that a special committee should be formed to take care of new members and give its feedback to the church board and if there is any action then the church be informed and a special budget also be put aside to enable this to happen.

Also, about nine out of 12 respondents felt that each convert should be given a mentor according to their ages and sex. For instance the youth should be given to fellow youths as mentors to be friendly with them showing them love and concern and help them grow spiritually.

Out of the 9 respondents who suggested mentorship, 6 further suggested that to serve as mentors, it will be profitable to select willing members who are mature in faith, to do follow up and teaching with monthly reporting to church board for action. They will also visit the new converts regularly so that when they are not seen in church on a Sabbath, they should be followed and known on why or what went wrong for the new convert.

According to seven out of 12 respondents, the Church should maintain a data base for all church members and make frequent visits to members and identify their challenges. Six of the 7 respondents further preferred that arrangements should be done with people who come from the same place for visitation and Bible study with the new converts at least twice a week. Asked of what can be done to improve the situation of nurturing new members, 6 out of the 12 gave varying suggestions like welcoming all church members warmly, and make sure that the visitors are offered

lunch at all times. 2 of the 6 additionally suggested that ushers should be people who are warm, jovial and have a smiling face

According to 5 of the 12 respondents, home based churches every Monday and mid-week prayer, and sundown worship on Fridays should be encouraged.

The majority of the respondents (10 out of 12) suggested that new members should be involved in church responsibilities and appreciate them when the new members make progress in whatever activities they take part in 6 of the 10 further stressed that the contact of all members should be taken for easy access if there is any need to call on them and know how they are doing.

All the 12 respondents insisted that Sabbath school lesson time should be used effectively in doing the follow up of absent members and dividing each class according to where they come from. This should be done with a close supervision of the Sabbath school Superintendent.

### **Suggested solutions**

To strengthen Bamburi Great News Church, It must have three very important things.

1. It must be a true church that proclaims the gospel commission.
  - a. Evangelistic campaigns should continue to be held regularly and involve all members to participate.
  - b. Training should be done to members on how to do visitation to missing or inactive members and how to relate to them. They should be taught on how to build relationship and confidence and touch their heart a fresh for Jesus.
  - c. Personal evangelism should be encouraged to both members who are inactive and to non-members who have to be taught the good news of the gospel.

- d. Fasting and prayer meetings held by the church and that during the period to have a seminar to educate on members retention strategy.
2. It must be ready to render effective and efficient services for the church.
    - a. Each individual must be active in church activities with regardless of whether you were chosen in any post to serve or not.(2 Corinthians 8:11, 12) “Now therefore perform the doing of it; that as there was a readiness to will, so there may be a performance also out of that which ye have. For if there be first a willing mind, it is accepted according to that a man hath, *and* not according to that he hath not.”
    - b. Several community services should be held such as street cleaning, collecting of garbage and even clearing the bush. This exercise is to involve all members of the church.
  3. It must have a strong fellowship.
    - a. There is need for organizing retreats out because people are attracted to concentration when they leave their places of comfort and retreat to a private place so that they do their own activities.
    - b. Organize potluck outside where by all members are encouraged to come with whatever food they have and an extra for visitor who attend. People eat together and share everything so that all are served without one missing
    - c. Encourage home church visitations and prayer for individuals so that all members feel being part of a family.
    - d. There should be joint fellowship activities like sporting, family togetherness, and outings. During such activities all members should be engaged and encouraged to participate.



From the outcome of the survey it is obvious that the members of Bamburi Great News Church are willing to do evangelism but they lacked special training that would set them moving. In the fourth chapter, the researcher plans to design a training program that will help empower them for true revival of the church.

## CHAPTER 4

### PROGRAM DEVELOPMENT, IMPLEMENTATION AND EVALUATION

In this chapter the researcher will now deal with the program preparation, its implementation and then evaluate the program at the end of it.

#### **Developing the Program**

The outcome of the survey revealed that most members in Bamburi Great News Church needed to understand our church Heritage and get well versed with the fundamental beliefs of the Seventh-Day Adventist Church. It also revealed that church members need to put more effort in evangelism both inside and outside the church to win more souls to Christ. This implied that there was great need for revival in order to develop a living and loving relationship with Jesus Christ as Lord and savior of their lives. Because there was the weakness of members knowing the church doctrine and proclaiming the gospel of Christ, most members showed little interest or enthusiasm in Gods' work. These lead many members to drop out or leave the church or become passive in the church.

The purpose of this project is to address the findings that lead to members leaving the church and to implement a program that will help in nurturing new members in church. It will also ensure that the leaders of Bamburi Great News church are well equipped to lead the congregation into fruitful out- reach and in- reach programs that will activate the membership of the church. It will also help the

members of Bamburi Great News church to see the need to witness for our Lord Jesus Christ in this town that seriously in need to be evangelized.

### **Objectives**

By the end of the seminar participants;

- Will be informed and well trained leaders to deliberate on church growth so that there may be growth by 25% of church membership.
- Will empower the members for out-reach programs so that at list 50% of the church members will be willing to participate in the spreading of the gospel.
- Will be able to form small group evangelism to deal with nurture of new members and reduce the loosing of members by 25%.
- Will be able to conduct the services of the church with confidence and encourage at least 30% of the members to participate
- Will be able to do house to house visitation to all members in the church so to increase confidence and membership participation in the church.
- Will be able to mobilize members to work in unity by encouraging home fellowship meetings

### **Initiation of the Program**

This program was initiated in January 2010 at Bamburi Great News church and officially took off in March 2010. The method of the research involved setting apart two weeks and some days which included Sabbaths and Sundays for the training and seminars to address the problem of lose of membership and how the situation can be improved.

This took presentations or lecturers on several topics related to church growth and leadership. Though the training was open to all members, the target was Church Elders and leaders of various departments.

The approximate attendance expected was 25 members in each sitting but this was not the case as revealed in the result where more members attended than expected. The program was conducted from 3.30pm to 5.30pm in every sitting. The facilitators of the program were the researcher in conjunction with the District Pastor.

The District Pastor took the first hour from 3.30pm to 4.30pm and the researcher took the second session from 4.30pm to 5.30pm from 6<sup>th</sup> March to 21<sup>st</sup> March 2010. The researcher was presenting on revival and leadership techniques, while the district Pastor presented on the church heritage. During the lecture, time was given for interaction and participation in which questions were asked and answers were well given to the satisfaction of all the attendees.

The Theme for the seminar was “Called for service”. Topics covered during the seminar and in the training by the researcher included the following:

- March 6<sup>th</sup> – Called and Elected by God
- March 7<sup>th</sup> Jesus and the Disciples ( Reporting and accountability)
- March 8<sup>th</sup> The Gospel Commission
- March 9<sup>th</sup> Small group Ministry
- March 10<sup>th</sup> Delegating tasks and developing people
- March 11<sup>th</sup> Teamwork
- March 12<sup>th</sup> Christ the great communicator (Christ’s way of reaching people)
- March 13<sup>th</sup> Leadership is Stewardship
- March 14<sup>th</sup> How to be a loving church (Transformed by the love of God)
- March 15<sup>th</sup> From Adam into Christ

- March 16<sup>th</sup>     Humanity at the cross
- March 17<sup>th</sup>     God of order ( Church Policies and manual)
- March 18<sup>th</sup>     Can you put yourself in the others shoes?
- March 19<sup>th</sup>     Discipline new members
- March 20<sup>th</sup>     Born to reproduce
- March 21<sup>st</sup>     How to reproduce

The sermon out-lines of all the topics above are in the appendix F. The training was to help the leaders be able to deliberate on church growth so as to gain good leadership qualities and gain experience. The leaders were then to go and form small groups and organize home based church meetings. In these groups they were to extend communication in an interactive way dealing with some particular topic and the problem of backsliding of new members and make sure that the word of God was taught very actively and full of life and energetic. This was to empower the members for outreach program as well as in-reach programs.

The home church Bible studies would help evangelism and reclaiming of the members who were missing, since it will help in identifying some of them who live around and about where other members also reside. In these meetings members are encouraged to have more prayer sessions to help them gain more power spiritually. The members were also encouraged to invite non-Adventists to these meetings and pray for them having fellowship with them at home and if it possible to hold some these meetings at the homes of these non-Adventists. In these small groups, where none Adventists attend Voice of Prophecy lessons are introduced so that the non-Adventist are encouraged to register for the lessons and make sure by the end of the lessons induction ceremony is done in the church in which all the non-Adventist are

awarded certificates for completion of the lessons and invited to keep attending the Sabbath days.

While in these small groups it becomes easy to have time to talk to those who attend the church services yet their names are not in the register so as they can request for their names to be transferred from wherever they were baptized to Bamburi Great News church. Some of the attendants some times are not even aware of the church policies necessitate a person to transfer their name to a church in which they are intending to stay for more than three months. .

Leaders were also urged to observe strict adherence to the policy of members being register. And to keep encouraging those whose names are not in the register to make sure they follow with the church clerk who keeps the records. By being strict to the policy of having names in the register where a person attends services will reduce the number of those whose names are not in the register, and also create a wider range of choosing church worker.

Organizing an evangelistic meeting was the next step that was to take place. They were encouraged to make sure that members participate fully in the exercise of visitation before the evangelistic campaign is held. When organizing for the crusade the leaders were encouraged to look for speakers of their choice. Throughout the year, leaders were to make sure that several seminars and week of revivals were held in the church and all members encouraged attending and participating actively in all the meetings. By so doing they were helping the members to heel as part of the programs at the same time they were growing spiritually.

### **Implementation of the Program**

The training started on a very high note on the first day since it was a Sabbath day. In the morning services were conducted as usual and the speaker for that day was

the District Pastor who encouraged the members of the need for revival in the church. The members realized the significance of having such a seminar to improve our leader's skills and the spirituality of members in general.

On the first day being a Sabbath day all who were in attendance were 45 including the leaders. They were given time for questions and most people wanted to know more on the qualification of a good leader.

On the second day was a very active session because the interactive questions put each participant into action and as we interacted the more they got to understand the meaning of discipleship as required by Christ. Those who attended were about 55 members and leaders.

When it come the third day members were so moved by the commission of Christ, some had the idea that only leaders were given the task ,but they came to find out that it was not a one man job but to every believer. Attendance that day was 62 members and leaders included

Come the fourth day we had done visitation in some few houses in the morning, so after the presentations the attendant promised to revive the home churches and activate more small groups which would include non- members so as to help those who attended were 69.

On the Fifth day the topic of delegation was quite interesting. They sow the practical examples and lessons learned from Jesus Himself. They promised to be coaches of others to make the work to progress.67 attended that day.

At the time we reached the sixth day, participants now were very much interested in the lessons they were receiving and that days topic "Team work" was very practical because we divided them in groups of five and assigned them work to

do in 30 minutes then present how they cooperated to accomplish the work . Each one saw the need to having team work spirit. That day the attendance was 65 only

On the seventh day the topic was about reaching out Christ' way. This was also very interesting people discovered that they use wrong means to reach out and this causes discord in the work of God. They promised to start doing as Christ had done in order to reach people. That day the attendance was very big 100 people participated and promised to bring others

When it come the eighth day and they learned of stewardship how it encompasses the entire life of a Christian, and that it was the back bone of faith. They discovered that they had more responsibility than what they ever thought in managing Gods resource. Attendance that day was 75 people.

This day was the ninth and attendants were very much moved when they discovered that at the time when we feel rejected by the society Jesus is there for us. They were challenged and asked "Can we take the same comfort to the souls which are perishing out there?" Members saw how many perish for lack of attendance. 82 people attended that day.

On the tenth day the ones who attended that day were 81 in number. What interested them most was how we were incarnated in the man Jesus. That day was full of questions which extended our time to 6pm.

On the eleventh day the Attendance increased to 90 on this day and the center of interest was how our price was paid by the sacrifice of our lord at the cross. This day was also extended to 6pm because of the questions which were very interesting.

The twelfth day the topic was on Gods' love and the participants exclaimed "What a love?" that was the question which people went out with. The attendants that day were 92 people.



The emphasis on the thirteen day was putting yourself on others foot. On this day the attendance was 102 people. At question time people only gave their experiences and praised the Lord for His kindness on them

The fourteenth day the attendance was 102 and the very interesting thing is that we needed a mentor like Jesus. The participants went out promising to follow on Jesus' footsteps.

On the fifteenth day I started the lecture in time as usual but after about forty to forty five minutes I gave them time for interactive questions and answers were presented promptly because Reproduction theory was very interesting that members saw how they were doing injustice to the work of God by being only listeners but not doers. That day's attendance was 101

The last day was there was great response where the attendance was over 100 people and they promised to get into action and make the necessary arrangements to improve membership and lay out strategies of reclaiming members and nurture new once.

After the seminar we had 12 new members who gave their lives for Christ and they too promised to be disciple makers as well. After this seminar the leaders were advised to take the list of all members attending the church and group them according to estates in which they reside. In each group they were given the group leader who will call them to meetings once a week.

Committee was also formed to deal with reviewing the church programs and appoint people who will undertake the welfare of visitors making sure they are made to feel welcomed in Bamburi Great News church. Then The Personal Ministry Director and the Family Life Director in conjunction with the Women Ministry

Directors were tasked to make sure they organize for evangelistic meetings and mobilize members to participate in the outreach activity.

The leaders of the church also organized a program for seminars and weeks of spiritual emphasis to run at intervals throughout the year. Each department of the church was encouraged to look in the calendar of events from the Higher organization and follow up the lessons that are given to make sure the seminars and weeks of spiritual emphasis run as per the church calendar.

### **Evaluation**

Six months later the assessment showed that activities which took place in the church that year gave very positive results. Many Committees were formed and groups were formed among them the nurture and retention committee.

In order to bring oneness or solidify the members, small groups were formed according to locality in which members come from, in these groups the members of the same locality or estate converge to one member's house and went round until all members were visited. This was done on a weekly basis, where by every Monday they had to meet in one of the members' house. At this time of meeting they sang, gave Bible sermonettes, and prayed for the family and any other prayer request from the members.

Many more activities and seminars were held with good response. Prayer meetings were also held at different times with members inviting non-members to attend. In March 2012 family life week was held and over 200 members attended. The facilitator was Pastor Martha Yusuf. This week was intended to reach the single parents and also give encouragement to them on self esteem. Several social activities were held throughout the year, at least one per quarter. In these activities over 1000 members participated including children. These activities attracted the attention of the

administration and gave the church an opportunity to reach out for the people around. They were lead by Pr. Stephen Kombe.

As a result of this great awakening Bamburi Great News Church held a crusade at a place called Mwakirunge which had a Sabbath school that has stayed for 24 years without growing. The main Speaker was Pr. Martha Yusuf and evangelist Daniel Iha as the associate speaker. It was a very successful crusade that was attended by over 100 people deep in the interior and ended with over 29 souls given to Christ. Most of the twenty eight fundamental beliefs of the Seventh-Day Adventist Church were deliberated. This crusade led to the upgrading of the Sabbath school to a full organized church in which the researcher was very much instrumental in the opening of the church as a fully organized church.

There were also Revival meetings which were held and weeks of spiritual emphasis. In January 2012 a revival and reformation was held on stewardship Pr. Kombe lead on it and about 150 people attended every day for one full week.

In March 2012 Family life seminar was held for one week and the speaker was Pr. Kibagendi and over 200 people attended. It was quite lively and inspiring throughout the week. In the same month Youth Week of prayer was also held and 50 youths were in attendance.

In September 2012 another week of Family Life was held and the speaker was Pr. Mathar Yusuf, over 200 people attended the week of spiritual emphasis and it was full of life and energy.

The implementation of the program produced positive results in that by the year 2010 the number of registered members was 310 and those who could be traced as active were only 90 people and church attendance in general was approximately 500 people per Sabbath. By April 2013 the members registered in the church clerks

book was 430 while those who were active and can be traced were 250 and the attendance according to head count every Sabbath has been impressive as follows:

Table 7 Head count Attendance on Sabbath from January to May 2013<sup>73</sup>

Table 7: Head count attendance on Sabbath from January to May 2013

Date	Attendance head count	Records in the Register	Active members	Remarks
26 <sup>th</sup> January 2013	615	430	250	
2 <sup>nd</sup> February 2013	880	-do-	-do-	
9 <sup>th</sup>	737	-do-	-do-	
16 <sup>th</sup>	803	-do-	-do-	
23 <sup>rd</sup>	620	-do-	-do-	
2 <sup>nd</sup> March 2013	612	-do-	-do-	
9 <sup>th</sup>	578	-do-	-do-	
16 <sup>th</sup>	654	-do-	-do-	
23 <sup>rd</sup>	591	-do-	-do-	
30 <sup>th</sup>	703	-do-	-do-	
6 <sup>th</sup> April 2013	654	-do-	-do-	
13 <sup>th</sup>	765	-do-	-do-	
20 <sup>th</sup>	863	-do-	-do-	
27 <sup>th</sup>	510	-do-	-do-	
4 <sup>th</sup> May 2013	610	-do-	-do-	
11 <sup>th</sup>	781	-do-	-do-	
Average	682			

From these records it shows that there has been an increase of growth of 38% given that the number of members was 310 in 2010 and to date it is 430. It is above

<sup>73</sup> Bamburi Great News Church clerk and deacons records, 2013

the desired out come and target that was placed at 25%.The study also shows that the loose of members has been 18%, given that in 2010 out of the 310 registered members only 90 people were active and can be traced and by 2013 out of the 430 registered members only 250 members were active or can be traced. The difference in 2010 of 220 members less the difference in 2013 of 180 members gives us 40 divide by the 220 times 100 gives us 18%. However, our target of 25% was not realized as per our desired out come.

Seeing the number of attendance during the seminars and during the evangelistic campaign it shows that there was been a steady improvement. However I must admit that the number of those leaving the church is still high and the rate at which the church is trying to reclaim them is dragging, most likely because of some financial scandal challenges that faced the church.

This positive result was as a result of positive response from members to the seminar and activities which were suggested to the church members in this project. Most members rushed to request for their names to be transferred from other churches to Bamburi Great News Church.

## CHAPTER 5

### SUMMARY, CONCLUSION AND RECOMENDATIONS

#### **Summary**

A non-growing organism may be considered as dead. This is why the fact that the Great Bamburi Church has not been able to adequately retain new members with little evangelistic programs being conducted, has been of great concern. This study set out to find out from the members of the Church, various ways of improving and increasing Church membership, especially the retention of new ones.

The study administered structured questionnaire on 148 members of the Church and qualitative data was also collected through discussions and interviews with 12 key members of the Church who were chosen randomly. Later another structured questionnaire on 33 members of the church was also administered.

From the findings it revealed that non-participation of members by spending less than 2 hours in the service of the Lord are some of the reasons behind the limited registration of members. This was also reflected in the fact that the work of nurturing was left open without assigning to particular people.

Observations showed that some people who have stayed long in the church have been recycling in church duties, this has led to laxity of members' participation in evangelism since they take things for granted and maintain status quo.

There is high possibility of expanding membership pool for the nomination of church officials since there is a willingness to do evangelism. Being committed to God and working in His vine yard will help to increase the number of committed

membership in the church and reduce the recycling of old officials in the church who maintain the status quo.

Service to God can be done anywhere and at different places as God calls individuals, this is well seen as respondents indicated that their duties outside the church also included evangelism.

From the suggestions given, improvements for participation of all members in the church can be made possible if members commit themselves to doing follow up, committee of nurturing formed, visitation programs improved, encourage home based churches, attend mid-week prayers, organization of retreats and seminars as well as, community service activities which are effective in outreach revival.

Findings also shows that if pastors and the laity would give more attention to getting and keeping their flock actively at work, they would accomplish more in developing disciples for Christ.

### **Conclusion**

Bamburi Great News church has a great potential of doing evangelism and to address the problem of losing new members after the evangelist campaigns. The different age groups can be activated to ensure that individual new members are attached to appropriate groups and people to nurture them.

Members of the church should put the mission of Christ first and make Jesus the center of attraction in the lives of all. Home-based Bible fellowship should be established in deferent region in which members live. This is to enable members identify the new members where they stay and give them friendly gestures.

Involve all church members to participate by teaching the importance of being active in church and fellowship, this will increase their spiritual life and encourage the nurturing to be an all inclusive activity.

Visitations should be enhanced so that every member of the Bamburi family should feel the closeness of other members and the leadership, The Pastor and Elders should lead out on this and giving spiritual encourage and teach them to be good stewards for God.

### **Recommendations**

The aim of evangelism is to prepare souls for the Kingdom of God.

Recommendation is that there should be a well-designed program to enhance this work in the church. Based on the Study findings, the recommendations are that:

1. Church leaders should be educated on the need to nurture new member and retain them.
2. The observation from the respondents shows that those who involve themselves in evangelism are the minority 39.19%. Hence there is a need to make sure that this number increases by conducting a series of training based on topics which encourage them to participate.
3. Unity in the church is a very important thing that requires very serious consideration for progress. In order to do this, several social activities should be held throughout the year, at least one per quarter. In these activities all members are to be encouraged to attend and participate. These activities attracted the attention of the administration and give the church an opportunity to reach out for the people around.
4. Self help groups should be established to help support the faith of the needy members in the church. Widows have been involved in this by having projects of generating funds by knitting of clothes, having the small farming done in the school compound, and looking on to ways to raise funds in order to empower each one of them to start up an enterprise.



5. Formation of nurturing committee is very much essential. They ensure that all visitors who come into the church are identified and well taken care of by making sure that they are entreated to lunch and get acquainted with them so that they feel very much welcomed in the church.
6. The agenda of retention and nurture of new members should often be in all church boards, all personal Ministry councils and Sabbath school council meetings and a budget should be put in place for the same.
7. For nurturing purposes, new members should be assigned to mentors according to their age group and sex to help them grow spiritually.
8. There should be a data base keeping good records of all members and for those members who said they knew of members who had left the church because of lack of nurture, it is prudent to make a list of all of them and to know their whereabouts, then follow up be done immediately.
9. For closer monitoring of all members, Sabbath school lesson time should be used effectively in doing the follow up of absent members and dividing each class according to the locations in which members come.
10. Since a good number of members identified wanting a better spiritual life, it is recommended that prayer meetings should be weeks of spiritual emphasis should be encouraged in which able speakers are invited to speak on different topics to increase stewardship.
11. There should be a formation of community service committee to help making several community services such as street cleaning, collecting of garbage and even clearing the bush. This exercise is to involve all members of the church and should be led by the women ministry director, a children ministry

department, and the youth department. The exercises should be done in collaboration with the church Pastor and Elders.

## APPENDEX A

### RESEARCH QUESTIONNAIRE

You are kindly requested to please provide us below with your personal and church information by answering the questions by ticking the appropriate alternative. This study aims to suggest ways of improving and increasing membership and creating a strong and spiritually stable church. Any information given will be treated as confidential.

#### 1) Personal Information

- a) Age i. below 18yrs\_\_ . ii. 18-30yrs\_\_ . iii. 31-40yrs\_\_ . iv. 41-50yrs\_\_ .  
V.51-60yrs \_\_ . vi.61 -70yrs \_\_ . vii. 71 – 80yrs \_\_ 81 and above \_\_.
- b) Marital status: i. Married \_\_ . ii. Single\_\_ . iii. Divorced/Separated\_\_ . iv  
Widow/Widower\_\_.
- c) Sex: i Male\_\_ . ii Female\_\_
- d) How did you become an Adventist? i. Born in Adventist Family\_\_ . ii.  
Converted from other Christian denominations \_\_ . iii. Converted from  
another religion \_\_
- e) If converted into Adventism, , what was your former religious inclination? i  
Catholic\_\_ . ii Anglican\_\_ . iii Pentecostal\_\_ . iv Muslim\_\_ . v Others  
Specify\_\_\_\_\_
- f) How long ago were you baptized into the Church?  
\_\_\_\_\_
- g) What is your occupation?  
**Government Official:** - i Medical\_\_ . ii Teacher \_\_ . iii Office secretary \_\_ .  
iv Accountant \_\_ . v Others. Specify\_\_\_\_\_
- Privet Institutions:** - i Medical\_\_ . ii Teacher \_\_ . iii Office secretary \_\_ .  
iv Accountant \_\_ . v Others. Specify\_\_\_\_\_
- Self employed:-** i Traders \_\_ . ii Farmer \_\_ . iii Other Specification  
\_\_\_\_\_
- h) Which level of education did you complete? i Primary level\_\_ ii  
Secondary level\_\_ iii College level\_\_ iv University level\_\_ v others  
specify\_\_\_\_\_

#### 2) Responsibility in the Church:

- i) Do you currently hold an office in the church? **i Yes\_\_ . ii No\_\_ .**
- ii) If you hold any position kindly tick orSpecify i Pastor\_\_ . ii Elder\_\_ . iii  
Deacon/Deaconess\_\_ . iv Clark/Secretary\_\_ . v Sabbath School\_\_ . vi  
Treasurer \_\_ . vii Usher \_\_ . viii Stewardship\_\_ . ix  
Others\_\_\_\_\_

- iii) How long have you held the position? \_\_\_\_\_
- iv) How much time have you allocated to church work? i 2-3hrs\_\_\_. ii 4-6hrs\_\_\_. iii 7hrs and above\_\_.
- v) Does your service involve evangelistic programs? i Yes\_\_\_. ii No\_\_.
- vi) Do you know your role as an Adventist in the church? i Yes\_\_\_. ii No\_\_.
- vii) Do you know your role as an Adventist outside the church? i Yes\_\_\_. ii No\_\_.
- viii) Do you know all the 28 fundamental beliefs of the Seventh-day Adventist Church? i Yes I know all\_\_\_. ii I know just a few\_\_\_. iii I don't know any\_\_.

### 3) Church Records

- a) How long have you been in Bamburi Great News S.D.A. Church? i Less than 1 yr.\_\_\_\_. ii 1-2yrs\_\_\_\_. iii 3-4yrs\_\_\_\_. iv 5-6yrs \_\_\_\_\_. v 7-8yrs\_\_\_\_. vi 9-10yrs.\_\_\_\_. vii 11-13yrs \_\_\_\_\_. viii 14-16yrs\_\_\_\_.
- b) Have you ever played a part in evangelistic meeting? i Yes \_\_\_. ii No\_\_.
- c) Did the church take responsibility to nurture the new members? i Yes\_\_\_. ii No\_\_.
- d) Do you think your church is doing enough in nurturing new members? i Yes\_\_\_. ii No\_\_.
- e) What methods do your church use to nurture new members? Allocating a new member to: - i Elders\_\_\_. ii To Individuals\_\_\_. iii Collectively to all church members\_\_\_. iv Nurturing is not done at all\_\_\_. v Bible study. vi study of Church heritage
- f) How would you rate your church on a scale of 1 to 5 in terms of welcoming and loving?
- g) Are you willing to commit yourself to evangelism? i Yes\_\_\_. ii No\_\_.
- h) Do you know of anyone who has stayed in church because of Nurturing i. Yes \_\_\_ ii. No \_\_\_
- i) Do you know of anyone who left the church because of lack of encouragement? i. Yes \_\_\_ No ii. \_\_\_
- j) What else would you like done to help nurture new members?

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## APPENDIX B

### MAPS

Map 1



Photo 2

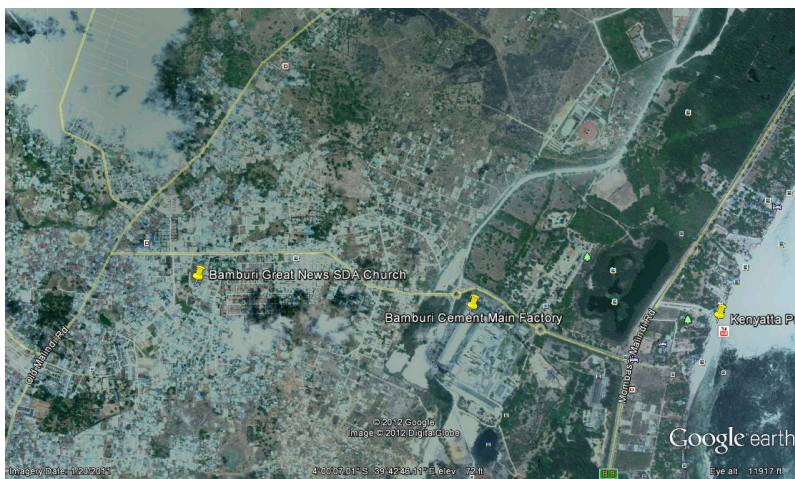
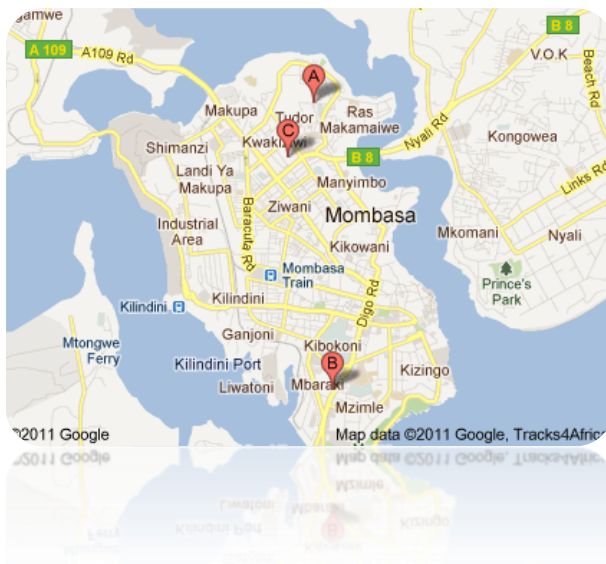


Photo 3



Map 4



Map 5



## APPENDIX C

### SERMONS

The following is the outline of the sermons and lessons that were lead by the researcher from day one to the last day. These out line does not include the once that were given by the District Pastor on Church Heritage.

#### **Lesson one**

Topic: Called and Elected by God

Key text 2 Peter 1: 10

Leadership is a calling and it come from God Only

Examples of those called by God in the Bible: – Genesis 6. 13. Noah.  
- Genesis 12.1 Abraham.  
- Exodus 3. 1-10. Moses.  
- I Samuel 16. 1-3 David

Qualification of a leader 1 Chronicals12.32f Men of Issacher were Qualified Leaders

- They understood the times
- They knew what Israel ought to do
- All their relatives were under their command.

They lead and their relatives followed

We need sons and Daughters of Issacher in the Adventist church today.  
George Burner asserts "... church is dying due to lack of strong leadership"  
Nothing is more important than Leadership.

On the first day being a Sabbath day all who were in attendance were 45 including the leaders. They were given time for questions and most people wanted to know more on the secret behind the sons of Issacher.

## **Lesson Two**

Topic: Jesus and Discipleship

Key Text: John 8. 31, 32

### Leading Interactive Questions

How does Jesus describe a disciple? Who, according to Jesus is a disciple? Those who hold onto the teachings

John 8:31 To the Jews who had believed him, Jesus said, “If you hold onto the teaching, you are really my disciples. (John 13 35; Mathew 12: 49-50; John 15:7-10; Mathew 9:14-15; Luke 12:1-5; Mathew 13: 10-17}

They have the key of the kingdom Mathew 16:13-20

They are blessed in the midst of suffering Luke 6:20-21 theirs is the joy of ministry  
Luke 10:16-24

How do you teach/persuade a person who is not a discipline to become one?(Only after you yourself are a disciple and convinced about it and enjoying the benefits what do you teach a person to make him/her own life a willing disciple who will stay for life? One who can't even bury his own father? (Matt 8:21-22)

What is the cost of discipleship?

One who hates his whole family including his/her own life and leaves everything to follow Christ!!!(Luke 14:25-35)The cost of discipleship continues (Luke 9:57-62; Matt10:32-42)

Why would anyone pay such a price just to be a disciple of Jesus Christ-who is Jesus? Is it worth it? What is the hustle all about? Wasn't Jesus right when he advised that it may not be wise to count the cost before anyone incurs such horrendous investments? (Luke 14:28-32)

Because life is involved: (Matt 10:39; John 14:6

What are the benefits?

(Matt 19:23-29; 10:41-42 ;)

### **Response**

This was a very active session because the interactive questions put each participant into action and as we interacted the more they got to understand the



meaning of discipleship as required by Christ. Those who attended were about 55 members and leaders.

### **Lesson Three**

Topic: The Gospel Commission

Text: Mathew 28:19, 20

#### **The biblical context**

Jesus appeared to the 11 (v17).  
Some disciples doubted him (v17).  
Jesus Christ is risen (v6).  
Jesus stated his authority (v18.)  
The gospel commission (v19-20).

#### **The basis of mission**

The good news of the resurrected Christ (v6).  
The authority of the all powerful God (v17).  
The presence of the Holy Spirit (v20)

#### **The scope of mission.**

All geographical regions of the world including un-entered areas  
All kinds of people (social, cultural, professional and generational) including the unreached groups of society

#### **The disciple's experience**

The disciples worshiped Jesus (v17).  
The disciples mandated to witness for Jesus (v19)

#### **The call to make disciples**

Therefore (v19).  
Go (v19).  
Make disciples (v19).  
Baptizing them (v19).  
Teaching them (v20).  
I am with you always (v20).

#### **Exposition of the text**

There is only one imperative  
(Command verb)  
-make disciples of all peoples

There are three participles (supporting verbs)

-go

-baptizing

-teaching

### **Application of the text**

The GOAL of evangelism is to make disciples!

The MEANS of evangelism:

Jesus' disciples going out and recruiting new disciples

Includes baptism into Jesus

Involves post-baptism teaching

### **Disciple making formula**

GO + BAPTIZE + TEACH =MAKE DISCIPLES

### **Baptism and discipleship**

The *commencement* of the disciple's new life with Jesus

The *initiation* of the disciple into the fellowship and life of the church

The *commissioning* of the disciple to Christian ministry

The five "all" of matt 28 all authority – heaven and earth (v18) All nations – people groups (v19)

All of God – father, son, holly spirit (v19)

All things – full obedience (v20)

Always – endless presence (v20)

The promise

"And surely I am with you always, to the very end of the age." Matthew 28:20.

### **Response**

The members were so moved by the commission of Christ, some had the idea that only leaders were given the task ,but they came to find out that it was not a one man job but to every believer. Attendance that day was 62 members and leaders included

### **Lesson Four**

Topic: Small Group Ministry

Text:

Small group Ministry and support groups

## Biblical Bases for small groups

Acts 2:42-47

- They devoted themselves to the Apostles teaching(Bible study and continual spiritual growth)
- Fellowship (sharing each other's lives)
- Many wonders were done by the disciples
- All believers were together and had everything in common
- They broke bread in their homes and ate together (small home group community , worship, continual growth)

Essential elements of a successful small group

- People
- Food
- Bible Study and life application
- Sharing each other's lives
- Prayer
- Purposeful Presence in the community

What makes small groups so effective for life transformation?

- Small groups compared to the church service
- Intrinsic Human needs

### **Response**

After the presentations the attendant promised to revive the home churches and activate more small groups which would include non- members so as to help those who attended were 69.

### **Lesson Five**

Topic: Delegating task and developing others

Text: Acts 6:2, 3

“A Christian leader is called by God to lead, leads with and Christ-like character...”  
Barna

“Spiritual leader is moving people into Gods agenda” –Blackabys

There are four aspects of leadership:

- Giving direction
- Developing people
- Expanding the vision
- strategizing

The day Moses become a leader

Exodus 18:17-27

Jethro Moses' father-in-law introduced this to him. Jethros wise council also showed him how to delegate the work.

Seven Changes Moses made to become a leader

- Vs. 19- He become a man of prayer
- Vs. 20 He committed himself to communication
- Vs. 20 He laid out the vision
- Vs. 20 He developed a plan
- Vs. 21 He selected and trained the leaders
- Vs. 22 He released them to serve based on their gifts
- Vs. 22 He only did what they could not do

Result Vs. 23 –Strength for Moses and peace for the people

How do we select people to whom we can delegate work?

Act 6:1-4

Good leadership responds effectively to the need for more leaders and workers.

What would Jesus do? –Luke 9:1-2

The development process

- I do it while you watch
- We do it together
- You do it while I watch
- We evaluate
- You do it While another watches

“Nearly every movement in history endured because the first group of leaders reproduced their leadership and values into a second generation of leaders” - Maxwell

### **Response**

This topic was very interesting when they understood the importance of delegating. They promised to be coaches of others to make the work to progress.

67 attended that day.

## **Lesson Six**

Topic: Team Work Makes the Dream work

Text: 1 Corinthians 12:4-5, 12

Universal Change Model -a world view that must be adopted (E + R = O) Event

+Response = Outcome. The group must ask it self three important questions

1. Where are you now
2. Where do you want to be?
3. How do you want to get there?

Partnering for performance

Leadership at its best calls for partnership that involves mutual trust between those who work together to achieve common goal

The Characteristics of a strong team

1. A common goal (vision)
2. Different skills and contributions
3. Good capture and good communication coach

What makes an effective Team?

- It cares for one another (The second mile principle) Do we care for one another as a team?)
- It knows and practices what is important (What are your teams' top three priorities?)
- It grows together
- It has chemistry that fits
- It places individual rights below the team
- It realizes that everyone has a special role
- It has a strong bench (Reserves)
- It knows exactly where the team stands and knows its squad
- It pays the price/ willing to make a sacrifice
- It says yes to the right question.

## **Response**

Team work was very practical because we divided them in groups of five and assigned them work to do in 30 minutes then present how they cooperated to accomplish the work . Each one saw the need to having team work spirit. That day the attendance was 65 only

### **Lesson seven**

Topic: Christ way of reaching people

Text: John 15:27

Seven steps of to making Friends and influencing people (Ellen G. White ‘Ministry of Healing’ pg 143

1. “The Savior -Consistent
2. mingled with men –Contact
3. as one who desired their good. –Concern
4. He showed His sympathy for them, - Compassion
5. ministered to their needs, -Commitment
6. and won their confidence. – Confidence
7. Then He bade them, "Follow Me." - Conversion

Great results would be seen

- The poor are to be relieved,
- the sick cared for,
- the sorrowing and the bereaved comforted,
- the ignorant instructed,
- the inexperienced counseled

### **Response**

This was also very interesting people discovered that they use wrong means to reach out and this causes discord in the work of God. They promised to start doing as Christ had done in order to reach people. That day the attendance was very big 100 people participated and promised to bring others

### **Lesson Eight**

Topic: Leadership is Stewardship

Text: Luke 16:11

Understanding Gods Principles for stewardship

- Leaders are stewards not owners of God's resource (1 Corinthians 4:1-2)
- Because God cares He gave us guidelines for handling money (Mathew 6:21)
- The way we handle our money has an impact on how intimate our relationship is with Christ (Mathew 6:24)
- God desires to exercise Lordship over all...and that includes our finances

We now look at

- Ownership verses Stewardship
- Earning and budgeting
- Saving and Giving
- Spending and Dept.
- Integrity and teaching your people

Honesty is required of leaders (A dishonest leader produces dishonest followers Proverbs 29:12; Dishonesty should disqualify a person from leadership Exodus 18:21; Integrity prolongs leadership Proverbs 28:16; Integrity is important even in small things Luke 16:10)

### **Response**

Members discovered their stewardship is the back bone of faith. If we have bad stewards then our faith in God is in vain. We must know how to manage God's resources nicely and responsibly. Attendance that day was 75 people.

### **Lesson Nine**

Topic: Transformed by the love of God

Text: 2 Corinthians 5:17

### **Introduction**

1. The experiences of the love of God transforms a person in all areas of life

2. When one is governed by the love of God in his life his relationship to God fellow human beings and wealth is charged for the better.

### **Message**

1 Zachaeus before he experienced the love of God

- a. He loved himself more than God and his fellow human beings
- b. He loved to acquire and use wealth to satisfy himself
- c. He believed that by acquiring more wealth he will become more secure and satisfied in life
- d. He justified even the use of corrupt means to enable him secure more.

2 Zachaeus after he met Jesus and experienced the love of God.

- a. Jesus visit to his home revealed to him that God still loved him despite his evil life in the past
- b. As a response he loved God with all his heart
- c. His love for God gave birth to love for his fellow human beings
- d. His love for God and fellow human beings changed his relationship with wealth,
  - > He knew how much to keep for his needs
  - >how much to use for the support of the mission of Christ.
  - >how much to spare for the support of the needy
- e. His love for God sanctified his methods of creating wealth

### **Conclusion**

All we need in our families, the church and community to transform members to be faithful steward is to reveal Gods love to them like Jesus did to Zachaeus.

### **Appeal**

Give an offering of love to God.

1. Let my life be an offering of love to God
2. Let me live to reveal your love to others as Jesus did to Zachaeus.

### **Response**

At the time when we feel rejected by the society Jesus is there for us. Can we take the same comfort to the souls which are perishing out there? Members sow how many perish for lack of attendance. 82 people attended that day



## **Lesson Ten**

Topic: From Adam into Christ

Text: John 3:5

It takes a messenger

Romans 10:14 we need a preacher

Vs. 15 Preacher must be sent

It takes God's Part

John 3:3 new birth is important for the kingdom

Born of water and the Spirit

- Nobody can see the kingdom without God's help
- The man without the spirit cannot accept the things that comes from the Spirit of God (1 Corinthians 2:14)
- No one can enter the Kingdom of God unless he is born again (John 3:5)
- Faith comes from hearing the message (Romans 10:17)
  - Yet even though the gift is free, it awaits a human response (John 3:17)

### **Response**

The ones who attended that day were 81 in number. What interested them most was how we were incarnated in the man Jesus. That day was full of questions which extended our time to 6pm.

## **Lesson Eleven**

Topic: Humanity at The Cross

Text: Romans 5:18

Introduction- How the cross of Christ is the power of God that saved humanity from the power of sin

### **Born condemned**

- Adam and his posterity was condemned by the law

- Romans 5:12 therefore, just as sin entered the world through one man and death through sin, and in this way death came to all men because all sinned

### **Born under the law**

- Galatians 4:4 but when the time had fully come, God sent his son, born of a woman, born under law,
- Vs. 5 to redeem those under law, that we might receive the full rights of sons

### **Born with a sinful nature**

- Adam passed on a sinful nature hostile to God
- Psalm 51:5 surely I was sinful at birth, sinful from the time my mother conceived me.
- Romans 8:7 the sinful mind is hostile to God. It does not submit to God's law, nor can it do so
- Vs. 8 those controlled by the sinful nature cannot please God

### **Acts of sin can be forgiven**

- Sinful acts can be forgiven through the blood of Jesus
- 1 John 1:7 but if we walk in the light, as he is in the light we have fellowship with one another and the blood of Jesus, his son, purifies us from all sin.

### **But the sinful nature cannot be forgiven**

- But the law or principle of sin in our members cannot be forgiven. It has to be put to death.
- This was accomplished through the cross of Christ-Romans 8:2-4; Galatians 2: 19, 20.
- Romans 8:2 because through Christ Jesus the law of the spirit of life set me free from the law of sin and death
- Vs. 3 for what the law was powerless to do in that it was weakened by the sinful nature, God did by sending His own Son in the likeness of sinful man to be a sin offering. And so he condemned sin in sinful man,
- 1 Peter 2:24 he himself bore our sins in his body on the tree, so that we might die to sins and live for righteousness; by his wounds you have been healed.

### **For God so loved**

- That he sent his son to come to be the second Adam.
- 1 Corinthians 15:45 so it's written: 'the first man Adam became a living being'; the last Adam, a life giving spirit.
- 46 the spiritual did not come first but the natural, but after that the spiritual
- 47 the first man was of the dust of the earth, the second man from heaven

### **The "in Christ" motive**

- *Ephesians 1:7 - 13* ***in him*** we have redemption through his blood, the forgiveness of sins in accordance with the riches of God's grace
- Vs. 8 that he lavished on us with all wisdom and understanding
- Vs. 9 and he made known to us the mystery of his will according to his good pleasure which he

### **The incarnation**

- This took place at the womb of Mary at the incarnation, making Christ the last Adam- Genesis 5:1,2;1Corinthians 15:45
- Hebrews 2:14 since the children have flesh and blood he too shared in their humanity so that by his death he might destroy him who holds the power of death that is the devil
- 15 and free those who all their lives were held in slavery by the fear of death.

### **His death was our death**

- 2 Corinthians 5:14 for Christ's love compels us because we are convinced that one died for all and therefore all died.
- Galatians 2:20 I have been crucified with Christ and I no longer live but Christ live in me. The life I live in the body, I live by faith in the son of God who loved me and gave himself for me.
- Hebrews 2:9 but we see Jesus who was made a little lower than the angels now crowned with glory and honor because he suffered death so that by the grace of God he might taste death for everyone.

### **His victory over the devil was our victory**

- Hebrews 2:14 since the children have flesh and blood he too shared in their humanity so that by his death he might destroy him who holds the power of death -- that is the devil, 15 and free those who all their lives fear death.
- 1 Corinthians 15:57 but thanks be to God! He gives us the victory through our lord Jesus Christ.

### **Response**

Attendance increased to 90 on this day and the center of interest was how our price was paid by the sacrifice of our lord at the cross. This day was also extended to 6pm because of the questions which were very interesting.

### **Lesson Twelve**

Topic: God's Love

Text: John 15:27

Introduction: When every other voice is hushed what can we do?

We must individually hear Him speaking to the heart (Ministry of Healing pg. 58)

Adhering to Christ

- Personal effort for others should be preceded by much secret prayer. (Christ Object Lesson pg. 149)
- Consecrate yourself to God in the morning (Steps to Christ pg.70)
- Your hope is not in yourself (Steps to Christ Pg. 70)
- When the love of Christ is enhanced in the heart, like sweet fragrance it cannot be hidden (Steps to Christ pg. 77)

Christ in us (We are salted by Christ)

What uses do salted Christians have in society?

- Salt Causes Thirst For water so should we cause people to be thirsty for water of life. (He who drinks of the living water becomes a fountain of life. The ministry of Healing pg. 102)
- Salt brings out the flavor in the food
- Salt melts Ice
- Salt brings Healing

Jesus as the salt

- Mingled with people
- Sympathized with people
- The answer to our needs
- He can be trusted
- He bids us to follow Him.
- He makes us fishers of men

## **Response**

“What a love?” that was the question which people went out with. The attendants that day were 92 people.

## **Lesson Thirteen**

Topic: Can you Put yourself in the others shoes?

Text: 1 Corinthians 8:9-13

The hot issue of Paul’s day was meat sacrificed to idols. Today, it may be personal freedoms such as drinking, clothing fashions, or topics of conversation. Spiritual leaders live free from legalism, but also set aside personal preferences when dealing with a sensitive conscience. Leaders always put others first.

What Paul gave up (1 Corinthians 9:5-15)

- He was a man who gave up his right to a wife - Vs. 5
- He was a soldier who gave up his right to a salary – Vs. 7
- He was a vineyard worker who gave up his right to eat his grapes –Vs. 7
- He was a shepherd who gave up his right to drink the sheep’s milk Vs. 7
- He was an ox who gave up his right to eat grain Vs. 9,10
- He was a plowman who gave up his right the harvest Vs. 10
- He was a temple worker who gave up his right to its food Vs.13, 14
- He was a preacher who gave up his right to an offering Vs. 14, 15

As leaders grow up they give up options. Contrary to the world’s thinking, they willingly surrender their rights when they reach the top.

## **Response**

On this day the attendance was 102 people. At question time people only gave their experiences and praised the Lord for His kindness on them

## **Lesson Fourteen**

Topic: Discipling New Members

Text:

## **MENTORING**

Definition: mentoring means training new members to let their light shine, so that they become salt on the earth to others who do not know the love of Jesus.

### **New believers must:**

1. be drawn into Gods family
2. be trained to reach out to the family of man

“When souls are converted, set them to work at once” evangelism p.355

“TO WIN AND TRAIN IS TO RETAIN”

### **WHAT MENTORS DO**

- Accept newer member into the church family.
- Encourage new believers anytime anywhere
- Provide friendship and spiritual bonding
- Teach by example
- Listen to question
- Offer bible based solution
- Provide positive help in times of need
- Share from personal testimony
- Point new believers to Christ
- Prepare new believers for active service for the lord.
- Explain SDA church structure.

### **FELLOWSHIP: Family and church life of the new Christian**

1. spiritual bonding
2. social bonding

Three steps for church growth

- Plant
- Cultivate
- Harvest

“Come close to your brethren; seek for them help them come close to their hearts as one touched with the feeling of their infirmities” evangelism p. 347

### **Response**

That day the attendance was 102 and the very interesting thing is that we needed a mentor like Jesus.

## **Lesson Fifteen**

Topic: Born to Reproduce

Text:

Introduction:

- “Isn’t it wonderful that God did not select the wealthy and educated and say, ‘You can have children,’ and to the poor and educated say ‘You cannot.’
- Everyone on earth has that privilege.”

### **Be Fruitful and Multiply:**

The first order that was given to man was that he “be fruitful and multiply.”

### **The Image Marred:**

- Adam and Eve began to multiply.
- However, God had to destroy most of the flesh that had been born.
- He started over with eight people.
- The more than ten billion people who are on the earth today came from the eight who were in the ark because they were fruitful and multiplied.

### **Same truth in the spiritual Reproduction:**

- Everyone should be born again. That is God’s desire.
- A person is born again when receives Jesus Christ. “But as many as received Him, to them gave He power to become the sons of God.....Which were born, not of blood, nor of the will of the flesh, nor of the will of man, but of God” (John 1:12, 13)- the new birth.
- Multiply- It is Gods plan;

### **Same truth in the spiritual Reproduction:**

In the physical realm where your children have children, you become a grandparent. Your parents are then great-grandparents, and theirs great-great-grandparents. And so it should be in the spiritual.

### **Another Kind of Spiritual Infant**

- Wherever you find a Christian who is not leading men and women to Christ, something is wrong.
- He/she may still be a *spiritual infant*.
- He/she may know a lot of doctrine and be well informed through hearing good preaching. There are those who can argue the pre-, the post- and the millennium position and who know much about dispensations and prophecies, but who are still immature.

### **Paul and the Infants in Church at Corinth:**

- 1. Corinthians 3:1 Brothers, I could not address you as spiritual but as worldly..... Mere infants in Christ.
- 2. I gave you milk, not solid food, for you were not ready for it. Indeed, you are still not ready.
- 3. You are still worldly. For since there is jealousy and quarreling among you, are you not worldly? Are you not acting like mere men?

### **Response**

Reproduction theory was very interesting that members saw how they were doing injustice to the work of God by being only listeners but not doers. That days attendance was 101

### **Lesson Sixteen**

Topic: How to Reproduce

Text:

The reason that we are not getting this gospel is not because it is not potent enough.

#### **It Takes Time:**

- You need to spend some time with the born again showing them how to reproduce spiritually after their own kind.
- It takes time, lots of time.
- It is not a hurried 30-minutes challenge in a church service and a hasty good-bye with an invitation to come back next week.

#### **It Is Tedious:**

- You spent time together.



- You take care of their problems and teach them not only to hear God’s word and read it, but also how to study it.
- You teach them how to fill the heart with God’s word, so that the spirit of God could use it to pierce a heart for Christ.
- You teach them to pray and ask God to help them to win a soul after their own heart.
- Trotman gives an example of how after discipling one sailor he advised him to pray to God for one soul.
- The young sailor prayed, got one soul, worked with him and the two won 125 others on the ship before it was sunk at Pearl Harbor.
- **The Mathematics of Reproduction:**

Suppose it takes six months to teach a disciple to take in the Word of God and learn how to give it out and getting ready to teach another disciple by himself: “So this first man at the end of six months has another man. Each man starts teaching another in the following six months. At the end of the year, there are just four of them. Perhaps each one teaches a Bible class or helps in a street meeting, but at the same time, his main interest is in his man and how he is doing. So, at the end of the year, the four of them get together and have a prayer meeting and determine, “Now, let’s not allow anything to sidetrack us. Let’s give the gospel out to a lot of people, but let’s check up on at least one man and see him through.”

#### **Satan’s Strategy:**

I believe that is why Satan puts all his efforts into getting the Christian busy, busy, busy, but not productive.

#### **Where is the Person?**

Men, where is your man?

Women, where is your woman?

Where is the one whom you led to Christ and who is now going on with Him?

#### **Paul to the Elders at Ephesus:**

“Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. (Acts 20:28)

#### **Response**

At the end of the seminar there was great response where the attendance was over 100 people and they promised to get into action and make the necessary arrangements to improve membership and lay out strategies of reclaiming members and nurture new once.

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- To pursue a career in the Gospel Ministry with the Seventh-day Adventist Church.

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P.O. BOX PRIVATE BAG

MBAGATHI