

BAPTIST UNION OF UGANDA

PASTORS EQUIP NETWORK (PEN) IMPACT ASSESMENT REPORT FOR BAPTIST UNION OF UGANDA 2022/2023.

BACKGROUND

The Baptist Union of Uganda is an umbrella organization of 1600 independent member local Baptist churches in Uganda. The churches are structured in 10 Regions and 90 clusters (Associations) of churches. In their history, these were very evangelistic, discipling and truth teaching churches.

However, due to political instability, famines, AIDS disease, influx of religious movements, cults, false gospels, and others, the steam was lost and decline was experienced. Instead there was weak intentional discipleship, erosion of identity and distinctives, limitation of getting theological education, low literacy among pastors, weak local church administration and apathy as a result of the COVID 19 pandemic.

Yet in the country there is freedom of worship, a high demographic of youth, a fast growing population and a high population of refugees and foreigners to reach out to. Failure to reach these groups of people for Jesus would leave them to Islam, cults, false teachers, negative media influence and other devilish influences.

STRATEGY

Church Transformation Network (CTN) and Baptist Union of Uganda (BUU) entered into a partnership to equip 3000 pastors and leaders to effectively fulfill God's calling. In line with the Baptist union of Uganda mission of serving and strengthening member local churches, the two organizations partnered to equip the pastors using the Pastoring The Flock of God Curriculum.

The outcome would be pastors who remain biblical, faithful and fruitful. The strategy was to select and equip a Champion, who in turn would select and equip 30 Coach Pastors. The coach Pastors were expected to identify and training of 300 Facilitators and the facilitators were to identify and facilitate the mentoring of 8 to 10 participants in small groups making a total of 3000 leaders on training for a period of one year. The Champion worked closely with the Church, BUU, and CTN to provide leadership to Coach Pastors. The Coach Pastors were to receive instructional and methodological training once per year organized by the Champion. The Facilitator Pastors were to receive strategic training once per year through the Champion. All trained the pastors in the training program will receive consistent support from Facilitators throughout the training program. In the process of training, instructional manuals: Pastoring the Flock of God manual, and Workbook were to be provided to trainees to enhance the learning outcomes. The total annual cost of the program is 28,400USD.

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ACTIVITIES DONE

A Champion was identified and trained, Coach Pastors were identified and trained and facilitators were identified and trained. At the beginning of the training a total of 3160 pastors and leaders were identified for training. This number kept on fluctuating as participants kept on dropping out and some re-joining the program. A total of 3200 copies of the text book and the same number of workbooks were printed and distributed to the participants.

IMPACT REPORTED

Pastoring The Flock of God

All the participants emphatically affirmed that the training greatly enhanced their knowledge of what the word of God required of them. It helped each one clarify their calling and gave an overall job description of a pastor creating confidence and order. The knowledge of who called them gave a greater sense of responsibility, need for excellence and accountability.

The overall impact of the training on local churches was a greater trust in the Pastor as the leader as he became more organized having known his roles and as he loved and cared for the believers. It was also reported that there was a 're-awakening' of the church for the missions mandate as pastors supported one another in community outreaches.

The course modules of Pastoring The Flock of God were regarded as excellent. With only a handful of exceptions, the majority of the participants thought expressed that all of the modules were highly trans-formative. The biggest reported life changes as a result of the study were in the areas of a better understanding of God's word, prioritizing family life and demonstrating Christ.

The different ways in which godly character improved in the lives of the participants were:

1. A commitment disciplined prayer and meditative solitude
2. And attitude of humility
3. Setting the heart on things above
4. A committed family life
5. Love relations with fellow leaders and the flock
6. Greater motivation and commitment to serve God.

The majority of the respondents strongly agreed that the biggest change in their lives for the study so far was in a better assurance of their calling, greater responsibility for the pastoral care of the flock and increased outreach efforts.

If the churches of the respondents were asked what difference the course made in their lives, the following were expressed:

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- a) The leadership ability improved and the leader knows what he is doing
- b) The leader is more confident, committed and preaches with power
- c) The leader is more confident, develops others and loves and visits the flock
- d) The leaders is more prayerful, reads the word and reaches out to the lost people
- e) The leader is a better teacher/preacher, disciples and is engaged in missions.

Every participants emphatically desires to continue using PTFG as ongoing resource because they realize ther is need to continuously grow leaders. They listed the following topics which they desire to look into in detail: Church membership, The issue of cults, Resource mobilization for ministry, Discipleship, Apologetics, Church and media, Christianity in a changing world, Mentoring tomorrows leaders, Endtimes, Church leader and finances and Ministry to children.

Methodology (Network, Division,Cluster)

Regarding the methodology, nearly all said that the pace of learning was not too fast at all, two respondents though said they were unable to finish a few topic on time but for reasons other than the pace of learning being too fast. Otherwise the methodology contributed to everyone ability to learn, the cluster became a support group for all, facilitators supported the participants and coaches as well gave adequate support.

The monthly meeting helped participants know one another and become friends, they shared ideas, strengths and weaknesses, discussed theological issues, celebrated over a meal and visited one another's churches. They even did outreaches together.

All the training material were resourceful but they did not have the videos and the best preferred method was books/manuals. The members requested for additional materials like study bibles, videos, commentaries and bible dictionaries.

In self directed learning, a few use only the bible and the course materials, others use in addition the BUU daily devotional materials.

The cluster leaders mobilized for the meeting to happen, welcomed and gave direction to the meetings and solved issues that emerged. The national PEN team was effective in training, distribution of books follow up and encouragement.

All members are looking forward to future meeting for fellowship and learning.

Only one said the elders were too busy but the rest of the elders got interested, saw the usefulness and supported. Some joined the monthly meetings even when they had no test books. As the result of the training, there was greater trust between the pastor and the elders

The expenses for the meetings were met through personal contribution, contribution of each host and sometimes church support. The cost per month ranges from \$20 to \$50.

The challenges faced were: coaches needed phone credit for mobilization, translation into local languages is a need, limited funds, programs sometimes conflicted with group days, there was absenteeism due to sickness and bad weather.

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This was solved by review of the content with those who were absent before the next meeting, sacrificing of personal earnings. It was proposed to reduce the number of facilitators per coach to three.

Recommendations:

Translation of the study materials to local languages

- a. Introduce theological education by extension
- b. Organize conferences for review of the work
- c. Regular upcountry visits
- d. Increase training times for coaches

Conclusion:

This program is of great impact to the pastors and the local churches. The majority of them are completing the material at the end of August. We plead for the continuation phase.