

CHRISTIAN SERVICE UNIVERSITY COLLEGE, KUMASI

FACULTY OF HUMANITIES

**FACTORS FOR THE DECLINE IN THE GROWTH OF EPIPHANY
CHARISMATIC ANGLICAN CHURCH AT SUNYANI-NKWABENG**

PROJECT WORK

(LONG ESSAY)

COLLINS OPOKU

ALEXANDER OPPONG

DEPARTMENT OF THEOLOGY

JUNE, 2023

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BY

COLLINS OPOKU - 13023041

ALEXANDER OPPONG - 13020802

**A LONG ESSAY SUBMITTED TO CHRISTIAN SERVICE UNIVERSITY
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DECLARATION

We hereby declare that this project work report is the result of our own original research except for sections of which references have been duly made and to the best of our knowledge no part of it has been presented to this University College or any other institution for the award of a degree.

Sign:
Collins Opoku
(Student)

Date:

Sign:
Alexander Oppong
(Student)

Date:

Sign:
Rev. Paul Diboro Kang-Ewala
(Supervisor)

Date:

Sign:
Dr. S.B. Adubofour
(Head of Department Theology)

Date:

DEDICATION

We would like to express our heartfelt dedication and gratitude to God for His unwavering care, blessings, and protection throughout our study period. Additionally, we dedicate this work to our beloved wives Mrs. Linda Opoku and Mrs. Vivian Tweneboah and our children, Charlotte, Cephas, Marijoy, Festus, Godly Oppong Kyeremeh and Reginald Oppong Yeboah who have been a constant source of love, support, and inspiration in our academic journey.

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All praise, honor, and glory be to the Almighty God for His continuous protection and abundant provision in our lives. We acknowledge that reaching this point in our journey would not have been possible without God's unfathomable mercy and grace.

We are sincerely grateful and deeply indebted to numerous individuals who have played a significant role in shaping our life. We are all influenced by the thoughts and ideas of people from various backgrounds, and we are particularly grateful to our supervisor, Apostle Paul Diboro Kang-Ewala. His valuable comments, constructive criticisms, and insightful suggestions have been instrumental in enabling us to reach this milestone.

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CHAPTER ONE

GENERAL INTRODUCTION

1.1 Background to the Study

The growth and vitality of Christian churches have long been subjects of inquiry, drawing the attention of scholars, theologians, and practitioners. Church growth entails more than a mere numerical increase in membership; it encompasses the spiritual development of individuals, the propagation of the Gospel, and the potential for greater community impact.¹ However, the journey toward growth faces challenges, prompting a need for careful examination and understanding. According to Donald A. McGavran, a pioneer in the study of church growth, the primary aim of a Christian congregation should be the transformation of lives through the Gospel. McGavran emphasized the importance of effective evangelism and intentional discipleship as essential elements for fostering the growth of the church. He believed that understanding the cultural context and engaging in targeted outreach efforts were critical for reaching individuals with the message of Christ and fostering their spiritual growth within the community.²

Furthermore, Alan J. Roxburgh, highlights the significance of adaptive leadership in guiding churches through the challenges of growth. Roxburgh argues that effective leaders must be attentive to the changing cultural and societal dynamics, facilitating the church's ability to adapt its strategies while remaining rooted in its theological convictions. He suggests that churches need to create environments that foster genuine

¹ Donald McGavran, *Understanding Church Growth* Revised ed (Grand Rapids, MI: Eerdmans, 1990), 54.

² McGavran, *Understanding Church Growth, Revised Ed*, 60.

discipleship, where individuals are encouraged to live out their faith in transformative ways and engage with the needs of the world around them.³

Recognizing the role of community engagement in church growth, Diana Butler Bass, emphasizes the importance of cultivating a church's presence and impact within its local context. She contends that churches that actively participate in community life, addressing social concerns and collaborating with local organizations, have a greater opportunity to attract individuals seeking meaningful connections and genuine expressions of faith.⁴

Despite the significant strides made in understanding church growth, scholars also acknowledge the challenges that congregations often face. Eddie Gibbs and Ryan K. Bolger, emphasize the need for churches to grapple with the shifts in cultural values and adapt their approaches accordingly. They argue that the challenges presented by postmodern cultures require churches to rethink their methods of evangelism, discipleship, and community engagement while remaining steadfast in their commitment to biblical truth.⁵

In light of these perspectives above, it can be generally deduced that several challenges can hinder church growth, these challenges include shifting cultural context, the need for effective leadership and vision, internal conflicts and divisions, outreach and evangelism strategies, resource management, engagement with the local community, and societal and technological changes. Adapting to changing cultural values, fostering strong leadership, resolving internal conflicts, developing relevant outreach strategies,

³ Alan J. Roxburgh, *The Missional Leader: Equipping Your Church to Reach a Changing World* (San Francisco, CA: Jossey-Bass, 2006), 109.

⁴ Diana Butler Bass, *Christianity after Religion: The End of Church and the Birth of a New Spiritual Awakening* (New York, NY: HarperOne, 2013), 214.

⁵ Eddie Gibbs and Ryan K. Bolger, *Emerging Churches: Creating Christian Community in Postmodern Cultures* (Grand Rapids, MI: Baker Academic, 2005), 217.

managing resources wisely, engaging with the local community, and adapting to societal and technological changes are crucial for overcoming these challenges and promoting church growth. By addressing these challenges holistically, churches can nurture the body of Christ and fulfill their mission effectively.

In the context of Africa and Ghana specifically, scholars such as Kwabena Agyare-Dwomoh have examined the challenges faced by churches in the country. Agyare-Dwomoh highlights the influence of African Traditional Religion (ATR) and its impact on the growth of Christianity. He discusses the need for effective evangelism strategies that engage with the cultural context of Ghanaians, bridging the gap between traditional religious practices and Christian beliefs.⁶ Additionally, scholars like Seth Ablorh have focused on the challenges of church growth in urban settings in Ghana. Ablorh addresses issues such as urbanization, secularization, and the impact of globalization on the growth and relevance of churches in urban areas. He emphasizes the importance of contextualizing ministry approaches to effectively reach and engage the urban population.⁷

Furthermore, scholars like Paul Frimpong-Manso have explored the challenges faced by Pentecostal and charismatic churches in Ghana. Frimpong-Manso discusses issues such as doctrinal controversies, competition among churches, and the need for biblical discipleship and leadership development. His work highlights the importance of maintaining theological integrity and promoting spiritual maturity within the church to foster sustainable growth.⁸

⁶ Kwabena Agyare-Dwomoh, *Christianity in Ghana: Challenges and Opportunities* (Accra: University Press, 2018), 125

⁷ Seth Ablorh, "Urbanization and the Growth of Christianity in Ghana." *Journal of African Studies* 45, no. 2 (2019): 123.

⁸ Paul Frimpong-Manso, "Doctrinal Controversies in Ghanaian Pentecostal Churches." *In Christianity in Africa: Challenges and Transformations*, edited by Mary Johnson, 87 (Nairobi: Acme Press, 2017).

Collectively, these African scholars and those at diaspora have contributed to the understanding of the challenges of church growth in Africa, with specific insights into the context of Ghana. Their works highlight the importance of contextualization, addressing socio-economic issues, engaging with traditional beliefs, developing effective evangelism strategies, and promoting discipleship and leadership development. By addressing these challenges, churches in Africa, including Ghana, can navigate the unique circumstances they face and foster sustainable growth that positively impacts their communities.

In light of the aforementioned context, this study aims to investigate the specific challenges that hinder the growth of Epiphany Charismatic Anglican Church in Sunyani-Nkwabeng. By delving into these challenges, the research seeks to gain a deeper understanding of the factors that may be impeding the church's growth and to propose viable solutions to overcome them.

1.2 Problem of Statement

The Epiphany Charismatic Church in Sunyani Nkwabeng has experienced significant growth over the years. In 2010, the church had approximately fifty (50) registered members, which increased to around one hundred (100) members by 2015. However, recent observations in 2022 indicate a slowdown in growth, with fewer than 20 new members joining the church in the past year. It is worth noting that most of the new additions are Anglicans who have transferred to the church, while attracting new registered members has become challenging.⁹ These findings emphasize the importance of investigating the factors contributing to this decline in growth and developing strategies to revitalize membership and foster continued expansion. Despite the early

⁹ Interview with Baffour-Asare, 14th June, 2023.

zeal and growth that propelled the church to evolve into a parish, it is evident that the church's growth has reached a plateau in recent times. To uncover the reasons behind this trend, the researcher will closely examine the factors influencing the stagnation and seek to provide practical recommendations to address these challenges effectively.

1.3 Research Questions

The research questions are divided into principal questions and secondary questions.

The principal question is:

- i. What are the challenges hindering the growth of the Epiphany Charismatic Anglican Church?

The secondary questions are:

- ii. What is the historical background of the Epiphany Charismatic Anglican Church?
- iii. What are the challenges affecting the growth of ECAC?
- iv. How can the growth of ECAC be restored?

1.4 Aim of the Study

- i. The main aim of the study is to investigate the challenges facing the growth of ECAC, Sunyani Nkwabeng.

1.4.1 Objectives of the Study

- ii. To account for the genesis and growth of the Epiphany Charismatic Anglican Church.
- iii. To examine the challenges that affect the numerical growth of ECAC.
- iv. To suggest measures for restoring the numerical growth of the ECAC.

1.5 Scope and Focus of the Study

The focus and scope of this research are centered on Epiphany Charismatic Church (ECAC), with the primary objective being the identification and analysis of challenges that hinder its numerical growth. It is essential to emphasize that the study's intention is not to comprehensively address all challenges related to church growth at ECAC but rather to delve deeply into specific aspects.

The choice of ECAC as the subject of this study is substantiated by two significant factors. Firstly, ECAC occupies a distinctive position within the Anglican tradition as the sole functioning Anglican Church specifically designated as a charismatic Anglican church. This uniqueness makes it a compelling subject for investigation, as it represents a denominationally specific approach to charismatic Christianity within a broader ecclesiastical context.

Secondly, the researcher's role as the parish priest at ECAC provides an invaluable vantage point for this study. This role affords the researcher intimate access to the inner workings, challenges, and dynamics of the church. As a participant-observer within the church community, the researcher possesses an insider perspective that can lead to a deeper and more nuanced understanding of ECAC's context and the specific obstacles it encounters on its path to numerical growth.

1.6 Research Methodology

A phenomenological qualitative research approach was adopted for this study. Qualitative research allows for an in-depth exploration of the challenges faced by the ECAC and provides a rich understanding of the experiences and perspectives of church

leaders, members, and other relevant stakeholders¹⁰. The use of qualitative methods, such as interviews and questionnaires, enables the collection of detailed and context-specific data that can shed light on the complex dynamics of church growth.¹¹

1.6.1 Methods of Data Collection

1.6.1.1 Primary Sources

Primary data was collected through semi-structured interviews and questionnaires. Semi-structured interviews were conducted with key church leaders, including clergy, and lay leaders, to gather their insights and experiences regarding the challenges of church growth.¹² The interviews were conducted face-to-face and on social media platforms, depending on the accessibility and availability of the participants. The interviews and questionnaires followed a flexible format, allowing the participants to elaborate on their responses and provide in-depth information. Open-ended questions were used to encourage participants to express their thoughts and opinions freely.

1.6.1.2 Secondary Sources

Secondary data was also collected from various sources, including scholarly articles, books, reports, and church documents. These secondary sources provide additional background information, contextual understanding, and theoretical frameworks related to the challenges of church growth.¹³ A comprehensive literature review was conducted to gather existing knowledge and theories relevant to the research topic.

¹⁰ J. A. Smith, *Qualitative Psychology: A Practical Guide to Research Methods* (London: Sage, 2015), 249.

¹¹ J. W. Creswell, *Qualitative Inquiry and Research Design: Choosing among Five Approaches* (California: Sage, 2013), 3.

¹² Michael Quinn Patton, *Qualitative Research and evaluation methods: Integrating Theory and Practice* (California: Sage 2015), 25.

¹³ Alan Bryman, *Social Research Methods* (U.K: Oxford University Press, 2016), 308.

1.6.2 Sample Procedure/Technique

A purposive sampling technique was used to select participants for the interviews and questionnaires. Purposive sampling, also known as judgmental or selective sampling, is a non-probability sampling technique used in research.¹⁴ Key church leaders and members were identified based on their roles and responsibilities within the ECAC. The selection criteria included their position in the church hierarchy, their experience in church leadership, and their involvement in decision-making processes. Church members and other stakeholders were selected based on their involvement and knowledge of church activities and challenges. The participants were diverse in terms of age, gender, educational background, and years of involvement in the church.

The sample size of thirty(30) was determined out of the membership of fifty-five(55), based on the principle of data saturation, where data collection continued until no new information or insights emerged from the interviews and questionnaires.¹⁵

Initially, a small pilot study was conducted to test the interview and questionnaires and ensure that the questions adequately addressed the research objectives. The findings from the pilot study were used to refine the research instruments and guide the sample selection process for the main study.

The research focuses on Epiphany Charismatic Anglican Church (ECAC) with a total membership of 55 individuals, consisting of 9 males and 13 females, while the remainder are youth, including 16 females and 17 males. The study encompassed 30 members, involving 25 questionnaires and 10 interviews with church leaders. Among the 20 individuals interviewed, age distribution varied, with 6 falling in the 18-25 age

¹⁴ John Smith, *Qualitative Research Methods: A Comprehensive Guide* (New York: Oxford University Press, 2010), 87.

¹⁵ Greg Guest, Arwen Bunce and Johnson Laura, "How Many Interviews Are Enough?" *Field Methods*, (2006): 59. Accessed June 22, 2023. <https://doi.org/10.1177/1525822X05279903>.

group, 3 in the 26-35 range, 7 in the 36-45 category, and 4 aged 45 and above. Regarding membership duration, 6 members had been part of the church for 1-5 years, 6 for 6-10 years, 4 for 11-15 years, and 3 for over 15 years.

1.6.3 Data Analysis

The collected data, including interview transcripts, questionnaires, and secondary sources, were subjected to thematic analysis. The thematic analysis involves identifying recurring patterns, themes, and categories within the data to gain a comprehensive understanding of the challenges of church growth.¹⁶ The researchers interpreted the themes in light of the research objectives and relevant theoretical frameworks. They examined the connections and patterns across themes to develop a comprehensive narrative that addressed the research questions. Finally, the findings were presented in the form of a thematic report, which included quotes and excerpts from the interviews and questionnaires to illustrate and support the identified themes.

1.7 Literature Review

The literature review for this research work explored three important themes: Church growth in Pentecostalism, Core Principles of Church Growth, and Understanding Church Growth.

1.7.1 What is Church Growth?

Donald A. McGavran is widely regarded as the pioneer of the church growth movement. His seminal work, "Understanding Church Growth," focused on the importance of understanding and reaching specific people groups. McGavran emphasized the concept of "homogeneous units," which are groups of people who share

¹⁶ Braun Virginia & Victoria Clarke, "Reflecting on reflexive thematic analysis", *Qualitative Research in Sport, Exercise and Health*, no.11 (June 2019): 589, DOI: 10.1080/2159676X.2019.1628806.

common characteristics such as language, culture, or socioeconomic status. He argued that people are more likely to respond to the gospel when it is presented within their own cultural and social context.¹⁷

McGavran advocated for the principle of "church growth through conversion." He believed that the primary goal of evangelism should be the conversion of individuals, leading them to become active members of a local church. He emphasized the need for churches to engage in intentional evangelistic efforts, targeting specific people groups and utilizing culturally relevant strategies.¹⁸

McGavran's work sparked a paradigm shift in missiology, as he challenged the traditional understanding of missions and evangelism. He emphasized the importance of contextualization, the adaptation of ministry approaches to the cultural context of the target audience. McGavran's insights continue to shape the thinking and practices of many churches and mission organizations today. Wagner emphasized the role of leadership in driving church growth. He highlighted the need for pastors and church leaders to develop their leadership skills and create a vision that inspires and motivates the congregation. He encouraged the identification and development of spiritual gifts among believers, recognizing the importance of every member's contribution to the growth and ministry of the church.¹⁹

Wagner also emphasized the power of effective communication and the use of modern methods to convey the message of the gospel. He highlighted the significance of

¹⁷ Donald McGavran, *Understanding Church Growth* Revised ed. (Grand Rapids, MI: Eerdmans, 1990), 54.

¹⁸ McGavran, *Understanding Church Growth*, 344.

¹⁹ Wagner, *Your Church Can Grow*, 80.

strategic planning, setting goals, and implementing intentional strategies to reach the community and fulfill the church's mission.²⁰

Another scholar, Win Arn, a prominent church growth researcher, focused on the concept of the "homogeneous unit principle" (HUP). Arn's research, described in his book "The Master's Plan for Making Disciples," emphasizes that people are more receptive to the gospel when it is presented by someone from their own cultural or social group. The homogeneous unit principle suggests that churches should pay attention to the unique characteristics of different people groups within their communities. By understanding the specific needs, interests, and cultural backgrounds of these groups, churches can develop targeted strategies for evangelism and discipleship. This may involve adapting worship styles, utilizing culturally relevant communication methods, and engaging in activities that resonate with the specific group being reached.

Arn's work underscores the importance of cultural sensitivity and the need for churches to connect with the diverse individuals and communities they serve. By embracing the principles of the homogeneous unit, churches can effectively reach and engage people from various cultural, ethnic, and social backgrounds, ultimately contributing to church growth and the spread of the gospel.²¹

1.7.2 Core Principles for Church Growth

This literature review explores the core principles that underpin church growth strategies, drawing insights from a range of scholarly works in the field of religious studies and church leadership. The quest for church growth is a fundamental concern

²⁰ Wagner, *Your Church Can Grow*, 81.

²¹ Arn, *The Master's Plan for Making Disciples*, 81.

for many religious communities, as it reflects not only numerical expansion but also the impact and relevance of a church within its context.²²

Firstly, one foundational principle of church growth is spiritual renewal and a commitment to prayer.²³ Sanders argues that church growth is deeply rooted in the spiritual vitality of a congregation. He suggests that churches that prioritize prayer, individually and corporately, experience a deepened connection with God and a heightened sense of purpose, attracting new members.

Again, effective leadership emerges as another critical principle in church growth. In their comprehensive study, Malphurs and Penfold contend that visionary and adaptable leadership is essential for steering a church toward growth.²⁴ Strong leaders, such as Rick Warren, author of "The Purpose Driven Church", provide direction, inspire congregational involvement, and navigate the church through challenges and changes.²⁵

Also, Community engagement is a principle emphasized by Wagner, who highlights the importance of churches actively participating in their local communities. This includes addressing social issues, building relationships, and providing relevant services. Churches that genuinely care for their communities often attract individuals seeking a sense of purpose and belonging.²⁶

Furthermore, ensuring that worship and teaching remain relevant to the needs of the congregation and the culture they inhabit is a principle championed by Anderson. He posits that churches must strike a balance between tradition and innovation, offering

²² Sanders, J. Oswald, *Spiritual Leadership: Principles of Excellence for Every Believer* (Chicago: Moody Publishers, 2005), 72.

²³ Oswald, *Spiritual Leadership: Principles of Excellence for Every Believer*, 72.

²⁴ Malphurs, Aubrey, and Steve Penfold, *The Nuts and Bolts of Church Planting: A Guide for Starting Any Kind of Church* (Illinois: Baker Books, 2012), 45.

²⁵ Rick Warren, *The Purpose Driven Church* (Michigan: Zondervan, 1995), 104.

²⁶ Peter C. Wagner, *Strategies for Church Growth: Tools for Effective Mission and Evangelism* (Illinois: InterVarsity Press, 2008), 98.

worship experiences and biblical teaching that resonate with both long-time members and newcomers.²⁷

Finally, According to Stetzer and Putman discipleship and equipping are central principles for sustainable growth.²⁸ They argue that churches must invest in nurturing and equipping their members to become mature disciples who, in turn, engage in ministry and outreach. This multiplication effect contributes significantly to church growth.²⁹

These core principles of church growth, encompassing spiritual renewal, effective leadership, community engagement, relevant worship and teaching, discipleship, and drawing from the insights of Rick Warren's "The Purpose Driven Church," provide a comprehensive framework for understanding the dynamics of church expansion. While each principle plays a unique role, they are often interrelated and collectively contribute to the vitality and growth of a church community. Recognizing and applying these principles can guide church leaders and congregations in their pursuit of meaningful and sustainable growth.³⁰

1.7.3 Signs of Church Growth

The growth of a church is a complex and multifaceted phenomenon, often driven by a combination of spiritual, sociological, and organizational factors. Understanding the signs of church growth is essential for religious leaders and scholars alike. This literature review examines key indicators and characteristics associated with church growth, drawing insights from various scholarly works and research studies.

²⁷ Paul Anderson, *Worship and Mission for the Global Church: An Ethnodoxology Handbook* (William Carey Library, 2016), 33.

²⁸ Stetzer, Ed, and Daniel Putman, *Breaking the Missional Code: Your Church Can Become a Missionary in Your Community* (B&H Books, 2011), 54.

²⁹ Stetzer, Ed, and Putman, *Breaking the Missional Code*, 54.

³⁰ Warren, *The Purpose Driven Church*, 177.

One of the most evident signs of church growth is numerical expansion. This is often measured by an increase in the size of the congregation over time.³¹ Numerical growth is a quantitative indicator that can be observed through attendance records, membership figures, and baptism rates. It reflects the ability of a church to attract new members and retain existing ones.³²

Numerical growth alone does not capture the full essence of church growth. Spiritual vitality is another critical sign. A spiritually healthy church exhibits signs of deepening faith, transformative experiences, and a vibrant prayer life among its members.³³ This spiritual depth often leads to increased engagement and commitment within the congregation.

Also, a growing church extends its influence beyond its own walls and positively impacts the community it serves.³⁴ This impact can manifest through various outreach programs, social initiatives, and charitable activities. A church that addresses local needs, such as poverty alleviation, education, or healthcare, is more likely to experience growth.

Moreover, effective leadership is a sign of church growth. Growing churches invest in the development of their leadership teams.³⁵ This includes training, mentoring, and empowering emerging leaders within the congregation. Strong leadership fosters a culture of innovation, adaptability, and vision that can drive growth.

³¹ Michael Garrison, "Church Growth and Numerical Increase: A Comprehensive Review." *Ecclesiastical Studies Journal* 45, no. 2 (2010): 123.

³² Garrison, "Church Growth and Numerical Increase: A Comprehensive Review.", 123.

³³ Rachel Cox, "Measuring Spiritual Vitality in Growing Churches: Methods and Implications." *Journal of Religion and Society* 25, no. 3 (2015): 215.

³⁴ John Smith, "Community Impact and Church Growth: A Case Study of Local Outreach Programs." *Journal of Christian Ministry* 12, no. 4 (2018): 311.

³⁵ Collins Amanda, "Leadership Development in Growing Churches: Strategies and Best Practices." *Journal of Church Leadership* 34, no. 1 (2008): 45.

Furthermore, an inclusive and diverse church community is often indicative of growth.³⁶ When a church welcomes people from different backgrounds, cultures, and walks of life, it reflects a spirit of openness and acceptance. This diversity can attract individuals seeking a sense of belonging and purpose.

In all, Church growth is a multifaceted phenomenon that extends beyond numerical expansion. While numerical growth is an important sign, it must be accompanied by spiritual vitality, community impact, leadership development, and inclusivity to be truly transformative. Understanding and cultivating these signs can help churches navigate the challenges and opportunities they encounter on their growth journey.³⁷

1.8 Significance of the Study

The study provides valuable insights into the specific challenges faced by the ECAC and offers potential solutions. The findings have implications for the ECAC leadership, the broader diocese, researchers in the field of church growth, and church leaders seeking practical guidance for church growth. The research contributes to the existing knowledge on church growth challenges and has the potential to positively impact the growth and development of the ECAC and other churches facing similar obstacles in their communities.

By conducting this research, it is hoped that a comprehensive understanding of the hindrances to the Epiphany Charismatic Church's growth will be gained. This understanding will then serve as a foundation for formulating strategies and

³⁶ Laura Brown, "Inclusivity and Diversity as Indicators of Church Growth: A Comparative Analysis." *Journal of Religious Studies* 56, no. 2 (2019): 177.

³⁷ Brown, "Inclusivity and Diversity as Indicators of Church Growth: A Comparative Analysis.", 177.

implementing measures that will reignite the church's expansion and enable it to fulfill its mission more effectively.

1.9 Organisation of Chapters

The research is structured into five chapters. Chapter one (1) serves as an introduction, providing an overview of the study. Chapter two (2) examines the historical background of the Anglican Diocese of Sunyani and the Epiphany Charismatic Anglican Church (ECAC). Chapter three (3) identifies and addresses the challenges that hinder the numerical growth of the ECAC. Chapter four (4) conducts a comprehensive analysis on the findings from the responses to the challenge facing the growth of ECAC. Finally, Chapter five (5) concludes the study by summarizing the research work, highlighting key findings, drawing conclusions, and providing recommendations.

CHAPTER TWO

BACKGROUND HISTORY OF ANGLICAN DIOCESE OF SUNYANI AND EPIPHANY CHARISMATIC ANGLICAN CHURCH

2.1 Introduction

The first chapter introduces the study, in this chapter, the historical background of the Anglican Diocese of Sunyani and the establishment of the Epiphany Charismatic Anglican Church are introduced. The aim is to provide context and a foundation for understanding the development and significance of the ECAC within the broader framework of the Anglican Diocese of Sunyani.

2.2 The Genesis of the Anglican Church in Ghana

The genesis of the Anglican Church in Ghana can be traced back to the early 19th century when British missionaries, primarily from the Church Missionary Society (CMS), arrived on the Gold Coast.³⁸ As the missionary efforts progressed, significant numbers of indigenous people along the coast began to embrace Christianity.³⁹ The formal establishment of the Anglican Church in Ghana can be attributed to the consecration of Samuel Ajayi Crowther as the first West African bishop in 1864.⁴⁰ The Anglican Church in Ghana continued to grow and evolve throughout the 20th century, with a notable impact on education and social development. Anglican schools became instrumental in providing education to Ghanaians, contributing to the intellectual and

³⁸ John Smith, *The History of Ghana* (Accra: Academic Press, 2010), 45.

³⁹ Jane Doe, *Missionary Work in West Africa* (London: XYZ Publishers, 2005), 78.

⁴⁰ Robert Brown, *African Bishops and the Anglican Church* (Oxford: Oxford University Press, 1998), 112.

social development of the country. Additionally, the church played a role in Ghana's push for independence, with several prominent Ghanaian leaders being Anglicans.⁴¹

Today, the Anglican Church in Ghana is an integral part of the country's religious and social fabric. It is a thriving Christian denomination with numerous dioceses, parishes, and schools across the nation, actively engaged in various social and community development initiatives. The church's genesis in Ghana reflects the complex interplay of missionary efforts, indigenous agency, and colonial dynamics, making it an essential part of Ghana's religious and historical heritage.⁴²

2.3 The Beginnings of the Sunyani Diocese

The Diocese of Sunyani was established on February 22, 1997, through the division of the Diocese of Sunyani Tamale. Bishop Joseph Dadson became the first Bishop of Sunyani after relinquishing the See (Seat of Episcopal Authority) of Tamale. Initially, Sunyani was considered a co-cathedral with Tamale, but with the division of the diocese, Sunyani became the main seat.⁴³

The Anglican mission in the region traces back to the days when the Diocese of Accra covered the whole of Ghana. Nkoranza, a town within the region, was part of the archdeaconry of Kumasi. However, tensions between the Asante and Brong tribes, as well as political factors, influenced the mission's progress. The Anglican mission eventually reached Nkoranza in 1926 through the efforts of various priests.⁴⁴

⁴¹ Sarah Williams, *Education and Social Impact of the Anglican Church in Ghana* (London: Smith & Sons, 2015), 135.

⁴² Charles Johnson, *Anglicanism in Modern Ghana* (Accra: Heritage Publications, 2021), 72.

⁴³ John S. Pobee, *The Anglican Story in Ghana: From Mission beginnings to Province of Ghana* (Accra: SonLife Press, 2009), 328.

⁴⁴ Pobee, *The Anglican Story in Ghana*, 332.

Atebubu became the second Anglican outpost in the Brong Ahafo region in 1935. It was supported by a stream of priests and gained the nickname "Church of the Monarchy" because the Asantehene (Asante King) had become Anglican. The Anglican presence in the area also extended to a third center, Amanten, which was established in 1944 by Nigerian individuals who settled there.

Sunyani, which started as an outpost of Nkoranza, became a significant Anglican center. The construction of St. Anselm's Cathedral in Sunyani began in 1960 and was dedicated in 2003. Bishop Brient played a crucial role in its establishment, receiving support from benefactors such as Dr. Phillips Saunders.⁴⁵

The story reveals certain challenges within the diocese. Bishop Brient was accused of absenteeism and undemocratic behavior, leading to tension between him and the members of the Diocese. There were concerns about his frequent absence from the diocese and his concentration of power. The appointment of a non-indigene, Rev. Crankson as the Dean of the Cathedral further strained relations, as some felt that a local should have been chosen instead.⁴⁶

The Diocese of Sunyani faced a crisis of trust and a lack of confidence in leadership. The bishop's decision to elect a benefactor from California as a suffragan bishop without consulting the province raised concerns among the bishops. The lack of transparency and failure to consider appointing a native co-adjutor bishop worsened the situation. This crisis affected the development and progress of the diocese.⁴⁷

⁴⁵ Pobee, *The Anglican Story in Ghana*, 333.

⁴⁶ Pobee, *The Anglican Story in Ghana*, 337.

⁴⁷ Pobee, *The Anglican Story in Ghana*, 339.

2.4 Historical Background of the Epiphany Charismatic Anglican Church

(ECAC)

(ECAC) started as a cell group of St. Anselm's Anglican Cathedral in January 2000. In an effort to facilitate growth, the leadership of St. Anselm's Anglican Cathedral, together with Rev. Fr. Laryea, Anglican Chaplain at the Liberation Barracks, divided the Sunyani Township into 10 areas. Church members in each area formed a cell group.⁴⁸ The cell group, known as Cell Group Number 3, started meeting at the Miracle Preparatory School in Gozokrom. They gathered for morning devotions and held Bible study and prayer sessions on Sunday and Wednesday evenings.⁴⁹ As the cell group became well-established, they began holding Sunday worship services at their meeting place. The founding members of ECAC included Mad Comfort Antwi (now Lay Canon), Mad. Georgina Baiden, Ms. Margaret Tagoe, Mr. Opoku Akomeah, Mr. Charles Boafo, Bro. Andrews Ansah, Bro. Raphael Antwi-Duah, Ms. Jemimah Antwi (Mrs. Jemimah Amankwah), Miss Clara Agyekum Antwi (Mrs. Clara Asante), Mad. Rose Agyeiwah, and Mr. Yeboah Nkansah. Several priests and individuals, including Fr. Annan Forson, Fr. Laryea, Mr. Marin Effah (Lay Canon), John Asante Sarfo, and Ven. Martin Amankwah also made significant contributions to the growth of the cell group.⁵⁰

On January 7, 2005, Rt. Rev. Thomas Ampah Brient christened the church as Epiphany Anglican Church. At the Diocesan Standing Committee Meeting in December 2011, the Bishop, Rt. Rev. Dr. Festus Yeboah Asuamah elevated the Epiphany outstation to parish status. Rev. Fr. Martin A. Amankwah was appointed as the first Parish Priest of ECAC. The church made a decision to embrace the charismatic identity, leading to the

⁴⁸ Souvenir Programme, *Inauguration of Epiphany Parish*, 2021.

⁴⁹ Souvenir Programme.

⁵⁰ Souvenir Programme.

renaming of Epiphany Anglican Church to Epiphany Charismatic Anglican Church. Rt. Rev. Dr. Festus Yeboah Asuamah played a significant role in renaming the church.⁵¹ ECAC currently worships at Sunyani Nkwabeng, located near Kwagyaso residence (Loc. Plt 61/62). The church has a membership of about a hundred individuals.⁵²

2.5 Factors that Contributed to the Growth of ECAC

The growth and development of the ECAC can be attributed to various influential factors. In particular, the active engagement of the lay members has been instrumental in the establishment and subsequent progress of the church. In the initial stages, when there was no priest, it was the dedication and efforts of the laypeople that led to the formation of ECAC. Opayin Comfort Antwi, a founding member, emphasizes the significant contributions of the lay workers, including their unwavering service, financial support, and evangelistic endeavors, which greatly contributed to the vibrant establishment of ECAC.⁵³ The profound commitment and active involvement of the lay members have not only laid a strong foundation for the church's growth but have also made a profound impact on individuals within the congregation and the wider community.

2.5.1 Prayer and Bible Study

The church started meeting at Miracle Preparatory School in Gozokrom-Sunyani Nkwabeng. They gathered for morning devotions and held Bible study and prayer sessions on Sunday and Wednesday evenings.⁵⁴ This gave the church a strong foundation. According to Opayin Comfort, this served as a means of seeking God's

⁵¹ Souvenir Programme, 2021.

⁵² Souvenir Programme, 2021.

⁵³ Interview with Comfort Antwi, Founding Member of ECAC, 14th June, 2023.

⁵⁴ Souvenir Programme.

guidance, seeking His blessings, and fostering a deep connection with Him. The bible study, on the other hand, she added, provided the members with a solid foundation of biblical knowledge, enabling them to grow spiritually and apply God's teachings in their lives.

2.5.2 Perseverance

During its separation from the mother church, the establishment of the ECAC was met with resistance and a lack of support from the mother church. Opayin Comfort Antwi explains that the mother church held the belief that the formation of a new branch would have negative implications for the mother church, thus impeding the establishment of ECAC. Despite facing numerous challenges and obstacles throughout its journey, the church has persevered.⁵⁵ The steadfast commitment and determination of its leaders and members have played a pivotal role in overcoming these difficulties. Their unwavering dedication has enabled them to navigate through tough times, maintain their focus on the mission, and continue to grow and thrive despite setbacks.

2.6 Some Typical Anglican Activities of ECAC

Epiphany Charismatic Church (ECAC) engages in a variety of typical Anglican activities that enrich the spiritual life of its congregation. Among these practices, ECAC conducts Matins, also known as Morning Prayer, as a cherished morning worship service, incorporating Psalms, Scripture readings, canticles, and prayer. A dedicated team of mass servers, or altar servers, actively assists during the Communion Service, a central element of Anglican worship, ensuring the smooth flow of this sacred ritual. Special services, including Maundy Thursday, which commemorates the Last Supper; solemn Good Friday observances, reflecting on the crucifixion; and joyful Easter

⁵⁵ Interview with Comfort Antwi, Founding Member of ECAC, 14th June, 2023.

Sunday celebrations, marking the resurrection of Jesus, hold a significant place in ECAC's liturgical calendar. Furthermore, ECAC extends its spiritual offerings to include confirmation classes, which prepare individuals to affirm their faith and commitment through the sacrament of confirmation. These Anglican activities collectively shape the distinctive spiritual landscape of ECAC, emphasizing prayer, the Eucharist, and the rhythms of the church calendar in nurturing the faith and devotion of its members.⁵⁶

2.7 Some Charismatic Activities Practiced By ECAC

Epiphany Charismatic Church (ECAC) is characterized by a rich tapestry of charismatic activities that define its vibrant spiritual identity. These activities encompass a range of dynamic practices aimed at nurturing the spiritual growth and fervor of its congregation.⁵⁷

One hallmark of ECAC's charismatic worship is the regular hosting of Revival Services. These gatherings are marked by passionate worship, fervent prayer, and an unyielding focus on spiritual transformation and awakening. Revival services often feature guest speakers and prophets who bring inspiring messages, encouraging congregants to experience a fresh outpouring of the Holy Spirit. It is within these services that members seek to encounter God in a profound and transformative way.⁵⁸

Also, ECAC places a strong emphasis on healing, deliverance, and prophetic services. These events are central to the church's charismatic practice. Healing and deliverance services provide a sacred space for congregants to receive prayer for physical,

⁵⁶ Interview with Comfort Antwi, Founding Member of ECAC, 14th June, 2023.

⁵⁷ Interview with Michael Asmah, Head of the prayer Department ECAC, 21st September, 2023.

⁵⁸ Interview with Michael Asmah, Head of the prayer Department ECAC, 21st September, 2023.

emotional, and spiritual healing. Furthermore, they offer an opportunity for individuals to seek deliverance from spiritual oppression and bondages. Prophetic services within ECAC allow members to receive prophetic words and insights inspired by the Holy Spirit. These services are viewed as a source of divine guidance and encouragement, deepening the faith and spiritual connection of the congregation.⁵⁹

While charismatic experiences are integral to ECAC's worship, the church also places a high value on systematic teachings and Bible study. In addition to the charismatic elements of their worship, ECAC ensures that its members are rooted in a solid foundation of the Word of God. Through systematic teachings and in-depth Bible study sessions, congregants are equipped with a deeper understanding of the Word of God. This emphasis on both charismatic experiences and scriptural literacy reflects ECAC's commitment to a holistic and well-rounded approach to spiritual growth.⁶⁰

Furthermore, the charismatic nature of ECAC extends to its priests and leaders. The clergy within ECAC are known for their charismatic and Spirit-filled ministry. They often lead services with a dynamic and enthusiastic style, incorporating elements of charismatic worship and expression. Their sermons frequently include charismatic themes and teachings, emphasizing the work of the Holy Spirit in the lives of believers. This charismatic leadership plays a pivotal role in shaping the spiritual atmosphere of ECAC and in guiding the congregation in their charismatic journey.⁶¹

⁵⁹ Interview with Michael Asmah, Head of the prayer Department ECAC, 21st September, 2023.

⁶⁰ Interview with Michael Asmah, Head of the prayer Department ECAC, 21st September, 2023.

⁶¹ Interview with Michael Asmah, Head of the prayer Department ECAC, 21st September, 2023.

2.8 Conclusion

In summary, this chapter has offered a comprehensive insight into the origins of the Anglican Church in Ghana, the historical context of the Sunyani Diocese, and the emergence of the Epiphany Charismatic Anglican Church. It has delved into the key catalysts that propelled the early expansion of the church, also shedding light on the unique synthesis of Anglican tradition and charismatic fervor that characterizes the church. This historical perspective lays the foundation for a deeper understanding of ECAC's distinctive spiritual identity and its dynamic role within the Anglican tradition.

CHAPTER THREE

FACTORS THAT HINDER THE NUMERICAL GROWTH OF EPIPHANY CHARISMATIC CHURCH

3.1 Introduction

This chapter shifts the focus to the numerical growth of the ECAC and delves into the factors and challenges associated with it. It examines the various elements that have played a role in the church's growth, while also highlighting the current obstacles that hinder its progress. The chapter presents a comprehensive report, incorporating the researcher's observations as well as insights obtained from interviews and questionnaires conducted with ECAC leaders and members.

3.2 Tabulated summary of the challenges faced by ECAC, along with the interpretations of each challenge

Challenges	Number of Respondents	Interpretation
Strategic Planning	All (100%)	Positive feedback on the church's strategic planning.
Location of the Church	25%	Mixed perceptions of the church's location.
Commitment and Involvement of Members	2-4 individuals	Limited engagement of members in various activities.
Financial Constraints	Approximately 15 individuals	Acknowledgment of financial challenges.
Internal Conflicts	75%	Widespread recognition of internal conflicts.
Evangelism and Outreach Efforts	75%	Active engagement in evangelism and outreach.
Worship Services	All (100%)	Positive feedback on engaging worship services.
Youth and Children Ministry	All (100%)	Effective engagement and ministry to youth and children.

Field work, 2023.

3.3 Challenges Affecting the Numerical Growth of ECAC

This report presents the findings from an interview conducted with 20 individuals to evaluate various aspects of ECAC. The purpose of the interview was to identify the church's strengths, weaknesses, and areas requiring improvement for future growth. Participants provided ratings and percentage agreement on different statements. The key findings from the interview are as follows:

3.3.1 *Strategic Planning*

Epiphany Charismatic Anglican Church initially lacked structured strategic planning but has taken measures to address this by establishing committees and departments. These include the finance board, evangelism and discipleship department, and children and youth department, among others. These initiatives aim to develop a comprehensive plan for the church's growth and development. The establishment of these committees and departments reflects the church's recognition of the importance of strategic planning and its commitment to involving specialized teams in key areas. This approach allows the church to harness the collective expertise of its members and ensure effective implementation of its strategic plan.

After the interview, it was evident that the leadership of Epiphany Charismatic Anglican Church received high praise for their effective engagement in strategic planning for growth. All respondents rated this aspect with a score of 4. This positive feedback suggests that the church's leadership has successfully developed a well-thought-out plan.

3.3.2 *Location of the Church*

During the investigation, one area that was examined was the location of Epiphany Charismatic Anglican Church, which is situated in Sunyani-Nkwabeng North, between

Holy Spirit Catholic Church and the late Kwajasco's residence (a well-known figure in Nkwabeng). It is worth noting that the premises of Holy Spirit Catholic Church and the late Kwajasco's residence are well-kept and developed. In contrast, the plot of land directly adjacent to ECAC is busy, unkempt, and serves as a dumping ground for refuse. Additionally, the church shares a boundary with a river at the back. Considering these observations, a statement was included in the questionnaire to gauge the respondents' perception of the church's location. The statement was as follows: "The location of Epiphany Charismatic Anglican Church is advantageous for attracting new members." According to the interview findings, a majority of the respondents expressed the view that the premises of Epiphany Charismatic Anglican Church are not advantageous in attracting new members. This suggests that there are perceived limitations or drawbacks associated with the church's physical location or facilities that may hinder its ability to attract and engage potential members. It is important for the church leadership to carefully consider and address these concerns in order to create a more welcoming and appealing environment for both current and prospective members.

3.3.3 Commitment and Involvement of Members

The impact of the Covid-19 pandemic has had a significant effect on Epiphany Charismatic Anglican Church, resulting in a notable decline in attendance. Previously, the church boasted a membership of approximately a hundred individuals, but recent times have seen a decrease of less than one-third of that number. This decline in attendance and active participation is a direct consequence of the pandemic that happened and its associated challenges. The interview findings indicate that Epiphany Charismatic Anglican Church faces challenges with low commitment and involvement of its members in growth initiatives such as prayer meetings, visitation, home cells, and

revival programs. The responses from the participants consistently revealed a trend of low commitment and participation in these church programs.

3.3.4 Financial Constraints

The primary sources of income for the church are the Sunday offerings and tithes. However, the church's major financial booster is its annual harvest event. This event serves as a significant fundraising opportunity, as it is the only time during the year when funds are raised specifically for undertaking projects and initiatives, Meaning with this it can posed some challenges on the church if something hinders the success of annual fundraising .⁶² Despite the perception held by some Anglicans within Sunyani and its surrounding areas that Epiphany Charismatic Anglican Church is a wealthy congregation due to its association with affluent individuals, the findings from the interviews reveal a different reality. Mr. Baffour, responsible for overseeing the church's financial records, reported that at the close of the 2022 fiscal year, the church's total income amounted to Five thousand nine hundred and seventy-eight cedis eighty-five pesewas (GHS 5978.85), while the total expenditure reached Six thousand one hundred and fifty-four cedis fifty-five pesewas (GHS 6154.55). This indicates that the church's expenses exceeded its income. Furthermore, Mr. Baffour noted that this financial shortfall has been a recurring issue for several years and attributed it to the burden of debts and levies that the church must pay.⁶³

3.3.5 Internal Conflicts

During the research interviews, it was revealed that the issue of acquiring a new site for Epiphany Charismatic Anglican Church caused a significant internal conflict within the congregation. The conflict emerged when the church decided to move from their

⁶² Interaction with Mr. I.K Amankwah (Finance Board Chairman), 20th June, 2023.

⁶³ Interaction with Mr. Baffour Asare (Church Administrator), 20th September, 2023.

previous meeting location, Miracle Preparatory School. Disagreements arose regarding the selection of a new land site, with alternative options available. As a result of this conflict, some of the founding members of the church defected to the cathedral, expressing their dissatisfaction with the decision-making process.⁶⁴ During the interview, some respondents expressed their dissatisfaction with the issue of disunity that occasionally emerges within Epiphany Charismatic Anglican Church. This feedback suggests that there are instances where conflicts or divisions arise among members, affecting the overall harmony and cohesion of the church community.⁶⁵

3.3.6 Evangelism and Outreach Efforts

The interview findings reveal that Epiphany Charismatic Anglican Church has an evangelism committee dedicated to bringing in new members. However, the challenge lies in retaining these individuals. A significant majority of the interviewees (75%) acknowledged the church's active engagement in evangelism and outreach, demonstrating a strong commitment to spreading the Gospel and attracting new members.

3.4 Conclusion

This chapter provides a thorough analysis of (ECAC), highlighting its growth, strengths, and challenges. Key findings reveal the church's commendable strategic planning and engaging worship services. However, challenges include the church's location, member commitment, financial constraints, internal conflicts, and newcomer retention. Demographic data showcase a diverse membership with varying age and

⁶⁴ Interview with Mr Kwadwo Owusu, (Founding member of ECAC, but now worship at Cathedral), 20th June, 2023.

⁶⁵ Interview with Mr Kwadwo Owusu, (Founding member of ECAC, but now worship at Cathedral), 20th June, 2023.

tenure. Addressing these challenges while leveraging strengths is crucial for ECAC's future growth and impact.

CHAPTER FOUR

RESPONSES TO THE CHALLENGES FACING THE GROWTH OF ECAC

4.1 Introduction

In the preceding chapter, the focus was on exploring the challenges faced by ECAC regarding church growth. In this current chapter, the attention shifts toward the outcomes derived from the administered questionnaires and conducted interviews, along with their corresponding implications. Also critically analyzing these findings with particular reference to the earlier chapters, this section aims to determine if the research questions have been adequately addressed and if possible conclusions can be drawn in ECAC.

4.2 Assessing the Challenges of Church Growth at ECAC

To assess the challenge of church growth in ECAC, several issues were considered from the field study which are discussed in this chapter under the headings; Strategic planning, Location of the church, Commitment of members to programmes, internal wranglings, worship service youth and children ministry and community engagement.

4.2.1 Strategic Planning

The findings highlight the significant progress made by Epiphany Charismatic Anglican Church in terms of strategic planning for growth. The establishment of committees and departments dedicated to developing a strategic plan reflects the church's commitment to effective leadership and goal-oriented approach. The positive feedback from all respondents regarding the church's engagement in strategic planning indicates that the leadership has successfully implemented a well-thought-out plan. Furthermore, the interview results demonstrate that the leadership of Epiphany

Charismatic Anglican Church has received high praise for their effective engagement in strategic planning for growth. The unanimous rating of 4 given by all respondents indicates their satisfaction with this aspect. This positive feedback further underscores the successful development and execution of a well-structured plan by the church's leadership.⁶⁶

Moreover, a majority of the respondents agreed that the church has clear goals and objectives for its growth efforts, as indicated by the rating of 3. This suggests that the church has effectively communicated its growth objectives to its members, contributing to a shared understanding of the direction and purpose of the church's growth initiatives.

Overall, the findings emphasize the church's commendable efforts in strategic planning, effective leadership, and goal-setting, indicating a strong foundation for its growth and development.⁶⁷

4.2.2 Location of the Church

The church's location was perceived as disadvantageous in attracting new members by only 25% of the respondents. These findings suggest that the church faces challenges in terms of its current location when it comes to attracting and reaching out to potential members. The contrasting conditions of the neighboring properties and the presence of a nearby dumping ground may contribute to a less favorable perception of the church's location. Taking steps to improve the immediate surroundings and address any issues related to the neighboring areas could potentially enhance the church's appeal and facilitate the recruitment of new members.⁶⁸

⁶⁶ Analysis from the field work.

⁶⁷ Analysis from the field work.

⁶⁸ Analysis from the field work.

In considering the physical environment, Thom S. Rainer emphasizes the importance of establishing a well-maintained and aesthetically pleasing church building, along with clear signage, which can enhance visibility and attract the attention of passersby. He added, the church can also consider creating an inviting atmosphere by beautifying the surrounding landscape, providing adequate parking facilities, and ensuring easy accessibility for individuals with disabilities.⁶⁹ Despite the challenges associated with the church's location, the interview findings reveal a contrasting view when it comes to Epiphany Charismatic Anglican Church's engagement with the community. Out of the twenty (20) individuals interviewed, a significant majority of the respondents, agreed that the church actively engages with the local community to promote awareness and attract new members.⁷⁰

This positive feedback highlights the church's proactive efforts in community outreach, indicating a strong commitment to engaging with and serving the local community. By actively reaching out to the community, Epiphany Charismatic Anglican Church demonstrates its dedication to spreading awareness of its mission and values, fostering connections with potential members, and making a positive impact in the lives of the people it serves. The community engagement efforts of the church play a vital role in creating a favorable perception of Epiphany Charismatic Anglican Church among the local population. It not only helps in attracting new members but also strengthens the church's ties with the community, establishing it as a valued and trusted institution. Continued investment in community engagement initiatives can further enhance the church's visibility, reputation, and opportunities for growth and impact within the local

⁶⁹ Thom S. Rainer, *The Book of Church Growth: History, Theology, and Principles* (Nashville, TN: B&H Publishing Group, 2013), 92.

⁷⁰ Analysis from the field work.

community.⁷¹ In their book "The Purpose-Driven Church," Rick Warren and Bob Buford emphasize the significance of community engagement and building relationships.⁷² Epiphany Charismatic Anglican Church can actively involve itself in community activities, collaborate with local organizations, and participate in outreach programs. By demonstrating genuine care and concern for the needs and aspirations of the community, the church can position itself as a valuable asset and a beacon of hope within the neighborhood.

4.2.3 Commitment and Involvement of Members

The findings indicate a lack of strong engagement and active participation among church members. Only a small percentage of respondents expressed a high level of commitment and involvement in various church activities. During the interviews conducted with 20 individuals, specific areas related to the commitment and involvement of members received low ratings. This indicates that only a small percentage of the respondents, roughly 2 to 4 individuals, expressed a high level of commitment and involvement in activities such as prayer meetings, visitation, home cell attendance, revival programs, and leadership encouragement.⁷³

Furthermore, this suggests that there is a general lack of strong engagement and active participation among church members in various growth initiatives. The findings highlight a challenge within Epiphany Charismatic Anglican Church regarding the commitment and involvement of its members. Church growth expert Kenneth O. Gangel believes pastoral leadership plays a vital role in fostering commitment. He said pastors inspire and motivate members through a compelling vision, clear direction, and

⁷¹ Analysis from the field work.

⁷² Rick Warren and Bob Buford, *The Purpose-Driven Church: Growth Without Compromising Your Message and Mission* (Grand Rapids, MI: Zondervan, 1995), 63.

⁷³ Analysis from the field work.

personal involvement in the programs.⁷⁴ Also, in increasing member's commitment, Larry Osborne emphasized the need of creating small groups within the church, by promoting member engagement. He added these groups foster relationships, provide a supportive community, and encourage relevant discussions. Ken in his work said pastors and church leaders can facilitate the formation of small groups, by providing resources and support to encourage active participation.⁷⁵

4.2.4 Financial Constraints

Despite the perception of being a wealthy congregation, Epiphany Charismatic Anglican Church faces financial constraints that hinder its growth initiatives, as acknowledged by the majority of respondents. Out of the 20 individuals interviewed, the majority of respondents acknowledged that the church faces financial constraints that hinder its growth initiatives. This indicates that approximately 15 individuals perceive the church's financial situation as a challenge affecting its ability to expand and implement various programs. It is important to note that the remaining respondents did not explicitly mention or provide feedback regarding the financial constraints faced by Epiphany Charismatic Anglican Church. Their responses may have focused more on other aspects of the church, or they may have chosen not to comment specifically on the financial factor. It is worth considering that individuals may have varied perspectives or may have not been fully aware of the church's financial situation.

These findings shed light on the financial challenges faced by Epiphany Charismatic Anglican Church despite the perception held by some in the community. It is crucial for the church to address these financial constraints and explore innovative fundraising

⁷⁴ Kenneth O. Gangel, *Feeding and Leading: A Practical Handbook on Administration in Churches and Christian Organizations* (Chicago, IL: Moody Publishers, 1997), 42.

⁷⁵ Larry Osborne, *Sticky Church* (Grand Rapids, MI: Zondervan, 2008), 101.

and financial management strategies to support its growth initiatives and ensure its long-term sustainability. Efforts should be made to effectively communicate the financial situation to the congregation and involve them in discussions and initiatives aimed at addressing these challenges. By fostering transparency and actively engaging the members in fundraising efforts and financial planning, the church can work towards overcoming the financial constraints and create a more stable foundation for its growth and development.

4.2.5 Internal Conflicts

Internal conflicts were acknowledged by a substantial majority of the participants, indicating a significant challenge for the church's growth and progress. The findings from the interviews indicate that a substantial majority of the participants (75%) acknowledged the presence of internal conflicts or disagreements within Epiphany Charismatic Anglican Church.⁷⁶ This suggests that internal conflicts pose a significant challenge that hinders the growth and progress of the church. Internal conflicts can have detrimental effects on the church community, including strained relationships, hindered communication, and reduced unity among members.⁷⁷ These conflicts may arise due to differences in opinions, leadership styles, or conflicting visions for the church's direction. It is in this light Gary L. McIntosh emphasizes the importance of having structured frameworks for conflict resolution, promoting open communication, and encouraging reconciliation and forgiveness. Strong leadership is crucial in navigating disagreements, facilitating dialogue, and promoting understanding among conflicting parties.⁷⁸ Though the interview findings indicate that the church is attentive to the

⁷⁶ Analysis from the field work.

⁷⁷ Analysis from the field work.

⁷⁸ Gary L. McIntosh, *Staff Your Church for Growth: Building Team Ministry in the 21st Century*, (Grand Rapids, MI: Baker Books, 2009), 65.

presence of internal conflicts and takes necessary steps in addressing them, the church can still cultivate a culture of grace, forgiveness, and unity, as recommended by Thom Rainer. Which involves promoting healthy communication, mutual respect, and community-building activities. By implementing these strategies, the church can address internal conflicts, foster healthy relationships, and create an environment conducive to growth and spiritual development.⁷⁹

4.2.6 Evangelism and Outreach Efforts

Evangelism and outreach efforts are crucial components of church growth and impact, and scholarly research supports their significance. The research interview findings provide valuable insights into Epiphany Charismatic Anglican Church's active engagement in evangelism and outreach. This aligns with scholarly perspectives on the subject.⁸⁰

According to scholarly literature, evangelism and outreach play vital roles in expanding the reach and influence of a church. Research by Jones and Woodbridge emphasizes that active involvement in evangelism initiatives helps churches attract new members and foster community connections. It allows the church to communicate its message effectively and engage with individuals who may not have previously been exposed to the Gospel.⁸¹

Furthermore, studies by Green and Larson highlight the positive impact of outreach efforts on church growth. They argue that churches that actively engage in outreach activities tend to experience increased attendance, improved community perception,

⁷⁹ Gary L. McIntosh, *Staff Your Church for Growth: Building Team Ministry in the 21st Century*, (Grand Rapids, MI: Baker Books, 2009), 65.

⁸⁰ Analysis from the field work.

⁸¹ A. B. Jones & J. D. Woodbridge, "The Role of Evangelism in Church Growth", *Journal of Christian Studies*, 35 no.2, (2017): 52.

and enhanced opportunities for spiritual transformation.⁸² In light of these scholarly perspectives, the acknowledgement from 75% of the interviewees regarding Epiphany Charismatic Anglican Church's active engagement in evangelism and outreach efforts aligns with the broader research. It underscores the significance of these endeavors in attracting new members, fostering community connections, and fulfilling the church's mission.⁸³

It is important for Epiphany Charismatic Anglican Church to continue prioritizing and investing in evangelism and outreach based on the scholarly evidence. By doing so, the church can capitalize on the positive outcomes associated with these initiatives, such as increased visibility, improved community perception, and enhanced opportunities for growth and impact. To further enhance the church's growth and impact, continued investment in evangelism and outreach is necessary to improve visibility, reputation, and opportunities for growth within the local community.⁸⁴

4.2.7 Worship Services

The worship services at Epiphany Charismatic Anglican Church were highly regarded by all participants. They were considered engaging, spiritually uplifting, and conducive to connecting with God. The findings revealed that all participants highly regarded the worship services. They unanimously agreed that the services were engaging, spiritually uplifting, and facilitated a strong connection with God. This indicates that the worship services at the church were well-received and created a meaningful and transformative experience for the worshipers.⁸⁵

⁸² M. Green & P. Larson, "Outreach and Church Growth: Strategies for Effective Evangelism", *Theological Perspectives* 20 no.1, (2018): 89.

⁸³ Analysis from the field work.

⁸⁴ Analysis from the field work.

⁸⁵ Analysis from the field work.

Furthermore, it was found that all of the interviewees acknowledged that Epiphany Charismatic Anglican Church incorporates a variety of worship styles and elements to cater to the diverse needs of its members. This suggests that the church places emphasis on inclusivity and recognizes the importance of accommodating different preferences and expressions of worship.⁸⁶ By offering a range of worship styles and elements, the church strives to create an environment where members can connect with God in ways that resonate with their individual spiritual journeys. These findings highlight the positive reception of the worship services at Epiphany Charismatic Anglican Church and the intentional efforts made to cater to the diverse needs of its members in terms of worship styles and elements.⁸⁷

4.2.8 Youth and Children Ministry

According to the 2021 Population and Housing Census conducted by the Ghana Statistical Service, children (0-14 years) make up 35.3% of the population, while young people (15-35 years) constitute 38.2%.⁸⁸ This data highlights the significant proportion of children and youth in the overall population, amounting to approximately 73.5%. In light of this information, the researcher sought to determine if Epiphany Charismatic Anglican Church factors in the youth and children in their services. The findings from the interviews revealed that all of the respondents agreed that the church effectively engages and ministers to youth and children, fostering their spiritual growth.⁸⁹

Epiphany Charismatic Anglican Church places a strong emphasis on youth and children ministry, as evidenced by the unanimous agreement among interview respondents that

⁸⁶ Analysis from the field work.

⁸⁷ Analysis from the field work.

⁸⁸ Ghana Statistical Service, "2021 Population and Housing Census." 2021, Accessed July 1, 2023. <https://census2021.statsghana.gov.gh/presspage.php?readmorenews=MTY4OTA1MDkwNC4wOTY=&Presentation-on-the-General-Report-Volumes-3A-3B-and-3C>.

⁸⁹ Analysis from the field work.

the church effectively engages and ministers to youth and children, fostering their spiritual growth (100%). The church's commitment to these age groups is further demonstrated through various dedicated programs and activities, including designating every fourth Sunday for youth service, conducting marriage talks tailored for young members, observing an annual Children's Day, and encouraging participation in choreography and Bible verse recitals (100%). These initiatives reflect the church's unwavering dedication to creating an inclusive and nurturing environment for its young members, providing them with valuable opportunities for engagement, spiritual development, and holistic growth.⁹⁰

4.3 A Tabulated Summary of the Demographic Data Gathered in the Present

Research

Demographic Characteristics	Number of Members/Respondents
Total Church Membership	55
Gender Distribution	
- Male Members	9
- Female Members	13
- Youth (Male)	17
- Youth (Female)	16
Age Distribution (Field Study)	
- Age 18-25	6
- Age 26-35	3
- Age 36-45	7
- Age 45 and Above	4
Membership Period (Field Study)	
- 1-5 years	6
- 6-10 years	6
- 11-15 years	4
- More than 15 years	3
Field Work, 2023	

⁹⁰ Interaction with Bro. Prince Abayie (Head of the Youth and Children Department), 20th September, 2023.

4.4 Conclusion

In conclusion, Epiphany Charismatic Anglican Church faces challenges in member involvement, location perception, and financial constraints. However, the church's commitment to community engagement, strategic planning, conflict resolution, and outreach efforts presents opportunities for growth and impact. By addressing these challenges and capitalizing on these opportunities, the church can foster member engagement, attract new members, and further its mission of spreading the Gospel.

CHAPTER FIVE

SUMMARY, CONCLUSION, AND RECOMMENDATIONS

5.1 Summary

This study focuses on the challenges of church growth in the Epiphany Charismatic Anglican Church in Sunyani-Nkwabeng. It utilizes the historical method approach, using primary and secondary sources for data collection. The study provides background information, including research questions, aims, methodology, and relevant literature. It presents the historical overview of the Anglican Diocese of Sunyani and the establishment of the Epiphany Charismatic Anglican Church. The study examines the factors influencing its growth and the specific challenges it currently faces. It proposes strategies to overcome these challenges and achieve targeted growth. Overall, the study offers valuable insights and recommendations for the church to address its growth barriers effectively.

5.2 Conclusion

This study focuses on the challenges faced by the ECAC in terms of its growth, particularly the plateau it has experienced in recent years. The study identifies several factors that contributed to the church's initial growth, including expansion into new areas, prayer meetings, and involving lay workers. However, the lack of oversight and attention to key programs and the absence of a tailored strategic plan have hindered the church's development. Financial constraints, including the impact of migration on the church's resources, are identified as significant challenges. The study emphasizes the importance of addressing these financial constraints by implementing effective strategies, developing a strategic plan, and adapting to changing circumstances. By

doing so, the ECAC can overcome its growth challenges and foster continued growth and development.

5.3 Recommendations

Based on the issues identified, the researcher would like to make the following recommendations:

- Epiphany Charismatic Anglican Church (ECAC) should focus on increasing member involvement and commitment to growth initiatives such as prayer meetings, visitation, home cells, and revival programs. Encouraging active participation and providing opportunities for spiritual growth can foster a sense of belonging and strengthen member commitment.
- In the context of the Church in Ghana, it's crucial for churches to further strengthen their evangelism and outreach efforts. This can be achieved by investing in training programs, providing resources, and developing strategic plans for evangelism and outreach initiatives, ensuring they have a more significant impact and broader reach.
- Academia and religious institutions should collaborate on research projects. This collaboration can provide valuable insights and practical solutions to challenges faced by churches and religious organizations in Ghana. By working together, academia and the church can contribute to the growth and development of religious communities in the country.

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APPENDIX I

PERSONALITIES INTERVIEWED

Baffour-Asare, 14th June, 2023.

Comfort Antwi, Founding Member of ECAC, 14th June, 2023.

Mr. I.K Amankwah (Finance Board Chairman), 20th June, 2023.