

**IMPLEMENTING THE FIVE-FOLD MINISTRY
IN KUMI HOSPITAL PARISH DIOCESE OF KUMI**

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**A DISSERTATION SUBMITTED TO BISHOP TUCKER SCHOOL OF
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**UGANDA CHRISTIAN
UNIVERSITY**

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DECLARATION

I, Akemo Simon, affirm that this is my research project showing how the five-fold ministry is implemented in Kumi Hospital Parish; conducted with scholarly rigor/stiffness of opinion, and ethical integrity. Aiming to address challenges and opportunities for ministry effectiveness and church growth, providing recommendations for advancement in this field. I am grateful for the support received and stand by the authenticity and accuracy of the information presented in this project.

Signed:

A handwritten signature in blue ink, appearing to read 'Akemo Simon', with a stylized flourish extending to the right.

Rev. Akemo Simon

APPROVAL

This research project has been under my supervision, and I am pleased to grant its approval for the award of the degree of Bachelor of Divinity.

Signed:

A handwritten signature in blue ink, appearing to be 'MSI', written in a cursive style.

Rev Canon Dr. Moses Stephen Isabirye

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ABSTRACT

This thesis delves into the implementation of the five-fold ministries (apostles, prophets, evangelists, pastors, and teachers) as outlined in Ephesians 4:11-16 within the context of the Christian faith. Each ministry role is examined in detail, from the historical significance of apostles to the spiritual guidance provided by pastors. Through a comprehensive analysis of biblical teachings and scholarly works by Wayne Grudem, Barry Van Wyk, and many others unveiling the expected unity among Christians within the Parish of Kumi Hospital, Diocese of Kumi. This study aims to shed light on God's original intent for unity in the body of Christ. The study comprehensively examines the distinct roles of apostles, prophets, evangelists, pastors, and teachers within the context of Kumi Hospital Parish. Through an analysis of existing church leaders' capacity, the research identifies obstacles and proposes practical recommendations to foster successful implementation. Conducted between November 2023 and May 2024, this study aims to enhance the effectiveness of the five-fold ministry concept within the parish. Hence, presenting a literature review exploring the diverse perspectives on how these ministry roles contribute to spiritual development, unity, and growth, focusing on the context of Kumi Hospital Parish[<https://www.regent.edu/journal/journal.>]. Showing scholars have highlighted various challenges, such as establishing effective leadership structures that encompass all five ministry roles and the lack of universally accepted definitions, leading to confusion in understanding each role's distinct responsibilities. Showing, the difficulty in discerning and nurturing individuals with the appropriate gifting's for each ministry role as it poses a significant obstacle. However, this paper aims to provide a comprehensive understanding of the complexities involved in implementing the five-fold ministry in Christian community development.

CHAPTER ONE

INTRODUCTION

1.1 Introduction of the research topic.

The study was on how the five-fold (apostles, prophets, evangelist, pastors, and teachers) ministries are implemented (Ephesians 4:11-16), whereas; **Apostle:** refers to one of the twelve disciples chosen by Jesus Christ to preach the gospel and establish the Christian church, today “apostle” can be used metaphorically to describe someone who is pioneer, advocate, or promoter of a particular idea, cause or movement. While **Prophet:** is an individual believed to have a special connection with the divine or supernatural realm, through which they receive revelations, insights, or messages about the future, moral guidance, or divine will. **Evangelist:** is a person who spreads or promotes a particular religious belief, especially Christianity, with the intention of converting others to that belief. In Christianity evangelist encourage individuals to accept Jesus as their savior. A **Pastor:** is a religious leader, who serves as the spiritual guide and shepherd of a congregation or community, within a Christian church. Responsible for providing pastoral care, spiritual guidance, teaching, and leadership to their congregations. And a **Teacher:** is an individual who imparts knowledge, instructs, or educates others. From the framework of Ephesians 4:11-16, in the Bible, these are individuals with a specific spiritual gift of conveying and explaining the principles, doctrines, and teachings of the faith¹.

In the Parish of Kumi Hospital, Diocese of Kumi, for quite some time in the past and in the present, unity among Christians has been one of the main themes in Ephesians 4: with the aim to bring understanding to God’s original intent for unity in the body of Christ through the Holy Spirit². Kumi Hospital Parish is established on the grounds of fostering a holistic

¹ Wayne Grudem 1994. P.g 240. *Systematic theology*

² Barry Van Wyk. 2018. P.g 84

proclamation of the gospel to the patients and the community around, the Hospital is a faith based Organization with its roots centered in the Biblical verse in Matthew 25:40, “what you have done to the least of mine” perhaps they chose their motto as “We Treat God Heals”³.

The Parish of Kumi Hospital operates under the core values, beliefs and principals of recognizing the supremacy of Jesus Christ in all aspect, while seeking to be compassionate to the poor, those highly stigmatized and disabled persons. Under this study implementation was conceived as dependent variables and effective implementation of the fivefold ministry was conceived as independent variables⁴.

1.2 STATEMENT OF THE PROBLEM

Despite the Biblical foundation provided in Ephesians 4:11-16, for the establishment of the five-fold ministry, Kumi Hospital Parish churches have encountered multifaceted challenges in integrating and implementing the distinct roles of five-fold ministries. This research project therefore, focused on identifying, analyzing, and proposing solutions to the challenges faced by these churches.

1.3 THE STUDY OBJECTIVES

1. To identify the challenges faced by Kumi Hospital parish towards implementing the five-fold ministry as outlined in Ephesians 4:11-16
2. To analyze the capacity of existing church leadership of Kumi Hospital Parish in implementing the diverse functions of the five-fold ministry clearly and effectively.
3. To propose practical recommendations for Kumi Hospital parish to overcome challenges, and foster successful implementation of the five-fold ministry.

³ Kumihospital.org.

⁴ <https://www.kumihospital.org>.

1.4 RESEARCH QUESTIONS

1. What are the challenges hindering Kumi Hospital Parish, implementing the five-fold ministries prescribed in Ephesians 4:11-16?
2. How can the capacity of existing church leaders in Kumi Hospital Parish, be analyzed in the implementation of diverse functions of the five-fold ministries clearly and effectively?
3. What strategies can be proposed and recommended to Kumi Hospital Parish for effective implementation of the five-fold ministry concept?

1.4.1 THE GEOGRAPHICAL SCOPE

This research project was conducted in Kumi Hospital Parish, among the six daughter churches of; St. James, St. John's, St. Mark, St. Martin's, Kotwanare and Ajabule Churches' of Uganda, Diocese of Kumi. Being the Diocese which was inaugurated from the Mather Diocese of Soroti in 2001 and the researcher comes from this place he found it ideal to conduct this project in a place where he could easily access the much needed support in terms of data, however, Kumi Hospital Parish is located in Eastern Uganda 260km from Kampala at the capital city. It is found in the Plain of Teso in the savanna belt.⁵

1.4.2 CONTENT OF SCOPE

This research project has explored the challenges faced by Kumi Hospital Parish (Churches) in implementing the five-fold ministry concept outlined in Ephesians 4:11-16, it has comprehended and incorporated the distinct roles of apostles, prophets, evangelists, pastors, and teachers.⁶ The study has identified the challenges, analyzed the capacity of existing church leaders, and proposed practical recommendations for Kumi Hospital parish to overcome challenges, and how to foster successful implementation of the five-fold ministry.

⁵ <https://www.kumihospital.org>

⁶ Matthew Henry 1982. P.g 224

1.4.3 THE TIME SCOPE

The research was conducted between November 2023 to May 2024, during such a period of time the required people, resources' and reading materials were accessible for this project's completion.

1.5 JUSTIFICATION OF THE STUDY

This research project intended to address a critical need within Kumi Hospital Parish, Diocese of Kumi, by investigating the challenges hindering the effective implementation of the five-fold ministries. Despite the biblical foundation, the churches within the parish have faced multifaceted challenges in integrating and realizing these distinct roles. This project focused on how to foster a more cohesive and impact-full spiritual leadership within the parish community. Ultimately, this research endeavors to contribute to the fulfillment of the parish's mission of holistic gospel proclamation and compassionate service, aligning with its core values while addressing pertinent issues crucial for its spiritual growth and effectiveness in serving the community.

1.5.1 THE SIGNIFICANCE OF THE STUDY

This research project significantly aims to benefit both the internal functioning of Kumi Hospital Parish by gaining insights into the challenges hindering the effective implementation of the five-fold ministry within its churches, hence enabling pastors, elders, and other church officials to find better understanding of their roles within the context of the five-fold ministry. However, the broader community surrounding Kumi Hospital Parish can benefit indirectly, community members may experience improved access to holistic gospel proclamation, compassionate service and support in various aspects of their live, and academic institutions and religious organizations interested in the study of ministry implementation, church leadership, and spiritual growth can benefit from this research project findings.

CHAPTER TWO

IMPLEMENTING THE FIVE-FOLD MINISTRY

Literature Review on Ephesians 4:11-16 In Christian Community Development like Kumi Hospital Parish.

2.0 Introduction

Many scholars have written books, and have come up with different views and ideas on implementation of the five-fold ministries as outlined in Ephesians 4:11-16, thus, making it a subject of significance to theological and practical exploration within Christian communities. This literature review aims to delve into various perspectives on how these ministry roles contribute to the spiritual development, unity, and growth of the community.

2.1 Identify the challenges faced in Kumi Hospital Parish towards implementing the five-fold ministry as outlined in Ephesians 4:11-16

Certainly some scholars and theologians have explained some of the primary challenges that normally emerge when one investigates and analyzes the roles of the five-fold ministries in Ephesians 4:11-16;⁷

According to Frank, establishing leadership structures that can effectively incorporate all five ministry roles (apostles, prophets, evangelists, pastors, and teachers) can be so challenging, especially in larger congregations where different personalities and gifting's need to be balanced.⁸ Sometimes having many aspect with lack of a clear universally accepted definitions can lead to confusion and difficulty in comprehending the distinct responsibilities of each role. Perhaps, Congregants may struggle to understand the unique

⁷ Ed. Stetzer and Warren Bird 2010. P.g 63-66

⁸ Frank Viola 2008. P.g 102-106

contributions and responsibilities associated with each ministry, potentially hindering the effective functioning of the five-fold ministries⁹.

However Gordon, in his argument say discerning and nurturing individuals with the appropriate gifting's for each ministry role can be difficult. Not everyone may fit neatly into one of the five categories, and some may have overlapping gifting's, hence creating tension and division within the church community.¹⁰

Providing adequate training and equipping for individuals to operate in their respective ministries requires time, resources, and commitment. This includes theological education, practical skills development, and ongoing mentorship. However, the reluctance to embrace change may limit the church's ability to adapt to evolving ministry needs and hinder the integration of the five-fold ministries into the church's culture (Stetzer and Baker).¹¹

Fostering unity and collaboration among the fivefold ministries can be a challenge, especially if there are disagreements or misunderstandings about roles and responsibilities. Without proper guidance, individuals may struggle to fulfill the responsibilities making them feel unprepared for the challenges of their roles, potentially leading to frustration and burnout.¹²

Introducing a new paradigm of ministry based on Ephesians 4:11-16 may face resistance from those accustomed to more traditional church structures or who are skeptical of the validity of apostolic, prophetic, or other non-traditional roles. However, lack of collaboration hinders church's ability to harness the strengths of each ministry for collective and effective growth.¹³

⁹ Viola F. 2008, *Pagan Christianity*. P.g 18

¹⁰ Gordon D. F 1996. P.g 34

¹¹ Stetzer E. and Warren B. 2010. P.g 115

¹² Hirsch A. 2017. P.g 90

¹³ Michael F. B 2013. 111-115.

Benjamin, suggest that challenges related to the pastoral role include defining the balance between shepherding and leadership, addressing pastoral burnout, and fostering a genuine pastoral care culture within the congregation,¹⁴ because what works in one cultural setting may not be as effective in another. He farther says establishing mechanisms for accountability within each ministry role is also crucial for maintain integrity and effectiveness. Without proper accountability, there are risk of misuse of authority or doctrinal error.

Conclusion; Although this literature acknowledges the importance of providing adequate training and resources for individuals to operate in their respective ministries, but there is a gap in understanding the effectiveness of such programs within the specific context of Kumi Hospital Parish.

2.2 Analyze the capacity of existing church leadership of Kumi Hospital Parish in implementing the five-fold ministries clearly and effectively.

According to Scazzero, Church leaders who possess a strong understanding of scripture and theological principles related to the five-fold ministries can effectively teach, guide, and empower others in fulfilling their respective roles. This could involve conducting interviews or surveys to gauge their comprehension and theological depth in cultivating a deep personal relationship with God to lead effectively,¹⁵

While Kraft believes that assess the leadership skills of church leaders in areas such as communication, conflict resolution, team building, and pastoral care. Determine whether they possess the necessary competencies to effectively lead and coordinate the diverse functions of the five-fold ministries within the parish.¹⁶

¹⁴ Benjamin L 2014. P.g 244

¹⁵ Peter Scazzero 2015. P.g 300

¹⁶ Dve Kraft 2010. P.g 156

Marshall suggest to examine past initiatives or efforts undertaken by church leaders to implement the five-fold ministries will help to evaluate the successes, failures, and lessons learned from these endeavors which helps to identify areas for improvement and refinement in current leadership practices or roles¹⁷. Barton in his book adds to evaluate how church leaders allocate resources (e.g., time, finances, personnel) to support the implementation of the five-fold ministries. Assess whether there is adequate investment in training, equipping, and empowering individuals for ministry roles as this can contribute to clarity of vision and effectiveness in leading others¹⁸.

Gangel, suggest that soliciting feedback from congregants, ministry leaders, and other stakeholders within the parish regarding their perceptions of leadership effectiveness in implementing the five-fold ministries involve conducting surveys, focus groups, or individual interviews to gather insights and perspectives,¹⁹ and based on the findings from the assessment, a leader should identify specific areas where additional support, training, or resources to enhance their capacity for implementing the five-fold ministries effectively is needed.

Conclusion; Although assessments and examinations above regarding leadership capacity effectiveness are done, but there are still gaps in Kumi Hospital Parish of evaluating specific competencies related to each of the five-fold ministries, evaluating the specific outcomes and impacts of these efforts, there is also gap in assessing the adequacy and effectiveness of resource allocation strategies, and a gap in understanding how feedback's are collected and utilized.

¹⁷ Colin Marshall and Tony Payne 2009. P.g 200

¹⁸ Ruth Haley Barton 2008. P.g 89

¹⁹ Kenneth Gangel 1997. P.g 64

2.3 Propose practical recommendations for Kumi Hospital parish to overcome challenges, and foster successful implementation of the five-fold ministry.

According to Wagner, offering Clear Teachings, Communication, and consistent teaching on the biblical basis of the five-fold ministry distinct roles will foster a shared understanding among congregants²⁰ in Kumi Hospital Parish, while Kraft suggest that theological training and dialogue will encourage the churches to address diverse theological perspectives and create spaces for respectful discussions that promote a deeper understanding of the biblical foundations of the five-fold ministries²¹.

If the leadership of Kumi Hospital Parish Introduces changes gradually, allowing congregants time to acclimate to new ministry structures, educational initiatives, workshops, and resources that explain the biblical rationale behind the implementation of the five-fold ministries²² any challenge can be managed. But Logan and Sherlyn agree that providing ongoing training's, mentor-ship, and resources to empower leaders, addressing any gaps in knowledge or skills related to the five-fold ministries will help Kumi Hospital Parish to address Implementation of leadership development programs that focus on equipping individuals for specific ministry roles.²³

According to Merkle, fostering a culture of collaboration and unity among leaders through encouraging leaders to work together, leveraging their diverse strengths within the five-fold ministries. Promoting a shared vision for the church's growth and well-being, and prioritizing spiritual discernment within the congregation will encourage individuals to seek God's guidance in understanding their unique gifting and callings. Perhaps, it promotes a culture of prayer and reliance on the Holy Spirit for insight into ministry roles.²⁴

²⁰ Wagner C. Peter 1979. P.g 100

²¹ Kraft Dave 2010. P.g 38

²² Barton R. H 2008. P.g 112

²³ Logan R. E and Sherlyn C 2016. P.g 23

²⁴ Merkle B. L 2014. P.g 124

While Storms agrees well with Merkle as he says establishing mentoring programs where experienced leaders guide and support individuals in their respective ministry roles creates a support system that helps newcomers navigate challenges and enhances their effectiveness in the five-fold ministries, and also enhances a system for regular evaluation and feedback on the effectiveness of the five-fold ministries. Perhaps it encourages constructive feedback from both leaders and congregants to identify areas of improvement and ensure ongoing alignment with the church's mission.²⁵

2.4 Conclusion: The researcher therefore, needs to focus on evaluating the impact of theological education, practical skills development, and ongoing mentor-ship initiatives on the ability of individuals to effectively fulfill their ministry roles. This can involve conducting surveys, interviews, or longitudinal studies to assess the outcomes of training programs and identify areas for improvement to better equip church members of Kumi Hospital Parish for ministry.

It should be recommended that the leadership understands the specific socioeconomic, cultural, and healthcare issues. Tailored leadership initiatives, such as healthcare outreach, community engagement, and pastoral care services, should be designed to meet the parish's needs. Feedback from various stakeholders, including congregants, hospital staff, and patients, should be gathered to evaluate leadership effectiveness and identify areas for improvement. This inclusive approach ensures everyone's voices are heard and incorporated into decision-making, aiding in challenge mitigation.

²⁵ Storms S. 2002, and Merkle B. L 2014. P.g 84-88

CHAPTER THREE

METHODOLOGY

3.0 Introduction

This study was done following the methods given in this section. The research design, instruments used, study population and sampling techniques, data collection procedures from the field, processing, analysis and interpretation methods are all given in this section. The ethical considerations considered were also given.

Research methodology, refers to a systematic process and techniques used to conduct research, gather data, analyze findings, and draw conclusions.²⁶ Normally this process include various steps such as defining research objectives, selecting appropriate research methods, designing data collection instruments, sampling, data analysis and interpretation of the results with the aim of solving a research problem.²⁷ It may also be understood as a science of studying how research is done scientifically.

3.1 Research Design

Refers to the overall plan to outline how a research study will be conducted. It encompasses decision about the methods, procedures, and techniques that will be used to address the research questions or objectives.²⁸ Use of both qualitative and quantitative data collection methods in order to come up with in-depth information, well validated and substantiated findings. Research questions/objectives clearly state the purpose and goals of the study so that the type of study will determine whether the study will be exploratory, descriptive, explanatory or evaluative. The selection method used should be appropriate

²⁶ Kothari 2004. P.g 242

²⁷ Kombo and Tromp 2006. P.g 100

²⁸ Mauch 2003. P.g 72

techniques for gathering data, such as surveys, interviews, observations or experiments.²⁹ Deciding how participants or data will be selected to ensure representation and generalization helps in identifying how collected data will be analyzed, whether through statistical tests, thematic analysis, content analysis, with the time frame well set for research process, including data collection, analysis, and reporting.

However, the researcher majorly used more of the qualitative research method than the quantitative one. Qualitative research strategy was used in conducting this research because the data collected included perceptions, attitudes, opinions, and beliefs of Christians in the selected churches in Kumi Hospital Parish, Ongino Archdeaconry, and Diocese of Kumi. The researcher found out the information regarding implementation of the five-fold ministries in the 6 selected churches in Kumi Hospital Parish. Which also helped the researcher to know how the Christians understand and engage themselves in these five-fold ministries.

On the other hand, quantitative method was used to collect all data in numerical, or categorical form such as the numbers of respondents who participate in the implementation of the five-fold ministry and how they are involved. Quantitative research methods enable a structured statistical measurement of variables³⁰.

3.2 Data collection instruments

The researcher used both the self-administered Questionnaires and interview-administered questionnaires to the sampled respondents. Self-administered questionnaire (SAQ) that are designed specifically to be completed by a respondent without intervention of the researcher (e.g. an interviewer) collecting data³¹. The researcher used this method

²⁹ *Teddies and Tashakkori 2011. P.g 44-46*

³⁰ *Trochim 2005. P.g 19-24*

³¹ *Lavrakas 2008. P.g 88*

to reduce the interview biases during the process, and less time is spent as respondents answer at leisure though it may be time consuming if respondents are not sympathetic enough to the researcher to complete the filling/answering in time. Some interviewees delayed to return the questionnaires, perhaps the researcher used also interviewer-administered questionnaires (interview guides). An interview is a process of person-to-person interaction between two or more individuals with a specific purpose in mind³².

3.3 Study population and Sampling technique

The word “population” in research refers to both persons and objects that are the subject of investigation³³, whereas a sample is defined as a subject or sub group of the population³⁴. In this research, the researcher distributed questionnaires to 10 clergy/pastors, 38 M.U, F.U³⁴, youth 28, heads of laity 7, and 11 to non-members. Conducted interviews with selected participants, focusing on obtaining in-depth insights. Employed observation techniques during church events and gatherings to supplement data collection, totaling to 128 participants.

Sampling technique used in selection of the respondents is a kind of sampling where a researcher uses his or her own judgment and purpose to decide whom to select into his or her sampling frame. The researcher purposely interviewed Christians who were adults, knowledgeable and sound mind according to his justifications and understanding.

3.4 Data Collection procedures

Regarding the procedure of data collection, the researcher first received a letter from Bishop Tucker School of Divinity and Theology, Uganda Christian University introducing him to the relevant offices and respondents. Some of the respondents were found in their

³² Ranjit 1996. P.g 56-59

³³ Wangusa 2007. P.g 122

³⁴ Kothari 2004. P.g 180

offices, for example, clergy and lay-readers. While Christians were found in gatherings such as the mid-week church fellowships for Church groups like Mothers' Union, Fathers' Unions, and other group meetings within the week while some others would be found at their churches on Sunday before or after the prayers.

The researcher would briefly introduce himself to a group of respondents or to an individual respondent to build a rapport with them/him/her before administering to them the questionnaires/interviews. The field questionnaire were collected by the researcher for about two months as opposed to the earlier projected period of two weeks because some interviewees delayed to return the questionnaires. They were then compiled with the interview guides.

3.5 Data Processing, Analysis and Interpretation

In research, analysis is the ordering of data into constituent parts in order to obtain answers to research questions³⁵. On the same note data analysis is the process of summarizing, presenting, analyzing and interpreting data to get information that can be used to answer research questions. The researcher interprets findings in relation to the research objectives and hypothesis³⁶. Present results using both qualitative and quantitative approaches as specified in the methodology. Discuss implications of the findings for the implementation of the five-fold ministry in Kumi Hospital Parish. Provide recommendations for improving ministry effectiveness based on the research outcomes. Thereafter, the researcher organized and categorized collected data basing on themes and patterns. Utilizing qualitative analysis techniques such as thematic coding to derive meaningful interpretations. Incorporate any quantitative data for descriptive analysis

³⁵ Ahuja 2014. P.g 34-48

³⁶ Mugenda and Mugenda 1990. P.g 112

where applicable. Later summary, conclusions and recommendations were made as per the objectives and purpose of the study.

3.6 Ethical considerations, conclusion and Dissemination

Christian Ethics is defined as ‘what is morally wrong and right’. In research ethical issues refer to things that may harm the respondents either physically or psychologically. The researcher, notifies the church leaders in particular Churches of research study about the intention to carry out the research, its objectives and purpose with the help of an introduction letter given from Uganda Christian University. He/she should also explain to the respondents in the same way. Respondents were free to accept or refuse to participate in the interview process.

Privacy and confidentiality were considered since the respondents were free either to disclose their names or not to the researcher. Those who disclosed their names to the researcher they were kept secret. The language used was simple to understand and in case of anything concerning language, the researcher was readily available to make clarification to the respondents. The researcher summarized key findings and conclusions drawn from the research. Reflect on the strengths and limitations of the study. As research findings through appropriate channels such as academic publications, presentations, or Parish library are shared.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND DISCUSSION

4.0 Introduction

This chapter generally presents and analyses the field data collected by the researcher. It lays out the demographic characteristics of respondents in statistical manner. It further makes an explanatory presentation of an examination of Christians' engagement in implementation of the five-fold ministry as outlined in Ephesians 4:11-16: a case of Kumi Hospital Parish; Ongino Archdeaconry, Diocese of Kumi (Anglican Church of Uganda).

4.1 Response rate

Out of the grand total of 140 questionnaires that were distributed, 90 were returned, generating a response rate of 81.8%. This showed a high response rate, while 12 were directly interviewed giving a total number of respondents 128; any response rate above 75% reflects high response. A response can be high due to a number of factors which may include but not limited to: the study topic being highly relevant to the study population, being highly controversial, or being representative of community problem that need urgent attention.

4.2 Social demographic characteristics of the Respondents

In studies like these, personal characteristics of respondents have very significant role to play in expressing and giving the responses about the problem, keeping this in mind will help during the study, a set of personal characteristics such as; gender, age, marital status, and level of education completed of the 128 respondents that have been examined and presented in tabular form for easy interpretation and precision.

4.2.1 Gender of the Respondents

Gender is an important variable in a given Ugandan social situation which is variably affected by any religious phenomenon and the Christians of Kumi Hospital Parish are not exception to it. Hence the variable gender was investigated for this study. Data related to gender of the respondents is presented in the table 1 below.

Table 1. Showing Gender of the Respondents

Gender	Frequency	Percent
Male	55	43.0%
Female	73	57.0%
Total	128	100.0%

Source: Primary data 2024

Initial= 128,

It is quite clear the total number of respondents investigated in this study, overwhelming majority 57.0% of them were female while 43.0% were found to be male. Therefore, both sexes participated in the study.

4.2.2 Age of Respondents;

Table 2 Showing the Age of the Respondents.

Age bracket	Frequency	Percentage
18-35	40	31.3%
36-50	53	41.4%
51-above	35	27.3%
Total	128	100%

Source: primary data 2024

Initial =128

The highest number of respondents was at the age between 36 and 50. This group of respondents was made up 41.4%; followed by the age bracket of 18-35, representing 31.3%; and 51-above, representing 27.3%. No doubt, in the findings the highest number of respondents are the once who are involved mostly in the daily running of church programs for example choir, mission and evangelism, church projects etc.

4.2.3 Level of Education for Respondents

Table 3 showing the level of Education

Level of Education	Frequency	Percentage
None or Not attended	18	14.1%
Primary	36	28.1%
Secondary	43	33.6%
Tertiary institution	31	24.2%
Total	128	100%

This table shows out that the respondents' level of education was covering all categories of people meaning the researcher was balanced, he did not put interest on the highly educated class or less educated but valued all categories of his respondents'. It is clearly evident from the above findings that the highest number of 43 respondents attained secondary education representing 33.6%, followed by those who attained primary education 36 respondents representing 28.1%; and the followed by those who attained tertiary institution 31 respondents representing 24.2%; but there was also 18 respondents representing 14.1% who were not privileged to go to school.

Any person who has ever gone to school is exposed to hear about religion and its practices like the five-fold ministries, church leadership and what salvation is all about. However, this has left people with faith and hope for the second coming of Jesus Christ, perhaps making this study findings factual the more one is educated, the more they are interested in engaging on implementation of the five-fold ministries.

4.2.4 Category of Respondents

Table 4 showing the category of respondents

Category	Frequency	Percentage
Clergy (Pastors)	4	3.1%
Lay readers	6	4.7%
Fathers union	35	27.3%
Mothers union	38	29.7%
Heads' of laity	7	5.5%
Youth	28	21.9%
Non-members of C.o.U	10	7.8%
Total	128	100%

The findings above show the biggest number were Mothers' Union 38, representing 29.7%, followed by Fathers' Union 24 representing 27.3%, the Youth 28 (21.9%), Lay readers 6(4.7%), the clergy (pastors) 4 (3.1%), heads' of laity 7(5.5%), and non-members of Church of Uganda 10(7.8%).

4.2.5 Those with Knowledge about the Five-Fold Ministry.

Table 5 Showing respondents with knowledge about the Five-Fold Ministry

Category of Five-Fold Ministry	Frequency	Percentage
Apostle	22	17.2%
Prophet	20	15.6%
Evangelist	26	20.3%
Pastors	36	28.1%
Teachers	24	18.8%
Total	128	100%

From the above findings, 36 (28.1%) respondents is the highest number who proved to have knowledge about the five-fold ministry particularly Pastors, followed by those who have knowledge about Evangelist 26 (20.3%, followed by those with knowledge about Apostles 22 (17.2%), followed by those with knowledge about Teachers 24(18.8%), and then those with knowledge about Prophets were few 20(15.6%). However, this findings do not conclude that the community has not heard about these five-fold ministries but they have adequate knowledge about their roles.

4.2.6 Respondents who believe the following are challenges in Kumi Hospital Parish towards implementing the five-fold ministry outlined in Ephesians 4:11-16.

Table 6 Showing the Respondents

Activity	Frequency	Percentage
<ul style="list-style-type: none"> ● Apostolic authority and discernment. ● Identifying genuine apostolic calling amidst claims of self-appointed leaders or false apostles ● Maintaining humility and servant leadership while exercising apostolic authority. 	13	10.2%
<ul style="list-style-type: none"> ● Discerning between true prophetic utterance and personal opinions or desires. ● Navigating cultural and contextual differences in understanding and interpreting prophetic messages. ● Handling rejection or skepticism from those who do not understand or accept the prophetic ministry. 	22	17.1%
<ul style="list-style-type: none"> ● Overcoming apathy and indifference towards evangelism in both the church and society. ● Finding effective methods to communicate the Gospel in a rapidly changing and secularized culture. ● Balancing evangelistic zeal with sensitivity and respect for diverse beliefs and backgrounds 	37	28.9%
<ul style="list-style-type: none"> ● Addressing pastoral burnout and compassion fatigue due to the emotional demands of pastoral care. ● Navigating conflicts and divisions within the church community while maintaining unity and reconciliation. ● Balancing administrative responsibilities with the pastoral duties of nurturing, guiding, and shepherding 	27	21.1%

the flock of God.		
<ul style="list-style-type: none"> ● Ensuring doctrinal soundness and theological accuracy in teaching while remaining open to diverse interpretations and perspectives. ● Keeping pace with theological developments and cultural shifts to effectively communicate timeless truths in relevant ways. ● Engaging learners across different learning styles and levels of spiritual maturity, maintaining both depth and accessibility in teaching 	29	22.7%
Totals	128	100%

According to the section of respondents implementation of the five-fold ministry in Kumi Hospital Parish has always been seen as a challenge because establishing authority and discerning genuine calling amongst their leaders or claims of false apostles is very difficult, thus maintaining humility and servant leadership while exercising apostolic authority has been found wanting in Kumi Hospital Parish, 13 (10.2%) of the respondents said. While a section of respondents representing 22 (17.1%) said distinguishing true prophetic message from personal opinion and navigating skepticism from those unfamiliar with prophetic revelations is so challenging to them, noting that due to such skepticism confusions and rifts are common among believers. 37 (28.9%) which is even the highest number of respondents believe that most of the ministers of God’s word have adequately done enough to overcome apathy towards evangelism and adapt their methods to effectively communicate the Gospel in diverse cultural context.

However, 27 (21.1%) of the respondents believe most of their pastors are struggling with balancing pastoral care and administrative duties, as well as addressing conflict within the Parish of Kumi Hospital, hence making maintenance of unity very difficult. The last group

29 (22.7%) of the respondents agree that the aspect of ensuring doctrinal accuracy in their Parish, while the preacher remaining relevant to the text, interpreting it well, engaging learners across different levels of spiritual maturity and learning styles is still a hindrance towards implementation of these five-fold ministries.

In conclusion; there is appeal for wisdom, humility, and ongoing support from the church community to those holding these five-fold offices in Kumi Hospital Parish to fulfil their respective ministries effectively for proper implementation of God’s work to impact the lives of Christian community.

4.2.7 The Respondents Analysis of the capacity of existing church leadership of Kumi Hospital Parish in implementing the five-fold ministries clearly and effectively.

Table 7 Showing Respondents

Five-fold Ministry (Office)	Assessment tool (Capacity Expected)	Frequency	Percentage
Apostle	<ul style="list-style-type: none"> ● Visionary leader, with ● Apostolic authority 	24	18.7%
Prophet	<ul style="list-style-type: none"> ● Accuracy and authenticity ● Discernment 	20	15.6%
Evangelist	<ul style="list-style-type: none"> ● Passion for Evangelism ● Effectiveness in communication 	29	22.7%
Pastor	<ul style="list-style-type: none"> ● Compassionate care ● Wisdom in shepherding 	33	25.8%
Teacher	<ul style="list-style-type: none"> ● Sound doctrine ● Clarity and depth 	22	17.2%
Total		128	100%

According to the findings on the table, 33 (25.8%) was the highest number of respondents who suggest that, in their assessment and analysis, their leaders demonstrate a clear compassionate care, their ability to provide pastoral support, guidance, and comfort to individuals and families within the congregation growth, perhaps their leaders have inadequately demonstrated wisdom in shepherding God's flock from the way they handle conflicts, pastoral crises, and the overall spiritual health of the church community.

While, 29 (22.7%) of the respondents say their leaders are passionate for evangelism, fervor and commitment to sharing the Gospel with others, and they also assess their effectiveness in communicating the Gospel clearly and persuasively, adapting to diverse cultural contexts. However, it's not strongly practiced. It's noted that 24 (18.7%) of the respondents assess the capacity of their leaders through the way they demonstrate clear vision for the church's mission and growth, but also how they exercise their Apostolic authority whether its full of genuine spiritual authority and with a track record of establishing and nurturing new ministries or church planting.

22 (17.2%) of the respondents evaluate and assess whether their leaders teaching is in alignment with biblical truth and theological orthodoxy. Does it have clarity and depth of the message proclaimed, do they have ability to communicate complex theological concepts in a clear and accessible manner, do they have ability to nurture the spiritual growth and understanding among believers. While 20 (15.6%) of the respondents evaluate their leaders track record of prophetic insights and their alignment with biblical principles, has proved them trying, their capacity of discernment or distinguishing true prophetic message from personal opinions or false prophecies is significantly improving, although more effort is needed.

But in overall, Christians seek for leaders who embody the qualities and gifting's associated with each of the five-fold ministries, guiding the church with wisdom, humility, and a deep commitment to fulfilling God's purpose.

4.2.8 The Respondents Practical Recommendations for Kumi Hospital parish to overcome challenges, and foster successful implementation of the five-fold ministry.

Table 8 Showing Respondents

Five-fold offices	Activity	Frequency	Percentage
Apostles	<ul style="list-style-type: none"> ● Establish and nurture new ministries ● Innovation and risk-taking 	12	9.4%
Prophets	<ul style="list-style-type: none"> ● Encourage prophecy to be heard ● Establish accountability structures 	6	4.7%
Evangelist	<ul style="list-style-type: none"> ● Tools and resources for sharing the Gospel ● Build relationship with non-believers 	35	27.3%
Pastors	<ul style="list-style-type: none"> ● Prioritize pastoral care ● Foster a culture of accountability 	50	39.1%
Teachers	<ul style="list-style-type: none"> ● Structured teaching programs ● Leaders to engage with contemporary issues. 	25	19.5%
Total		128	100%

According to the findings 12 (9.4%) respondents propose if their leaders focus on establishing and nurturing new ministries within the parish, such as outreach programs to neighboring communities or initiatives to support marginalized groups. Foster a culture of

innovation and risk-taking, where apostolic leaders are empowered to pioneer new approaches to ministry and respond to emerging needs within the parish then the challenge to apostolic ministry shall not be addressed well.

A section of respondents 6 (4.7%) propose providing a platform for prophetic voices to be heard within the parish, such as dedicated times of worship where prophetic ministry is encouraged or regular prophetic forums for sharing insights and revelations, and establish accountability structures to ensure that prophetic messages align with biblical truth and contribute to the edification and encouragement of the congregation in Kumi Hospital Parish shall be a remedy towards prophetic challenge.

Perhaps 35 (27.3%) of the respondents have a view that equipping evangelistic leaders with practical tools and resources for sharing the Gospel effectively, such as training in personal evangelism techniques or organizing evangelistic events tailored to the needs of the local community. Create opportunities for evangelistic leaders to build relationships with non-believers within the hospital and surrounding area, such as through volunteer programs or outreach initiatives.

While an overwhelming number of respondents 50 (39.1%) suggest that prioritizing pastoral care within the parish by providing training and support for pastoral leaders in areas such as counseling, visitation, and spiritual guidance, and fostering a culture of accountability and mutual care among pastoral leaders, where they can seek support and encouragement from one another in the challenging aspects of ministry in Kumi Hospital shall foster in effective implementation of the five-fold ministries.

However, 25 (19.5%) of the respondents could not hide their views, they suggested that developing structured teaching programs within the parish, such as Sunday school classes, discipleship courses, or theological training seminars, led by qualified teaching leaders, and encourage teaching leaders to engage with contemporary issues and theological

questions relevant to the parish community, fostering intellectual curiosity and spiritual growth among congregants shall help in addressing the challenge of adequate or outdated teaching of theology among leaders.

The research project focused on challenges and recommendations for implementing the five-fold ministries at Kumi Hospital Parish. Findings emphasized nurturing new ministries, encouraging prophecy, equipping evangelistic leaders, prioritizing pastoral care, and structured teaching programs. Recommendations tailored to each ministry office were highlighted to enhance growth and edification. Collaboration and teamwork were stressed for an integrated ministry approach. The study concluded that addressing specific challenges within each ministry office is crucial for parish development and effective ministry implementation.

In summary; by implementing these specific recommendations tailored to each of the fivefold ministries, Kumi Hospital Parish can overcome the challenges associated with fostering successful implementation of the five-fold offices and create an environment where each ministry office is effectively utilized for the edification and growth of Kumi Hospital Parish.

4.2.9 Demographic information of Respondents

Demographic information of respondents in this research project shows the Total Respondents: 138. Gender Distribution: Women: 73 (57.0%), Men: 65 (43.0%). and the Categories of Five-Fold Ministry Knowledge as: Apostles: 22 (17.2%), Prophets: 20 (15.6%), Evangelists: 26 (20.3%), Pastors: 36 (28.1%), Teachers: 24 (18.8%). While the Challenges Identified in Implementing Five-Fold Ministry: Apostolic Challenges: 13 (10.2%), Prophetic Challenges: 22 (17.1%), Evangelistic Challenges: 37 (28.9%), Pastoral Challenges: 27 (21.1%), Teaching Challenges: 29 (22.7%), however, the Assessment of Existing Church

Leadership Capacity: Apostles: 24 (18.7%), Prophets: 20 (15.6%), Evangelists: 29 (22.7%), Pastors: 33 (25.8%), and Teachers: 22 (17.2%), Practical Recommendations for Overcoming Challenges: Apostles: 12 (9.4%), Prophets: 6 (4.7%), Evangelists: 35 (27.3%), Pastors: 50 (39.1%), and Teachers: 25 (19.5%). this demographic information provides an overview of the gender distribution and the distribution of respondents' knowledge about the five-fold ministries, challenges identified, assessment of existing church leadership capacity, and practical recommendations provided by the respondents in the research project conducted in Kumi Hospital Parish.

4.2.10 Discussion

The survey provided rich qualitative data. Unfortunately, the sample size was somewhat small, in this Qualitative research where perceptions, attitudes, opinions, and beliefs of Christians in the selected Churches in Kumi Hospital, were to be collected. Here only 38 respondents (both Mother's Union, Heads of Laity, and Non-Members of Church of Uganda) were interviewed from each of 6 selected churches giving a total of 138 respondents altogether; and this may not have been enough representative-wise of the entire Archdeaconry to make overall conclusions about the sample population.

The circumstance around didn't also favor the researcher, some clergy and lay readers in their places where in planning meetings and mid-week Church fellowships like Mothers' Union, Women fellowships (CWF) and many other group meetings like (VSLA) Village Savings and Loan Associations which were not of appropriate circumstance.

The results of this study show a high response rate from women 73 (57.0%), this is in agreement with Tae Hyun, Kim (2011). this therefore, makes this group (female) very active in the five-fold ministry.

4.2.11 The Study Hypotheses

The study was guided by a null hypothesis. The study seeks to understand the following:

The perceived challenges in implementing the fivefold ministry within Kumi Hospital Parish?

Specific experiences or instances of obstacles or limitations within the various ministry offices? The impact of the current leadership structure and support systems on the effective functioning of the fivefold ministry? Suggestions for practical steps or initiatives to overcome identified challenges and enhance the effectiveness of each ministry office?

The role of collaboration and teamwork in fostering a more integrated and synergistic approach to ministry within the parish?

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction

The previous chapter was concerned with analyzing, presenting and interpreting data as acquired from the study after identifying the challenges towards implementing the five-fold ministry as outlined in Ephesians 4:11-16, and analyzing the capacity of existing church leadership of Kumi Hospital Parish towards clearly and effectively implementation of these five-fold offices. This chapter therefore, is concerned with the consequent discussions, summaries, conclusions and recommendations as a sequel to the previous chapters, and it discusses the findings on the study objectives from which rose the study hypotheses. The sub-themes discussed below are thus named accordingly.

5.1 Summary

The research project at Kumi Hospital Parish aimed to understand the challenges and strategies for implementing the five-fold ministries. It involved a survey of 128 participants from various church groups. The key findings emphasized the importance of nurturing new ministries, promoting prophecy, training evangelistic leaders, focusing on pastoral care, and creating structured teaching programs. By addressing these recommendations, the parish can effectively use the five-fold ministries for growth and edification. The study underscored the need for collaboration and teamwork for a more integrated approach to ministry.

5.2 General Conclusion

The research at Kumi Hospital Parish focused on the challenges and recommendations for implementing the five-fold ministries. It emphasized nurturing apostles, encouraging prophecy, equipping evangelistic leaders, prioritizing pastoral care, and developing teaching programs. Despite study limitations, the active participation of women was significant. The findings underscored the importance of collaboration and teamwork in ministry.

5.2.1 Conclusions of Findings

Based on the above findings, the conclusion can emphasize the importance of tailored strategies for each of the five-fold ministries within Kumi Hospital Parish. Prioritizing pastoral care, equipping evangelistic leaders, developing structured teaching programs, and establishing accountability structures are crucial steps towards effective implementation of the five-fold offices. The active involvement of women in ministry also highlights the need for gender-inclusive approaches. Collaboration and teamwork are identified as key elements in fostering a synergistic approach to ministry. Overall, the conclusion can emphasize the significance of addressing specific challenges within each ministry office to create an environment conducive to growth and edification within the parish.

5.3 Recommendations

To achieve New Testament results, Kumi Hospital Parish must restore the fivefold ministry (apostle, prophet, evangelist, pastor, and teacher) as outlined in Ephesians 4:11. This is essential for the church's effectiveness and the full maturity of the body of Christ, it needs to embrace all of the God ordained strategies such as:

Nurturing New Ministries: Implement programs to identify and develop individuals with potential for the fivefold ministries. Provide mentor-ship and training opportunities within the parish.

Encouraging Prophecy: Create a supportive environment for prophetic voices and establish accountability structures to ensure messages align with biblical truth and edify the congregation.

Equipping Evangelistic Leaders: Provide resources for leaders to share the Gospel effectively. Organize events tailored to the local community's needs and foster relationships with non-believers.

Prioritizing Pastoral Care: Offer training and support in counseling, visitation, and spiritual guidance. Foster a culture of accountability and mutual care among pastoral leaders.

Developing Structured Teaching Programs: Establish programs like Sunday school classes, discipleship courses, and theological training seminars.

In summary, the church needs to embrace all God-ordained ministries, nurture new ones, encourage prophecy, equip evangelistic leaders, prioritize pastoral care, and develop structured teaching programs. These steps are essential, not optional, for the church to effectively fulfill its mission.

5.4 Areas for Further Research

There are certainly, some research topics that align closely with the just concluded topic of implementing the fivefold ministry within Kumi Hospital Parish for further research:

Impact of Leadership Development Programs on Ministry Effectiveness: Study the effectiveness of leadership programs tailored for each ministry office, focusing on their influence on ministry effectiveness, congregational growth, and community outreach.

Community Engagement Strategies in Parish Ministry: Investigate innovative methods for the parish to engage with its local community, using the strengths of each ministry office to address social needs and promote sustainable development.

Enhancing Spiritual Formation through Ministry Integration: Explore the integration of spiritual formation practices within various ministry offices, examining how a holistic approach can foster spiritual growth and strengthen congregational unity.

Harnessing Technology for Ministry Enhancement: Research the role of technology in enhancing ministry effectiveness, particularly how digital platforms and tools can facilitate worship, engagement, discipleship, and outreach.

Youth and Young Adult Engagement in Ministry: Develop strategies for effectively involving youth and young adults in the ministry, considering their unique needs and opportunities within the fivefold ministry framework.

Ethical Leadership Practices in Parish Ministry: Investigate the ethical aspects of leadership within the parish, focusing on issues such as transparency and accountability.

These research topics build upon the foundation laid by the study on implementing the fivefold ministry within Kumi Hospital Parish, offering opportunities to delve deeper into specific aspects of ministry effectiveness, church growth, and community impact within the parish context.

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APPENDIX 1:

**RESEARCH QUESTIONNAIRE TO ADMINISTER TO THE RESPONDENTS ON THE TOPIC,
“IMPLEMENTATION OF THE FIVE-FOLD MINISTRY (EPHESIANS 4:11-16): A CASE STUDY
OF KUMI HOSPITAL PARISH, ONGINO ARCHDEACONRY, and DIOCESE OF KUMI
(ANGLICAN CHURCH OF UGANDA)”**

Student’s introduction

Dear respondents;

My name is Akemo Simon, a student of Uganda Christian University Mukono, pursuing a Bachelor’s Degree in Divinity. I am carrying out a study on the topic indicated above. "Your perspective matters. As a participant in this research endeavor, your insights hold the key to unlocking a deeper understanding of **Implementation of the Five-fold Ministry**. By sharing your thoughts and experiences, you’re not only shaping the direction of this study but also contributing to the broader discourse in this field. Your input is invaluable, and I appreciate your time and effort in providing thoughtful responses to the questions ahead. The information you shall provide will be purely for academic purpose and I feel your participation should not be coerced.

Section A: 1.

Respondents’ Particulars (Tick√)

Age.

18- 35 years 35-50 years 51-above years

Sex.

Male Female

Marital status

Married. Single. Widow.

Divorced .

Separated

Level of Education

Certificate.

Diploma.

Bachelor

Masters

Religion; (Tick)

Anglican.

Catholic.

Muslim.

Pentecostal

Section A: 2

To assess the challenges in Kumi Hospital Parish towards implementing the five-fold ministry outlined in Ephesians 4:11-16

In this section tick either **Yes** or **No** for each question;

1. Do you think *“identifying genuine apostolic calling amidst claims of self-appointed leaders or false apostles, and maintaining humility and servant leadership while exercising apostolic authority”* are part of the problems in implementing the five-fold ministry in Ephesians 4:11-16?.

Yes

No

If **No!** Give your view.....

2. Do you think *“discerning between true prophetic utterances and personal opinions or desires, and understanding and interpreting prophetic messages”* are part of the challenges to a contemporary church?

Yes

No

If **Not,** write your other comment here.....

.....

3. Do you think “*finding effective methods to communicating the Gospel in a rapidly changing and secularized culture, and balancing evangelistic zeal with sensitivity and respect for diverse beliefs and backgrounds*” is part of the problems in the church today?

Yes No

If **NO** write your view,

4. Do you believe “*navigating conflicts and divisions within the church community while maintaining unity and reconciliation, and balancing administrative responsibilities with the pastoral duties of nurturing, guiding, and shepherding the flock*” are part of the challenges to ministry today?.

Yes. No

If **NO** add your point of view.....

.....

5. Do you think “*ensuring doctrinal soundness and theological accuracy in teaching while remaining open to diverse interpretations and perspectives, and communicating timeless truths in relevant ways, and engaging learners across different learning styles and levels of spiritual maturity, maintaining both depth and accessibility in teaching*” are true challenges to the contemporary church?.

Yes No

If **No**, please submit in your opinion.....

.....

6. Feel free to add here of the challenges think are hindering effective implementation of the five-fold ministry in Kumi Hospital Parish?

.....

.....

Section B

CAREFULLY ANSWER THIS PART WITH THE HELP OF SECTION A: 2

Respondents Analysis of the capacity of Church leadership of Kumi Hospital Parish in implementing the five-fold ministries clearly and effectively.

1. If your answer in **section A: 2 (Number 1)** of this questionnaire is **Yes**, what do you expect of the capacity of the church leaders' to address such challenges in the church?

Yes.....

And if **No** submit your expectation of their capacity
.....

2. If your answer in **section A: 2 (Number 2)** of this questionnaire is **Yes**, what do you expect of the capacity of the church leaders' to address such challenges in the church?

Yes.....

And if **No** submit your expectation of their capacity
.....

3. If your answer in **section A: 2 (Number 3)** of this questionnaire is **Yes**, what do you expect of the capacity of the church leaders' to address such challenges in the church?

Yes.....

And if **No** submit your expectation of their capacity
.....

4. If your answer in **section A: 2 (Number 4)** of this questionnaire is **Yes**, what do you expect of the capacity of the church leaders' to address such challenges in the church?

Yes.....

And if **No** submit your expectation of their capacity
.....

5. If your answer in **section A: 2 (number 5)** of this questionnaire is **Yes**, what do you expect of the capacity of the church leaders' to address such challenges in the church?

Yes.....

And if **No** submit your expectation of their capacity
.....

Section C:

The Respondents Practical Recommendations for Kumi Hospital parish to overcome challenges, and foster successful Implementation of the five-fold ministry.

1. Suggest any possible means through which the challenges raised above can be overcome, and effective implementation of the five-fold ministry shall be realized.

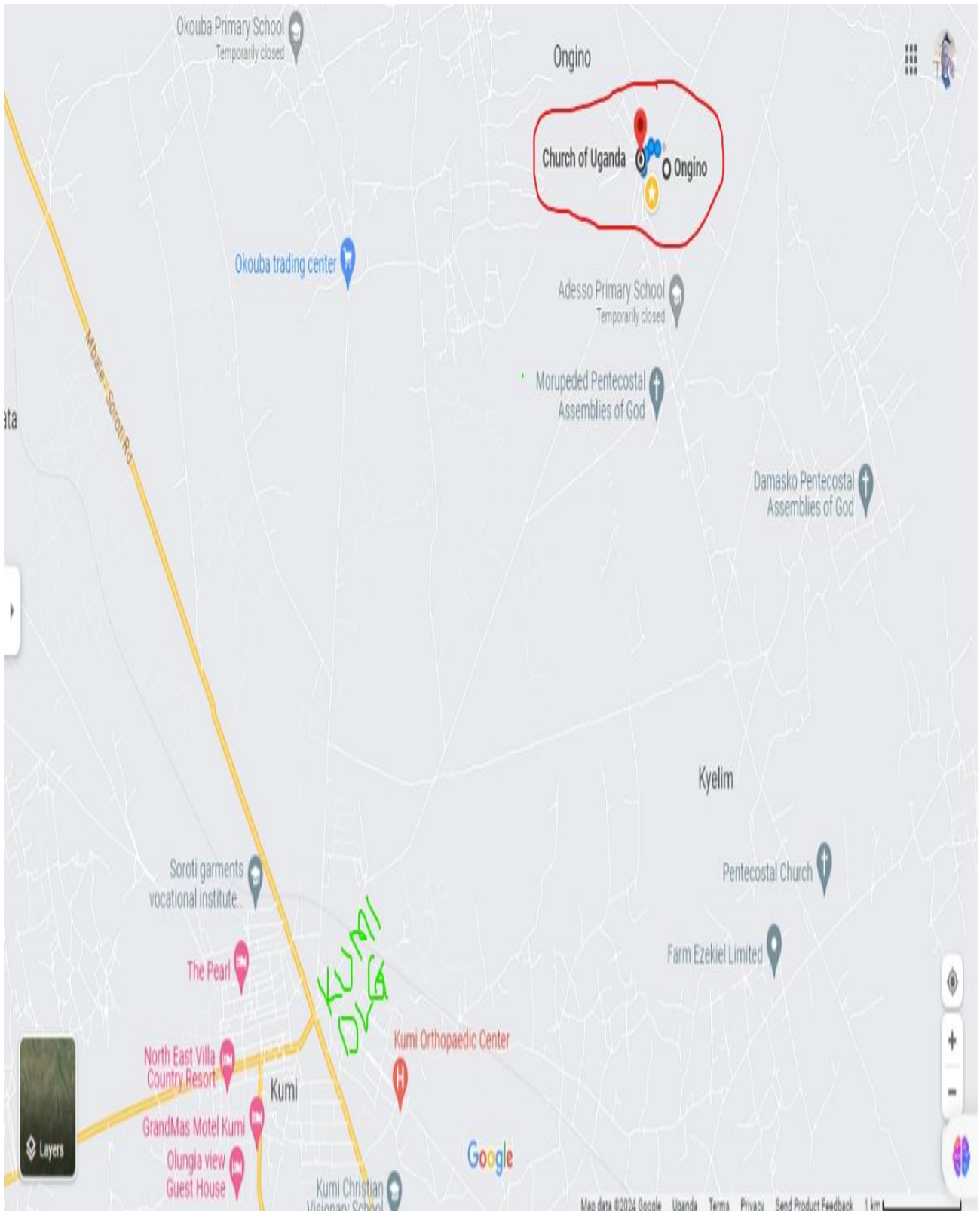
- i.
- ii.
- iii.
- iv.
- v.

SAMPLE QUESTIONS TO GUIDE THE INTERVIEWS FOR THIS RESEARCH PROJECT:

- 1. "What do you perceive to be the main challenges in implementing the fivefold ministry within Kumi Hospital Parish?"
- 2. "Can you share any specific experiences or instances where you have observed obstacles or limitations within the various ministry offices?"
- 3. "How do you believe the current leadership structure and support systems contribute to or hinder the effective functioning of the fivefold ministry?"
- 4. "In your opinion, what practical steps or initiatives could be implemented to overcome the challenges identified and enhance the effectiveness of each ministry office?"
- 5. "What role do you see collaboration and teamwork playing in fostering a more integrated and synergistic approach to ministry within the parish?"
- 6. "From your perspective, what impact do you believe a strengthened implementation of the fivefold ministry could have on the spiritual vitality and growth of Kumi Hospital Parish and its surrounding community?"

These questions are designed to elicit insights, perspectives, and recommendations from various stakeholders within Kumi Hospital Parish regarding the challenges and opportunities associated with implementing the fivefold ministry.

The map showing Kumi Hospital



The Red circle is = Kumi Hospital Parish

The Green is = Kumi District Local Government.

Kumi Hospital Parish Youth Chair/P expressing her Views over the Topic of research.



