

## THE PRESBYTERIAN CHURCH OF NIGERIA

### 2014 Leadership Workshop Group Discussion

#### **Instruction to Parishes/ Presbyteries and Synods**

1. *Print and form discussion Groups to consider the points*
2. *State the items your Church agrees with*
3. *State the items your Church does not agree with. State the reasons for not agreeing with the issue. State alternative suggestions. Note that without alternative suggestions your points may not be considered.*
4. *Your submission should be sent as attached document to pcnleadership@gmail.com*
5. *Remember to state the Parish. Include the phone number of the Minister and Session Clerk*
6. *Submissions should reach us online before 1<sup>st</sup> June, 2014.*
7. *Note that the BPT will be meeting the following Week to collate submissions and to forward them to the GAEC. We are not therefore going to consider late submissions.*
8. *For any point that is not well understood, please call Rev. Dr. E. A. Ituma (08063465010)*

#### **Group 1**

##### 21<sup>ST</sup> CENTURY LEADERSHIP AND STRUCTURE

#### Polity:

The group noted the three Main Systems: Democracy, Episcopacy and Congregational. However, the PCN should maintain her name and democratic tradition because of the simply reason of any system that can be said to be 100% perfect.

#### Number of Courts:

The current practice of having 4 courts is considered too expensive to maintain. Therefore the group resolved that for a more effective Ministry in the 3<sup>rd</sup> Millenniums we should have 3 Courts namely - Session, enlarged Presbyteries and General Assembly.

#### Parish Creation:

Presbyteries should create viable Parishes. Presbyteries that create Parishes that are not viable, officers should be posted such Parishes in keeping with the Church's policy.

#### Theological Institutions:

Recommended that the two Theological Colleges should be merged at Arochukwu, this will be cost-effective and Arochukwu becomes a faculty of Religion/Theology in Aba and Calabar be merged into one in Calabar. The present office in Aba can now serve for the expansion of the School and water project.

#### Call System:

BPT should not operate a full fledge call system, but give consideration to the needs of Parishes vis-a-vis the caliber of Ministers.

#### Quality of Leadership Recruitment:

The policy of the Church should be maintained, that is a candidate for the Ministry should be a member of the Parish for five years, and must participate in the Ministry of the Church as a Sunday School Teacher, Chorister, Prayer co-ordinator etc before applying for the Ministry. Candidates should go through due process - interviewed by the Session, Presbytery and finally by the General Assembly.

There should be continual retraining of workers in-order to keep them abreast with current realities/challenges of the 21<sup>st</sup> Century Ministry.

#### **Group 2**

##### WEALTH CREATION

#### 1. The challenges of Wealth Creation and Solutions

We have numerous sources of wealth that have not been properly tapped and managed.

#### Recommendations:

1. We suggest that these Church projects should be privatized.
2. We also suggest that we go into partnership
3. We should engage business-minded members to manage these projects for the Church on commercial basis.
4. We recommend that the Church should adequately fund the projects.
5. That we should train personnel in the different areas of our business needs.
6. Other sources of sustainable Wealth Creation:
7. We suggest Petroleum retail business for the Church.
8. We suggest that the Church should build guest houses.
9. Cost Reduction

We established that we have a lot of wastages in the PCN

Some of the ways to reduce these wastages are:

1. We should stop running two administrative office in Aba and Calabar.
2. We suggest that emergency meetings should be restricted to very important and urgent matters.
3. On publication, the church should produce them in demand and in good time.
4. The church should concentrate on money yielding investments rather than running costs (liabilities) from the General Assembly to the Parishes.

5 We should as much as possible avoid inflation of projects costs in the PCN.

6 The Church should avoid handling many projects at the same time.

**4 Management and Accountability:**

1. The Church should set up machineries to enable her recover all her accrued income.
2. That the approved Annual budget of the Church should be closely monitored and implemented on quarterly basis.
3. This budget monitoring should be done from the G.A to the parishes and should allow for explanation of vacancies.
4. In reporting accounts in every meeting of the Church from the G. A. to the Parishes, there should be a detailed account that must be reconciled to the Bank statement.
5. The Income and Expenditure of all the Bank Accounts opened for the various Boards and directorates should be carved by the GA accounts.
6. There should be a revaluation of all the assets of the Church.

**Group 3**

**DIVERSIFICATION OF MINISTRY**

**Areas of diversify**

Radio processes

Medical outfits

Nursery, Primary and Secondary Schools

Target: 200 Ministers teaching in the Higher Institution in the next 5 years.

Acquisition of Higher Qualifications for Ministers should be encouraged.

The need for diversification of Ministry is overdue.

Diversification of Ministry should involve both current and future Ministers of the Church.

All Ministers should be given opportunities for diversification.

This program of diversification should start by next year.

The Theological schools should update their curriculum to include non-theological courses.

Youth Training should be encouraged to undertake training in the areas of their passion, gifts and talents.

Ministers should be sent to schools as teachers, radio houses, medical schools etc.

**Additional**

**5 Year Plan (2014 - 2018)**

- a. Second 200 ministers to Secular parastatals (Radio houses, Media, Companies, Govt Directorates, etc)
- b. Second 100 ministers to tertiary institutions in Nigeria
- c. Engage 100 ministers to teach or manage Presbyterian Nursery, Primary and Secondary Schools (our schools must be self-sustaining)
- d. Encourage 200 ministers to obtain MA degrees in NUC approved tertiary institutions
- e. Encourage 100 ministers to obtain PhD degrees in NUC approved tertiary institutions
- f. Establish Presbyterian Theologians Association of Nigeria, as obtains in some of our sister Churches and charge them with the responsibility of mentoring those qualified ministers for University employment. Minimum qualification for professional theologians shall be Masters degree.

**Group 4**

**GENDER ISSUES IN THE CHURCH**

1. Gender discrimination and marginalization is noticeable in the Church in the following areas:

- a. Posting - Male Ministers are preferred over their female ministers by Praises.
- b. Guest Speakers - female Ministers are rarely used as guest speakers in our workshops and conferences.
- c. Leadership Position: Among Clergies and Elders Leadership in PCN centers on the Male counterparts.
- d. Relationship and response to female leaders by their colleagues is not encouraging.

**Solution**

1. Through education we need to correct the mindset of male and female as touching their role in the Church and Society.

2. The PCN Leadership should sensitize the need for capacity building and character / integrity building of both Men and Women.
3. Gender issues should be viewed as dynamic. We need a dynamic process of change in handling gender issues.
4. The PCN should speak and stand against barbaric cultures against widows in the Society.

## **Group 5 BUSINESS INVESTMENT FOR THE PCN**

### **Available Opportunities For Business Investment**

- i. Buying of shares and stocks
- ii. Building of Guest Houses/Hotels
- iii. Shopping Centers
- iv. Real Estates
- v. Agricultural Projects
- vi. Schools
- vii. Churches
- viii. Conferences/Retreat Centers
- ix. Filling Stations
- x. Boreholes water projects
- xi. Transportation
- xii. Banking
- xiii. Printing Press
- xiv. Football club
- xv. Cinema House
- xvi. Television Cable Channels
- xvii. Fashion Design /Making Outfits
- xviii. Party Rentals / Events Management
- xix. Hospitals / Clinics / Dispensaries / Pharmacy / Drug Businesses
- xx. Laundry Services
- xxi. Partnership with Home Video Producers
- xxii. Christian Bookshops.
- Xxiii Micro Finance
- xxiii. Importation of Computer accessories/Training Centers.
- xxv. Security outfit.
- xxvi. Management/Finance consultancy
- xxvii. Paint Manufacturing
- xxviii. Skills Acquisition Centres/Technical Vocational

### **How Can We Take Advantage Of These Business Venture Opportunities**

- i. There should be a data base of all professionals in the Church for purpose of constituting them into partnership to promote and drive many of these projects.
- ii. There should be feasibility and viability studies / manuals on each of these projects to shine guiding light to all sections of the Church that may wish to get into such studies will explore and throw light on possibilities, suitable locations, technical financial and Managerial requirements as well as the profitability level of each.
- iii. The states of the business ventures already in existence should be reviewed and ways of reactivating, invigorating and expanding the operational and profitability levels should be explored.
- iv. Courts of the Church should build partnership for financial and economic strength among themselves and other external investors.
- v. kill "no money syndrome" by ensuring that Courts and Sections of the Church do not spend more than 80% of their income/earnings for any given period. In an annual budget of any courts/Sections, the court should be prepared to spend not less than 40% of the budget in capital projects which include investment projects and development of structures.
6. Higher Courts should enter into these investments and from their profits augment the earnings so as to reduce financial *over* dependence on lower Courts.
7. Set up a credible monitoring and evaluation units of the General Assembly and synod levels to *oversee* the various business ventures.

### **Proposed Means of Funding**

1. Loans should be obtained
2. Partnership / share holders
3. Register NGO's to attract international funds for investments

4. Manage International aid for Missions and HIV/ADS etc judiciously and with integrity.

NOTE: A think-tank committee may be set up to reflect on these proposals so as to come up with a better way of implementing hm.

### **Group 6** REVITALIZING ABANDONED PROJECTS

#### **Projects Identified**

Itu Farms - Akwa Ibom  
 Mary Siessor Home at Use Ikot Oku - Akwa Ibom  
 Mary Siessor Memorial Hospital-Itu Akwa Ibom  
 Union Girls Secondary School, Ibiaku - Akwa Ibom  
 Old Palm Estate, Yakkur - Cross River State  
 Yakkur Seminary  
 Macgregor College, Afikpo, Unwana - Ebonyi State  
 Pressco Abakaliki - ebonyi  
 MORCAP Norwegian church Agricultural Project, Ikwo, Ebonyi  
 Canada Estate, Ohafia - Abia  
 Presbyterian Joint Hospital, Uburu, Ebonyi  
 Edgerly Memorial Hospitals Calabar, Cross River State  
 WTC, Enugu - Enugu  
 Idaw River Parish, Enugu

#### **Observations**

1. Some landed properties don't have C of O.
2. Church properties are not secured
3. Ownership tussles between the church and some persons.

#### **Ways forward**

- a. Set up a Committee to audit the properties
- b. Committees to empowered to rescuer such properties
- c. C of Os ne obtained and registration done
- d. Church should use professionals in revitalizing these projects.
- e. The GA should re-establish the diaconate to help take care of the property

### **Group 8** TRAINING OF MINISTERS AND TRANSFER DEVELOPMENT

1. The Church should make our Ministerial Training holistic - to include socio-economic, Political, Legal, cultural and ICT. This will make our positions relevant to the contemporary challenges in 21<sup>st</sup> Century.
2. Opportunities should be given to our Ministers to go for retreat and conferences for update of knowledge in the short term and long term. These training should be for the areas of felt needs of the Church and for their development.
3. Our Theological Lecturers should be given research grants to publish journals and attend conferences for their development and promotion.
4. Our Ministerial focus should be beyond the "walls" of church"
5. Our Theological curriculum should be reviewed to reflect courses such as:
  - a. Entrepreneurship
  - b. Basic Courses in Agriculture
  - c. Praxis {Practical Theology}
  - d. I. C. T
  - e. Contemporary issues etc.

#### **Additional**

- a. Theological Colleges to regularize with NUC/ JAMB by end of 2014
- b. Theological lecturers to publish a minimum of five articles in peer reviewed Academic Journals by the end of 2014
- c. Every theological lecturer to publish a minimum of fifteen articles in peer reviewed Academic Journals by the end of 2016
- d. The Presbyterian Church should professionalize Theological Seminaries  
 Implication:
  - Acquire and develop landed property
  - Raise fund and spend, staff salary (however, GA to audit)

- Council to hire and fire staff
- Education Department (Education Board) to act as PCN NUC by monitoring the standard of education
- Orientation for theological lecturers on professionalism

### Group 9

#### CONTENDING WITH ISLAMIC THREAT AND OTHER SOCIAL ILLS

##### **Nature Of The Threat**

- a. Food - cows
- b. Force
- c. Fear {intimidation}
- d. Funding
- e. They use subtle means to acquire lands and later encroach.
- f. They upsurge office of other leaders immediately they invade a community

##### **Explanation of abed**

1. **Food:** We discover that cow meats affected with all kinds of diseases are sold cheaper by Fulani Herdsmen. And our people patronize them.  
Agreed that we should be careful of such meat and stop patronizing them.
2. **Force:** They come with the force of Arm) - Sophisticated weapons to attack. We have to be more prayerful. There is nothing prayer cannot do.
3. **Fear / Intimidation:** They intimidate with dangerous weapons like daga.
- The Bible says that we are not giving the spirit of fear, but that of power and of sound mind.
4. **Funding:** They Boko Haram group is funded, even from abroad.
- Agreed that we encourage people to donate towards the rehabilitation of Boko Haram Victims.  
- This will help us provide reliefs materials
5. **Subtle:** To combat their subtlety we should stop selling our lands to the Fulani. If not they will encroach our land and claim more after many of those that sold such land had died. They may pay a large sum for such a small parcel of land, but in future will claim more and from hence will fight the citizens of the land.
6. They scramble to occupy the biggest leadership positions. Ie the Chief judge of the Nation etc.  
- Agreed that we should strive to occupy leadership position in the nation.  
- We should stop patronizing their cobblers, Nail cutters, gatemen. The reason being that they through this way they ransack all our close.

##### **Other societal Ills**

**Nature:** Gay Marriages:same sex marriages. We should speak and voice out against such. The Church should create awareness and speak against gay marriages, homosexuality, Lesbianism and the like. Though the young people claim that they can do anything with their bodies that is part of the fundamental Human right. The Church should teach them actual fundamental Human right.

### Group 10

#### MEDIA & ICT IN MINISTRY

The following were suggested:

1. The PCN Website should be functional always and at all times, with a full time Administrator.
2. The PCN to own a Radio station. It might cause about U25m to establish one. G. A owns one and Parishes, Presbyteries and Synods will key in
3. The PCN to float her own cable TV. This should be achieved in one year.
4. Our Theological Colleges to develop the Music/Theatre Arts Department. Gifted Youths to be trained within one year. Similarly, Media Courses should be part of the curriculum of own Theological Colleges.
5. The Media department should engage full-time Professionals who are Ministers.
6. The PCN should repackage and revive the PRESBYTERIAN MAGAZINE.
7. We need a Presbyterian pull out in any of the National dailies. All of these should happen within one year.

**Group 11**  
PCN AND NATIONAL POLITICS

1. The Church should show active interest in National Politics.
2. The Church should regularly educate the members on their rights to vote and be voted for. Encourage members to always register and align themselves to political party of their choice.
3. The Church should give maximum support to its members who are seeking political offices. This support could be in the form of organizing a seminar for those aspiring for both elective and appointment offices.
4. The Church should organize Seminars; workshops on how to demystify Politics to enable members participate in Politics and still remain faithful to other Christian ether.
5. Political consciousness of the church should not be limited to elective officers, it should include employment, promotions, appointments in public services.

**INSTRUMENTS**

6. Our Leaders should make courtesy calls O Office holders which may not necessary be Presbyterians with a view to pray and encourage them and maintained a good relationship.
7. Ministers should use his/her initiative to know how to encourage politicians and Public Office holders to net wide with themselves.

**How To Relate To Office Holders**

8. They should be National thanksgiving service day for all the political office holders at different locations such a service should be free from fund raising or donations.
9. We should develop a good relationship between the people in power and the church, where it is possible appoint personal aid to them as a link between them and the church
10. Ministers should not go begging for money rather should relate with respect of our personality and honour.
11. The Church should visit and pray with them encouraging them with their challenges and also ministering to them.
12. We should develop targeted VIP Ministries to VIP Presbyterians and others.

**Ecumenical Politics**

13. There is urgent need for a ecumenical desk who will co-ordinate the ecumenical activities and support. Making sure that Presbyterians take their rightful position is the ecumenical world.
  14. Ministers / Members should give good representation in ecumenical gathering. Ministers dressing to suit their various offices.
  15. We should boost the office of our office holders, by crating Protocol and funding it adequately to function as is expected to.
  16. The issue of nomenclature should follow a logical conclusion.
  17. Leadership Turnover is detrimental to our political engagements. As soon as our leaders get known in government the next moment they are transferred. where Ministers are doing well in their places of assignment and they are politically relevant or valuable, they could be given extend stay to enable the church reap maximum benefits from the exposure.

**Group 12**  
NEW PROJECTS AND MANAGEMENT

**New Projects The PCN Should Embark On**

1. The Ibiaku Union Secondary School should be converted to a Retreat Center. This should take place six years from now.
2. That the two theological colleges of the church be part of the Hope Waddell University. The one at Arochukwu should serve as the faculty of Arts and Humanity, while the one at Itu servers as the Faculty of Agriculture
3. That PCN establish a sustainable cable and Radio Ministries.
4. That Synods should take up the projects of building Hospitals for University students and real Estate which will serve as a fund of raising funds for the Church in future.
5. Abandoned PCN Projects should be harmonized, revitalized or privatized.
6. An effective website needs to be opened to enhance communication in PCN.

7. ICT Center needs to be established by the Church.
8. Workshops should be organized at Presbytery level for Minister on ICT.
9. The PCN should also develop a sustainable entertainment ministry ego Spots, football table tennis.
10. The Music desk need to be critically in terms of capacity building and vision or better renamed as of entertainment.
11. The Youth Desk need to be revived.

### **Group 13**

#### PARTNERSHIP AND STRATEGIC ALLIANCES

The strategic Partnerships {Local & International} The church can seek for growth.

These include:

1. Hospitals
2. Schools
3. Agriculture Sector
4. Printing and Media
5. Evangelism
6. Banking
7. Tourism {Mary Siessor Home}

#### Hospitals:

Since the Church cannot fine the PCN Hospitals property, we can enter into active partnership/alliance with the government to improve the management of our hospitals and its profitability.

G.A can contact our Oversea partner Churches for personals and put away the Nigerian/PCN factors so as to succeed with the projects

- Schools/University

The Church can partner with individuals to run our schools.

Agricultural Sectors; The church should look for companies to run the farm.

- Printing/Media: The Presby Press) The Church should engage professionals to run the Press.
- Presby Press should partner with other Printing presses to do her job which they cannot handle until they get such equipments.
- Evangelism: Both Synods and Presbyteries should join hands to organize crusades and Evangelism.
- Tourism (Mary Siessor House at Use Ikot Oku) The PCN should partner with State Government to manage the place as a tourist centre.

#### RECOMMENDATION:

1. The PCN should appoint a partnership Board charged with the implementing the above proposals.
2. To ensure continuity in the running of the offices of the Church after the change of PCN Principal Officers.

To partner with individuals through selling of shares, thereby making the Church to have total control of our projects and companies

### **GROUP 14**

#### MISSION AND EVANGELISM

1. One goals in mission & Evaluation
2. How do we fund this Goal

#### Our Goals

1. To reach the unreached
2. To constitute on the reschedule and build structures
3. Evangelism with social actions
4. Foreign Mission - send experienced Ministers for foreign Mission.
5. Send student Minister to do vacation job in mission fields.

#### Funding

1. Grassroots funding
2. Presbyterians and Synods to adopt Missionaries for our foreign Missions.
3. Individual members who are mission minded be identified and followed up.
4. Mission Board to partner with members in Synods, Presbyteries and Parishes.
5. Use of major Mission Partners in our cultures for the purpose of PCN Mission.

**Group 15**  
DECEASED MINISTERS' TRUST FUND

1. Initial funding - N5,000,000
  - a. Sources of Funding
  - b. Parishes to contribute N5,000 annually
  - c. Minister's to construct N1,000 annually
  - c. Partner's Contribution
  - d. Launching of the fund
  - e. Fund to be managed by trust fund manager

Beneficiaries / qualification

- Numbers of years in service
- Office held previously.

**Deceased Ministers' Trust Fund**

- 1) Purpose: To attend to the needs of the families of a deceased Minister
- 2) Size of the fund: N5,000,000
- 3) Source of funding
  - Parishes - N5,000 annually
  - Minister's - N1,000 annually
  - Partners and Donors
  - Initial Launch
- 4) Beneficiaries
  - Fixed Amount
  - Variable amount based on years of service
- 5) The fund to be managed by expert Fund Manager

**Group 16**  
MINISTERS' TRUST FUND

1. Objective for the welfare of serving Ministers
  - To help overcome the fear of the unknown.
2. Amount - N500 Million
3. How to raise the fund
  - Freewill Donor from the members of the Church
  - Members - N1,000 monthly
  - Donation from NGO's
4. Administration and Management
  - Shall be managed by expert fund Managers
  - Trustees shall be Ministers, Elders, members of the Church and GAEC members.

**GROUP 17**  
YOUTH DEVELOPMENT

**Why Youths are leaving the Church**

Not getting them involved in the church

Attitude of some PYPAN members to non-members

**Peer Group influence**

Lack of indoctrination

Uncaring attitude of some well-to-do members

Preparation of Youths

Teaching, organizing symposia that involve the youths

Training empowerment of youths through ICT acquisition

Hosting of talents 'hunt for the youths

Planning of holiday programmes for the youths

**Policy statements**

1. Create a guidance and counseling department to cater for the youth
2. Children and youth ministry be taken seriously.
3. Training and establishment of youth Ministers.



**Group 18**  
CHURCH GROWTH

1. **Church growth in this context is holistic development.**
  - Spiritual development
  - Social growth
  - Financial and material growth
  - Growth in influence in the society
  - Political growth
2. **Church Growth is not:**
  - Recycling of members but actual reaching out to the unreached.
  - It is no transferring membership from one Parish to another.
3. **Direction of Growth: The 3 Cs of the early Missionaries:**
  - Christianity
  - Commerce
  - Civilization
  - Time Management in Services
  - Increase in the 4 years of service for Ministers
  - Increase in investments
  - Reduction in levies/Taxes.
4. **How to implement Growth**
  - Restructure the structure
  - Use if electronic media and ICT
  - GA website to be updated
  - Protection of Minister in their places of posting.

**Additional**

- a. Open three Congregations in all the LGAs in Nigeria before 2018
- b. Create 100 Parishes before 2018
- c. Triple Presbyterian Membership before 2018
- d. Board of Missions to draw up strategies and to present to GAEC for approval be the end of 2014.

**Group 19**  
STRATEGIC PLANNING AND PERFORMANCE BUDGETING

1. Objectives: Increase the membership of PCN to 5 million in the next 10 years.
- Strategies**
- Increase use of the Mass Media
  - Motivate and work through the young people
  - Make use of PSF
  - Establish Guild of Professionals
  - Mobilization, Service delivery, Effective accountability
2. Human Resources: Improve the quality of the human resources of the PCN
- Strategies**
- Training, motivation, E-Learning, coaching and mentoring
  - 80% of the PCN workforce to be ICT compliant by 2024
3. Performance Budgeting
    - Every budget must identify the objective to be achieved as well as the expected outcome of the budget
    - The Church to consider out-sourcing as a management option.

**Group 20**  
DISCUSSION GROUP ON MONITORING AND EVALUATION

- 1) How should the church monitor its progress, policies, projects and staff?
  - a. The church should list all its activities
  - b. Determine the process of each activity
  - c. Set output for each of the activity
  - d. In the process of monitoring, determine whether the process and output are in agreement with what is being done.
  - e. For the PCN, we need a clear job descriptions
  - f. There should be, on the job training for each new staff

- g. Every staff should have a supervisor he/she reports to
  - h. The staff should write quarterly reports to the supervisor
  - i. It is the responsibility of the supervisor to ensure that the person he/she is supervising is doing the right thing at the right time
- 2) How should the church evaluate the projects, programmes, policies and staff
    - a. There should be a set of specific objectives for each church programme, project and staff
    - b. Each objective should have target, objectively verified indicators, the person to carry out the objectives and time line for the objectives
    - c. In the process of evaluation, what we do determines the results achieved during the period of evaluation compared to set targets
    - d. In the process of evaluation, we determine the cause of our success and or failures and take actions on them
  - 3) What performance indicators do we need to monitor and evaluate our programmes, policies, projects and staff?
    - a. The indicator should reflect the outputs and the outcomes that have been set. For instance, the number of people attaining Bible Studies per quarter. Number of healing testimonies after a revival or crusade
  - 4) Who monitors and evaluates programmes, policies, projects and staff?
    - a. Each court should set up a monitoring and evaluation units that will monitor and evaluate its projects, programmes, policies and staff.
    - b. Each court should monitor and evaluate the lower court on its own budget to avoid possible compromise of the process.
  - 5) Who do these monitors and evaluators report to?
    - a. Each monitoring unit should report to the court that set it up.
  - 6) How should the church make use of the results of monitoring and evaluation reports
    - a. Each court of the church should use the results of the monitoring and evaluation to take decisions and for policy making. This should be based on the recommendations of the monitoring and evaluation units.

#### **Additional**

- a. Monitoring Team to meet quarterly to assess progress
- b. Report to GAEC/GA/Synods
- c. Print Report to Presbyteries
- d. Regular orientation of Synods on the Diversification and Accounting requirements

#### **Drivers Group**

##### CHALLENGES AND THE WAY FORWARD AS THEY RELATE TO THE DRIVERS

###### Recommendations:

1. G.A. should organize training for Church drivers through the assistance of the Federal Road Safety Corpse
2. Drivers should be provided with accommodation near where they work
3. Review of salary/ allowances with boundaries within which Parishes should not be allowed to go below
4. Pension scheme for Church to encourage higher productivity
5. Medical expenses of the drivers and their families to be borne by the Church. The Church may subscribe to National Health Insurance Scheme.
6. Accommodation to drivers while on out of station assignment