

Abstract

“We cannot do effective diaconic work to others more sustainably and faithfully when we have not yet done diaconia for ourselves” – GGD Ampony

The issue of remuneration and welfare has always been a challenge for pastors in Ghana and Sub-Sahara Africa in general. The thesis analyses the current situation in context in the Church and in the Country and suggests *New Strategies* to make it sustainable as well as ensure its ability to improve the remuneration and welfare systems of pastors during and after active service.

The research was conducted in the Republic of Ghana located in the West African sub-region of the African continent and it draws on multi-disciplinary fields of studies including management, theology, ethics, economics, financial management, diaconia and leadership.

The research adapts quantitative and qualitative methods of research, using the internet for literature, libraries, textbooks, academic articles, journals, published books as well as data collection through administration of questionnaires and interviews to targeted population. One hundred and fifty (150) participants responded to the questionnaires administered, two retired pastors and two executives of the pastors’ association were interviewed as well as focused group discussion with one hundred and five (105) pastors participating.

The research findings indicated that the salary of the pastor as remuneration has a direct relationship with the social security due to the benefit defined social security system in the country. The study also found out that, though the Church has some form of welfare system for the pastors, it was inadequate to cater for them during their entire retirement life.

The research recommends among many other things that, the Church should initiate a complete and comprehensive Retirement and Pension Planning Programme for all staff immediately they are employed to guide them.