

PASTORAL ADMINISTRATIVE RESPONSIBILITIES AND THE CHALLENGES
OF EFFECTIVE LEADERSHIP IN MARANATHA BAPTIST ASSOCIATION,
LAGOS

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ABSTRACT

The Pastor as the chief executive of the church handles matters pertaining to the success of his church and follow up to the end to execute and bring about an end result. He is the head of the organized work. He leads the church in making and executing her programs through administrative responsibilities which is not only spiritual but is all encompassing like financial, physical and human resource administration.

This research work examined the Pastoral Administrative Responsibilities and Challenges of Effective Leadership in Maranatha Baptist Association, Lagos. The study identified some of the challenges of effective leadership as well as the responsibilities of a pastor administratively.

The descriptive research design was employed in the study to obtain the views and reactions of some church members and pastors of Maranatha Baptist Association, Lagos on the responsibilities and challenges of a pastor administratively. One hundred and seventy (170) questionnaires were distributed to twenty (20) pastors and one hundred and fifty (150) members with one hundred and thirty six (136) retrieved. The questions covered biographical data, how equipped is the pastor from the seminary to lead church administratively, the extent of pastor's involvement in the administration of the church, providing effective leadership through administrative responsibilities, understanding administrative duties and challenges of providing effective leadership by the pastor.

The data analysis shown in tables 1-8 (pages 42-46) revealed that the pastor was equipped from the seminary to lead the church administratively, he understood his roles as an administrator and chief executive officer of the church, he knows the challenges confronting him in leading the church and he is ever willing to do what it takes to overcome those challenges.

As a result of the findings, it is recommended that the pastor should attend refresher courses in administration from time to time so as to be abreast with new skills in administering the church. The seminary should look into the possibility of organizing short term refresher courses in administrative skills in various zones that make up the Nigerian Baptist Convention to meet the needs of the pastors instead of them coming back to the seminary. If these are done, the church of Christ will be the beneficiary of it and the work of the gospel will be propelled faster in the nation.

control all affairs of the church to uphold God's purpose, he should learn to delegate responsibilities, be ready for accountability where necessary for integrity, understand the basic needs of members and ensure cordial relationship among church members.

Table 7 shows how well a Pastor should understand his administrative responsibilities. Considering the mean values of 3.85, 3.60, 3.59, 3.59 and 1.64, it was discovered through the members and pastors that pastors are feeding the congregation with the Word of God, leading the church, recognizing the needs of the members and are the Chief Executive Officer of the church in arriving at all decisions that can move the church forward.

Table 8 shows the challenges facing the Pastors in the course of providing effective leadership to the church as per the mean values. The first challenge is the negative effect of administrative responsibilities on the work of the ministry with mean value of 3.55. Like in Acts 6, the daily responsibilities affected the primary work of the Apostles which prevented them to minister effectively to the people of God, therefore deacons were appointed. Another principal challenge is the issue of refresher courses which has greatly affected the ministry of Pastor. It was generally a consensus that there is the need for the church to employ an administrative officer who will do the daily running of the church work since the deacons who are to do this do not have the time required.

5.2 CONCLUSION

The challenge of effective leadership is the ability to make things happen. The leader must have tools to work with in order to deliver. In making things happen, the leader needs people, materials and finance. The leader must create changes continuously in his area of endeavor. Tension, confusion and misunderstanding about this subject abound in both secular and religious organizations. Robert Orr believes

that there is a missing link in management theory (Orr, 2001, 1). It is what Tichy called the New DNA of wining (Tichy, 2004, 1). This missing link is the use of administrative process, structure and practice by the leader (i.e. Pastor) in order to be effective in his work. To use these administrative structures, the Pastor must understand what they are and how to use them. Throughout the scripture, one sees a combination or selection of some of the use of administrative structure and process by leaders who were effective in their leadership endeavors. There is no way a leader can be effective in his leading without applying administrative principles. In the Past, there have been a separation between leadership and administration but in this age, there is no need to do so. From the foregoing, it is therefore clear that there is no way a pastor will provide effective leadership without understanding administrative responsibilities or church administration.

5.3 RECOMMENDATIONS

In view of the findings in this study, the following recommendations are proffered:

1. The pastor should be equipped properly to handle the ever growing needs of Administration in the church.
2. The pastor must attend refresher courses on administration from time to time so as to be abreast with new skills in administering the church.
3. The seminary should look into the possibility of organizing short term refresher courses in administrative skills in various zones of the country to meet the needs of the pastors instead of them coming back to the seminary.
4. The Maranatha Baptist Association pastor's fellowship can incorporate seminars that will address administrative responsibilities and challenges of effective leadership as part of their programme for the year.

5. The Maranatha Baptist Association should also educate members of the association on the need for administration in the church during the worker's seminar or during any of their quarterly meetings.