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**LEADERSHIP RESPONSIBILITIES IN THE SUSTENANCE  
OF ETHICAL BEHAVIOURS IN THE CHURCH: A CASE  
STUDY OF OGBOMOSO CHOSEN GENERATION  
BAPTIST ASSOCIATION.**

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## ABSTRACT.

This research work was designed to examine the leadership responsibilities in the sustenance of ethical behaviours in the church with reference to Ogbomosho Chosen Generation Baptist Association of Ogbomosho Baptist Conference of the Nigerian Baptist Convention. In this study, a descriptive survey research design was adopted and the population for the study was made of fifteen (15) churches in which forty-five pastors and thirty (30) members of the church were randomly chosen as research respondents.

The researcher self-designed questionnaire titled "The leadership responsibilities in the sustenance of ethical behaviours in the church questionnaire" was used for data collection. The research questions were generated to guide the study; the data collected were analyzed using frequency count, tally system and simple percentage to determine the degree of relationship that existed between the variables.

Analysis of the research findings revealed that:

1. There is significant relationship between the personality of a church leader and the formation of core values in the lives of church members as 70.7(94.3 percent) of the total population agreed with the questionnaire items.
2. There is also a significant correlation between the leader's responsibilities and the sustenance of ethical behaviours among church members as 74 representing 98.7 percent of the total population gave positive response to the questionnaire items.
3. It is also evidenced that leadership by example or role-modeling is of high significant value to the sustenance of ethical behaviours in the church. This was based on the fact that more than ninety-eight percent (98 percent) of the total population were in agreement with the questionnaire items.

Based on the findings, it was submitted that the church leadership has the responsibilities of sustaining ethical behaviours in the church through their pastoral and strategic leadership, role-modeling and a life of integrity.

## **B. Conclusion:**

Resolving church core values and sustenance of ethical behaviour problems can be extremely difficult because they often involve choices between competing goods and frequently require “heat-of-the-moment” decision making. In a bit to do this the philosophy that forms the foundation of our moral reasoning must reflect deeply held convictions that align with the mind of Christ. This foundation requires an understanding of Jesus true character as we strive to become one with Christ. The cultivation of Christ-like qualities is a demanding and relentless task for every church leader who intends to promote the church core values and sustain ethical behaviours among members.

The most critical determinant of core values in the church is ethical leadership. Church members take cues about the appropriate behaviour from their pastors. The church as an organization has its core values but the sustenance of these values depend largely on the style and behaviour of church leaders. If the church of Christ will move forward and the community will feel the positive impacts of Christianity, pastor’s leadership must be by example, leading the people in the way of faith and faithfulness.

Just like a building, a leader's integrity forms a baseline that serves as a reference or measure. A church leader with a strong foundation of integrity is a guiding light to those he leads. They are role models for others and form the standard for how others ought to behave. In short, leadership is all about values with moral and ethical aspect. It, therefore, becomes necessary for any church leader or pastor of a denomination who intends to promote and sustain ethical behaviours not to lose sight of this consciousness and concern for his personal values.

### **C. Recommendations:**

1. There must be consistency between values and actions. Thus, pastor's actions and words must not send mixed messages
2. Pastors must build values and ethics awareness; they must regularly communicate and discuss these values among members, making sure they are understood, supported and accepted at all levels.
3. They must hold themselves and others accountable for ethical behaviour. They must have zero tolerance for values violations.
4. Pastors must apply the church core values and guiding principles when making decisions.
5. They should be more concerned about their responsibilities rather than with their rights and they must put the needs of others first.
6. Pastors must seek to understand the core values of the New Testament church and determine to make known to members the values of this to the sustenance of ethical behaviours in the church.

7. The pastor and his family must model virtuous values and ethical behaviours in both private and public life.
8. Church leaders must prayerfully disciple their family members to be at the fore front in modeling ethical behaviours in the church.
9. Pastors should avoid the use of followers as a medium to achieve their own personal goals.
10. The pastor's leadership style should be servant-leader model. His watchword should be "do as I do" and not "do as I say".
11. His ethical dimension in all relationships must be with fairness, justice and respect.
12. Pastors must make Bible their companion and point of daily references in all matters because our moral is set out in "God's glory" (Bruce 64).
13. All pastors and leaders of congregation who preaches must be ethically and morally sound because "ethics could not be separated from theology" (Gustafson 97).
14. Ethics of Jesus Christ must be practiced by all church leaders; "the ethics of Jesus is the perfect fruit of prophetic religion" (Munitz 319).
15. Every pastor should subject himself for a day to day self evaluation to ascertain how well he is doing in promoting the core values of the church and the sustenance of ethical behaviours among members.