

TEAMWORK: BEDROCK FOR SYNERGY AND SUSTAINABLE MULTIPLE
PASTORAL STAFF MINISTRY

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ABSTRACT

This work evaluates teamwork as a basis for successful multiple pastoral staff ministry in a local church. Multiple Pastoral Staff Ministry is "the ministry of a local church under the leadership of one pastor who is assisted by one or more other pastors who are called and trained in their specific areas of ministry." There is much frustration and discouragement in multiple pastoral staff ministry that is being practiced in the church today as a result of the misconception and misinterpretation of the phenomenon. This research used questionnaires which consist of twenty questions distributed among ministers in Ibadan Baptist Conference, Ogbomoso Baptist Conference and post graduate students of The Nigerian Baptist Theological Seminary, Ogbomoso. More so, seven senior pastors were interviewed in the course of the research. The data collected were subjected to 'Descriptive Statistical' analysis using Statistical Package for Social Sciences (SPSS). The reliability test carried out showed that the research instrument was reliable to the value of 0.828. The work revealed that all the team player must take personal responsibilities and demonstrate high sense of commitment in ensuring a successful multiple pastoral staff ministry. It was discovered that teamwork is a bedrock for synergy and sustainable multiple pastoral staff ministry in a local church. It is important for the senior pastors to take practical steps to promote the spirit of teamwork by creating a conducive atmosphere for other ministers who are called and trained in their specific areas of ministries to thrive in a multiple pastoral staff environment. To this end, the senior pastor must be ready to take responsibility in building his pastoral team into a formidable and cohesive unit. Practitioners of multiple pastoral staff ministry among other things must relate harmoniously with one another. There is need for loyalty, trust and mutual respect for one another as they collaborate in providing holistic ministry to the body of Christ.

5.2 CONCLUSION

A productive multiple pastoral staff ministry, which is to make probable the greatest possible use of each man's gifts and richer ministry because of their teamwork, demands that every effort be made to establish and to maintain deep foundations for the staff members' relationships as persons and as ministers. There is no substitute for this foundation. Failure at this point, far too often observed, inevitably detracts from the fullest use of the gifts and training and the experience of each one. The nature of the church as organism demands the unity of ministry. If ministers cannot establish and maintain open, honest, accepting, and supportive relationships, they have written a large factor of failure into their service together in the church.

The success of multiple pastoral staff ministry depends on the effectiveness of teamwork. Therefore, team spirit must be entrenched among practitioners of multiple pastoral staff ministry which is hinged on effective collaboration, trust, loyalty, respect, positive team culture that influence team chemistry and cohesive team atmosphere which build a real sense of camaraderie. There must be a paradigm shift in the way ministry is being done today from generalist to a specialist perspective. Gone are the days when a pastor could focus on a simple homogeneous family church and offer a ministry package of one worship service, men's and women's programs, youth and children's programs, a foreign missions group, and Sunday school. Churchgoers today expect and sometimes demand a broad range of specialized ministry. This mentality is now found in local churches as church members expect "specialists" for senior adults, married couples, singles, youth, children, music, administration, and other ministry areas. Thus, teamwork should be embraced as the bedrock for synergy and sustainable multiple pastoral staff ministry in a local church.

5.3 RECOMMENDATION

The following recommendations are made based on the results of this work by the researcher: Multiple pastoral staff practitioners should have large heart to tolerate and accommodate team mate's short comings. Ground rules or guidelines should be established for team player to know and adhere to the dos and don'ts of the team as they relate together. Job description should be written in clear terms and well spelt out for every pastoral staff member.

The pastor who is the leader of the team should be skillful in human relation and effective team management for successful operation of multiple pastoral staff ministry. He should be adept at vision casting and sharing as well as providing the right kind of leadership for other ministers.

Team members must have good role models. Time and effort must be spent on training and developing their skills in order to get the most from each person on the team. Besides, team members must be devoted and be ready to sacrifice in love for one another as well as for the common good of the team.

The local church culture should be able to facilitate teamwork. Since many churches are not team friendly, there should be a transformation that would allow for a healthy church's culture. In some churches, this innovation will require rethinking core values and practices.

Praying together for the success of one and other's ministry is a powerful way of supporting the team. This can either be one as a whole team, or by giving each member a prayer partner among the pastoral team. Pastoral staff families could be brought together once in a week or periodically as the case may be.