

**TRAINING AND DEVELOPMENT OF VOLUNTEER  
CHURCH WORKERS: A PANACEA FOR  
ACHIEVING THE GOALS OF THE CHURCH**

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their jobs and the time they will require to do the job, while 49% said they did not know and no body told them what the job entails. About 88% of the respondents said learning opportunities are provided for them while carrying out their work while 12% said there was no learning opportunities. A follow up question was to find out if the church pay for training of workers. About 77% claimed the churches paid for their training while 23% said the church did not pay.

The study showed that 84% of the respondents said they are recognized and appreciated for the work they do for the church while 16% said they are not appreciated and recognized.

## **CONCLUSION**

The research work has made an attempt to discuss the importance of training and development of church workers as the solution to the decline rate of participation. Necessary recommendation has been made. If the recommendations are carefully studied and adapted in the various churches, it will bring about growth in the church as more people will get involved in working in the vineyard of the Lord.

The leadership of the church must therefore ensure that adequate training is provided for volunteers as they voluntarily submitted themselves to God to use.

## **RECOMMENDATIONS**

On the basis of the findings the following recommendation are hereby made for implementation in the churches. The implementation will enhance involvement of

more members in the activities of the church. It will also relieve those who have been over burdened with the church work. Churches should ensure that.

- The condition to be a church worker is that such person must have had personal encounter with Jesus Christ. Church leader must emphasise new birth as pre-requisite for serving in the church.
- They have a clearly written out mission statement. This mission statement must be explained to all members of the church most especially church workers such that everyone will know the focus of the church.
- All workers were equipped with necessary training that will enhance job performance. Job should be related to the overall mission statement of the church such that each worker will know how his/her responsibility is contributing to the attainment of the church mission.
- The job descriptions along with results expected from all positions in the church should be documented, such that every member of the church will be familiar with available jobs.
- The nominating committee should organize seminars with the focus on assisting church members to identify their gifts and also encourage members to suggest areas that they can be useful through a well designed form.

- There is need to conduct interview or interact with intending church workers to seek their opinion about the assignment as well as time available and material/ resources required for effective functioning.
  
- Learning opportunities should be provided within and outside the church and the church should take the financial responsibility at all times.
  
- Further more, there is need for the church to organize befitting appreciation service to deserving church workers so that others will be challenged to put in their best to the service of the church.
  
- Workers should be given the opportunity to bring new ideas into the office in which they are called to serve.
  
- Leadership roles should not be only among the few, every person who is qualified should be able to hold any post in the church without giving consideration to gender or tribe.



- The church pastor should dedicate at least a Sunday in the year to educate members on the need to volunteer to serve in the vineyard of the Lord. Such preaching or teaching should be followed with a well-designed form that will enable new people to indicate areas they will be willing to work in the church.
  
- Discipleship training in the churches should be emphasized by the leaders, members should be encouraged to participate.
  
- Individuals and groups evaluation should be undertaken periodically to ensure that every person is performing optimally.

### **SUGGESTION FOR FURTHER STUDY**

This research work has been undertaken from the general perspective of the need for training and development of church volunteers. It has not been able to find out in clear terms specific factors that can enhance more people participating in the church work. It is therefore recommend that interested persons should isolate all the factors considered and carry out an experimental research over a long period of time in other to determine the effectiveness of each factor.