

DELEGATION AS AN EFFECTIVE PASTORAL MINISTRY TOOL IN THE 21ST
CENTURY CHURCH

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ABSTRACT

The problems emanating from the pastor's numerous, multi-faceted and ever increasing assignments are worrisome. The inability to manage their busyness has cost many pastors their homes, health, pastorate and even lives. This predicament led to this research to see if the use of delegation could serve to cushion the effect of ministerial pressure on the pastor for better effectiveness with less or no harm being done and solve the problems of family neglect, misplaced priorities and autocracy instead of participatory ministry among others. The research method used was the designing and administration of a questionnaire which were distributed to some targeted pastors and collected, analysed and discussed. The outcome showed that the tendency for lack of delegation in the ministry is high because of the fear of unknown and bad experience at delegation coupled with the fact that the ratio of men to women in the pastoral ministry is 99 : 1. However, the fact that 95% of the pastors are married showed that the practice of delegation is not strange to them as the home is run mostly with participations and delegations. The findings showed that denying the laity of services will harm the ministry as there are assignments that can be handled on behalf of the pastor. Despite various reasons for fear of delegation, the study revealed that delegation is biblical and that the pastor is to be blamed for delegation failure. The findings confirmed that delegation is not meant for the pastor to be idle, but for efficiency and effectiveness. Hence, he is to manage delegation by coordination, supervision and being accountable. It was further established that delegates are better recruited in the church small groups like Sunday School Classes, where one can discover, enlist and develop people with leadership potentials for further usefulness. In the course of the study, practical knowledge was acquired, therefore, the following are recommended for the effective application of delegation approach to pastoral ministry:-

1. All establishments for pastor's training should make provision for training of pastors on the theology, science and art of delegation in their curriculum.
2. Christian Bodies at various levels should constantly stage refresher courses or seminars that will enhance pastoral leadership skills especially in the theology, science and art of delegation.
3. Church Denominational Bodies at all levels should put in place mechanisms or rules and regulations that will enhance the effectiveness of delegation in line with the polity of their church.
4. Authors of Christian Literatures, especially those who major on leadership writings, should make it a duty to enlighten pastors on the needs for delegation in their writings.
5. Every pastor should make it an obligation to use the instrument of small groups in his church to recruit and train lay people for delegation.
6. All pastors are to take careful note of their maleness and its tendency for autocracy, thereby give room for participation of the laity in leadership.
7. The Church should see this method of running pastoral ministry as a way to move God's work forward and faster, thereby welcome it.

5.2 Conclusion

There is the tendency for inadequate utilization of delegation in pastoral ministry and leadership because of the fear of the risks associated with it and the mannish influence on pastors who are mostly men (ratio of men to women in ministry is 99 : 1). This group of men are not however adamant to change because of their natural experience of delegation and participatory leadership at the home background where they spend major part of their time. This is truer because they admit that delegation is biblical. Pastor would fail without delegation and the success of delegation depends majorly on the pastor.

Consequently, training on delegation becomes accepted for both the pastor who fears delegation and the delegate who may do his given assignment contrarily or

for some ulterior motives. To forestall error the more, the pastor must demarcate between what can be delegated and those things that should not while carrying out oversight functions on all delegated assignments in the church and church related bodies under him.

5.3 Recommendations

The following are recommended for the effective application of the delegation approach to pastoral ministry:-

1. All establishments for pastoral training – Bible Colleges, Theological Education by Extension Centers (TEE), Colleges of Theologies or Theological Seminaries should make provision for training of pastors at various levels on the theology, science and art of delegation in their curriculum. The teaching which must be bible-based should take cognizance of the 21st century advancement. It should provide necessary training for the delegator and furnish would-be associate pastors with the needed skill for their assignment without usurping their boss authority or responsibility.
2. Christian Bodies at various levels should constantly stage refresher courses or seminars that will enhance pastoral leadership skills. Christian Association of Nigeria (CAN), Christian Council of Nigeria (CCN), Denominational Bodies at the International, National, State and Local levels and Pastors' Fellowships or Organizations should make it a duty to organize little or no-cost trainings, periodically, to improve pastors' knowledge and skill in leadership, especially in the theology, science and art of delegation. This on the job training will benefit both younger pastors who have access to such training in the seminary and older ones who were trained when such courses were not run in their respective schools of studies.

3. Church Denominational Bodies at the International, National, State and Local levels should put in place mechanisms or rules and regulations that will enhance the effectiveness of delegation. A good example is that 'under no circumstance can a pastor assume the position of the substantive pastor in the same church where he is serving as an associate minister.' This is however subject to the polity of each church. In any case, these bodies should act to reduce the fear of delegation and make the engagement of pastors in the use of delegation for doing ministry attractive.
4. Authors of Christian Literature, especially those who major on leadership writings, should make it a duty to enlighten pastors on the needs for delegation in their writings. The steps for the effectiveness of delegation should be elucidated for the fearful pastor to see the advantages and the methods to adopt to avoid or reduce risks.
5. Every pastor should make it a duty to use the instrument of small groups in his church to recruit and train delegates. Sunday School Classes, Home Fellowship Centers, Discipleship Classes and the likes are to be used to see to the usage of the gifts of the laity in the church. Additionally, seminars, discipleship courses, teachings, workshops and preachings should be made with the aim of enlisting and training delegates for effectiveness in their would-be assignments and loyalty to Christ.
6. All pastors are to take careful note of their maleness and its tendency for domination or autocracy. They must know that leadership has shifted from do-it-all-yourself to the provision of an enabling environment for others to-do-it-with-you. He is to give himself to the training needed for effective delegation and apply same. He should be willing to take risk as no success comes

cheaply. The place of prayers must be given adequate attention and all things must be approached scripturally in light of the Holy Spirit guidance. The pastor's additional work of supervision of the delegation process must not be toyed with. He is to work hard to have a clearly drawn out job description for each assignment. This must be presented with the expected target and time lapse for the work to be done. It is also up to him to see to the welfare of his delegates.

7. The Body of Christ, the Church, is to see this method of running pastoral ministry as a way to move God's work forward and faster. They are to welcome it and support their pastor to practice it and succeed. They must not see it as an avenue to make the pastor lazy. Their view must be in line with the scriptural position that pastors are there to train the saints for service and not to do it all alone (Eph. 4:11-12).

It is considered that if these recommendations are applied to the pastoral ministry, it will yield positive result and the pastor will be the best for it.