

PASTORAL LEADERSHIP CHALLENGES AND THEIR IMPLICATIONS FOR  
CONTEMPORARY BAPTIST MINISTERS IN LAGOS EAST BAPTIST  
CONFERENCE

A THESIS IN THE DEPARTMENT OF THEOLOGY  
A FACULTY OF THEOLOGICAL STUDIES  
THE NIGERIAN BAPTIST THEOLOGICAL  
SEMINARY, OGBOMOSO

IN PARTIAL FULFILLMENT OF THE REQUIREMENTS  
FOR THE AWARD OF MASTER OF ARTS IN  
THEOLOGICAL STUDIES

BY

JOSEPH AYORINDE AROYEHUN  
MATS 08/0006

JUNE, 2011

## ABSTRACT

This study was titled “Pastoral Leadership Challenges and its Implications for Contemporary Baptist Ministers” in Lagos East Baptist Conference. The thesis shall consist of five chapters. The first chapter shall be a general and panoramic prologue to the whole study. However, the second chapter is the literature review. While the third chapter will base on research methodology, finding and discussion will be on chapter four; the last chapter which is chapter five will be on Summary, Conclusion and Recommendations. A questionnaire was designed and administered to the pastors within Lagos East Baptist Conference. In order to come up with a fairly justifiable research, the researcher drew up question in three parts as follows; the awareness of pastoral Leadership Challenges, The Causes of Pastoral Leadership Challenges and the Effects of Pastoral Leadership Challenges.

Based on the findings, the researcher recommended that the pastor should depend on the leadership of Holy Spirit for effective ministry and that pastoral leadership should not be seen as a vocation but a calling, and when one finds himself or herself in challenges he or she should boldly cry to God who called him into the ministry. The pastor should always examine themselves when there are challenges in their lives, because it may come through our ignorant or it may come in other to achieve the purpose of God in our lives. There is need for spiritual reform in the Nigerian Baptist Convention and it should be with leadership for any organizational restructuring to make a significant difference. Pastoral Leaders need to fortify themselves academically to be able to lead his congregations as God mandated him and prepare them for kingdom harvest.

capable and amiable man of God who is loving, loyal, faithful and committed to the Lord Jesus who will serve with all sense of humanity as a leader.

## **CONCLUSION**

Based on the findings, I hereby concluded that there is a challenge of pastoral leadership in our world today. There are too many leaders who are hungry for power and glory. The current leadership crisis offers an opportunity. On this basis, rather than spending time to lament that the crisis exists, leaders should reflect on the remarkable opportunity that is now available. The world desperately needs leaders who are gifted, committed, and responsible. Responsible stewardship requires of a leader a certain set of gifts. The leader needs to be able to envision a desirable future for a group, to mobilize for the adoption of a vision by the group, understanding the vital importance of the specific context and its situational variables. The leader recognizes the contribution of both fellow leaders and followers to the development and realization of the vision on which there is agreement. The leader also values and stimulates the people's convergence on, and motivates their cooperation in, what would constitute an appropriate modus by which the vision should be pursued, including the empowerment of those who in whose interest the leader serves.

Furthermore, in findings I discovered that those who are called to positions of leadership are entrusted with an onerous responsibility. In the providence of God, they benefit from divinely-received gifts, the opportunity given them to be formed for leadership, and the cooperation of their collaborators and potential beneficiaries. Yet, they do not have to depend on themselves alone. They can receive divinely-given

empowerment to be the visionary, Effective leadership must develop trusting relationships with those whom they seek to lead. As organizations have become less stable and predictable, strong bonds of trust are likely to be replacing bureaucratic rules in defining expectations and relationships. Pastoral leaders who are not trusted are not likely to be effective leaders.

According to the findings, presently, societies are strongly searching for leaders who can exhibit transformational leadership qualities. They want leaders with visions and the charisma to carry those visions out. While true leadership effectiveness may be a result of exhibiting the right behaviors at the right time, the evidence is quite strong that people have a relatively uniform perception of what a leader should look like. They attribute "leadership" to people who are smart, personable, verbally adept, and the like. To the degree that leader project these qualities, others are likely to deem them leaders. For leaders who are concerned with how to fill key positions in their organization with effective leaders, we have shown that tests and interviews help to identify people with leadership qualities. In addition to focusing on leadership selection, leader should also consider investing in leadership training. Many individuals with leadership potential can enhance their skills through formal courses, workshops, rotating job responsibilities, coaching, and mentoring.

In findings, the researcher understood that Christian leaders also comforts the sheep, binding up their wounds and applying the balm of compassion and love. As the great Shepherd of Israel, the Lord Himself promised to "bind up the injured and strengthen the weak" (Ezekiel 34:16). As Christians in the world today suffer many injuries to our spirits, and one need compassionate leaders who will bear our burdens

with us, sympathize with our circumstances, exhibit patience toward us, encourage us in the Word, and bring our concerns before the Father's throne. Just as the shepherd used his crook to pull a wandering sheep back into the fold, so the Christian leader corrects and disciplines those in his care when they go astray. Without rancor or an overbearing spirit, but with a "spirit of gentleness" (Galatians 6:2), those in leadership must correct according to scriptural principles. Correction or discipline is never a pleasant experience for either party, but the Christian leader who fails in this area is not exhibiting love for those in his care. "The LORD disciplines those he loves" (Proverbs 3:12), and the Christian leader must follow His example.

The final role of the Christian leader is that of protector. The shepherd who was lax in this area soon found that he regularly lost sheep to the predators who prowled around—and sometimes among his flock. The predators today are those who try to lure the sheep away with false doctrine, dismissing the Bible as quaint and old fashioned, insufficient, unclear, or unknowable. These lies are spread by those against whom Jesus warned us: "Watch out for false prophets. They come to you in sheep's clothing, but inwardly they are ferocious wolves" (Matthew 7:15). Our leaders must protect us from the false teachings of those who would lead us astray from the truth of the Scripture and the fact that Christ alone is the way of salvation: "I am the way, the truth, and the life. No one comes to the Father except through Me" (John 14:6).

Successful leaders in the 21<sup>st</sup> century will be those who not only learn from the past, but actually thrive on innovation and paradigm flexibility. The behaviors will be just as effective for our grandchildren as they are for us today.

## RECOMMENDATION

As touching the proceeding observations, the researcher hereby makes the following recommendations:

1. That the pastor should depend on the leadership of Holy Spirit for effective ministry and that pastoral leadership should not be seen as a vocation but a calling, and when one find himself or herself in challenges he or she should boldly cry to God who called him into the ministry.
2. That pastor should always examine themselves when there are challenges in their lives, because it may come through our ignorant or it may come in other to achieve the purpose of God in our lives.
3. Effectiveness in the pastoral ministry is inevitable; therefore ministers should hold their integrity high, esteem in various life challenges in the ministry. They should endeavor to live out what is been preached that the preaching way have impact in the life of the believers. Ministers should be courteous of their lifestyle in the midst of their members as they lead and nature spiritually that members too may develop and grow spiritually, they should be also conscious of their integrity and adhere to lifestyle that refrains from tarnishing the image of God, in their pastoral leadership.

Furthermore, Love of money is the root of evil and it is capable to destroying ones integrity in the pastoral ministry, therefore, minister s should be moderate in their love or desire for wealth acquisition.

