

**AN ASSESSMENT OF MULTI-STAFF MINISTRY IN LOCAL BAPTIST
CHURCHES: A CASE STUDY OF OGBOMOSO SHALOM BAPTIST
ASSOCIATION**

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ABSTRACT

The title of this study is "An Assessment of Multi-Staff Ministry in Local Baptist Churches: A Case Study of Ogbomoso Shalom Baptist Association". The statement of the problem is that Pastoral ministry is enormous, there is no individual pastor who can singlehandedly do the work of the ministry effectively. However, the researcher intended to show that a church with Multi-staff setting can benefit from pastoral counseling for efficiency and productivity when healthy relationship in multiple staff ministry of the church is promoted.

The researcher also realized that seminary graduates are entering Churches with little or no experience or training when it comes to working with pastoral staff. Hence, the study is needed in order to enable churches to be more effectively advance the kingdom of God.

The design of the study was descriptive with sample survey option. All the fifteen churches in the association were surveyed. A designed questionnaire was the instrument used for data collection. The subjects of the study were one hundred and twenty one (121). From the data collected, it is clear that all the respondents were aware of what the purposes a multi-staff ministry are, and affirmed that it enhances spiritual growth, to minister in different areas of needs of the church members. The respondents also affirm that problems are bound to happen in multi-staff ministry such as misunderstanding regarding the identity, overlapping responsibility although possible solution to the problems such as setting up a good administration by the Senior/Church Pastor, building team spirit and effective communication were suggested.

Among the recommendations made were; pastors should establish an atmosphere for creative planning and to provide good setting to resolve conflict among staff members and churches. The church pastor should consider the income of the church before introducing the multi-staff setting in a local church. As Pastoral counseling in multi staff setting is good in operation, staff members should also be trained alongside to function with the church pastor.

5.2 CONCLUSION

The concept of pastoral counselling in multi-staff ministry are relevant to the ministry of local churches both in Ogbomoso Shalom Baptist Association and in the Nigerian Baptist Convention at large because it reduces the workload of the Church/Senior pastor to avoid burnout. Church members have various problems that need the attention of the Church.

There are many reasons why multi staff setting is needed in our local churches. The first is the multi-dimensional and stressful nature of the Pastorate, second, the training of Pastors in specialised areas in Seminaries also calls for it. Also, Church

members are becoming increasingly aware of the pastoral role in specialised areas like evangelism outreaches, education to mention a few.

However, the concept of multi-staff setting is not without problem. Relational problem is evident in this setting. Hence, everything is relational. Regarding the balance of relationship and task. Efficiency and excellence in the task is based on intimacy in the relationship. As the Church Pastor builds relationship with staff members, he will be creating an atmosphere conducive to effective and unified ministry.

Therefore, contemporary growing Churches cannot do without multi-staff ministry. It is the Christian biblical heritage, the growing diversity of specialised ministry needs and challenges in the present Church call for it, and it is the way of the future. (Nihinlola, 12).

The contemporary church should not just be talking about multi-staff ministry in terms of adding one or two other ministers to the Church pastor, but have a holistic view of effective relationships among all the Church staff ministerial or non ministerial. (Ishola, 267)

5.3 RECOMMENDATIONS

Based on the findings in this study, the following recommendations are made: The work of the ministries in local churches keep expanding at present, therefore, Pastors should be willing to work with staff members, hence, multi-staff ministry should be encouraged among the local Baptist Churches and the Nigerian Baptist Convention at large.

Pastors should establish an atmosphere for creative planning to provide good setting to resolve conflict among staff members and Churches. The Church Pastor should consider the income of the Church before introducing the multi-staff setting in a local

church. The financial involvement of each pastoral staff must be put in the budget two years ahead of the implementation.

The call of many staff members to a particular Church should not be seen as an exercise not to develop spiritual gifts of church members. The concept of multi-staff setting is seen as a way to minister effectively to the needs of the Church members without much stress. As pastoral counselling in multi-staff setting is good in operation with staff members, church members should also be trained alongside to function with Church Pastor.