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**TOWARDS MOTIVATING VOLUNTEER WORKERS FOR
EFFECTIVE MINISTRY IN SHALOM BAPTIST
ASSOCIATION LAGOS.**

BY

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ABSTRACT

Among the challenges that local church pastors are facing today is getting volunteer workers to do the work of the ministries in the church, more importantly, is even being able to retain the committed volunteer workers and motivating them for effective church ministries.

Church volunteer workers are non-paid workers of the church and are still expected to be effective in their ministries. They can be helped to be more effective in their ministries through motivation. This work was set out with no other focus but to discover factors that motivates church volunteer workers with the aim of improving on these factors and applying the same towards motivating volunteer workers for effective ministries in the local churches.

ministries in local churches is as high as 60%. Yet there can be improvement.

It is finally identified that the following factors motivates church volunteer workers to be effective in their ministries within the local Baptist Churches. Pastors' encouragement, Supply of needs to do the job, Knowledge of what to do, Follow up, Personal relationship with God, Appreciation, Spiritual support(praying for them openly), Financial assistance, Continuous discipleship training

5.2 RECOMMENDATIONS

Base on the finding of this research, the following recommendations have been made.

Churches through their leadership should help church members to identify the gifts of God in their lives and train them to use it for the ministry of the church. Churches should promote and encourage more volunteers to be involved in the church activities. The supply of necessary equipment will enhanced the effectiveness of the ministry of the volunteer workers. Therefore, it is recommended that church should adequately make provisions for volunteer workers.

The leadership of the church should intensify their efforts in training and educating volunteers on what to do and how best to have it done. Since leadership involves delegation of responsibilities. Whenever responsibility has been assigned to a volunteer, the church leadership should follow up the worker to see that the job is well accomplished and also in good time.

Motivation plays important role in the making church volunteer workers to be effective in the ministry. Therefore, churches and church leadership should improve on their motivation strategies. This can be done in various ways such as, giving of merit certificate and award, having a special prayer for them at the end of each successful endeavour and openly give them words of appreciation.

Church leadership should always remember that, they are working with volunteers who have their personal jobs and businesses and their services in the church could be hindered or delayed by some other factors such as, profession, traffic congestion and social engagements. This therefore, calls for understanding on the part of the church leadership.

5.3 CONCLUSION

The involvement of the church members in the ministry of the church is imperative. It is also the right and responsibility that should not be taking away them. Every believer in Christ is expected to make himself or herself available for the service of God. There is no need shying away from the fact that so many factors are militating against the effectiveness of volunteer workers. However, despite the challenges that they are facing, they are still very effective and there could be improvement on their effectiveness if the church leaders will give them adequate motivation.

5.4 SUGGESTION FOR FURTHER RESEARCH

It is important here to emphasis that this study covers factors that motivates church volunteer workers to be effective in their ministries within the local church using the Shalom Baptist Association in the Lekki area of Lagos as a case study with the aim of encouraging the local churches towards motivating volunteer workers the more for effective church ministriy. It limits itself to what is happening within the churches where these volunteers are members and workers. It does not extend to what they do outside the church context such as their effectiveness at their professional places of work.

Having restated the limitations and weakness of this work. This therefore provides opportunity for a further research into this topic. This reseach only covers

the local Baptist churches within the Shalom Baptist Association in Lekki are of Lagos, Nigeria. Therefore, in order to capture more reliable data and suggest more valid results and recommendations. A further research can be made covering a wider sphere, moving beyond possibly the local Baptist churches around but reaching out to other denominational churches that are within the Lekki area of Lagos.

Second, the interviewer was careful to get all the important data that were considered necessary for the study but since the data were collected through questionnaires and the recording of the interview was done manually, this did not give room for capturing the non-verbal language and some of the details of the interviewee's responses. Therefore, a further research can be done with improved equipment such as video recording machine, this will help to capture more reliable and accurate data.

A further researcher can also consider the aspect of comparing the motivating factors for effectiveness of the volunteer workers at their respective places of professional jobs with their performance at the churches. Finally, it is worth mentioning that the importance of volunteer workers in the church can not be over emphasis because serving God through their service is their God's given privilege which should be exercised to the fulness (Rom. 12:4-8; 1 Cor.12). Therefore, the church should learn to motivate them to achieve more successes in the ministry.