

**AN EVALUATION OF LEADERSHIP SUCCESSION IN
THE NIGERIAN BAPTIST CONVENTION**

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ABSTRACT

This thesis is on "An Evaluation of Leadership Succession in the Nigerian Baptist Convention." The study aimed at evaluating the leadership succession process of the Nigerian Baptist Convention by investigating how leaders succeed one another in the Nigerian Baptist Convention.

The study begins with the historical development of the Nigerian Baptist Convention and the pioneer mission work. The paper then continues with the emergence of General Secretaries, Assistant General Secretaries, Convention Presidents, Directors of departments and other key officers up to the church level, the church pastor. The study investigates how each of them were chosen into their different offices. The achievements of some of them especially the Convention General Secretaries and Assistant General Secretaries were mentioned by the paper.

Through interviews and the use of questionnaires, the opinions of many leaders from church to convention levels were sought to be able to, through them, know the minds or general opinions of the Convention family members as regards leadership and the leadership succession process presently being practiced in the Nigerian Baptist Convention.

The findings make the thesis to finally come out with the following recommendations:

1. The Nigerian Baptist Convention should have a write up in the Nigerian Baptist on the leadership succession process so that members can have clear knowledge about it.
2. Vacant posts of the Convention workers such as the Treasurer, Directors and clerks should be advertised in *The Nigerian Baptist* with qualifications needed so that qualified people can apply.
3. Any committee or board set up for one thing or another in the convention should follow the laid down procedure.
4. A leader leaving or retiring from an office should plan a good take-off for his successor e.g. a good 'hand-over' and the need to be understudied for a period of time if the need arises.
5. Convention's representative should be among the Search Committee of each Conference if it is not so before. This will enable the Convention to have some influence on the Conferences through the Conference Secretaries.

5. Vacant posts of the "Convention's Treasurer, Directors, Clerks and other workers need to be advertised in *the Nigerian Baptist* so that qualified candidates can apply.
6. A good leader who wants progress and smooth succession should plan a good take-off for his successor.
7. Most of the Nigerian Baptist Convention's top leaders are not new in the office.

Recommendations

Based on the findings of the study, the following recommendations are made:

1. The Nigerian Baptist Convention should have a write up in the Nigerian Baptist on the leadership succession process so that members can have clear knowledge about it.
2. Vacant posts of the Convention workers such as the Treasurer, Directors and clerks should be advertised in *The Nigerian Baptist* with qualifications needed so that qualified people can apply
3. Any committee or board set up for one thing or another in the convention should follow the laid down procedure.
4. A leader leaving or retiring from an office should plan a good take-off for his successor e.g. a good hand-over and the need to be understudied for a period of time if the need arises.
5. Convention's representative should be among the Search Committee of each Conference if it is not so before. This will enable the

Convention to have some influence on the Conferences through the Conference Secretaries.

6. That a book be produced by the Convention in which Baptist traditions and practices are stated including the Baptist process of leadership succession.
7. That the study of Baptist beliefs and practices be included in the courses being taken in the theological institutions. This should also be taught in churches by the pastors.

With the above recommendations the Nigerian Baptist Convention family members will continue to live peacefully together and both the leader and the led will work co-operatively for the growth of God's kingdom.