

THE IMPACT OF THEOLOGICAL TRAINING IN EQUIPPING PASTORS FOR  
MULTI-STAFF MINISTRY IN OGBOMOSO BAPTIST CONFERENCE.

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## ABSTRACT

Pastoral ministry in the 21<sup>st</sup> century is facing a new trend of events as the idea of multi-staff ministry is becoming more increasingly advocated for by many Baptist Churches. This is due to the obvious need of it. Theological Education, therefore, is a tool essential for successful pastoral work. The challenge at present is the reflection of the impact of Theological Educational training been received by pastors on their ability to practice multi-staff ministry successfully. This work was done to discover the impact that Theological Education has in equipping pastors for multi-staff ministry in Ogbomoso Baptist Conference. This type of ministry is not yet common as only very few churches are practicing multi-staff ministry within Ogbomoso Baptist Conference. Thus the research was based on just thirteen churches that are known to be practising multi-staff ministry, part of which are Ayegun, Idi Oro, Oja Oba, University, Sabo, Union, Ijeru, Glad Tidings Baptist Churches. Questionnaire was given out to pastors in this multi-staff ministry to gather information about how they think they were adequately prepared for the role they find themselves in ministry after graduation. Result of findings showed that 75 percent of pastors practicing in a multi-staff ministry supports that Theological Education alone is not adequate in preparing pastors for multi-staff ministry. 67.8 percent claimed non-practicality of Theological training for multi-staff ministry. 96.4 percent agreed that there is need for review of the curriculum of Theological Institutions to meet the present challenge of producing graduate pastors who have the skills, and the know how to successfully operate multi-staff ministry system. This to a great extent will reduce the difficulty and challenges emanating from practise of multi-staff ministry in local Baptist Churches.

## 5.2 CONCLUSION.

The premise of embarking on multi-staff ministry in the church shouldn't be because there are pastors who haven't got a place of service rather, it should be on the premise that the church is in need of pastor for her various ministries to function well. Having a wrong premise for clamouring for multi-staff ministry will affect the success of multi-staff.

The outcome of this research clearly shows that theological education is not equipping pastors well enough for multi-staff ministry, this does not mean that theological education is not relevant in preparing pastors for ministry. But efforts need to be made to make theological education more practical enough to meet up with the demand of multi-staff ministry. Multi-staff related courses where offered are not practical enough, and this affects graduating pastors as they are in dilemma on how to operate multi-staff ministry. Also, it can be concluded that there is a need for curriculum redesign to incorporate multi-staff ministry in theological schools

## 5.3 RECOMMENDATIONS

The following are my personal recommendations after a careful examination of the findings:

1. If multi-staff will work efficiently, certificate of programmes should be taken into consideration especially for R.E and Theology for callings in churches.
2. Orientation should be given to pastors to understand that all age-graded ministries of the church can effectively be managed by an R.E. graduate better than a theological graduate.

3. The Nigerian Baptist Convention should come up with a possible organogram which will include the detail responsibilities of multi-staff members and the most suited nomenclature which could assist churches to understand how to operate multi-staff ministry.
4. Theological training curriculum should be reviewed to meet the present challenges in spiritual and ministerial formation of pastors.
5. Theological education should re-designed the curriculum in such a way that emphasis is placed on the practical aspect of the ministry and a practical application of multi-staff ministry
6. The ministry of an associate should be given more publicity and recognition in the Baptist community and should not be seen as an appendage but as a substantial ministry.
7. Provision should be made available for people who believed they have helping ministry and should be trained appropriately.
8. As the case of other professional courses like Medicine and Law where students can go for a year internship apart from the all experiences gathered during the year of training, there should be such provisions for pastoral full internship to compliment theological training before exposure to full ministry. This will help to compliment theological education
9. Further research could be done in ascertaining the premise for which there is a call for multi-staff ministry in most of our Baptist churches.

10. Multi-staff courses shouldn't be taken only in classes but emphasis should be laid on the application aspect.

11. Courses like human relations may be included in theological educational curriculum.