

APPRAISAL OF THE LEADERSHIP STYLE OF NEHEMIAH AND
IT'S IMPLICATION FOR CHURCH LEADERS IN
OGBOMOSO BAPTIST CONFERENCE

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ABSTRACT

This research work is titled "Appraisal of the Leadership Style of Nehemiah and its Implication for Church Leaders." The focus of the study is to identify the various areas of leadership weaknesses in the local church using Ogbomoso Baptist Conference as a case study.

The study leaned heavily on the use of questionnaire to extract the opinion of church members about leaders in their church. The questionnaire was designed to test four areas of leadership content. These include *Formation of Vision*, *Leader's Task*, *Motivational Attitude*, and *Servant-leadership*. The target population for the study was one hundred church members selected at random.

The study was carried out in four Associations in the Ogbomoso Baptist Conference. Two of the Associations are in the rural area: J. C. Pool Baptist Association and Ife Oluwa Baptist Association. The other two are in the urban area: Ogbomoso North-West Baptist Association and Ogbomoso South East Baptist Association. Five churches from each association were selected at random and five members from each church were also selected at random. The questionnaire was administered on these ones. One hundred questionnaires were sent out, but eighty questionnaires were retrieved for analysis.

The data obtain were analyzed by the calculation of simple percentage. The result showed that many of the church leaders fall short in the areas of leadership content that were tested. Hence, the following recommendations were made:

1. Individuals that are chosen to lead a unit must be conversant with the activities of that unit.
2. Leaders should be encouraged to write down their goals/visions at the beginning of the tenure.
3. Leaders should share their visions with group members and allow them to have inputs in the overall vision of the group.
4. Leaders in the church should be made to understand that their responsibilities are given to them by God and not by the church
5. Churches should endeavour that the function of every office/position is clearly outlined.

Conclusion

From the analysis of the survey conducted it is obvious that much needs to be done to help the contemporary church leaders. In the four areas of leadership content that was investigated, many of leaders in the various churches fall short of the ideal. The ideal in this context is the leadership style of Nehemiah. Below are the recommendations of the researcher.

Recommendation

Based on the findings of this study the following recommendations are made in an attempt to remedy the current state of leadership in the church.

1. Individuals that are chosen to lead a unit must be conversant with the activities of that unit. This will help the individual to have visions/goals that are relevant to that unit, since he is not a novice in that unit.

2. Leaders should be encouraged to write down their goals/visions at the beginning of the tenure. Vision can serve as the North Star for organizations, helping leaders keep their bearings as they move their people forward (Blackaby 56).

3. Leaders should share their visions with group members and allow them to have inputs in the overall vision of the group. This will give group members a sense of belonging. Hence the vision will not just be the leader's visions, but the group's visions.

4. Leaders in the church should be made to understand that their responsibilities are given to them by God and not by the church. This will help them to take their duties more seriously, because, they will realize that they are accountable to God and not man.

5. Churches should endeavour that the function of every office/position is clearly outlined. This will enable the individual coming into that office to know what is expected of him/her, that is, there will be a clear understanding of the job description.

6. In the choice of leaders, churches should consider first, the personality of an individual, before his/her financial or social status. This will ensure that individuals that can inspire and motivate members are chosen for leadership.

7. Churches should also ensure that those chosen for leadership are not individuals that can be easily demoralized or discouraged. They must be individuals that are sufficiently self motivated.

8. It is important that the church ensures that individuals chosen for leadership has little or tendency to be proud. Pride and leadership in the church can not go together.

9. Churches should ensure that individuals being considered for leadership in the church, exhibit the servant-leader attitude. This means the individual is willing and ready to serve others. Because this is what leadership in the church is all about.

10. The final recommendation is that churches should put together a curriculum to develop leaders. Longenecker stated that Jesus launched the original leadership revolution by nurturing a few ordinary people towards mature Christian relationships (8). The contemporary church should commit herself to developing leaders.