

THE IMPACT OF PASTORAL INTEGRITY AND COMPETENCY IN  
ENHANCING CHURCH GROWTH: A CASE STUDY OF OGBOMOSO  
NORTH / WEST BAPTIST ASSOCIATION

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## ABSTRACT

This study was conducted purposely to examine the impact of pastoral integrity and competency in enhancing church growth; with particular interest in Ogbomoso North/West Baptist Association. In order to achieve this purpose, questionnaire was administered as instrument for data collection. This gave the respondents opportunity to express their views on the topic.

10 organized Baptist Churches out of 20 organized Baptist churches in Ogbomoso North West Baptist Association were used as a sample. A total number of 145 questionnaires were distributed among these churches. While a total number of 113 questionnaire were responded to and returned. The content validity of the instrument was through the vetting of the researcher's supervisors.

Findings revealed that majority of people are aware that there is increase in wrong doings among pastors this day; such as: sexual immorality, lack of good human relationship and careless life style thereby adversely affecting the growth of the church. It was further established that the causes of the bad behaviour among contemporary pastors has to do with greediness, yielding to contemporary pressures of life and financial unfaithfulness or recklessness among others.

Another established fact from the findings is that the effects of lack of integrity among pastors nowadays is very alarming, which calls for redress. Again, it was confirmed that churches are suffering greatly today as a result of the problem of competency among pastors. Adequate training both theologically and academically are needed tools in the ministry today in order for church to be able to meet the modern day technological advancement. Competency in theological training, spiritual

soundness and administrative skillfulness will help the pastors to lead the church of God to greater length in this modern era.

Based on these findings, the researcher recommended that pastors should be careful with the way they live their lives vis-à-vis then dischargament of their ministerial calling. Pastors should also de cease from the erroneous claim by some people that; pastoral ministry is purely a spiritual matter, as such, academic or theological training is not necessary. Every called minister must be submissive enough to undergo training before qualifying for the ministerial work

## CONCLUSIONS

By way of conclusion, the following conclusions could be drawn from this project. From literature review, it could be concluded that the impact of Pastoral integrity and competency in enhancing church growth is very significant. The life of a pastor permeates, pervades and percolates the life of the church and its members. One can say like pastor like church. The credibility of a pastor will determine to greater extent the growth of his/her church. Therefore, it is of paramount importance that a pastor be a person of integrity in order to influence his/her church positively.

Furthermore, from the theological basis, it was concluded that God cannot jettison the importance of integrity and competency of any leader who is divinely called to lead the people of God. As He (God) frowned at the old shepherd who lacked integrity, so also He is not happy with any shepherd today whose life is not credible.

From the study, it is clear that the nature of the pastoral ministry is such that one should see it as a ministry that demands exemplary life, problem solving skills, a shepherding ministry and, as such it is not simply a job. Rather, it is a vocation, the answering of a specific call from God. The highest calling is Christina service.

The work also revealed that integrity in pastoral ministry is the foundation of pastoral ministry. For pastors are said to be kingdom leaders. It is also discovered that pastor are expected to develop their Christian character because character and integrity are the bedrocks of Christian ministry. It could also be deduced that competency in pastoral ministry is a must if effectiveness and efficiency in the

administrative aspect of the ministry would be achieved. For lack of competency among pastors has been discovered to have done more damage than good to the ministry. It was established that there is urgent need for competent pastoral leaders that will lead the church to the next level of impact.

Lack of proper meaning of church and church growth were also seen as major hindrances to proper church growth. The correct understanding of the meaning of church will help the pastors to seek knowledge and sell it not. The knowledge of what church growth entails and demands is also a clear proof that integrity and competency are needed ingredients to achieve healthy church growth.

The objective of the project was to show the impact of pastoral integrity and competency in enhancing church growth. This is necessary in order to enable pastors in Ogbomoso North/West Baptist Association and other place to understand correctly what pastoral integrity and competency are, how they impact the church growth so much so that pastors will make it a must to pursue credibility in discharging their duties as shepherds of God's flock.

### RECOMMENDATIONS

In view of the discoveries and findings from this study, the following recommendations are made.

#### Pastoral Integrity

It was observed that integrity is about character and is one of the greatest requirements in the church today. It is, therefore, recommended that pastor be more concerned with their character in their struggle to carry out their pastoral duties.

Since many sexual problems with the pastors have to do with their promiscuity with opposite sex, it is, therefore, expedient for pastors to maintain sexual integrity by

keeping exemplary family life with their spouses. Pastors should avoid too much closeness with the opposite sex. Should avoid secret counseling with the opposite sex, as well as try to avoid unnecessary touching and hugging with the opposite sex in order to avoid falling into sexual immorality which is so common today among pastors.

This study also revealed that lack of good human relationship is causing integrity problem with the pastors. Therefore, pastors are encouraged to try as much as possible to maintain good human relationship. Similarly, Pastors should maintain congruity between preaching and conduct. They should handle public ministry with dignity. They should keep promises and be ready to apologize when they are wrong.

With money, they should avoid greediness and be contented with God's provision for them. They should also spend money carefully. Be ready to endure trials gracefully.

Pastors should also put the interest of their people before their own well-being, personal safety, and conveniences in order to avoid the contemporary pressures of life. Integrity involves self discipline and prudent financial management. Therefore, pastors should maintain financial integrity. Paul instructed young ministers on how they should live. Pastors' serving as servants of God must be selfless. Pastors should be encouraged that when they labour for God, He will surely supply their needs. Therefore, they should face what God has called them to do, and do it faithfully for God is not unrighteous and He will not forget their labour of love.

It is further recommended that it is advisable for some ministers of God to set up some economic activities that will not jeopardize their ministry in order that they may retain their integrity. Church should pay their pastors a reasonable salary and allowances for them to be able to cater for their necessities of life.

