

EFFECTIVE MANAGEMENT OF BI-VOCATIONAL
PASTORAL MINISTRY IN MUSHIN DISTRICT CHURCH COUNCIL OF
EVANGELICAL CHURCH WINNING ALL

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ABSTRACT

This project was carried out on effective management of Bi-vocational Pastoral Ministry in Mushin District Church Council of Evangelical Church Winning All, Lagos. The lack of policy and procedure to effectively manage the emerging bi-vocational pastoral ministry in Mushin District Church Council of Evangelical Church Winning All has created disparity and encouraged individualistic approach in the management of bi-vocational pastors. Hence, the researcher set out to find how bi-vocational pastors could be integrated into the pastoral ministry through a clearly written out policy and procedure. More so, the researcher intended to examine how bi-vocational pastors could be strategically integrated to boost the human resource capacity for planting new churches, multi-staff ministry and small churches. The researcher administered two questionnaires to carry out the research. A manual which consisted of five studies was developed and taught by the researcher in a day seminar to the Elders, Pastors and District Church Council Leaders and Local Church Council Leaders. At the beginning of the seminar a pre-test questionnaire was administered to randomly selected participants at the seminar. A post-test questionnaire was also administered as well at the end of the seminar training to ascertain the relevance and the impact of the manual on effective management of Bi-vocational Pastoral Ministry taught to the participants. The questionnaires were analyzed through descriptive percentage analysis to summarize both the pre-test and post-test questionnaires. The analysis of the findings of the manual implemented, showed that there is need to put in place a written policy and procedure on employment, transfer, salary, licensing and ordination, in order to effectively manage the integration of bi-vocational pastoral ministry. The bi-vocational pastors are found useful to reduce the financial burden of engaging a fully-funded pastor for small churches. More so, the bi-vocational pastors could be useful for new church planting effort and for building human resource capacity in multi-staff ministry of the church. In addition the suggested policy and procedure taught in the manual were found relevant and adoptable. Consequently, a committee of church leaders was to be selected to forward it to the apex ruling body of ECWA. Nevertheless, it was discovered that thesis, project and dissertation on bi-vocational Pastoral Ministry were very few. Finally, recommendations were made to the Leaders of the D.C.Cs, L.C.C.s, .L.C.Bs, and the G.C.C. to put in place a clearly written administrative policy and procedures on employment, remuneration, transfer, licensing and ordination of bi-vocational Pastors. The D.C.C should adopt the principle of ministry by objective to purposely integrate bi-vocational pastors for Small Churches, New Church Planting effort and the multi-staff pastoral ministry of the church. The G.C.C. in ECWA should include bi-vocational pastoral ministry into her strategic plan for church planting and ensure that policy and procedure to guarantee effective management are enshrined in the constitution and Bye-Laws. Graduates and Post-Graduates students should be encouraged to consider further study on bi-vocational pastoral ministry.

Conclusion

The biblical framework of this study revealed that bi-vocational pastoral ministry though seems like a recent emerging ministry is a kind of ministry that is rooted in the Bible examples. The example of Apostle Paul as a tent-making pastor remains an outstanding model of bi-vocational ministry.

From the review of the related literature, it is observed that bi-vocational pastoral ministry is a call to both the bi-vocational pastors and the churches of the bi-vocational pastors. It was also discovered from the review that bi-vocational pastoral ministry is a need for specialized ministry of the church and should not in any way be perceived as a rival ministry with full-time pastoral ministry. It has a complementing role to areas of need in the full-time pastoral ministry, particularly for small churches, new church planting efforts and multi-staff pastoral ministry of the church.

Moreso, the review of the literature exposed the challenges, the advantages and disadvantages of bi-vocational pastoral ministry. However, it is observed that the challenges and the disadvantages do not render bi-vocational pastoral ministry irrelevant, but there is need to manage effectively the attendant challenges of the ministry through clearly stated policy and procedures. Nevertheless, bi-vocational pastoral ministry has potential to develop the lay people ministry of the church where and when the bi-vocational pastor gives adequate attention to the training of the lay people for service using their spiritual gifts.

Furthermore, from the study, it is glaring that there is no policy to guide the integration of bi-vocational pastoral ministry into church ministries. The leaders of

denominations have a lot to do to put in place the policy and procedures to guide the employment, the remuneration, transfer, licensing and ordination of bi-vocational pastors. The grey areas on these key management issues, which hinder the objectives and integration of bi-vocational pastoral ministry, need to be ironed out and tailored with appropriate guidelines. Another thing which must not be ignored by the church authority is the need to give adequate orientation to bi-vocational pastors on the objective of this ministry particularly in ECWA.

In addition, the study concluded that bi-vocational pastoral ministry is a need in Mushin D.C.C. of ECWA for small churches, new church planting effort and multi-staff ministry. This need is as a result of the prevailing financial demands of fully funded pastors and inability of majority of the small churches to pay the salary of a full-time pastor. Apart from this, some of the big churches that have needs of pastors to man the specialize ministry of music, children and Christian education and cannot afford a fully funded pastor may be able to engage a trained pastor with less financial burden.

The objective of this study is to establish the need to put in place policy and procedure to ensure effective management of bi-vocational pastoral ministry. It is aimed at creating awareness that the emerging bi-vocational pastoral ministry should be a ministry by objectives and should be used to enhance the specialized ministry of the church.

In all, effective management of bi-vocational pastoral ministry will integrate the bi-vocational pastors for effective use in small churches, church planting efforts, multi-staff pastoral ministry. This will help to reduce the financial burden of newly-planted small churches, and also, relief the District Church Council in the payment of salaries for the fully-funded pastors.

Recommendations

The following recommendations are made based on observations and comments received when this study was carried out:

To the ECWA Mushin D.C.C.

1. The D.C.C. should make bi-vocational pastoral ministry a ministry by objective in the district.
2. The D.C.C. should have a clearly written policy and procedure on employment, remuneration, transfer, licensing and ordination of bi-vocational pastors.
3. The D.C.C. should educate fully-funded pastors on the effective ways of using bi-vocational pastors for specialized ministry of the church.
4. The D.C.C. should give serious consideration to a mandatory special orientation training for bi-vocational pastors before they are posted to man any church for pastoral ministry.
5. The D.C.C. should discourage unhealthy rivalry between full-time pastors and bi-vocational pastors.
6. The D.C.C. should relate mutually with a bi-vocational pastor whose church is due for a fully-funded pastor before a transfer is effected to move the bi-vocational pastor.
7. The D.C.C. should work out how bi-vocational pastors could be directly integrated for new church plantings.

To Local Church Pastors:

1. Pastors with large congregation should consider bi-vocational pastors for multi-staff ministry.

