

Great Commission Movement of Nigeria (GCMN) Involvement in Mission in the Light of Eight Core Values of Leadership

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Abstract: Core values are needful for leadership and management of the church and mission. Leadership is a requirement for every organization, enterprise and society to succeed. Where there are no leaders and leadership, resources are wasted and opportunities are lost. God is looking for men and woman who will be willing to take responsibility of leadership and management of the church and mission of proclaiming the gospel of Jesus Christ to all Nations (Matt. 28:19-20). But for leaders to manage the church and carry out works of mission diligently and effectively, must have core values that are key to success and accomplishment of the task of managing the church or doing the work of mission. There are several core values, but this article seeks to discuss The Great Commission Movement of Nigeria (GCMN) in the light of eight leadership core values. These core values are namely, Intimacy with God, Passion for Harvest, Visionary Leadership, Cultural Relevant Evangelism, Multiplication of Leaders, Family Priority, Stewardship and Integrity. Core values are necessary in church management and mission, as well as political leadership, since the growth or downfall of every organization depends on effective leadership and management or the lack of it.

Keywords: Missions, Movement, Involvement, Values, Commission and Leadership.

1. INTRODUCTION

The Great Commission Movement of Nigeria (GCMN) is part of an interdenominational, international Christian organization campus crusade for Christ, to pray regularly and fervently for the staff and activities of GCMN. Tell them how you can become an intercessor for the movement. Globalization concept of organizational ability to progress for productivity, profitability and accountability in the political, religious, social and traditional institutions are basically depending on leadership. The office or position of a leader in every organization is there, so in every organization you can always have a leader. It is possible to have a leader, yet without a leadership. Finzel (1977:23) asserts that "One blatantly irritating practice of some leaders who exercise a top-down style is the use of knowledge or really the lack there of to keep people in the line and in place."

I share the same opinion with Hans that, while some leaders exercise a top-down style of keeping people in line and place, some don't, have the ability to do so. Transformational attitudes of leaders in leadership under special core values, is the focus of this paper, with the aim of looking at non-transformational leadership and to improve on some transformational leadership so far noticed in church leadership in the 21st century. For work limitation, the researcher will only focus on Christian religious leadership management in the church and mission.

1.1. Statement of Problems

The propagation of the Gospel of Christ in Africa is a great task. It has to take a great movement to carry out the great commission. Some early Missionaries who came to Africa with the great commission mission of preaching the gospel, died in the process.

Leadership: Leadership in missions and management of church is process beyond the role of just an individual. Moreau & Netland (2000:565) define leadership as "A process in which leaders influence followers in given contexts to achieve the purposes to which they were called. The unique aspect of leadership and mission is the nature of their interaction under the guidance of the Holy Spirit in understanding and obedience to the mission Dei" Draft (1999:5). Defines, "leadership as an influence

that relates many leaders and followers who intent changes that reflect their shared purposes.” Depree (1989:10). defines leadership as “influence, He who thinks he leads and has no one following him is only taking a walk.”

2. GREAT COMMISSION MOVEMENT OF NIGERIA (GCMN) INVOLVEMENT IN MISSION IN THE LIGHT OF EIGHT CORE VALUES OF LEADERSHIP

2.1. Intimacy with God

GCMN has an objective of fulfilling the Great commission of Jesus Christ by winning peoples to Christ and the spiritual movement to disciple them as mature Christians. This objective of GCMN is in line with the core value of intimacy with God. Paul clearly mentioned that Christian core value as a standard for good relationship and fellowship with God and man. The Spirit of God has the power to equip a man and woman of God to be committed to God “for you did not receive a spirit that makes you as slave again to fear, but you received the spirit of son ship. And by him we cry, Abba father” (Romans 8:15). True intimacy between man and God is for permanent relationship that is supposed to exist between them. God made man in his image. That is to say man is part of God creation “let us make man in our image, in the image of God he created him” (Gen. 1:27) the purpose of intimacy is to sustain man’s relationship with God.

Motty (2015:8). “God is seeking after consecrated men and women who live and minister out at an intimate relationship with God. Discipline is training expected to produce a specific character or pattern of Behaviour, especially training that produce moral or mental improvement. A special discipline is, when practiced faithfully and regularly a habit or regular pattern in your life repeatedly bring you back to God and opens you up to what God is saying to you”

Intimacy is an act of coming closer to God or relating to God both in spirit and truth under strict obedience to the will and purpose of God. In another word, it is a dwelling with God spiritually in a relationship of son and daughter to him. God himself presented the act of intimacy to man beginning from Adam at the Garden of Eden (Genesis 1:27). Intimacy is an act, a created order, not to be wished away not optional, not even choice to accept or not to accept.

GCMN mission purpose of fulfilling the Great commission of the Lord Jesus Christ in the power of the Holy Spirit by winning people to Christ and building disciples towards spiritual maturity is in the right direction of spiritual leadership core value of intimacy with God. Spiritual maturity is a requirement for intimacy with God. All the staff of GCMN must ensure that they, themselves are in true intimacy with God, for them to carry the task of bringing others to the state of being intimate with God.

2.2. Passion for the Harvest

The GCMN calling to help fulfill Great commission by winning, building and sending workers in the body of Christ to do evangelism and discipleship is a clear leadership core value of passion for the harvest field of our Lord and saviour Jesus. “And Jesus was going all the cities and the villages, teaching in their synagogues and proclaiming the Gospel of the kingdom, and healing every kind of diseases and every kind of sickness. And seeing the multitude, He felt compassion for them, because they were distressed and down cast like sheep without a shepherd. Then he said “the harvest is plentiful, but the workers are few. Pray therefore to the Lord of the harvest that he may send laborers in his harvest” (Mathew 9:35-38). For GCMN to involve themselves in building and sending workers to face people of different backgrounds with the gospel message for the sake of soul winning, is done out of passion for the lost ones out there. Passion could be defined as object of intense enthusiasm or interest to see that something is done. It could mean a strong or struggling effort to achieve a set goal, irrespective of circumstances surrounding the situation or the event. To have passion for something to happen is also to sacrifice for it to happen. New living translation (NLT) defines passion as intense, delivering or over mastering feeling or conviction or ardent affection. Jesus is a clear historian, a saviour who shows act of exceedingly great passion for saving the entire humanity from sin, the world and the devil.

There is burning desire in the lives of those who are with the passion of preaching the gospel of Christ as a mission that should be done, and be fulfilled. It is seen as an urgent important task that must be

carried out immediately. GCMN shows her passion in mission of soul winning for Christ through her calling statement to serve Christ, through winning, building and sending leaders for evangelism and discipleship. Such a mission should not be taken for granted. “This is what the Lord of Heavens Armies says, my love for mount Zion is passionate and strong, I am consumed with passion for Jerusalem” (Zech. 8:2). The passion for doing God’s works should be understood. Paul who is also an example of an apostle who worked passionately for the sake of God’s kingdom both in suffering and in joy “we are pressed on every side by trouble, but we are not crushed, we are perplexed, but not driven to despair, we are hunted down, but never abandoned by God, we are knocked down, but we are not destroyed” (2 Cor. 4:7-9). Through suffering our botches contribute to share in the death of Jesus so that the life may also be in our bodies (2 Cor. 4:7-8). John the beloved also demonstrated sense of commitment to the service of God “John is your brother and your partner is suffering in God’s kingdom and in the patient endurance to which Jesus call us. I was exiled to the Island of Patmos for preaching the word of God and for my testimony about Jesus (Rev. 1:9) some apostle were martyred because of their passion for the gospel. Peter stood GCMN staff who are called by God to serve God under GCMN organization should passionately serve with true sense of dedication, hard work, devotion and commitment.

2.3. Visionary Leadership

The vision of GCMN is to help build spiritual movement everywhere so that everyone knows someone who truly follows Jesus. A spiritual movement consists of nature of disciples of Christ who are winning, building and sending others generation after generation, the vision of GCMN stands for visionary leadership core value. Every leader or organization that wants to succeed in his or her mission, must clearly define what he or she wants to achieve, how to achieve and when to achieve it. Henry Blackaby and Richard Blackaby define vision as “Critical for the organization, so it stands as reason that leaders must be visionaries. Visionary leaders understand at least three fundamental issues. Where does vision come from? How does vision inspire people? And how do leaders communicate vision? Bauta Motty (2016:35), adopts J.P Kolter, states that:“Leadership has a vision, communicates the vision and has the ability to get people to follow; such leaders can recruit and motivate people to work the vision of inspiring and directing them.”¹⁴ GCMN as an organization should be focused to follow her vision without allowing challenges or distractions to kill her vision of preaching the gospel of Jesus Christ at all cost.

2.4. Culturally Relevant Evangelism

The two hour documentary on the life of Jesus, commonly called Jesus film, from the gospel of Luke, has been translated into over 120 Nigeria languages. This good and effective act of evangelism is in line with the leadership core value of culturally relevant evangelism in mission. St Paul says “For though I be free from all men, yet have I made myself servant unto all, that I might gain the Jews, to them that are under the law, that I might gain them that are under the law” (1 Cor. 9:19-20) .

The purpose of contextualization is mainly or principally to bring the sound Biblical message of the Gospel of Jesus Christ to them within their culture and worldview. However, the gospel truth and integrity should not be lost or compromised in the process of contextualization. The Jesus film ministry of GCMN seeks to promote the gospel propagation to people locally. Every culture that is in harmony with the scriptural principles should be contextual to be part of the gospel. However, any culture that is contrary to scriptural principles should be rejected. Notwithstanding the gospel message seeks to shape wrong and sinful cultures for the sake of transformation. That is to say that gospel transforms culture by the power of the Holy Spirit. GCMN should therefore advance the contextualization of the gospel at all times and in all places in mission for productivity, profitability, acceptability, adaptability and for accountability.

2.5. Multiplication of Leaders

It is the duty of godly leaders to train and equip other leaders for the work of mission and church management. GCMN is already involved in training or building leaders and sending them for mission work. This special core value of multiplying.

Leaders should be encouraged more in GCMN for more effective mission work of expanding the kingdom of God on earth. That is the divine desire of God in every generation. Jesus trained his disciples, Matthew 5:1-48, John the Baptist also trained his disciples. Paul also instructed Timothy to train faithful men and women who will in turn train others. (2 Timothy 2:2). Maxwell (2007:252) in one of his twenty-one irrefutable laws of leadership namely the law of explosive growth says “To add growth, lead followers to multiply, more followers and leaders who are actively seen in the church of God and in the mission field of winning more souls to Christ, by training others for the same lead leaders. “Maxwell opines here that, good leadership must encourage growth both in followers and leaders by multiplication. The church and mission should be taken by devoted Christians who are ready to lead and to prepare others for leadership. There is urgent need for more leaders who will administer the church accordingly. To have more leaders in the church and mission is a commitment also for the society to be transformed through their leadership roles. Leaders are the products of change in societies, church and missions at all times. Therefore, having more leaders is necessary for transformation generally both in the church and society.

“David had said whoever leads the attack on the Jebusites, will become commander in chief. Joab son of Zeruiah went up first and so he received the command (1 Chron. 11:6) multiplying leaders does not just suggest that there should be more leaders in position of affairs in the church or missions. But there should be more or additional competent leaders who can cover wider areas in terms of church management and missions. In the real sense of leadership, those who are leaders, are those who are committed or ready to work hard for the benefit of those they are leading and not just those who are in position for their selfish interests. Leaders should not be choosing subjectively, but objectively. Some leader’s main interest is to perpetuate themselves in leadership position. Leader selected or added to other leaders, should be leaders with proved competence to lead people without fear or favour. There comes a time in the leader’s life, that he needs other leaders to advice or counsels him. But only leaders with standards that can accept wise counsel.

How Jesus raised leadership is a model for leadership today. He was a leader but raised some other leaders called the disciples; there were other 72, and 3000 respectively. The act of multiplying leaders is the act of reaching more souls with the gospel. “The harvest is plentiful but the Labourers are few” (Matthew 9:3). That is an invitation for more leaders to lead tasks of reaching the unreached with the message of the gospel of salvation. We are called to serve and we serve to glorify God and to give some people the opportunity to hear the gospel by themselves. “How shall they hear without a preacher” (Rom. 10:14).

There is need for evangelical churches to release members for ministry. By so doing they will unleash the massive talents, gifts, resources, creativity and energy lying dormant without use. The method or model of multiplying leaders will bring the spirit of reawakening some who are leaders, but in one way or the other are not leading. Multiplying leaders is a task that will bring more strength and growth to the church of God or mission becomes active due to presence of dynamic leaders who are driving the purpose and will of God within it. “We are God’s workmanship, created in Christ Jesus to do good works, which prepared in advance for us to do” (Ephesians 2:10) to prepare God’s people for works of service, so that the body of Christ may be built up (Ephesians 4:12)” God has great expectation for Christians to lead in the mission of propagating the gospel to all Nations on earth without exception. GCMN must ensure that the leaders raised are spiritually and morally sound so as to convey the true message of God by example. You are the light of the world.

2.6. Family Priority

Family value is another core value in church management and mission. GCMN has a good programme of raising godly families for the sake of the kingdom. Husband, wife and the children respect and submission to each other is important in the ministry, Paul emphasis the role of a husband to his wife and wife to her husband. (Ephesians 5:22-6:9). The leadership of the ministry of God is related to the family. Joshua in his leadership role committed his entire family to the leadership of God “for me and my house, we will serve the lord” (Joshua 24:15). A leader in the church should first be a leader of his family, and that the family should be committed to the serve of God. Taking care of the family is also a key responsibility of a leader. “This is faithful saying if a man desires the position of bishop, he desire a good work: a bishop must be blameless, the husband of one wife, temperate,

sober minded of good behavior, hospitable, able to teach, one who rules his own house well, having his children in submission will all reverence. For if a man does not know how to rule his own house, how will he take care of the church of God.” (1 Timothy 3:1-5). Timothy and Elizabeth (1997:87). assert that; “The husband is the spiritual leader of the home. He consults with all the family members to ensure that their interests are being adequately looked after. He is self-controlled patient and an example in honesty as he provides for his family materially, emotionally and spiritually. He is a protector from in-laws, children, and friends and so on.” Christian children are to be nurtured well under God so that they can grow up right and be an example for other youths. Parents should be good models to their children so that they can be well adjusted. Children should be taught discipline, responsibility and good morals. Children should find personal faith in Jesus.

There is need for all family members to acknowledge the presence and lordship of Jesus Christ in all they say or do. The spiritual aspect of leadership in the family or home has to do with individuals, spouse and the children. The entire family must experience the leadership of God under the headship of the husband. Family leadership should offer a good Christian fellowship and good relationship between the parents and the young people. Apart from the family altar upbringing, families should also have the forum to encourage each other concerning their spiritual wellbeing and effective ways of communication. If there is disunity in the family, it will affect the unity of the church and the society at large. Therefore, family unity should set a standard for both church and Society to follow.

Couples who are married outside God’s will are bound to have problems in their families. In some cases, a Christian may get married to an unbeliever. One cannot have a family under such a situation. Therefore, for a family to have true value. Both the husband and wife must be God fearing people. Likewise, the children must be discipline. Spirituality and morality are standard practices for every Christian family to stand strong. Every Christian family must follow the example of Christ (1 Cor. 11:1). This concept of followership has been the more familiar concept to Christians throughout the world. He who follows me cannot walk in darkness says the Lord. Jesus urges every Christian family to build up their characters which enlightened us.

2.7. Stewardship

Leaders are to be mindful of stewardship of time, resources, gifts or talents and other opportunity as God can offer them. Every GCMN staff is a steward of the organization in different dimensions. All these God’s given tools or instrument are targeted at promoting the works of the kingdom of God faithfully, is requirement for proper productivity, profitability and accountability as recorded in (Matthew 25:14-30)

“For a bishop must be blameless, as a steward of God, no self-willed, not quick-tempered, not given to wine not violent, not greedy for money (Titus 1:7).

The fulfillment of the word of God is stewardship “of which I became a minister according to the stewardship from God which was given to me for you to fulfill the word of God.” (Col. 1:25).

Mounce’s (2016:683) defines steward “to a household manger entrusted with responsibility of running a household. Its meanings easily transferred to the household of God the church “Paul refers to himself as steward, entrusted with the mysteries of God (1 Cor. 4:1-2) call the overseers of the word of God (1 Peter 4:10). Believers are also instructed to be stewards of God, serving God and one another. The leaders of the church are stewards and are to manage carefully the responsibilities and skill entrusted to them by God in the church and mission of soul winning. Stewardship is also servant ship.

Stewardship is a practical act of taking care of others. Jesus humbled himself and served the disciple. Humility and self-service are important for mission work both in church management and mission outreach for soul winning. Humility is stewardship which gives a Christian person the enablement to come to terms with every situation good or bad, simple or complex and to address it accordingly. Jesus Christ indeed is a practical example of stewardship or servant ship model for both Christians and non-Christians to learn how to willingly, devoutly, faithfully and committed to service of God and humanity. The kind of servant leadership or stewardship should exist and operate within groups in the

local congregation (1 Cor. 12:4-6) Groups should be given leadership opportunity to encourage them base on their talents and gifts for the growth of the church which will generate caring support and redemptive fellowship in Christ. It will also promote faith, which will encourage and bring spiritual and moral transformation to individual as well as corporate life of an organization. By so doing, the Christian community will attract even outsiders. The love of Christ should freely flow throughout the community liberating people, at the same time uniting them as people of God within the same kingdom. Since every Christian has some level of stewardship, members in the church should be given some opportunities for service of God. That will enable persons of varying interests and abilities find avenues through which they can personally serve Christ and the church at different levels of servant leadership. The scripture tells us of varieties of services and working for Christ that are all inspired by the Holy Spirit. He the Holy Spirit inspires every service of God both in the church and missions outside the church. God takes the glory and people are blessed both physically and spiritually. Such services by individual should correspond with the character of Christ which is the main task of the church to serve God in spirit and truth. Throughout history of the church, group leadership have been effective in organization. Each organization needs to have a leader, leading her. There groups or organization have different agendas, that will bring to the community a special aspect of the ministry, without that the organization will lose particular contribution of the group. With all the leadership contribution of groups or organizations, the entire church congregation or denomination will have clear focus on missional activities or endeavours. Pluralism can be a source of freedom and creativity in the church or otherwise. But inspired pluralism is for building the body of Christ. In the direction that people may have a common confession and a common desire to serve God faithfully. This will enhance effective witnessing for Christ. All the activities of leaders of the gospel should be coordinated. There is need to submit to stewardship obligation faithfully, Jesus said to Peter, feed my lambs, tend my sheep and feed my sheep. One in servant ship or stewardship position must endeavours to sacrifice for others because of Christ. The problems encountered by the stewardship, should not hinder him or her to take care of others. Given much and taken little. To spend and be spent for the sake of the Gospel is what a steward is out to do for the sake of others. It is a task that must be accomplished both in simplicity or difficulty. The steward must stop fighting against his or her circumstance at the expense of the gospel task of taking care of others. A servant leader should be focused and committed to the service before him or her irrespective of things that are obstacle to the gospel of Christ and Christianity. He, who calls us to service, will provide the enable environment for us to operate effectively and sufficiently to his glory. A steward should be separated for stewardship tasks.

A stewardship or minister approved of God by special calling to service (Rom. 1:1) empowerment of the Holy Spirit (Acts 1:8). There is endowment of spiritual talents and gifts (1 Cor. 12:4-7, Eph. 4:7-11). There is also manifestation of God's will and purpose for calling him (Acts 9:3-16, 2 Cor. 12:1-4). Approval by dynamic ministry results and achievement (Acts 3:1). There is divine commission to serve God in spirit and truth (Rom 1:1). God gives leaders and stewards the leadership responsibility and the authority to carry out those responsibilities effectively (Luke 11:18-19). True leaders or stewards are given the recognition by God, that they are his. The local church can have the feeling of them as true ministers of God (1 Tim. 4:14). The true minister of God. There are qualities in those who are truly called by God as stewards; therefore, they should put in their true seal of divine grace and ministerial authenticity in church management and missions. The church will openly see and recognize the divine approval of what they are doing and respect the credibility of their ministry. Paul was model and living example of a speaker in the New Testament. Paul throughout his ministry claimed divine approval of God upon his life and ministry. It was manifested in his calling, since, and he claimed to be servant of the gospel of Jesus Christ and also his apostleship is from Christ (Roman 1:1:1&5). Paul affirmed in all his epistles that he was in the ministry by the will of God (1 Cor. 1:1&2, 2 Cor 1:1, Eph. 1:1, Col. 1:1). Jesus states the difference between a steward or a shepherd with a hireling "I am a good shepherd; the good shepherd layeth down his life for the sheep. He that is a hireling, and not a shepherd, whose own the sheep are not be holdeth the wolf coming and leaveth the sheep, and fleeth and the wolf snatched them, and scattered them; he fleeth because he is a hireling and careth not for the sheep (John 10:11-13). A steward gives his best in the service of the master. He protects and defends the flock of God under him from danger of religious wolves and the satanic

attack of the enemy. The constraint of the love of God makes the steward do extra ordinary things which an ordinary person cannot do. Indeed, servant ship or stewardship ministry is a service of love and self-sacrifice. Those who lack love and self-sacrifice cannot be stewards.

He is not lacking in spiritual fire sight to direct both himself and the flock under his leadership. He understands God purposes for his people. The members know Him as the one who truly cares for them and he is ready to show them the way out of the problems, and he is interested in their physical and spiritual well-being. He is a guide to those that are spiritually blind and a light to those in darkness. He instructed those who need instruction on matters of faith (Rom. 2:19-20). In history and track record of Christianity, Christians have always been agents of moral and spiritual civilization, not only in their communities but in and around them, are testimonies from non-Christians. Stewards are both Human and Nation Developers. Where Christianity has existed before or is existing, legacies of peace, love, sound ethics, good philosophy, positive worldview, sound education which fosters co-existence unity and the general survival of the people. That is why Christianity dispels moral and spiritual darkness, and creates moral consciousness in the heart of all men. Jesus gives eyes to the blind and legs to the lame (Job 29:15) the steward through his life style, is a light to the people. He provides by the grace of God and the power of the Holy Spirit, the enabling environment for people to see their soul's need for both salvation and spiritual growth. He also provides educational platform for intellectual development and moral transformation of the people, most especially those who are Christians. The good implication of a steward is that, he is a light bearer for physical productivity in the lives of the people.

The respective ministry of a true steward is the ministry of fruitfulness. He cannot compromise his sanctification and dedication to the service of God with manmade philosophies and worldly models of life undertaking under cultural ideologies or worldview.

2.8. Integrity

Integrity of a leader is a very important core value in leadership. It is also a requirement for every leader in GCMN to succeed in his or her mission or ministry. A leader without integrity is like a container without content. To train leaders for leadership both in the church and society is to train men and women of integrity. Those are the men and women God is seeking for to lead his people. People of integrity live Holy lives, accountable to God and the church, which is the body of Christ. Integrity provides moral confidence to lead people without doubts, fear of accusation or failure. Integrity encourages growth in an organization, church management or mission work to the glory of God. Integrity has an authority in itself in the life of a leader for leadership

Demonstration of integrity on the part of a leader, will make people trust him with leadership position. They will believe in him whatever he does or say. Men and women of integrity are the people that are respected both in the church and society, since they do whatever, they say they will do, and fulfilled whatever promise they made. They are custodians of truth. When men and women of integrity are in leadership, it is practical that positive changes exist for the betterment of the people and the glory of God.

For leadership to be effective and dynamic, integrity must be cultivated as a habit or character in the life of a leader. It is in integrity that the leader can nourish the followers and watching them grow both spiritually and physically, thereby bringing out their gifts and their talents in the church, mission work and the society at large. Leadership responsibly is resting on integrity. A leader without integrity cannot function well or be reasonable and responsible. Integrity is what motivates a leader to do what is right, even if it brings pain or hardship to him. Leadership with integrity, gains loyalty from the followers. Sometimes followers protest because of leadership that lacks integrity. A leader of integrity treats followers well, but a leader that lacks it, treats his followers badly. In leader ship that has integrity, one may discover intelligence, trust worthiness, humanness and courage. A leader of integrity instructs his followers a head of time on what to do, and how to it. But a leader that lacks integrity sets traps for his followers, for him to hold and punished those scapegoats. You see clear vast skill and strength to understand physics, politics and psychology of what will bring conflict and provides optimal strategic plans to manage conflict situations. Leader that has integrity enlightens followers and delegates authority to them effectively. Leader of integrity is a motivating model for followers and creates lasting positive impact on them.

Morality goes hand in hand with integrity.

There is biblical account of persons who distinguished themselves as men of integrity, Job, Joseph, Daniel, Shadrach, Meshach and Abednego were practical examples of men with integrity. To maintain integrity is to take a right decision and to be ready to follow the decision at all times under all conditions. There are so many leaders, but there are only few leaders that lead with integrity. The big challenge of leadership today, is leadership with integrity. A leader with integrity is also a leader with humility (Philippians 2). Divine humility has a power from God which comes to have human race different, most especially the Christian community where God reigns.

Humility cannot be separated from integrity. The sound rule is that all our ideas of doing well is standing on humility and integrity. The leader who truly humbles himself with the authority of Christ, should humble himself at his feet. Humble yourselves under the mighty hand of God, that he may exalt you in due time, casting all your cares upon him, for he cares for you” (1 Peter 5:6-7). God cares for all those who humble themselves and keep their integrity. Humility and integrity are an honour given to God. It is also a sense of total submission to the leadership of the Almighty God.

Another key product of integrity is influence, a leader leading with integrity will influence his followers positively, since all of them are benefiting from his good Leadership role of integrity. He grants and empowers them to succeed, so in some ways leaders have less freedom as they move up more and more. Customers have great freedom and can do almost anything they want. Leaders with integrity struggle to influence their followers by working hard to see that the organization is growing effectively. Therefore, a leader who leads with integrity is not a lazy individual, but a leader who takes many responsibilities. The leader who serves with integrity pays the price for such a leadership.

Leader to influence the people positively. David despite his leadership challenges holds to integrity I will sing of your love and justice to you, o Lord, I will sing praise. I will be careful to lead a blameless life when will you come to me? I will walk in my house with blameless men I will set before my eyes no vile thing. The deeds of faithless men I hate, they will not cling to me. Men of perverse heart shall be far from me, I will have nothing to do with evil whoever slanders his neighbor in secret, him will I put to silence, whoever has haughty eyes and a proud heart, him will I not endure. My eyes will be on the faithful in the land, that they may dwell with me, he whose walks in blameless will minister to me. No one who practices deceit will dwell in my house; no one who speaks falsely will stand in my presence. (Psalm101;1-8)

There are some principles related to a leader with integrity as stated by King David. Nearly all human beings are in position of one leadership or the other. For David there were three things that made him a man who loves integrity. Living a spiritual and good moral life, worshipping God in spiritual and truth, singing and praising him and living a blameless life. That is how to live a life of integrity. Sometimes we got things wrong but sometimes we got them right. That which enable us to feel sorry for wrong doings or mistakes is part of integrity. People who lack integrity find it difficult to admit that they are wrong. He who lacks integrity is full of pride. But people know a man of integrity. leader accomplishes what God wants him to do for the people and not what the people want him to do for them. Spiritual leaders are aware that they will give the account of their stewardship before God; therefore, they must try their best to move people toward God’s agenda by the power of the Holy Spirit. Spiritual leaders seek for God’s will for their church or their organization. Through pattern of godly leadership, leaders can attain higher degree of influence among their followers, and God will honour them and solidify their credibility, therefore it necessary for every leader to consider his or her responsibilities to God and humanity. Jesus is the model for spiritual leadership. Jesus had a relationship with the father likewise every spiritual leader should have relationship with Jesus Christ. The Holy Spirit is an empowerment factor for a spiritual leader, in terms of guidance, wisdom, knowledge and understanding of what to do, how to do it, and what not to do in leadership. They should be the task of multiplying other leaders, mentor them, motivate followers and to be a model for them. There must have good relationship with other leaders and their followers. They should position themselves in the direction of assistance to other people. They should respect them and show sense of total commitment in all they do.

3. GREAT COMMISSION MOVEMENT OF NIGERIA (GCMN) AND AFRICAN TRADITIONAL RELIGION IN AFRICA

African Traditional Religion worshippers are always in conflicts with Christianity. They see Christianity as a treat to the existence of the pagan worship. African Traditional Religion also believes in the existence of other supernatural beings called spirits. These spirit beings are believed to be responsible for transmitting ailments and giving power to objects of worship in the religion. The belief of African Traditional Religion in the spirit world is very strong that many of the practices of the religion are invisible because they are said to be carried out in the spiritual realm. For example, it is believed that the animals being sacrificed are only agents through which the spirits responsible for healing and restoration works, as the animals themselves have no power to heal or restore without the spirits working through them. Each object of worship in African Traditional Religion be it stone or stick or amulets or tree or calabash has a spirit behind that is controlling it either for good or bad.

Life after death in African Traditional Religion is also different from the Christian worldview of the concept. In African Traditional Religion, when someone dies, he either becomes an ancestor and joins the crowd of those that died before him/her, or a witch or wizard to continue to torment people or be punished, depending on the kind of life he/she lived they were alive. If one was adjudged a good person in his/her life time, he joins his/her relations who were also good in their life time to become one of their people's ancestors answering the prayers of their people and protecting them from harm. On the other hand, if one died as a wicked or bad man, he becomes a witch/wizard who goes about in the night inflicting pains and evil on living. In some cultures, this group of people are said to be resurrected and punished by beating or inflicting on them varied forms of injuries to make them suffer for the crimes they committed while they were alive.

The belief in the existence of one Supernatural Being by adherents of African Traditional Religion is a good common ground for Christians to use in communicating the good news of the gospel of Jesus Christ to the African people. The belief in life after death is another avenue to be explored by a Christian in presenting the good news to the people.

4. CONCLUSION

Those working in the field, the vineyard of Jesus Christ, taking care of his flock are like the herdsman. Herdsman is more prepared as he takes care of his flock than the Fulani man does in Africa in the later years. Today's herder ensures that he is well dress ready for action while shepherding his flock in the bush. The herder possesses the staff, a bag, a stick, a knife, a mobile phone and if possible other important things in his bag he possesses all these to safe guard his life and his flock one cannot repeat the function of the staff, and knife since it has been explained above. However, in this computer age whereby information is power and life, the herdsman own the mobile phone for necessary communication and information. At times he has his radio together with him. This tools mobile phone and radio are for information and communication. Many at times people consider the Fulani man as illiterate and foolish but truly some are wiser than the learned. He listens to news so that he will be an informed person even though he spends most of his times in the bush. There workers in the vineyard of Christ should be committed in doing what they should do for effective evangelization work without any form of compromise.

GCMN are doing a good work to the glory of God and the betterment of humanity both spiritually and physically. That does not mean that the organization is prefect or that they are already at their best. There is room for improvement, on how to serve God and humanity in a better way. It is a good development for groups and individuals to support the organization or some individual officials of the organization, but the challenges are there that, these groups or individuals are ready to support them, but their resources are limited. To some they may not see the need to give, that may not meet the needs of the organization. In this regard mission agency not only GCMN should develop a method of self-sufficiency, to enable them do mission without depending on donations. Donations are welcomed, but organization should have their own way of raising funds for her staff salaries, allowances and administrative charges respectively. If a mission agency is waiting for individuals or groups, to raise funds, then some mission activities have to wait indefinitely. The truth is that, not every staff within the organization may be able to effectively raise funds to support himself or herself. That also can

discourage some people in joining the organization. Mission agencies can run good businesses that will help the organization. Funding is key in every organization, therefore fund raising should not be taken for granted. A mission organization also has the mandate for providing for helpless new converts, must especially the Muslim converts. But if the organization is financially dependent, then she cannot offer any support to her new converts.

The evaluation of GCMN in the light of the eight core values of leadership is important to meet up with the Great Commission mandate of Jesus Christ in Matthew 28. Leaders are seen as the foundation of success in GCMN. They are engaged in leadership training of their workers for mission work of soul winning. They are involved in training those who will in turn train other leaders, therefore leadership is seen as the basic strategy for the organization to grow and achieve her goals. The eight core values are relevant and necessary to evaluate the leadership that exist in GCMN for more effective and dynamic leadership or leading and championing the tasks of proclaiming the gospel of Jesus Christ to the entire world in different dimensions. All the staff or workers of GCMN should be dedicated, devoted and committed to the service of God and humanity to the glory of God and for the enlargement of the kingdom of God on earth, most especially in Nigeria in particular and the World in general. This article stands as a source of guidance and motivational material for all the staff of Great Commission Movement of Nigeria (GCMN) and the entire church and political leaders who must serve God and humanity with integrity to influence people positively and for them do well and finished well in their leadership endeavours both spiritually and physically.

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