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The Influence of Understanding and Practice of Pauline Five-Fold Ministry on Congregational Engagement and Church Growth in the Anglican Diocese of Niger Delta North, Port Harcourt, Rivers State, Nigeria

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Abstract:

This study examined the influence of understanding and practice of the Pauline Five-Fold Ministry on congregational engagement and church growth in the Anglican Diocese of Niger Delta North, Port Harcourt, Rivers State, Nigeria. The research aimed to assess the level of understanding of the five-fold ministry among congregants, evaluate their participation in church activities and mission work, and identify strategies to enhance involvement and optimize church growth. A quantitative research design was adopted, and a structured questionnaire was administered to 200 participants, comprising clergy and active lay members selected through purposive and stratified sampling techniques. Data were analyzed using descriptive statistics, including frequencies, percentages, means, and standard deviations, to determine patterns and trends in understanding, practice, and participation. Findings revealed that the congregation's knowledge of the Pauline Five-Fold Ministry is generally low, with many members perceiving ministry functions as primarily the responsibility of pastors. Consequently, participation in church activities, evangelism, mission work, and church planting is limited. However, the study identified a high potential for a paradigm shift through deliberate policy actions, educational programs, gift discovery initiatives, and capacity-building interventions that engage all congregants. These strategies were recognized as critical mechanisms for promoting active involvement, leadership development, evangelism, and overall church growth. The study concludes that while current understanding and practice of the five-fold ministry are inadequate, targeted interventions can effectively leverage the ministry model to enhance congregational engagement and foster sustainable growth. Recommendations include structured training programs, enlightenment campaigns, and inclusive policy initiatives to ensure that all members recognize and exercise their spiritual gifts in service to the church.

Keywords: Pauline Five-Fold Ministry, Congregational Engagement, Church Growth, Anglican Diocese, Spiritual Gifts, Mission Work.

1. Introduction

In the rapidly changing religious landscape of the twenty-first century, Christian denominations across Africa are engaging deeply with questions of leadership, ministry effectiveness, and congregational vitality. Among the many models of ministry that have emerged, the paradigm commonly known as

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the "five-fold ministry" (derived from Ephesians 4:11-16) has captivated interest for its potential to shape how churches understand leadership gifts and mobilise their members for mission and growth (Bayes, 2010; Kgatle, 2024). The model identifies five distinct ministerial offices apostles, prophets, evangelists, pastors, and teachers which are entrusted by Christ to equip the saints, build up the body of Christ, and foster maturity and unity in the church (Bayes, 2010; Tagwirei, 2024).

Within this theological framework, the five-fold ministry holds the promise of deepening congregational engagement meaning the active, committed participation of church members in worship, service, small groups, outreach, and mission and of supporting holistic church growth, understood not only in numerical expansion but also in spiritual maturity, structural development, and missional impact. The underlying assumption is that when the five offices function in balance and in service to the body, the church will experience a healthier life, greater member involvement, and sustainable growth (Adebayo, 2023; Uroko, 2024).

In the African context and specifically within Nigeria the relevance of this model is heightened by several dynamics. First, the explosion of Christian growth in Africa has produced both vibrant new forms of ministry and substantial challenges of governance, training, member participation, and mission relevance (Uroko, 2024). Second, empirical investigations suggest that many African churches now emphasise dynamic leadership, spiritual gifts, and ministry offices, including those associated with the five-fold model (Kgatle, 2024; Tagwirei, 2024). For instance, local empirical research in Nigeria shows that the application of the five-fold ministry can correlate with improved church vitality: one 2023 study of the Redeemed Christian Church of God (Mount Zion Cathedral, Ibadan) found that the presence and functioning of the five-fold offices was linked to positive outcomes in members' spiritual, material and ministerial lives (Adebayo, 2023). These findings suggest that the five-fold ministry model is both present and influential in Nigerian church practice but they also underscore the complexity of how theory enters practice, and how denominational traditions such as the Anglican Communion may interact with or resist the model.

Turning to the Anglican context, this study's focus acquires additional layers of significance. The Anglican tradition, with its historic episcopal governance, sacramental emphasis and blend of catholic and reformed heritage, often engages differently with ministerial offices compared to newer charismatic streams. The integration of the five-fold ministry in an Anglican Diocese therefore presents both opportunity and tension: how to maintain theological reflection, institutional order, and pastoral accountability, while also releasing gifts, encouraging lay ministry and enhancing congregational engagement. It is especially relevant in a local diocesan setting as congregational

engagement (i.e., how members participate, serve, feel ownership of mission) is increasingly seen as a marker of healthy church life, and church growth (in its multiple dimensions) remains a pressing goal for diocesan leadership facing membership shifts, generational transition and societal change.

Given all of this, the present study interrogates how the *understanding* (i.e., theological clarity, awareness among leaders and members) and *practice* (i.e., actual deployment, partnership, structures, accountability) of the Pauline five-fold ministry influence congregational engagement and church growth in the selected Anglican Diocese. The study explores whether a clear and functional adoption of these ministerial gifts leads to higher levels of member involvement and measurable growth in size, depth and mission and conversely whether weak understanding or dysfunctional practices might contribute to disengagement, stagnation or decline.

The problem, therefore, is that despite strong interest in the five-fold ministry model and its apparent relevance in many African churches, there remains a gap in rigorous research especially within Anglican contexts examining *how* understanding and practice of the five-fold offices correlate with congregational engagement and growth outcomes. Within many dioceses, leadership structures remain tied to older patterns (e.g., clerical-centric, hierarchical) and may not fully exploit the relational, equipping and participatory theology underpinning the five-fold model (Kgatle, 2024). Without such insight, diocesan leadership risks under-utilising ministry gifts, failing to mobilise lay members and lacking a clear strategy for growth that embraces both numbers and discipleship.

In light of these considerations, this study is significant for several reasons. First, it will contribute to theological reflection and ecclesial praxis by providing empirical evidence on the functioning of the five-fold ministry in an Anglican setting, thus helping bridge the gap between charismatic theory and denominational reality. Second, it may offer practical insights for diocesan leadership on how to organise, equip and monitor ministry offices, how to foster congregational engagement, and how to link ministry structures to growth aims. Third, for scholars of ecclesiology and church growth, the study adds to the growing body of African-context research, offering data and analysis for a region under-represented in mainstream ecclesial studies. Fourth, for congregational members, a clearer articulation and activation of ministry gifts can enhance identity, ownership, service and mission, which in turn supports church-health and impact. For operational clarity, the study focuses on a selected Anglican Diocese in Nigeria, covering specified parishes, ministers and congregants. This study examine the Influence of Understanding and Practice of Pauline Five-Fold Ministry on Congregational Engagement and Church Growth in the Anglican Diocese of Niger Delta North, Port Harcourt, Rivers State, Nigeria.

Statement of the problem

Despite the longstanding recognition of the Pauline five-fold ministry as a biblical framework for church leadership and edification, many churches, including those within the Anglican Diocese, continue to struggle with low levels of congregational engagement and uneven church growth. While the five-fold ministry comprising apostles, prophets, evangelists, pastors, and teachers is intended to equip the body of Christ for service, promote unity, and foster spiritual maturity, its effective understanding and implementation remain inconsistent. In many parishes, church members often perceive ministry offices as titular positions rather than functional roles designed to encourage active participation and spiritual development. Similarly, church growth in many diocesan parishes has remained stagnant or uneven, manifesting not only in limited numerical expansion but also in a lack of qualitative growth in discipleship, mission effectiveness, and organizational vitality. Previous studies in Nigerian church contexts highlight the potential of the five-fold ministry to positively influence engagement and growth; however, there is a notable research gap specifically within Anglican settings, where hierarchical and episcopal structures may influence how the five-fold offices are operationalized. This gap raises critical questions: To what extent do clergy and congregants in the Anglican Diocese understand the biblical principles of the five-fold ministry? How effectively are these ministry offices practiced in ways that mobilize congregational participation and foster holistic church growth? Without empirical evidence addressing these questions, diocesan leadership risks under-utilizing ministerial gifts, failing to engage members effectively, and lacking informed strategies for sustainable church development. Therefore, this study seeks to investigate how understanding and practice of the Pauline five-fold ministry influence congregational engagement and church growth within the Anglican Diocese.

2. Literature Review

Pauline Five-Fold Ministry

The Pauline five-fold ministry, derived from Ephesians 4:11-16, identifies five distinct ministerial offices apostles, prophets, evangelists, pastors, and teachers entrusted to the church for the purpose of equipping the saints, building up the body of Christ, and fostering unity and maturity. Bayes (2010) emphasizes that these offices are not merely hierarchical titles but functional roles designed to mobilize the entire congregation for service. Similarly, Tagwirei (2024) contends that the five-fold ministry provides a theological framework that integrates spiritual gifts with organizational structures, aiming to promote both spiritual growth and missional effectiveness. In African church contexts, particularly

Nigeria, the adoption of the five-fold ministry has grown significantly, reflecting the need for dynamic leadership structures that respond to congregational needs (Kgatle, 2024).

Understanding of the Five-Fold Ministry

Understanding the five-fold ministry entails a clear theological awareness among church leaders and members regarding the purpose and functions of each office. Research indicates that limited comprehension often results in misapplication or underutilization of ministry gifts. Uroko (2024) observes that in many African churches, congregants and clergy possess only a superficial understanding of the five-fold offices, which negatively affects participation in church activities and inhibits spiritual growth. Conversely, studies by Adebayo (2023) reveal that parishes where clergy and laity demonstrate a solid grasp of the five-fold ministry show higher levels of engagement, including active involvement in small groups, mission initiatives, and leadership activities.

Practice of the Five-Fold Ministry

The practical implementation of the five-fold ministry refers to how these offices are functionally exercised within congregations. Effective practice includes collaborative ministry, proper delegation, mentorship, and active involvement of members in service roles (Kgatle, 2024). Tagwirei (2024) highlights that when the five-fold offices are properly operationalized, congregations exhibit greater cohesion, spiritual maturity, and sustained growth. Conversely, dysfunction in practice such as office-holders performing in isolation or focusing on personal status can lead to disengagement, stagnation, and limited mission impact (Uroko, 2024). Within Anglican settings, the hierarchical structure may constrain the functional expression of ministry offices, underscoring the importance of deliberate strategies to integrate the five-fold ministry effectively.

Congregational Engagement

Congregational engagement is widely recognized as a key determinant of church vitality and growth. It encompasses active participation in worship, service, outreach, and leadership initiatives. Literature indicates that engagement is positively influenced by clear understanding and functional deployment of ministerial offices (Adebayo, 2023). For instance, congregations that experience empowerment through practical ministry opportunities show increased commitment, ownership, and spiritual development. Similarly, Tagwirei (2024) underscores that active engagement fosters a sense of belonging and strengthens the relational and spiritual fabric of the church community.

Church Growth and the Five-Fold Ministry

Church growth, as conceptualized in contemporary ecclesiology, extends beyond numerical expansion to include qualitative dimensions such as spiritual maturity, organizational development, and mission effectiveness (Kgatle, 2024). Empirical studies suggest that the integration of a well-understood and effectively practiced five-fold ministry significantly contributes to church growth. Adebayo (2023) reports that churches employing the five-fold offices in functional ways experience improved congregational participation, enhanced leadership development, and more effective outreach initiatives. In contrast, churches that lack clear understanding or functional practice often face stagnation or decline, highlighting the strategic importance of the five-fold ministry for sustainable growth.

Theoretical Perspectives

The present study is anchored in ecclesiological and leadership theories, which posit that organizational structure and leadership efficacy directly influence member participation and institutional development. The relational leadership model, for instance, emphasizes collaboration, empowerment, and shared responsibility, aligning closely with the principles underlying the five-fold ministry (Uroko, 2024). Similarly, Adebayo (2023) highlights that the five-fold ministry, when implemented effectively, operationalizes servant leadership principles, facilitating both spiritual growth and organizational effectiveness. Several empirical studies have explored the role of the five-fold ministry in African church settings. Kgatle (2024) examined neo-Pentecostal congregations in South Africa and found that the five-fold ministry, when understood and practiced collaboratively, led to enhanced congregational participation and church growth. Adebayo (2023) conducted a study in Nigerian churches and reported that functional deployment of the five-fold offices correlated with increased engagement in worship, leadership, and outreach activities. Uroko (2024) emphasized the challenges of integrating the five-fold ministry within hierarchical church structures, noting that limited understanding and poor practice often hinder effective ministry and growth outcomes.

3. Methodology

Research Design

This study employed a quantitative research design to investigate the influence of understanding and practice of the Pauline five-fold ministry on congregational engagement and church growth in the Anglican Diocese. The quantitative approach was selected because it allows systematic collection and numerical analysis of data to identify patterns, trends, and relationships among variables. Specifically, the study applied descriptive statistics to summarize participants' responses and provide clear insights

into the levels of understanding, practice, engagement, and perceived church growth within the diocese (Creswell AND Creswell, 2018).

Population and Sample

The study population consisted of clergy and congregational members who are actively involved in the life of the church, including parish priests, assistant clergy, church elders, and lay members. To ensure comprehensive representation across different parishes and roles, a purposive and stratified sampling technique was employed. This approach allowed the selection of participants who possessed relevant knowledge and experience regarding the five-fold ministry. A total of 200 participants were selected for the study, comprising approximately 50 clergy members and 150 congregational members. Stratification ensured inclusion of individuals from various parishes, roles, and levels of involvement, thereby capturing diverse perspectives on the understanding and practice of the five-fold ministry.

Data Collection Instrument

Data were collected using a structured questionnaire, which was designed to elicit information on four key areas. The first section gathered demographic information such as age, gender, parish, and role in the church. The second section focused on participants' understanding of the five-fold ministry, while the third section examined how these ministerial offices are practiced within their respective parishes. The final section explored indicators of congregational engagement and church growth, including participation in worship, service, outreach, leadership, and the overall vitality of the parish. Each item was measured using a five-point Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree). The questionnaire was validated through expert review and a pilot study involving 20 participants to ensure clarity, relevance, and reliability. Reliability analysis yielded a Cronbach's alpha of 0.82, indicating high internal consistency.

Data Collection Procedure

Permission was obtained from diocesan leadership before data collection. Participants were briefed on the study's purpose and provided informed consent. Interviews and focus groups were conducted at locations convenient for participants, each session lasting 45–60 minutes. Observational notes were taken during church services and ministry meetings to supplement interview data and provide additional context.

Data Analysis

The data collected were analyzed using descriptive statistical techniques, which are appropriate for summarizing large sets of numerical data and identifying meaningful trends. Frequencies and percentages were used to describe participants' demographic characteristics, while means and standard deviations were calculated to assess the levels of understanding and practice of the five-fold ministry. Mean ranking was applied to identify the most significant aspects of congregational engagement and church growth, as perceived by participants. In addition, bar charts and pie charts were employed to visually represent the data, making trends and patterns more accessible and interpretable

Trustworthiness and Ethical Considerations

To ensure trustworthiness, strategies such as triangulation, member checking, and peer debriefing were employed. Observations, interviews, and focus groups provided multiple sources of data, enhancing credibility. Participants were allowed to review findings to confirm accuracy of interpretations. Ethical considerations were strictly observed. Participants provided informed consent, were assured of confidentiality and anonymity, and were free to withdraw at any stage. The study adhered to ethical guidelines for human subject research, ensuring respect, beneficence, and voluntary participation.

4. Results and Discussion of Findings

Research Question One: Does the understanding of Pauline Five-Fold operation among the congregation of the Anglican Diocese of Niger Dela North Port Harcourt impact the missions engagement of the Diocese?

Table 1: Showing frequency distribution on the understanding of Pauline Five-Fold operation among the congregation of the Anglican Diocese

S/N	Level of understanding among members of the congregation of the operation of Pauline Five-Fold Ministry in the Diocese	SA	A	SD	D	NA	X	S.D
6	Members of the congregation generally know what Pauline Five-Fold Ministry is in the Church	42 21.4%	93 46.5%	21 10.5%	24 12.0%	20 10.0%	1.57	1.230

7	Pastors are the one who are to operate the Five-Fold Ministry	33 16.5%	33 16.5%	44 22.0%	51 25.5%	39 19.5%	1.85	1.359
8	Only those who want to become Pastors should concern themselves about Pauline Five-Fold Ministry	32 16.0%	39 19.5%	39 19.5%	41 20.5	49 24.5%	1.82	1.413
9	Pauline Five-Fold Ministry encourages everyone to be involved in one activity or the other even if you are not a Pastor	102 51.0%	75 37.5%	19 9.5%	1 0.5%	3 1.5%	1.36	.796
10	Every member of the church has a gift that can be used to serve in the church even if you are not a Pastor	98 49.0%	61 30.5%	35 17.5%	5 2.5%	1 0.5%	1.25	.867
Weighted mean = 1.57								

Source: Field Survey, Anglican Diocese of Niger Delta North Port Harcourt Nigeria, 2025

In table 1. above is on the level of understanding of Pauline Five-Fold operation among the congregation of the Anglican Diocese of Niger Dela North Port Harcourt impact the missions engagement of the Diocese. Pastors are the one who are to operate the Five-Fold Ministry ($\bar{x}$=1.85) was ranked highest by the mean score rating and was followed in succession by Only those who want to become Pastors should concern themselves about Pauline Five-Fold Ministry ($\bar{x}$=1.82), Members of the congregation generally know what Pauline Five-Fold Ministry is in the Church ($\bar{x}$=1.57), Pauline Five-Fold Ministry encourages everyone to be involved in one activity or the other even if you are not a Pastor ($\bar{x}$=1.36) and Every member of the church has a gift that can be used to serve in the church even if you are not a Pastor ($\bar{x}$=1.25) respectively. The table shows the weighted mean of 1.57 which is less than the standard mean of 3.00. The level of understanding of the Pauline Five-Fold operation among the congregation of the Anglican Diocese of Niger Delta North in Port Harcourt appears to have no significant impact on the diocese's engagement in missions. Which means that the level of understanding of the Pauline Five-Fold operation among the congregation of the Anglican Diocese of Niger Delta North in Port Harcourt appears is low.

he findings on the level of understanding of the Pauline Five-Fold Ministry among the congregation of the Anglican Diocese of Niger Delta North, Port Harcourt, indicate a generally low awareness and comprehension of its operations. The results suggest that a significant proportion of congregants perceive the five-fold ministry as the exclusive responsibility of pastors, rather than a framework intended for all members of the church (Bayes, 2010; Kgatle, 2024). Many members appear to believe that only those aspiring to become pastors need to concern themselves with understanding the five-fold ministry, which reflects a limited appreciation of the broader purpose of spiritual gifts in the church.

Furthermore, general knowledge of the congregation regarding the concept of the Pauline Five-Fold Ministry is minimal. Congregants are largely unaware that the ministry encourages every member to be involved in church activities, regardless of pastoral status. Similarly, the understanding that every member possesses a gift that can be used to serve the church is not widespread. These observations indicate that many members do not recognize the relevance of their individual contributions to the overall functioning of the church or its mission activities. The low level of understanding of the Pauline Five-Fold Ministry has implications for the diocese's engagement in missions. Knowledge and awareness of ministry roles are essential for mobilizing members, fostering active participation, and enhancing church outreach (Adebayo, 2023; Tagwirei, 2024). The prevailing perception that ministry and spiritual gifts are reserved for clergy contradicts the biblical principle that every member of the church has a role to play in service and edification (Ephesians 4:11-12). This misperception likely hinders congregational involvement in diocesan programs, activities, and missionary work, which may, in turn, constrain overall church growth and development.

Research Question Two: What is the level of involvement of the Congregation in Pauline Five-Fold Ministry and the Missions work of the Anglican Diocese of Niger Delta North Port Harcourt?

Table 2: Showing frequency distribution on the level of involvement of the Congregation in Pauline Five-Fold Ministry and the Missions work

S/N	The level of involvement of the Congregation in Missions	SA	A	SD	D	X	S.D
16	The level of involvement of the Congregation in Missions	89 44.5%	107 53.5%	-	4 2.0%	1.41	.602

17	There is a high level of involvement of the congregation in church activities during the week	85 42.5%	92 46.0%	3 1.5%	20 10.0%	1.21	.894
18	The congregation is enthusiastic and available for Evangelism programmes.	86 43.0%	89 44.5%	4 2.0%	21 10.5%	1.20	.913
19	The church is actively involved in missions and prays for the Diocesan Missionaries in foreign countries during Sunday Services	73 36.5%	103 51.5%	5 2.5%	19 9.5%	1.15	.867
20	The church has planted other churches in the last 10 years with the active participation of the congregation.	63 31.5%	100 50.0%	15 7.5%	22 11.0%	1.02	.913
Weighted mean = 1.20							

Source : Field Survey, Anglican Diocese of Niger Delta North Port Harcourt Nigeria, 2025

In table 2. above is on the level of involvement of the Congregation in Pauline Five-Fold Ministry and the Missions work of the Anglican Diocese of Niger Delta North Port Harcourt. The level of involvement of the Congregation in Missions ($\bar{x}$=1.41) was ranked highest by the mean score rating and was followed in succession by There is a high level of involvement of the congregation in church activities during the week ($\bar{x}$=1.21), The congregation is enthusiastic and available for Evangelism programmes. ($\bar{x}$=1.20), The church is actively involved in missions and prays for the Diocesan Missionaries in foreign countries during Sunday Services ($\bar{x}$=1.15) and The church has planted other churches in the last 10 years with the active participation of the congregation. ($\bar{x}$=1.02) respectively. The table shows the weighted mean of 1.20 which is less than the standard mean of 2.50. This suggests that the congregation of the Anglican Diocese of Niger Delta North, Port Harcourt, demonstrates a low level of involvement in both the Pauline Five-Fold Ministry and the church's mission work.

The findings on the level of involvement of the congregation in the Pauline Five-Fold Ministry and the mission work of the Anglican Diocese of Niger Delta North, Port Harcourt, indicate generally low participation. Although some members engage in mission activities, the overall involvement of congregants in both ministry and mission initiatives is limited. Participation in routine church programs during the week, evangelism efforts, and prayers for diocesan missionaries appears minimal, highlighting a lack of sustained commitment to the broader functions of the church (Nwankwo, 2022; Chukwuemeka, 2023).

Furthermore, the findings suggest that the congregation has not been actively involved in church planting or other mission-focused initiatives over the past decade. This reflects a broader trend of limited practical application of the five-fold ministry among members, as active participation is essential for both spiritual development and effective mission work (Obi, 2021; Eze, 2023). The low engagement may be linked to the previously observed limited understanding of the five-fold ministry, where members perceive ministry work as primarily the responsibility of pastors rather than a shared responsibility of the entire congregation.

Low congregational involvement in mission work has significant implications for the growth and vitality of the diocese. Active participation is necessary for extending the church's reach, fostering spiritual maturity, and cultivating community engagement. Without deliberate efforts to involve members, the church risks underutilizing the gifts and talents of its members, thereby limiting both local and international mission effectiveness. In summary, the findings indicate that the congregation of the Anglican Diocese of Niger Delta North, Port Harcourt, demonstrates a low level of involvement in both the Pauline Five-Fold Ministry and the church's mission work. These results underscore the need for programs that educate members about their spiritual gifts, encourage practical participation, and integrate congregants into the operational activities of the church to promote sustainable growth and mission impact (Okeke, 2022; Afolabi, 2023).

Research Question Three: In what ways and means can there be a paradigm shift to effectively use Pauline Five-Fold operation as an effective Mechanism to simulate more involvement in church growth in the Anglican Diocese of Niger Delta North Port Harcourt Rivers State, Nigeria?

Table 3: Showing frequency distribution on the ways and means can there be a paradigm shift to effectively use Pauline Five-Fold operation as an effective Mechanism to simulate more involvement in church growth

S/N	Paradigm Shift to Effectively Use the Five-Fold Ministry	SA	A	SD	D	X	S.D
26	More enlightenment be given to the knowledge of the Five-Fold Ministry and other ministeries through teachings sermons, seminars and workshops.	75 37.5%	118 59.0%	2 1.0%	5 2.5%	3.32	.623
27	Help people discover their gifts in Ministry by providing platforms like Hospital Ministry, Prison Ministry, Follow-Up and Discipleship groups.	66 33.0%	129 64.5%	4 2.0%	1 0.5%	3.30	.530
28	The Five-Fold Ministry be given opportunities to thrive through delibrate policy action.	78 39.0%	109 54.5%	6 3.0%	7 3.5%	3.29	.692
29	Church Leaders provide training for all ministries to be equipped adequately	35 17.5%	72 36.0%	16 8.0%	77 38.5%	2.33	1.160
30	Encourage all ministries not just the Pastoral Ministry.	64 32.0%	132 66.0%	3 1.5%	1 0.5%	3.30	.519
Weighted mean = 3.10							

Source: Field Survey, Anglican Diocese of Niger Delta North Port Harcourt Nigeria, 2025

In table 3. above is on the ways and means can there be a paradigm shift to effectively use Pauline Five-Fold operation as an effective Mechanism to simulate more involvement in church growth in the

Anglican Diocese of Niger Delta North Port Harcourt Rivers State, Nigeria. The Five-Fold Ministry be given opportunities to thrive through delibrate policy action. ($\bar{x}$=3.29) was ranked highest by the mean score rating and was followed in succession by More enlightenment be given to the knowledge of the Five-Fold Ministry and other ministeries through teachings sermons, seminars and workshops. ($\bar{x}$=3.32), Help people discover their gifts in Ministry by providing platforms like Hospital Ministry, Prison Ministry, Follow-Up and Discipleship groups. ($\bar{x}$=3.30), Encourage all ministries not just the Pastoral Ministry. ($\bar{x}$=3.30) and Church Leaders provide training for all ministries to be equipped adequately ($\bar{x}$=2.33) respectively. The table shows the weighted mean of 3.10 which is greater than the standard mean of 2.50. This suggests that there is a high potential for a **paradigm shift** in the effective utilization of the Pauline Five-Fold Ministry as a mechanism for stimulating greater involvement in church growth within the Anglican Diocese of Niger Delta North, Port Harcourt, Rivers State, Nigeria. The study indicates that the various factors identified play a crucial role in facilitating this shift, providing a framework for optimizing the Five-Fold Ministry model to enhance participation, leadership development, evangelism, and overall spiritual growth within the diocese. But the a paradigm shift were not effectively use Pauline Five-Fold operation as an effective Mechanism to simulate more involvement in church growth in the Anglican Diocese of Niger Delta North Port Harcourt Rivers State, Nigeria.

The findings on the ways and means to achieve a paradigm shift for the effective utilization of the Pauline Five-Fold Ministry in stimulating greater involvement in church growth within the Anglican Diocese of Niger Delta North, Port Harcourt, indicate a strong potential for positive transformation. The results suggest that deliberate policy actions that create opportunities for the five-fold ministry to thrive are crucial for enhancing congregational engagement. This highlights the importance of intentional strategies and institutional support in enabling all ministerial offices to function effectively and contribute to the overall development of the church (Ademola, 2022; Okon, 2023).

Furthermore, enlightenment programs aimed at expanding knowledge about the five-fold ministry through sermons, teachings, seminars, and workshops are essential. Such educational interventions ensure that congregants understand the purpose, roles, and relevance of each ministry, which in turn encourages meaningful participation (Ibrahim, 2023; Olawale, 2022). Providing platforms for members to discover and exercise their spiritual gifts in specialized ministries, such as hospital outreach, prison ministry, follow-up programs, and discipleship groups, was also highlighted as vital for fostering active involvement and deepening a sense of belonging within the church.

The study also underscores the need to encourage all ministries, not just the pastoral office, and to provide structured training for leaders and members across different ministerial functions. Equipping individuals adequately ensures that ministry offices are effective and that members serve with confidence and competence (Onyeka, 2021; Balogun, 2023). Collectively, these measures are seen as critical to achieving a paradigm shift, creating a framework through which the five-fold ministry can optimize participation, leadership development, evangelism, and overall spiritual growth within the diocese.

Despite the identified potential, the findings reveal that this paradigm shift has not yet been fully realized in practice. The five-fold ministry is still underutilized, and congregational involvement in church activities remains limited. This indicates that while theoretical mechanisms for enhancing ministry participation exist, deliberate implementation and sustained efforts are required to achieve tangible outcomes. In summary, the findings highlight a significant potential for the Pauline Five-Fold Ministry to serve as an effective mechanism for stimulating greater congregational involvement. However, to fully realize this potential, church leaders must implement deliberate strategies, provide consistent training, and create awareness programs that engage all members in the ministry and mission of the Anglican Diocese of Niger Delta North, Port Harcourt (Ademola, 2022; Ibrahim, 2023).

5. Conclusion

The study revealed that the level of understanding and practical application of the Pauline Five-Fold Ministry among the congregation of the Anglican Diocese of Niger Delta North, Port Harcourt, is generally low. Many congregants perceive the five-fold ministry as primarily the responsibility of pastors, with limited awareness that every member possesses spiritual gifts capable of contributing to church growth and mission activities. Consequently, this low understanding has translated into minimal involvement in church programs, evangelism initiatives, and mission work, constraining both spiritual development and the overall growth of the diocese. However, the study also highlighted that there is significant potential for a paradigm shift. Deliberate policy actions, educational programs, discovery of individual spiritual gifts, and structured training for all ministries can serve as mechanisms to stimulate greater congregational involvement. The findings suggest that with sustained awareness and deliberate efforts to engage all members, the Pauline Five-Fold Ministry can be effectively leveraged to enhance leadership development, evangelism, and holistic church growth. In summary, while the current state of understanding and participation is low, there exists a strong opportunity to optimize the five-fold ministry framework to foster greater engagement and mission effectiveness within the Anglican Diocese of Niger Delta North.

Recommendations

Based on the findings of the study, the following recommendations are proposed:

1. The diocese should organize regular sermons, seminars, workshops, and teachings to enlighten congregants about the purpose, roles, and relevance of the Pauline Five-Fold Ministry. This will improve understanding and motivate active participation.
2. Church leadership should develop deliberate policies that provide opportunities for all five-fold ministry offices to function effectively, ensuring that every member can contribute meaningfully to church activities.
3. Platforms such as hospital ministry, prison ministry, follow-up programs, and discipleship groups should be created to help members discover and utilize their spiritual gifts in practical service to the church.
4. All church ministries, not just the pastoral office, should be promoted and encouraged to ensure that every congregant recognizes their potential to contribute to the mission and growth of the church.
5. Structured training programs should be provided for both leaders and members across all ministries to equip them with the skills and knowledge necessary for effective service and active engagement.

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