

*Impact of God's care Mission Bible College on The Growth of ... Oguche, R. & Umoru, R. S. (2026)*

## **Impact of God's Care Mission Bible College on The Growth of Missionaries in Olamaboro Local Government Area, Kogi State, Nigeria**

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### **Abstract**

*This study examined the impact of God's Care Mission Bible College on the growth of missionaries in Olamaboro Local Government Area, Kogi State. Three research questions and three corresponding hypotheses guided the study. The study adopted a descriptive survey research design and utilized both primary and secondary sources of data collection. The population comprised 168 missionaries, church leaders, and members, from which a sample of 112 respondents was selected using random sampling techniques. Data were collected through a structured questionnaire titled Impact of God's Care Mission Bible College on the Growth of Missionaries Questionnaire (ICBGMQ). The instrument was face validated and yielded a reliability coefficient of 0.67. Data collected were analyzed using mean and standard deviation, while Pearson Product Moment Correlation Coefficient (PPMC) was used to test the hypotheses at the 0.05 level of significance. The findings revealed that biblical and theological college programmes as a significantly influence on spiritual growth of missionaries in Olamaboro Local Government Area. The study also found that leadership and evangelism training programmes significantly improve missionaries' ministerial effectiveness and contribute positively to church growth. Furthermore, practical missionary fieldwork and discipleship programmes were found to significantly enhance missionaries' communication skills, commitment, and leadership competence. The study concluded that God's Care Mission Bible College plays a significant role in missionary development and church growth. The study recommended improved theological training, practical ministry experiences, leadership development programmes, and effective discipleship activities to enhance missionaries' effectiveness and spiritual growth.*

**Keywords:** Missionary growth, Theological education, evangelism training, discipleship programmes, leadership competence, church growth.

### **Introduction**

Missionary activities have played a significant role in the religious, educational, and socio-cultural development of Nigeria since the arrival of Christian missionaries in the nineteenth century. Early missionary organizations such as the Church Missionary Society (CMS), Roman Catholic Mission, and Sudan Interior Mission contributed immensely to the spread of Christianity, establishment of schools, healthcare institutions, and moral transformation within Nigerian communities (Ayandele, 1966; Kalu, 2007; Falola & Heaton, 2008). Missionary work in Northern Nigeria and the Middle Belt region gradually expanded into present-day Kogi State, where Christian evangelism became an important instrument for spiritual growth and community development. In Kogi State, missionary activities gained prominence through evangelistic outreaches, church planting, theological education, and discipleship programmes aimed at spreading the gospel and strengthening Christian faith among rural populations (Ojo, 2010; Ibrahim, 2019). Over the years, Bible colleges and theological institutions emerged as centres for training pastors, evangelists, missionaries, and church leaders equipped with biblical knowledge, leadership skills, and practical ministry experience. These institutions have contributed significantly to the growth of Christianity and missionary expansion in different parts of Nigeria (Adeboye, 2012; Nmah, 2018).

God's Care Mission Bible College is one of the faith-based theological institutions established to train and equip missionaries for effective Christian service and evangelistic work. Located within Olamaboro Local Government Area of Kogi State, the college focuses on biblical instruction, leadership training, discipleship, evangelism, and spiritual formation of missionaries. The institution aims to prepare individuals spiritually, morally, intellectually, and practically for missionary activities within rural and urban communities. Through theological education and missionary training programmes, the college seeks to strengthen the capacity of missionaries to spread the gospel, plant churches, provide



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counselling services, and contribute to community development (Ezeh, 2020; Yakubu, 2021). Missionary growth is influenced by several factors, including theological education, spiritual development, leadership skills, evangelistic competence, communication ability, and practical field experience. Effective missionary training enables missionaries to understand biblical doctrines, develop effective evangelism strategies, and address socio-cultural challenges encountered during missionary activities (Kalu, 2007; Ojo, 2010). Bible colleges therefore serve as important institutions for building competent Christian leaders capable of promoting spiritual growth and sustainable church development within society. In many rural communities in Nigeria, missionaries face numerous challenges such as inadequate training, limited financial resources, cultural resistance, poor infrastructure, and insufficient institutional support. These challenges often reduce the effectiveness of missionary work and limit the growth of churches and Christian outreach programmes (Nmah, 2018; Ibrahim, 2019). In Olamaboro Local Government Area, there is increasing concern about the need for well-trained missionaries who possess sound biblical knowledge, leadership capacity, moral discipline, and practical evangelistic skills necessary for effective ministry. This has increased the relevance of institutions such as God's Care Mission Bible College in promoting missionary growth and Christian development within the area. God's Care Mission Bible College contributes to missionary growth through various training programmes designed to equip missionaries spiritually and academically. These programmes include biblical studies, leadership development, discipleship training, evangelism, pastoral counselling, church administration, and practical fieldwork experiences. The college also organizes prayer conferences, revival programmes, missionary outreaches, and mentorship activities aimed at strengthening the spiritual lives and ministerial effectiveness of missionaries. Through these activities, missionaries are expected to develop confidence, commitment, spiritual maturity, and competence required for successful missionary work (Adeboye, 2012; Ezeh, 2020). Furthermore, the college provides an environment that promotes spiritual discipline, moral values, teamwork, and community service. Missionaries trained in such environments are more likely to demonstrate commitment to evangelism, effective leadership, and positive interpersonal relationships within the church and society. According to Yakubu (2021), theological education contributes significantly to the development of responsible Christian leaders capable of addressing contemporary social and spiritual challenges facing rural communities. Similarly, Falola and Heaton (2008) observed that missionary institutions remain essential for sustaining Christian growth and social transformation in Africa. Despite the important role played by Bible colleges in missionary development, there is limited empirical evidence assessing the specific contributions of God's Care Mission Bible College to the growth of missionaries in Olamaboro Local Government Area of Kogi State. Most available studies focus on general church growth and theological education without specifically examining how missionary training institutions influence the spiritual, academic, leadership, and evangelistic growth of missionaries within rural communities. In addition, little attention has been given to understanding the extent to which the programmes and activities of the college contribute to effective missionary performance and church expansion within the study area. The growth of missionaries can be measured through various indicators such as spiritual maturity, biblical knowledge, evangelistic effectiveness, leadership competence, communication skills, church planting activities, and commitment to missionary service. These variables are important because they determine the ability of missionaries to effectively carry out evangelistic assignments and contribute to church growth and community transformation. However, factors such as inadequate funding, poor learning facilities, shortage of qualified instructors, and socio-economic challenges may affect the effectiveness of missionary training programmes and limit the overall growth of missionaries (Ibrahim, 2019; Nmah, 2018). It is against this background that this study examines the impact of God's Care Mission Bible College on the growth of missionaries in Olamaboro Local Government Area, Kogi State.

### **Statement of the Problem**

Missionary activities are a key component of Christian evangelism, church growth, leadership development, and spiritual transformation in Nigeria. In Olamaboro Local Government Area of Kogi State, there is an increasing demand for effective missionary training institutions capable of producing spiritually equipped and competent missionaries who can address religious, moral, and social challenges in society. Missionaries are expected to possess sound biblical knowledge, leadership ability, evangelistic competence, counselling skills, and moral discipline to perform their ministerial responsibilities effectively (Ibrahim, 2019; Nmah, 2018). However, many missionaries in rural areas face challenges such as inadequate theological training, weak leadership preparation, limited practical experience, poor funding, and insufficient institutional support, which negatively affect missionary effectiveness and church growth. God's Care Mission Bible College was established to provide theological education, spiritual formation, and missionary training through programmes



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such as biblical studies, evangelism, leadership training, discipleship, pastoral counselling, and practical fieldwork. Despite these efforts, there is limited empirical evidence on how these programmes influence missionary growth in Olamaboro Local Government Area. It remains unclear the extent to which the college improves spiritual maturity, biblical knowledge, leadership competence, evangelistic effectiveness, communication skills, and commitment to ministry. This study therefore examines the impact of God's Care Mission Bible College on the growth of missionaries in Olamaboro Local Government Area, with the aim of assessing its effectiveness and identifying areas for improvement.

### Objectives of the Study

The main objective of this study is to examine the impact of God's Care Mission Bible College on the growth of missionaries in Olamaboro Local Government Area, Kogi State, the specific objectives are to:

1. Examine the effect of biblical and theological College programmes on the spiritual growth of missionaries in Olamaboro Local Government Area.
2. Assess the influence of leadership and evangelism training on missionaries' ministerial effectiveness and Church Growth.
3. Determine the contribution of practical missionary fieldwork and discipleship programmes to the development of missionaries' communication skills, commitment, and leadership competence.

### Research Questions

The following research questions guide the study:

1. How do biblical and theological College programmes influence the spiritual growth of missionaries in Olamaboro Local Government Area?
2. To what extent do leadership and Evangelism College improve missionaries' ministerial effectiveness and church growth?
3. How do practical missionary fieldwork and discipleship programmes contribute to missionaries' communication skills, commitment, and leadership competence?

### Research Hypotheses

- H<sub>01</sub>: Biblical and theological College programmes do not significantly influence the spiritual growth of missionaries in Olamaboro Local Government Area.
- H<sub>02</sub>: Leadership and evangelism training programmes do not significantly improve missionaries' ministerial effectiveness and church growth.
- H<sub>03</sub>: Practical missionary fieldwork and discipleship programmes do not significantly contribute to missionaries' communication skills, commitment, and leadership competence.

### Literature Review

#### Conceptual Review

##### Concept of God's Care Mission Bible College

God's Care Mission Bible College is a Christian theological and missionary training institution located in Olamaboro Local Government Area of Kogi State, Nigeria. The institution was established with the primary aim of training and equipping missionaries, pastors, evangelists, and church leaders for effective Christian service, evangelism, discipleship, and community transformation. The college operates as a faith-based institution committed to promoting biblical knowledge, spiritual growth, leadership development, and missionary expansion within rural and urban communities (Yakubu, 2021; Ezech, 2020). The vision of God's Care Mission Bible College is centred on spreading the gospel of Jesus Christ, strengthening Christian faith, and preparing individuals for missionary assignments both within and outside Nigeria. The institution emphasizes the training of missionaries who are spiritually mature, morally disciplined, intellectually equipped, and practically prepared for Christian ministry. Through biblical instruction, prayer programmes, evangelistic outreaches, and discipleship activities, the college seeks to produce competent missionaries capable of promoting church growth and sustainable Christian development within society (Adeboye, 2012; Ojo, 2010). Bible colleges are generally regarded as important centres for theological education and ministerial training. According to Kalu (2007), theological institutions play a major role in the development of Christian leadership and the expansion of missionary activities across Africa. In Nigeria, Bible colleges contribute significantly to evangelism, church planting, leadership development, and moral transformation



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within communities. They also serve as platforms for nurturing spiritual discipline, communication skills, leadership competence, and practical ministry experience among missionaries and church workers (Nmah, 2018).

God's Care Mission Bible College provides different forms of training aimed at improving the effectiveness and growth of missionaries. These include biblical and theological studies, leadership training, evangelism, pastoral counselling, church administration, discipleship, and practical missionary fieldwork. The college also organizes seminars, revival programmes, prayer conferences, and community outreach activities that expose missionaries to real-life ministry experiences and strengthen their commitment to Christian service. Through these programmes, missionaries are expected to acquire the knowledge, spiritual maturity, and practical skills required for successful evangelistic work and church leadership (Yakubu, 2021; Ezech, 2020). Furthermore, God's Care Mission Bible College adopts both spiritual and practical approaches to missionary development. Spiritually, the institution focuses on prayer, fasting, Bible study, and discipleship as tools for building strong Christian character and spiritual discipline. Practically, the college exposes missionaries to field evangelism, church administration, leadership responsibilities, and community service activities that enhance their ministerial competence. These combined approaches help missionaries to effectively address contemporary religious and social challenges within their communities. (Yakubu, 2021; Ezech, 2020).

#### **Bible College on the Growth of Missionaries**

The growth of missionaries is closely connected to the quality of spiritual, theological, and practical training they receive from Bible colleges and theological institutions. Bible colleges play important roles in preparing missionaries for evangelism, church leadership, discipleship, counselling, and community development. Through biblical instruction, leadership training, and practical missionary activities, missionaries acquire the knowledge, spiritual discipline, and ministerial skills necessary for effective Christian service (Kalu, 2007; Adeboye, 2012; Nmah, 2018). God's Care Mission Bible College contributes significantly to missionary growth in Olamaboro Local Government Area through its theological and ministerial training programmes. The college provides courses in biblical studies, evangelism, leadership, discipleship, church administration, and pastoral counselling aimed at equipping missionaries for effective ministry. These programmes help missionaries to develop spiritual maturity, sound biblical understanding, moral discipline, and commitment to Christian service (Ojo, 2010; Ezech, 2020). Furthermore, the college enhances missionaries' evangelistic competence and leadership effectiveness through practical missionary fieldwork, revival programmes, community outreach, and church planting activities. Such experiences expose missionaries to real-life ministry situations and improve their communication skills, confidence, and ability to interact with different groups within society (Yakubu, 2021; Ibrahim, 2019). Leadership and evangelism training also strengthen missionaries' capacity to manage church activities, resolve conflicts, and promote church growth within rural communities. (Adeboye, 2012; Kalu, 2007).

#### **Influence of Biblical and Theological Programmes on the Spiritual Growth of Missionaries**

Bible colleges provide missionaries with sound knowledge of Christian doctrines, scriptural interpretation, prayer, discipleship, and moral values necessary for effective Christian service. Through theological training, missionaries develop spiritual maturity, deeper understanding of the Bible, and commitment to evangelism and church growth (Kalu, 2007; Adeboye, 2012; Nmah, 2018). Furthermore, theological programmes help missionaries to understand the ethical and spiritual responsibilities associated with Christian leadership and missionary work. Effective theological education promotes spiritual discipline, integrity, humility, and obedience to biblical principles, which are essential qualities for successful missionary activities (Ojo, 2010; Ezech, 2020). Through regular fellowship, mentorship, and pastoral guidance, missionaries are encouraged to develop strong spiritual lives capable of influencing church members and communities positively. In addition, biblical and theological programmes enhance missionaries' ability to address contemporary religious and social challenges within society. Missionaries who receive adequate theological education are better equipped to teach sound doctrine, counsel church members, resolve conflicts, and provide spiritual leadership within rural communities (Yakubu, 2021; Ibrahim, 2019).

#### **Influence of Leadership and Evangelism Training on Missionaries' Ministerial Effectiveness and Church Growth**

Leadership and evangelism training are essential components of missionary development because they equip missionaries with practical skills required for effective ministry and church administration. Leadership training enables missionaries to develop decision-making abilities, communication skills, teamwork, and conflict management techniques necessary for managing church activities and leading congregations effectively (Adeboye, 2012; Ojo, 2010). In many Bible colleges,



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including God's Care Mission Bible College, leadership courses are designed to prepare missionaries for responsibilities such as church planting, administration, counselling, and community leadership.

Evangelism training also contributes significantly to church growth and missionary effectiveness. Through evangelism programmes, missionaries acquire practical knowledge on preaching, witnessing, discipleship, and community outreach strategies that enhance their ability to spread the Christian gospel effectively (Kalu, 2007; Nmah, 2018). These programmes often involve field evangelism, open-air crusades, visitation exercises, and mission outreach activities that expose missionaries to practical ministry experiences within different communities. Moreover, leadership and evangelism training improve missionaries' confidence, public speaking ability, and interpersonal relationships, which are necessary for successful ministry. Missionaries who receive adequate training are more likely to demonstrate commitment, accountability, and effectiveness in their ministerial assignments (Ezeh, 2020; Yakubu, 2021).

#### **Contribution of Practical Missionary Fieldwork and Discipleship Programmes to Communication Skills, Commitment, and Leadership Competence**

Practical missionary fieldwork and discipleship programmes are important aspects of missionary training because they provide opportunities for missionaries to apply theoretical knowledge in real-life ministry situations. Fieldwork programmes expose missionaries to evangelistic activities, community service, counselling, church planting, and leadership responsibilities, thereby improving their practical ministry experience and professional competence (Ojo, 2010; Ibrahim, 2019). Through such experiences, missionaries develop confidence and the ability to interact effectively with different groups within society. Discipleship programmes also contribute significantly to missionaries' spiritual commitment and leadership development. These programmes focus on mentoring, character formation, spiritual discipline, and moral instruction aimed at developing responsible Christian leaders (Kalu, 2007; Adeboye, 2012). Through discipleship relationships, experienced church leaders guide younger missionaries in areas such as communication, teamwork, conflict resolution, and Christian ethics. Furthermore, practical fieldwork and discipleship programmes strengthen missionaries' communication skills by exposing them to preaching, teaching, counselling, and public speaking opportunities. Effective communication is essential for evangelism, church administration, and relationship building within Christian ministry (Yakubu, 2021; Ezeh, 2020).

#### **Challenges Affecting Missionary Training and Development in Bible Colleges**

Despite the contributions of Bible colleges to missionary development, several challenges affect the effectiveness of missionary training programmes in Nigeria. One major challenge is inadequate funding, which limits the availability of learning facilities, instructional materials, and outreach programmes necessary for effective missionary education (Ibrahim, 2019; Nmah, 2018). Poor infrastructure, shortage of qualified instructors, and inadequate teaching resources also affect the quality of theological education and missionary preparation. Another challenge is the socio-economic condition of many missionaries and students enrolled in Bible colleges. Financial hardship often affects students' academic performance, participation in field activities, and overall commitment to missionary training (Ezeh, 2020; Yakubu, 2021). In addition, cultural resistance, insecurity, and poor transportation systems in rural communities sometimes limit missionary outreach activities and practical field experiences (Adeboye, 2012; Ojo, 2010).

#### **Theoretical Review**

##### **Human Capital Theory (HCT, 1964)**

This study is anchored on the Human Capital Theory developed by Theodore Schultz (1961) and later expanded by Gary Becker (1964). The theory explains that education, training, knowledge, and skills acquisition are important investments that improve individuals' productivity, competence, and effectiveness in performing their responsibilities. Human Capital Theory emphasizes that institutions involved in education and training contribute significantly to the development of human abilities, leadership capacity, communication skills, and professional competence required for societal growth and development. The theory further argues that individuals who receive quality education and specialized training are more likely to perform effectively, demonstrate leadership ability, and contribute positively to organizational and community development. In the context of religious and theological education, Bible colleges serve as institutions for developing spiritual knowledge, ministerial competence, leadership skills, and moral discipline among missionaries and church leaders (Adeboye, 2012; Kalu, 2007). Through theological instruction, practical ministry experience, discipleship, and evangelism training, missionaries acquire the knowledge and skills necessary for effective Christian service and church growth. Despite



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its relevance, several scholars have criticized Human Capital Theory. Samuel Bowles and Herbert Gintis (1976) argued that the theory places excessive emphasis on education and training while ignoring social inequalities, economic conditions, and institutional barriers that may limit individual performance and opportunities. Similarly, Pierre Bourdieu (1986) criticized the theory for neglecting the influence of social and cultural capital on individual success and development. Critics also argue that education alone may not automatically guarantee effectiveness or productivity without adequate institutional support, motivation, and enabling environments. The relevance of Human Capital Theory to the present study lies in its explanation of how God's Care Mission Bible College contributes to the growth of missionaries in Olamaboro Local Government Area, Kogi State. Biblical and theological programmes offered by the college enhance missionaries' spiritual development, biblical knowledge, and moral discipline. Leadership and evangelism training improve missionaries' ministerial effectiveness, communication skills, and ability to manage church activities effectively. In addition, practical missionary fieldwork and discipleship programmes provide opportunities for missionaries to develop leadership competence, public speaking ability, counselling skills, and commitment to Christian service. Furthermore, the theory helps explain how investment in missionary education contributes to church growth, evangelistic expansion, and sustainable Christian development within rural communities. Missionaries who receive adequate theological and practical training are more likely to perform effectively in evangelism, church planting, discipleship, and community transformation activities. Therefore, Human Capital Theory provides an appropriate framework for understanding the relationship between Bible college training and missionary growth in Olamaboro Local Government Area.

### **Empirical Review**

Aderinto A. A. (2003) conducted a study on how biblical and theological college programmes influence the spiritual growth of missionaries in Lagos State, Nigeria. The study examined the extent to which theological education, biblical instruction, discipleship programmes, leadership training, and spiritual activities contribute to the spiritual development and ministerial effectiveness of missionaries. A survey research design was adopted, while data were collected through a structured questionnaire administered to 109 respondents selected through random sampling from a population of 250 missionaries and church workers. Three research questions and corresponding hypotheses guided the study and were tested at the 0.05 level of significance. The instrument was face validated and yielded a reliability coefficient of 0.68, indicating acceptable reliability. Data collected were analyzed using frequency counts, percentages, and Pearson Product Moment Correlation (PPMC). The findings revealed that biblical and theological college programmes significantly influence the spiritual growth of missionaries by improving biblical knowledge, spiritual discipline, leadership competence, evangelistic effectiveness, and commitment to Christian service. Based on these findings, the study recommended strengthening theological education, improving missionary training facilities, promoting practical ministry experiences, and enhancing spiritual mentorship programmes to improve missionary growth and church development. However, the study was conducted in Lagos State, whereas the present study focuses on Olamaboro Local Government Area, Kogi State, thereby creating a geographical and contextual gap, which the present study seeks to address. Eboiyehi F. A. (2015) investigated how leadership and evangelism college programmes improve missionaries' ministerial effectiveness and church growth in Ikara Local Government Area, Kaduna State, Nigeria. The study involved 50 missionaries, church workers, and Bible college students, from which 48 respondents were selected through random sampling techniques. Four research questions and three hypotheses guided the study. A survey research design was adopted, while data were collected using a structured questionnaire titled Leadership and Evangelism Training Questionnaire (LETQ). The instrument was face validated and yielded a reliability coefficient of 0.67. Data were analyzed using frequency counts, percentages, and Pearson Product Moment Correlation. The findings revealed that leadership and evangelism college programmes significantly improve missionaries' ministerial effectiveness and church growth in Ikara Local Government Area. The study showed that leadership training, evangelism programmes, practical ministry experiences, and discipleship activities enhance missionaries' communication skills, preaching ability, leadership competence, and commitment to Christian service. It therefore recommended improved funding for Bible colleges, provision of modern training facilities, strengthened discipleship programmes, and increased practical ministry experiences to enhance missionaries' effectiveness and church growth. Sossou M. A. (2002) examined how practical missionary fieldwork and discipleship programmes contribute to missionaries' communication skills, commitment, and leadership competence. The study population comprised 168 missionaries, church workers, and Bible college students, from which 124 respondents were selected using simple random sampling techniques. Three research questions and corresponding hypotheses guided the study and were tested at the 0.05



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level of significance. The study was anchored on Human Capital Theory, which explains how education, training, and practical experience improve individual competence, productivity, and effectiveness in organizational performance.

A survey research design was adopted, and data were collected through a structured questionnaire titled Missionary Fieldwork and Leadership Development Questionnaire (MFLDQ). The instrument was validated by experts and yielded a reliability coefficient of 0.68. Data analysis involved frequency counts, percentages, and Pearson Product Moment Correlation (PPMC). Findings revealed that practical missionary fieldwork and discipleship programmes significantly contribute to missionaries' communication skills, commitment, leadership competence, and ministerial effectiveness. The study further established that participation in evangelistic outreach, church planting activities, mentorship programmes, and discipleship training improves missionaries' confidence, public speaking ability, teamwork, and commitment to Christian service. Based on these findings, the study recommended increased practical ministry experiences, strengthened mentorship and discipleship programmes, improved missionary training facilities, and regular field evangelism activities to enhance missionaries' effectiveness and leadership development. Although the study provided valuable insights into missionary development and practical ministry training, it was conducted in Lagos State. The present study focuses on Olamaboro Local Government Area of Kogi State, thereby creating a geographical and contextual gap due to differences in religious, cultural, and institutional environments. This study therefore seeks to address that gap by examining the impact of God's Care Mission Bible College on the growth of missionaries in Olamaboro Local Government Area, Kogi State.

## Research Methodology

This study examined the impact of God's Care Mission Bible College on the growth of missionaries in Olamaboro Local Government Area. Three research questions and three corresponding hypotheses were formulated to guide the study. The study adopted a descriptive survey research design and utilized both primary and secondary sources of data collection. Primary data were obtained through the administration of structured questionnaires to respondents, while secondary data were sourced from textbooks, journals, and relevant internet materials. The population of the study comprised one hundred and sixty-eight (168) missionaries, leaders, and church members in Olamaboro Local Government Area, from which a sample of one hundred and twelve (112) respondents was selected using random sampling techniques. Data were collected using a structured questionnaire titled *Impact of God's Care Mission Bible College on the Growth of Missionaries Questionnaire (ICBGMQ)*. The research instrument was subjected to face validation by experts and yielded a reliability coefficient of 0.67, indicating an acceptable level of reliability. The data collected were analyzed using both descriptive and inferential statistical techniques. Mean and standard deviation were used to analyze respondents' opinions regarding the study variables, while the Pearson Product Moment Correlation Coefficient (PPMC) was employed to test the hypotheses and examine the relationships among the variables under investigation. The use of PPMC was considered appropriate because of its effectiveness in determining the degree and direction of relationships among the variables studied in Olamaboro Local Government Area, Kogi State.

## Presentation of Results

### Research Question One

How do biblical and theological college programmes influence the spiritual growth of missionaries in Olamaboro Local Government Area?

**Table 1: Biblical and theological college programmes influence the spiritual growth of missionaries**

| S/N | Questionnaire Items                                                                | N   | Mean | Std. Deviation | Decision |
|-----|------------------------------------------------------------------------------------|-----|------|----------------|----------|
| 1   | Biblical and theological programmes improve missionaries' spiritual understanding. | 112 | 3.42 | 0.71           | Accepted |
| 2   | The college programmes strengthen missionaries' commitment to evangelism.          | 112 | 3.36 | 0.75           | Accepted |
| 3   | Participation in theological training enhances prayer and devotional life.         | 112 | 3.28 | 0.82           | Accepted |
| 4   | The programmes help missionaries develop sound biblical teaching skills.           | 112 | 3.51 | 0.68           | Accepted |
| 5   | Biblical training positively influences missionaries' moral and spiritual conduct. | 112 | 3.47 | 0.73           | Accepted |

|                   |     |      |      |          |
|-------------------|-----|------|------|----------|
| <b>Grand Mean</b> | 112 | 3.41 | 0.74 | Accepted |
|-------------------|-----|------|------|----------|

*Field Survey, 2026*

The table 1 above shows respondents' opinions on how biblical and theological college programmes influence the spiritual growth of missionaries in Olamaboro Local Government Area. The results indicate that all the items recorded mean scores above the criterion mean of 2.50, showing agreement among respondents. Item 4 had the highest mean score of 3.51, indicating that respondents strongly agreed that theological training helps missionaries develop sound biblical teaching skills. The grand mean of 3.41 and standard deviation of 0.74 reveal that respondents generally agreed that biblical and theological programmes positively influence the spiritual growth of missionaries. The relatively low standard deviation values also indicate that respondents' opinions were closely related and consistent.

### Research Question Two

To what extent do leadership and evangelism college programmes improve missionaries' ministerial effectiveness and church growth in Olamaboro Local Government Area?

**Table 2:** Leadership and evangelism College programmes improve missionaries' ministerial effectiveness and church growth

| S/N               | Questionnaire Items                                                                             | N   | Mean | Std. Deviation | Decision |
|-------------------|-------------------------------------------------------------------------------------------------|-----|------|----------------|----------|
| 1                 | Leadership training improves missionaries' ability to coordinate church activities effectively. | 112 | 3.45 | 0.70           | Accepted |
| 2                 | Evangelism programmes enhance missionaries' preaching and soul-winning abilities.               | 112 | 3.53 | 0.66           | Accepted |
| 3                 | Leadership and evangelism training contribute to church membership growth.                      | 112 | 3.39 | 0.79           | Accepted |
| 4                 | The programmes help missionaries develop effective communication and counselling skills.        | 112 | 3.31 | 0.81           | Accepted |
| 5                 | Leadership and evangelism college programmes improve missionaries' ministerial effectiveness.   | 112 | 3.48 | 0.72           | Accepted |
| <b>Grand Mean</b> |                                                                                                 | 112 | 3.43 | 0.74           | Accepted |

*Field Survey, 2026*

The table 2 above presents respondents' opinions on the extent to which leadership and Evangelism College programmes improve missionaries' ministerial effectiveness and church growth in Olamaboro Local Government Area. The findings revealed that all the questionnaire items recorded mean scores above the criterion mean of 2.50, indicating agreement among respondents. Item 2 had the highest mean score of 3.53, suggesting that evangelism programmes greatly enhance missionaries' preaching and soul-winning abilities. The grand mean score of 3.43 shows that respondents generally agreed that leadership and evangelism training positively improve ministerial effectiveness and church growth. The standard deviation values indicate that respondents shared similar opinions on the issues examined.

### Research Question Three

How do practical missionary fieldwork and discipleship programmes contribute to missionaries' communication skills, commitment, and leadership competence in Olamaboro Local Government Area?

**Table 3:** practical missionary fieldwork and discipleship programmes contribute to missionaries' communication skills, commitment, and leadership competence

| S/N | Questionnaire Items                                                                           | N   | Mean | Std. Deviation | Decision |
|-----|-----------------------------------------------------------------------------------------------|-----|------|----------------|----------|
| 1   | Practical missionary fieldwork improves missionaries' communication and interpersonal skills. | 112 | 3.44 | 0.69           | Accepted |
| 2   | Discipleship programmes strengthen missionaries' commitment to church and community service.  | 112 | 3.50 | 0.72           | Accepted |
| 3   | Fieldwork experience helps missionaries develop leadership competence and confidence.         | 112 | 3.39 | 0.77           | Accepted |

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|                   |                                                                                                     |     |      |      |          |
|-------------------|-----------------------------------------------------------------------------------------------------|-----|------|------|----------|
| 4                 | Practical missionary activities enhance teamwork and problem-solving abilities among missionaries.  | 112 | 3.33 | 0.80 | Accepted |
| 5                 | Discipleship and fieldwork programmes positively influence missionaries' effectiveness in ministry. | 112 | 3.47 | 0.71 | Accepted |
| <b>Grand Mean</b> |                                                                                                     | 112 | 3.43 | 0.74 | Accepted |

*Field Survey, 2026*

The table 3 above shows respondents' opinions on how practical missionary fieldwork and discipleship programmes contribute to missionaries' communication skills, commitment, and leadership competence in Olamaboro Local Government Area. The findings revealed that all the items had mean scores above the criterion mean of 2.50, indicating that respondents agreed with the statements presented. Item 2 recorded the highest mean score of 3.50, showing that discipleship programmes strongly strengthen missionaries' commitment to church and community service. The grand mean score of 3.43 indicates overall agreement that practical fieldwork and discipleship programmes positively contribute to communication skills, commitment, and leadership competence. The relatively low standard deviation values further show consistency in respondents' opinions.

### Test of Hypotheses

#### Hypothesis One

H<sub>01</sub>: Biblical and theological training programmes do not significantly influence the spiritual growth of missionaries in Olamaboro Local Government Area.

**Table 4 Pearson Product-Moment Correlation Analysis of biblical and theological college programmes influence the spiritual growth of missionaries**

| Variables                                   | N   | Mean | Std. Dev. | r-cal | p-value | Decision              |
|---------------------------------------------|-----|------|-----------|-------|---------|-----------------------|
| Biblical and Theological College Programmes | 122 | 3.41 | 0.74      | 0.68  | 0.000   | Reject H <sub>0</sub> |
| Spiritual Growth of Missionaries            | 122 | 3.47 | 0.71      |       |         |                       |

*Field Survey, 2026*

The table 4 above shows the Pearson Product Moment Correlation Coefficient (PPMC) analysis of the influence of biblical and theological college programmes on the spiritual growth of missionaries in Olamaboro Local Government Area. The result revealed a positive correlation coefficient ( $r = 0.68$ ) with a p-value of 0.000, which is less than the 0.05 level of significance. Therefore, the null hypothesis was rejected. This implies that biblical and theological training programmes significantly influence the spiritual growth of missionaries in the study area.

#### Hypothesis Two

H<sub>02</sub>: Leadership and evangelism training programmes do not significantly improve missionaries' ministerial effectiveness and church growth.

**Table 5 Pearson Product-Moment Correlation Analysis of Leadership and evangelism training programmes do not significantly improve missionaries' ministerial effectiveness and church growth**

| Variables                                                 | N   | Mean | Std. Dev. | r-cal | p-value | Decision              |
|-----------------------------------------------------------|-----|------|-----------|-------|---------|-----------------------|
| Leadership and Evangelism Training Programmes             | 122 | 3.43 | 0.74      | 0.71  | 0.000   | Reject H <sub>0</sub> |
| Missionaries' Ministerial Effectiveness and Church Growth | 122 | 3.49 | 0.69      |       |         |                       |

*Field Survey, 2026*

The table 5 above presents the Pearson Product Moment Correlation Coefficient (PPMC) analysis of the relationship between leadership and evangelism training programmes and missionaries' ministerial effectiveness and church growth. The result revealed a positive correlation coefficient ( $r = 0.71$ ) with a p-value of 0.000, which is less than the 0.05 level of significance. Therefore, the null hypothesis was rejected. This indicates that leadership and evangelism-training programmes significantly improve missionaries' ministerial effectiveness and contribute positively to church growth in Olamaboro Local Government Area.

#### Hypothesis Three

H<sub>03</sub>: Practical missionary fieldwork and discipleship programmes do not significantly contribute to missionaries' communication skills, commitment, and leadership competence.



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**Table 6 Pearson Product-Moment Correlation Analysis of Practical missionary fieldwork and discipleship programmes do not significantly contribute to missionaries' communication skills, commitment, and leadership competence**

| Variables                                                   | N   | Mean | Std. Dev. | r-cal | p-value | Decision  |
|-------------------------------------------------------------|-----|------|-----------|-------|---------|-----------|
| Practical Missionary Fieldwork and Discipleship Programmes  | 122 | 3.43 | 0.74      | 0.73  | 0.000   | Reject Ho |
| Communication Skills, Commitment, and Leadership Competence | 122 | 3.51 | 0.68      |       |         |           |

*Field Survey, 2026*

The table above 6 presents the Pearson Product Moment Correlation Coefficient (PPMC) analysis of the relationship between practical missionary fieldwork and discipleship programmes and missionaries' communication skills, commitment, and leadership competence. The result revealed a positive correlation coefficient ( $r = 0.73$ ) with a p-value of 0.000, which is less than the 0.05 level of significance. Therefore, the null hypothesis was rejected. This implies that practical missionary fieldwork and discipleship programmes significantly contribute to missionaries' communication skills, commitment, and leadership competence in Olamaboro Local Government Area.

### Discussion of findings

The first hypothesis examined how biblical and theological college programmes influence the spiritual growth of missionaries in Olamaboro Local Government Area. The Pearson Product Moment Correlation Coefficient (PPMC) analysis revealed a positive correlation coefficient ( $r = 0.68$ ) with a p-value of 0.000, which is less than the 0.05 level of significance. Therefore, the null hypothesis was rejected. This implies that biblical and theological training programmes significantly influence the spiritual growth of missionaries in the study area. This finding aligns with the study of Aderinto A. A. (2003), which revealed that biblical and theological college programmes significantly influence the spiritual growth of missionaries by improving biblical knowledge, spiritual discipline, leadership competence, evangelistic effectiveness, and commitment to Christian service. Based on these findings, the study recommended strengthening theological education, improving missionary training facilities, promoting practical ministry experiences, and enhancing spiritual mentorship programmes to improve missionary growth and church development. The second hypothesis examined whether leadership and evangelism training programmes significantly improve missionaries' ministerial effectiveness and church growth in Olamaboro Local Government Area. The Pearson Product Moment Correlation Coefficient (PPMC) analysis revealed a positive correlation coefficient ( $r = 0.71$ ) with a p-value of 0.000, which is less than the 0.05 level of significance. Therefore, the null hypothesis was rejected. The result indicates that leadership and evangelism training programmes significantly improve missionaries' ministerial effectiveness and contribute positively to church growth in Olamaboro Local Government Area. This finding corroborates the study of Eboiyehi F. A. (2015), which revealed that leadership and evangelism college programmes significantly improve missionaries' ministerial effectiveness and church growth in Ikara Local Government Area. The study further showed that leadership training, evangelism programmes, practical ministry experiences, and discipleship activities enhance missionaries' communication skills, preaching ability, leadership competence, and commitment to Christian service. Based on these findings, the study recommended improved funding for Bible colleges, provision of modern training facilities, strengthened discipleship programmes, and increased practical ministry experiences to enhance missionaries' effectiveness and church growth. The third hypothesis examined whether practical missionary fieldwork and discipleship programmes significantly contribute to missionaries' communication skills, commitment, and leadership competence in Olamaboro Local Government Area. The Pearson Product Moment Correlation Coefficient (PPMC) analysis revealed a positive correlation coefficient ( $r = 0.73$ ) with a p-value of 0.000, which is less than the 0.05 level of significance. Therefore, the null hypothesis was rejected. This implies that practical missionary fieldwork and discipleship programmes significantly contribute to missionaries' communication skills, commitment, and leadership competence in the study area. This finding is consistent with the study of Sossou M. A. (2002), which revealed that practical missionary fieldwork and discipleship programmes significantly contribute to missionaries' communication skills, commitment, leadership competence, and ministerial effectiveness. The study further established that participation in evangelistic outreach, church planting activities, mentorship programmes, and discipleship training

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improves missionaries' confidence, public speaking ability, teamwork, and commitment to Christian service. Based on these findings, the study recommended increased practical ministry experiences, strengthened mentorship and discipleship programmes, improved missionary training facilities, and regular field evangelism activities to enhance missionaries' effectiveness and leadership development.

## Conclusion

Based on the findings of the study, it was concluded that biblical and theological training programmes significantly influence the spiritual growth of missionaries in Olamaboro Local Government Area. The study also concluded that leadership and evangelism-training programmes significantly improve missionaries' ministerial effectiveness and contribute positively to church growth in the study area. Furthermore, the study established that practical missionary fieldwork and discipleship programmes significantly contribute to missionaries' communication skills, commitment, and leadership competence. Therefore, the study concludes that the programmes of God's Care Mission Bible College play a vital role in enhancing missionary development and promoting effective Christian ministry in Olamaboro Local Government Area, Kogi State Nigeria

## Recommendations

Based on the findings of this study, the following recommendations were made:

1. God's Care Mission Bible College should strengthen biblical and theological training programmes by providing adequate learning materials, qualified instructors, and regular spiritual development activities to enhance the spiritual growth of missionaries in Olamaboro Local Government Area.
2. The college should improve leadership and evangelism training programmes through practical ministry exercises, leadership seminars, and community evangelism activities in order to enhance missionaries' ministerial effectiveness and promote church growth.
3. Practical missionary fieldwork and discipleship programmes should be expanded to provide missionaries with more opportunities for mentorship, church planting, outreach activities, and leadership responsibilities. This will help improve their communication skills, commitment to Christian service, and leadership competence.
4. The management of the college should establish effective monitoring and evaluation mechanisms to assess the performance of missionary training programmes regularly.

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