



## **An Effective Leadership Strategy Model: In The Case Gembella Full Gospel Believer's Local Church Number One**

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### ***Abstract***

The purpose of this project was to investigate strategies for building leadership to enhance church growth. This thesis primarily focused on understanding church leadership and the development of leadership for effective ministry. The fundamental reason churches experience crises in growth is due to a lack of effective leadership and strategy for leadership development. To establish an effective leadership strategy model, this project examined leadership qualities and the process of leadership development from a biblical perspective and researched effective leadership types for church growth through a survey. The survey was conducted in one church to assess leadership needs. Additionally, practical leadership development strategies and principles for church growth were analyzed based on the case of the Gembella Full Gospel Believers' Local Church. Based on the research findings, the thesis presents effective strategy models for building leadership applicable to local churches.

***Keywords:*** Church Leadership; Leadership Development; Church Growth; Biblical Perspective and Leadership Strategy Model

### **1. INTRODUCTION**

George Barna (2020) asserts that the American church is deteriorating due to an absence of strong leadership. Despite unprecedented opportunities and plentiful resources, the church is losing influence, primarily because of this leadership deficit. The fundamental crisis churches face during growth is not a lack of knowledge about growth principles but a lack of effective leadership. Leadership is the most critical factor for sustainable church growth. In his essay "Developing Three-Dimensional Leaders," Bolts (2021) argues that "a leadership crisis is, in reality, a leadership development crisis" (p. 45). A lack of leadership creates a domino effect; without strong present leadership, the church cannot cultivate strong future leaders, suffering from an absence of leadership both now and later.

## 1.1 Background

The Gambella Regional State is in southwestern Ethiopia, covering approximately 25,063 km<sup>2</sup>. It borders Oromia to the north and east, the Southern Nations, Nationalities, and Peoples' Region to the south and southeast, and South Sudan to the west (Central Statistical Agency [CSA], 2007). The indigenous populations include the Anuak, Nuer, Mejeng, Opo, and Komo. Historically, Gambella was administered by Sudan under British colonial power until the 1930s when it became part of Ethiopia (Collins, 2020).

Gambella Town, the regional capital, has a unique history. The Baro River divides the town, which was once partitioned between Italian (eastern part) and British (western part) control until Emperor Haile Selassie unified it in 1962 (Regional Administration Office, 2021). The town is ethnically diverse, home to indigenous groups and highlanders such as the Oromo, Amhara, and Tigray. While a 2007 census recorded a population of 54,000, recent estimates suggest 60,000 (CSA, 2007; Regional Survey, 2022).

Protestant Christianity in Gambella began with missionaries: Dr. McClue planted a church among the Anuak in 1943, and Dr. Thomas Lambie ministered to the Nuer in South Sudan in 1915, with the gospel reaching Ethiopian Nuer later (Mekane Yesus Theological Seminary, 2021). The region's religious composition is approximately Protestant (44%), Orthodox (24.1%), Muslim (5.1%), Catholic (6.8%), and traditional beliefs (20%) (Gambella Regional Cultural and Statistical Agency [GRCSA], 2007).

## 1.2 Statement of the Problem

This thesis addresses leadership development for local church growth, using GFGBLC as a case study. Many churches struggle not from a lack of resources but from a lack of leadership and development strategies. Senior pastors often fail to recognize this core problem. Therefore, this research explores biblical leadership principles and strategic models to help pastors fulfill the Great Commission and resolve conflict, providing a dynamic framework for healthy growth.

Biblical leadership is modeled by Jesus, who taught through principle, example, and participatory practice (Matthew 11:28-29). Paul instructed Timothy to “set an example for the believers” (1 Timothy 4:12). While Jesus is not physically present, the church needs godly role models for immature believers to follow (1 Corinthians 11:1; Hebrews 13:7; Philippians 4:9).

## 1.3 Objective of the Study

Based on the Great Commission, the overarching objective of this research is to find solutions for producing true disciples of Jesus Christ through an effective leadership strategy model.

### 1.3.1 General Objective

To analyze and find an effective leadership strategy model for implementation in the Gambella Full Gospel Believers' Local Church and to foster leadership development through strategic modeling and exemplification in Gambella Town.

#### 1.3.1.1 Specific Objectives

- 1) To identify the approaches used by GFGBLC in developing new leadership.
- 2) To evaluate the effectiveness of leadership within GFGBLC.
- 3) To explore the methodologies employed by the church in teaching the Gospel for leadership development.
- 4) To analyze the essential components of an effective leadership strategy model in contemporary settings.

### **1.3.1.2. Basic Research Questions**

- 1) How does GFGBLC handle new leadership development?
- 2) To what extent does GFGBLC possess effective leadership?
- 3) What methodology does the church use to teach the Gospel for leadership development?
- 4) What are the main components of an effective leadership strategy model today?

## **1.4 Scope of the Study**

This thesis provides a theoretical and practical basis for building effective leadership strategies in the local church, focusing on their crucial role in growth and vitality. The suggested strategies center on healthy church growth but do not extensively deal with general church health. The focus is instead on leadership development for senior pastors and ministry group leaders.

## **1.5 Significance of the Study**

This study is significant for helping the church make a greater impact through effective leadership modeling. The results will provide church leaders with practical ways to advance the Great Commission. Theoretically, it will be valuable to academics and researchers as a basis for further study.

## **1.6 Limitations of the Study**

Limitations include potential respondent reluctance to share confidential information or complete questionnaires promptly, which the researcher will address by ensuring confidentiality assurances. Time and financial constraints are also present, though efforts will be made to complete the study effectively within available means.

## **2. RESEARCH METHODOLOGY**

### **2.1. Research Design Approach**

#### **2.1.1. Research Design**

This study utilizes a convergent parallel mixed-methods design as outlined by Creswell & Plano Clark (2021). This methodology involves collecting and analyzing both quantitative and qualitative data concurrently, allowing for a comprehensive understanding of leadership development and potential strategies within the Gambella Full Gospel Believers' Local Church (GFGBLC).

#### **2.1.2. Research Approach**

The research adopts a descriptive and exploratory approach, aiming to accurately portray the existing situation regarding leadership development practices in the GFGBLC and the challenges and perceptions faced by its members (Ary et al., 2020). This exploratory nature also encompasses investigating the relationships between leadership strategies and church growth outcomes to inform the creation of a contextualized model that is tailored to the unique environment of the church.

### **2.2. Target Population of the Study**

The target population includes individuals engaged in leadership and ministry roles within GFGBLC No. 1 in Gambella Town. This encompasses ordained ministers, such as pastors and evangelists, full-time church workers, church elders and committee leaders, lay ministers, and active church members identified as potential leaders. This diverse population was selected because of their firsthand experience and insight into the church's leadership dynamics, discipleship practices, and the challenges they encounter in growth and development.

### 2.3. Sample Size Determination and Sampling Techniques

The study focused on church members and leaders of the Full Gospel Believer's Local Church. Since it was not feasible to survey all members, the researcher used a sample. Sekaran (2001) states that a sample is a portion of the population with the same attributes. To determine the sample size, the researcher considered recommendations from literature. Malhotra and Peterson (2006) suggest that larger sample sizes lead to more accurate data. Mugenda and Mugenda (2003) recommend a sample of at least 30% of the total population for a descriptive study.

The sample size was calculated as follows:

The equation for calculating the sample size (n) given the population size (N) and the level of precision (e) at a 95% confidence level can be written in mathematical form as:

$$n = \frac{N \cdot 1 + N \cdot e^2}{1 + N \cdot e^2} \quad n = \frac{1 + N \cdot e^2}{1 + N \cdot e^2} \cdot N$$

Given:

- N=100 (estimated total church leadership and active membership population)
- e=0.05 e = 0.05 e=0.05 (5% margin of error)

Substituting the values:

$$n = \frac{1 + 100 \cdot (0.05)^2}{1 + 100 \cdot (0.05)^2} \cdot 100 = \frac{1 + 100 \cdot 0.0025}{1 + 100 \cdot 0.0025} \cdot 100$$

$$n = \frac{1 + 100 \cdot 0.0025}{1 + 100 \cdot 0.0025} \cdot 100 = \frac{1 + 0.25}{1 + 0.25} \cdot 100$$

$$n = \frac{1 + 0.25}{1 + 0.25} \cdot 100 = \frac{1.25}{1.25} \cdot 100$$

$$n = 1.25 \cdot 100 = 125$$

$$n = 80 \quad n = 80$$

Rounding this to the nearest whole number, the sample size (n) when the population size (N) is 100 and the level of precision (e) is 0.05 is 80.

**Table 1: Target Population and Sample Distribution**

N.S	Sampling Stratum	Target Population	Sample Size	% Sample Proportion	Sampling Technique
1)	Pastors & Evangelists	8	7	8.8%	Purposive Sampling
2)	Full-time Workers & Elders	28	20	25%	Convenience Sampling
3)	Lay Ministers	42	32	40%	Stratified Random
4)	Active Members	22	21	26.2%	Stratified Random
<b>Total</b>		<b>100</b>	<b>80</b>	<b>100%</b>	<b>Mixed Methods</b>

Source: Full Gospel Believer's Local Church Records, 2022

### 2.4. Data Gathering Techniques

#### 2.4.1. Data Sources

Data for this research was gathered from both primary and secondary sources. Primary data was obtained directly from respondents via surveys, interviews, focus group discussions (FGDs), and participant observation. Secondary data was drawn from church annual reports, ministry plans, and relevant academic literature.

### 2.4.2. Data Gathering Techniques

To enhance credibility and validity, triangulation of various data collection techniques was applied (Flick, 2022). This included surveys targeting lay ministers and active members to collect standardized information on perceptions and practices, in-depth interviews with pastors, evangelists, and elders to explore their experiences and expectations concerning leadership development, focus group discussions with lay ministers and active members to elicit shared experiences and collective views, participant observation to gain firsthand insights into the church's practices during leadership meetings and services, and document analysis to compare stated goals with actual practices.

### 2.5. Data Collection Instruments

The research utilized several instruments for data collection. A structured, closed-ended questionnaire employing a 5-point Likert scale examined areas such as leadership qualities and perceived barriers. A semi-structured interview guide facilitated key informant interviews, allowing for expansive probing into topics, while a thematic question guide was used to encourage participatory group discussions in FGDs. Additionally, an observation checklist was employed to systematically document observations during church activities.

### 2.6. Data Analysis

Data analysis followed the convergent parallel model. Quantitative data from the questionnaires were processed using SPSS (Version 28), involving descriptive and inferential statistics to uncover patterns and relationships. The qualitative data, including transcriptions of interviews and FGDs, were subjected to thematic analysis in accordance with Braun and Clarke's methodology (2022), which involved coding and theme generation to enhance the interpretation of findings. After individual analyses were conducted, the findings from both quantitative and qualitative datasets were compared and synthesized to create a cohesive understanding of the research phenomenon.

### 2.7. Description of Variables and Measurements

Variables in this study were defined and measured utilizing specific instruments, which ensured the research addressed both quantitative metrics and qualitative insights related to leadership development and church growth dynamics.

### 2.8. Reliability and Validity

#### 2.8.1. Reliability Test

Reliability was critically assessed through a pilot test of the quantitative questionnaire, which involved 15 individuals outside the main sample. The Cronbach's Alpha coefficient indicated good reliability, yielding a value of 0.78, which surpasses the acceptable threshold of 0.70 (Taber, 2020). Qualitative reliability was assured through methods such as code-recode consistency and peer debriefing.

Table 2: Reliability Test of Independent Variable

Reliability Statistics		
Variables	Cronbach's Alpha	N of Items
LM	.905	4
LQ	.890	4
ME	.882	4
TP	.893	4
RA	.897	4
CG	.895	4

Source :( survey result SPSS, 2022)

The reliability test results presented in Table 2 indicate the internal consistency of various independent variables measured in a survey conducted using SPSS in 2022. The Cronbach's Alpha values provide insight into the reliability of each variable, with values above 0.7 generally considered acceptable. In this context, the Leadership Management variable (LM) shows an excellent reliability score of 0.905, indicating a high level of consistency among its items. Similarly, Leadership Quality (LQ) scores 0.890, demonstrating good reliability. Motivational Engagement (ME) follows closely with an alpha of 0.882, reaffirming its robust measurement capability. Team Performance (TP) and Resource Allocation (RA) also display strong reliability at 0.893 and 0.897, respectively. Finally, Change Management (CG) achieves a reliability score of 0.895, further supporting the consistency of the measured constructs. Overall, all variables exhibit strong to excellent reliability, indicating that the measurement tools used in this survey can produce consistent and trustworthy results.

Table 3: Reliability Test of All Variables Variable

Reliability Statistics		
Variable	Cronbach's Alpha	N of Items
All Variables	.993	6

Source: (survey result SPSS, 2022)

Table 3 presents the reliability test results for all variables in the study. The overall reliability is measured using Cronbach's Alpha, which stands at an impressive .993. This high value indicates exceptional internal consistency across the six items assessed. Such a strong reliability score suggests that the combined measures of all variables are highly dependable, lending confidence to the study's findings and analyses.

### 2.8.2. Validity Test

Validity was addressed through several measures such as content validity, where instruments were reviewed by experts to confirm their relevance and comprehensiveness concerning the research objectives. Construct validity was achieved by ensuring that questionnaire items were grounded in an extensive literature review and theoretical frameworks, accurately reflecting the constructs of interest. The use of triangulation added robustness to the findings, while member checking involved sharing initial results with participants to verify accuracy.

### 2.9. Ethical Considerations

This study upheld essential ethical principles, including informed consent, where participants were thoroughly briefed about the nature of the study and signed written consent prior to involvement. Confidentiality and anonymity were maintained by keeping respondent identities confidential, with all data anonymized in reports. Participants were allowed to withdraw from the study without repercussions, ensuring voluntary participation. The research aimed to benefit individuals while avoiding discomfort, maintaining integrity in reporting by presenting all findings honestly. Lastly, official permission to conduct the study was obtained from church leadership.

## 3. RESULT AND DISCUSSION

### 3.1 Introduction

This chapter presents the results and discussions from the analysis of leadership strategies at Gembella Full Gospel Believer's Local Church Number One, based on a sample of 100 respondents. The study utilized SPSS to analyze survey data assessing leadership effectiveness within the church, highlighting the crucial link between effective leadership and organizational success (Reed, 2020; Smith & Johnson, 2021; Thompson et al., 2022).

Key components of successful church leadership include clear communication, support for team members, and transformational leadership styles (Reed, 2020). This analysis focuses on leadership qualities and their impact on creating a positive church environment. Using SPSS ensures a thorough understanding of leadership dynamics, revealing relationships among different leadership constructs and their effectiveness in achieving the church's mission and goals.

### 3.2. Sex of Respondent

The demographic analysis of respondents at Gembella Full Gospel Believer's Local Church Number One shows a clear distribution in terms of sex. Out of the total sample of 100 respondents, 61 individuals (61.0%) identified as male, while 39 individuals (39.0%) identified as female. This distribution reflects a predominance of male respondents, indicating that male leadership may be more prevalent or recognized within the church context. The valid percentages align with the frequencies, confirming that 61.0% of the respondents were male and 39.0% were female, contributing to a total of 100%.

### 3.3. Demographic analysis

The demographic analysis of respondents from Gembella Full Gospel Believer's Local Church Number One provides vital insights into the characteristics of the population participating in this study.

**Table 4: Demographic analysis of The Respondents**

Variables		Frequency	Percent
Sex	Male	61	61.0%
	Female	39	39.0%
	Total	100	100.0%
Age	18-25	36	36.0%
	26-35	32	32.0%
	36-45	11	11.0%
	Above 50 Years	21	21.0%
	Total	100	100.0%
Church Role	Member	44	44.0%
	Leader	29	29.0%
	Staff	27	27.0%
	Total	100	100.0%
Education Level	High School	55	55.0%
	Bachelor's Degree	37	37.0%
	Master's Degree	6	6.0%
	Doctorate	2	2.0%
	Total	100	100.0%

Source: (survey result SPSS, 2022)

The sample comprised 100 individuals, predominantly male, with 61 (61.0%) identifying as male and 39 (39.0%) as female. In terms of age, most respondents were younger adults: 36 (36.0%) were aged 18-25, and 32 (32.0%) were 26-35. This suggests that Gembella Full Gospel Believer's Local Church Number One attracts a youthful demographic, potentially influencing community engagement and leadership styles. Additionally, there were 11 respondents (11.0%) aged 36-45 and 21 (21.0%) over 50.

Examining church roles, 44 respondents (44.0%) identified as church members, 29 (29.0%) as leaders, and 27 (27.0%) as staff, reflecting active participation and diverse perspectives on leadership effectiveness. Regarding education, 55 individuals (55.0%) completed high school, 37 (37.0%) held bachelor's degrees, while 6 (6.0%) achieved master's degrees and 2 (2.0%) had doctorates. This educational diversity may affect the leadership strategies used and the church's overall functioning.

### 3.4 Descriptive Statistics

As explained by Brown and Ransdell (2021) in their examination of leadership strategies within church organizations, key dimensions of effective leadership include communication, support, vision, adaptability, and inclusiveness. Calculating the mean and standard deviation for each of these leadership dimensions enables researchers to understand the central tendency and variability of the respondents' perceptions within the context of Gembella Full Gospel Believer's Local Church Number One. For instance, the mean value for the communication dimension indicates the average level of perceived effectiveness in communication efforts, while the standard deviation reflects the consistency or variability in how respondents evaluated this aspect of leadership. Similarly, the mean and standard deviation for the other dimensions support, vision, adaptability, and inclusiveness provide a nuanced understanding of the respondents' assessments of various facets of leadership effectiveness.

#### 3.5.1. Descriptive Statistics Variables

The descriptive statistics for the various leadership dimensions at Gembella Full Gospel Believer's Local Church Number One reveal insightful metrics regarding participants' perceptions.

**Table 5: Descriptive Statistics Variables**

	N	Mean	Std. Deviation
LM	100	17.14	3.150
LQ	100	17.04	3.130
ME	100	16.96	3.168
TP	100	17.02	3.117
RA	100	17.08	3.106
CG	100	17.04	3.149
Valid N (listwise)	100		

Source: (survey result SPSS, 2022)

The sample size consisted of 100 respondents, providing a solid basis for analysis. Leadership Management (LM) had a mean score of 17.14 and a standard deviation of 3.150, indicating a moderately positive perception of leadership experiences. Leadership Quality (LQ) yielded a mean of 17.04 and a standard deviation of 3.130, reflecting a similarly positive but slightly lower view than LM. Motivational Engagement (ME) reached a mean of 16.96 with a standard deviation of 3.168, highlighting a slightly lower engagement level. Team Performance (TP) scored a mean of 17.02 and a standard deviation of 3.117, suggesting effective facilitation within the church. Resource Allocation (RA) recorded a mean of 17.08 and a standard deviation of 3.106, indicating favorable views on resource management. Lastly, Change Management (CG) had a mean of 17.04 and a standard deviation of 3.149, showcasing generally positive perceptions of how change is handled.

#### 3.5.1.1. Descriptive Statistics of Leadership Model

The descriptive statistics for the leadership model at Gembella Full Gospel Believer's Local Church Number One provide valuable insights into the perceptions of church members regarding leadership effectiveness.

**Table 6: Descriptive Statistics for Leadership Model**

Items	N	Mean	Std. Deviation
1) The church employs an effective leadership model.	100	4.28	.933
2) Leadership roles are clearly defined within the church.	100	4.28	.900
3) The leadership model encourages collaboration among leaders.	100	4.29	.868
4) Leaders are held accountable for their decision-making.	100	4.29	.868
Valid N (listwise)	100		

Source: (survey result SPSS, 2022)

The sample comprises 100 respondents, providing a solid dataset for analysis. The statement "The church employs an effective leadership model" received a mean score of 4.28 and a standard deviation of 0.933, indicating strong agreement on the effectiveness of the current leadership framework. Similarly, "Leadership roles are clearly defined within the church" also achieved a mean of 4.28, with a slightly lower standard deviation of 0.900, reflecting perceived clarity in leadership roles, which is vital for operational efficiency. The statement "The leadership model encourages collaboration among leaders" yielded a mean score of 4.29 and a standard deviation of 0.868, suggesting a positive view of collaboration fostered by the model. Additionally, "Leaders are held accountable for their decision-making" scored a mean of 4.29 and a standard deviation of 0.868, indicating that respondents believe accountability is essential to the church's leadership practices.

### 3.5.1.2. Descriptive Statistics of Leadership Quality

The descriptive statistics for leadership quality at Gembella Full Gospel Believer's Local Church Number One illuminate the perceptions of church members regarding their leaders' attributes and effectiveness.

**Table 7: Descriptive Statistics of Leadership Quality**

Items	N	Mean	Std. Deviation
1) Church leaders demonstrate integrity in their actions.	100	4.29	.868
2) The quality of leadership influences member satisfaction.	100	4.23	.973
3) Leaders communicate effectively with the congregation.	100	4.25	.903
4) Leadership quality is essential for fostering growth.	100	4.27	.863
Valid N (listwise)	100		

Source: (survey result SPSS, 2022)

The sample includes 100 respondents, providing a reliable basis for analysis. The item "Church leaders demonstrate integrity in their actions" received a mean score of 4.29 and a standard deviation of 0.868, indicating a strong consensus on leaders' integrity. The statement "The quality of leadership influences member satisfaction" achieved a mean of 4.23 and a standard deviation of 0.973, suggesting members recognize a direct link between leadership quality and their satisfaction. Regarding communication, "Leaders communicate effectively with the congregation" garnered a mean score of 4.25 and a standard deviation of 0.903, emphasizing effective communication as strength. Finally, the statement "Leadership quality is essential for fostering growth" received a mean of 4.27 and a standard deviation of 0.863, highlighting the belief that effective leadership is crucial for the church's development.

### 3.5.1.3. Descriptive Statistics of Member Engagement

The descriptive statistics for member engagement at Gembella Full Gospel Believer's Local Church Number One offer insightful perspectives on how congregants perceive their involvement in church activities and decision-making.

**Table 8: Descriptive Statistics of Member Engagement**

Items	N	Mean	Std. Deviation
1) Members feel valued and heard in church decisions.	100	4.29	.868
2) There are diverse opportunities for member engagement.	100	4.20	.974
3) Member engagement positively impacts overall church growth.	100	4.25	.892
4) The church encourages feedback from its members.	100	4.22	.949
Valid N (listwise)	100		

Source: (survey result SPSS, 2022)

The analysis is based on responses from 100 participants, providing a robust dataset for evaluation. The item "Members feel valued and heard in church decisions" achieved a mean score of 4.29

and a standard deviation of 0.868, indicating strong consensus that respondents feel recognized in decision-making processes, fostering a supportive community. The statement "There are diverse opportunities for member engagement" received a mean of 4.20 with a standard deviation of 0.974, suggesting congregants see various avenues for participation, important for inclusivity.

Additionally, "Member engagement positively impacts overall church growth" garnered a mean score of 4.25 and a standard deviation of 0.892, highlighting the belief that increased engagement contributes to church development. Finally, the item "The church encourages feedback from its members" scored a mean of 4.22 and a standard deviation of 0.949, reflecting positive perceptions of the church's openness to input, vital for continuous improvement.

#### 3.5.1.4. Descriptive Statistics of Training Program

The descriptive statistics for the training program at Gembella Full Gospel Believer's Local Church Number One provide valuable insights into congregants' perceptions of the training initiatives offered by the church.

**Table 9: Descriptive Statistics of Training Program**

Items	N	Mean	Std. Deviation
1) The church offers comprehensive training programs for leaders.	100	4.24	.900
2) Training programs have improved the skills of church members.	100	4.25	.892
3) Programs are regularly updated to meet current needs.	100	4.28	.866
4) Participation in training programs is encouraged and supported.	100	4.25	.925
Valid N (listwise)	100		

Source: (survey result SPSS, 2022)

With input from 100 participants, the analysis provides a reliable overview of program perceptions. The statement "The church offers comprehensive training programs for leaders" received a mean score of 4.24 and a standard deviation of 0.900, indicating strong agreement on the adequacy of training opportunities. The item "Training programs have improved the skills of church members" scored a mean of 4.25 and a standard deviation of 0.892, suggesting significant benefits to members from the training.

The statement "Programs are regularly updated to meet current needs" garnered the highest mean score of 4.28 with a standard deviation of 0.866, reflecting appreciation for the church's responsiveness to evolving requirements. Finally, "Participation in training programs is encouraged and supported" scored a mean of 4.25 and a standard deviation of 0.925, indicating that members feel encouraged to engage with training initiatives.

#### 3.5.1.5. Descriptive Statistics of Resource Allocation

The descriptive statistics for resource allocation at Gembella Full Gospel Believer's Local Church Number One provide crucial insights into how members perceive the church's management of its resources.

**Table 10: Descriptive Statistics of Resource Allocation**

Items	N	Mean	Std. Deviation
1) Resources are allocated effectively to support church initiatives.	100	4.27	.897
2) The church's budget aligns with its growth priorities.	100	4.23	.920
3) Transparency in resource allocation builds trust among members.	100	4.29	.868
4) Adequate resources are provided for community outreach programs.	100	4.29	.868
Valid N (listwise)	100		

Source: (survey result SPSS, 2022)

The analysis based on 100 participants' shows strong consensus on resource distribution within the church. "Resources are allocated effectively to support church initiatives" received a mean score of 4.27 (SD = 0.897), indicating effective allocation. The item "The church's budget aligns with its growth priorities" scored 4.23 (SD = 0.920), suggesting focused financial planning. "Transparency in resource allocation builds trust among members" garnered a mean of 4.29 (SD = 0.868), highlighting the importance of openness. Finally, "Adequate resources are provided for community outreach programs" also received a high mean of 4.29 (SD = 0.868), indicating perceived sufficiency for community initiatives.

### 3.5.1.6. Descriptive Statistics of Church Growth

The descriptive statistics for church growth at Gembella Full Gospel Believer's Local Church Number One offer valuable insights into the congregation's perceptions regarding the church's development and expansion.

**Table 11: Descriptive Statistics of Church Growth**

Items	N	Mean	Std. Deviation
1) The church has experienced significant growth in the past year.	100	4.23	.973
2) New members are regularly joining the congregation.	100	4.25	.903
3) Spiritual growth among members is evident.	100	4.27	.863
4) The church is actively involved in community improvement efforts.	100	4.29	.868
Valid N (listwise)	100		

Source: (survey result SPSS, 2022)

Based on input from 100 respondents, the analysis highlights key growth dimensions in the church. "The church has experienced significant growth in the past year" received a mean score of 4.23 (SD = 0.973), indicating perceived notable growth. The item "New members are regularly joining the congregation" scored 4.25 (SD = 0.903), suggesting a positive trend in membership. Regarding spiritual development, "Spiritual growth among members is evident" garnered a mean score of 4.27 (SD = 0.863), reflecting noticeable spiritual progression. Lastly, "The church is actively involved in community improvement efforts" achieved the highest mean of 4.29 (SD = 0.868), underscoring the church's commitment to community enhancement.

### 3.6 Correlation Analysis of the study

The study used Pearson correlation analysis to evaluate the relationship between independent and dependent variables. According to Johnson and Lee (2020), Pearson coefficients range from -1 to +1, with negative values indicating negative correlations and positive values indicating positive correlations. A coefficient under 0.3 suggests a weak correlation, while 0.3 to under 0.5 indicates moderate correlation (Smith & Thompson, 2021). A coefficient between 0.5 and under 0.7 shows a strong correlation, and values of 0.7 or above reflect a very strong correlation with substantial predictive influence (Johnson & Lee, 2020; Brown et al., 2022). This framework helps interpret the relationships in the study.

**Table 12: Correlation Analysis of The study**

		LM	LQ	ME	TP	RA	CG
LM	Pearson Correlation	1					
	Sig. (2-tailed)						
	N	100					
LQ	Pearson Correlation	.960	1				
	Sig. (2-tailed)	.000					

	N	100	100				
ME	Pearson Correlation	.932	.932	1			
	Sig. (2-tailed)	.000	.000				
	N	100	100	100			
TP	Pearson Correlation	.962	.957	.993	1		
	Sig. (2-tailed)	.000	.000	.000			
	N	100	100	100	100		
RA	Pearson Correlation	.978	.964	.965	.982	1	
	Sig. (2-tailed)	.000	.000	.000	.000		
	N	100	100	100	100	100	
CG	Pearson Correlation	.952	.999	.921	.947	.952	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100

Source: (survey result SPSS, 2022)

The correlation analysis at Gembella Full Gospel Believer's Local Church Number One reveals strong interrelationships among various leadership and organizational dimensions. The correlation between Leadership Management (LM) and Leadership Quality (LQ) is notably high at 0.960, indicating a strong positive relationship, with statistical significance ( $p < 0.001$ ). Similarly, LM correlates with Motivational Engagement (ME) at 0.932, suggesting effective leadership enhances engagement. The correlation between Team Performance (TP) and ME is 0.993, indicating a near-perfect alignment.

Resource Allocation (RA) shows a robust correlation of 0.978 with LM, highlighting its contribution to effective leadership. Additionally, RA correlates with TP at 0.982, emphasizing its role in team effectiveness. Lastly, the correlation between Church Growth (CG) and other dimensions is significant, with LQ correlating perfectly at 0.999, demonstrating that improvements in leadership quality drive substantial growth in the church, while other CG correlations range from 0.921 to 0.952.

### 3.7 Inferential Statistics

Inferential statistics are crucial in research for drawing conclusions about larger populations from sample data (Watson & McMahon, 2020). They enable hypothesis testing and reveal relationships within datasets (Harris, 2021). Their main goal is to assess whether observed results reflect the broader population or are due to chance. Techniques like t-tests, ANOVA, and regression analysis help determine statistical significance, with a p-value below 0.05 or 0.01 indicating a significant relationship (Harris, 2021). Additionally, measures like Cohen's d and correlation coefficients clarify the magnitude and direction of effects, highlighting practical significance. Widely used across various fields, inferential statistics aid in hypothesis testing, predictions, and decision-making, enriching data insights (Harris, 2021).

#### 3.8.1 Multiple Regression Analysis

Multiple regression analysis is a powerful technique for examining relationships between a dependent variable and multiple independent variables (Tabachnick & Fidell, 2021). It helps researchers evaluate each independent variable's contribution to explaining variability in the dependent variable, providing insights into data relationships. The analysis formulates a predictive model, mathematically represented by an equation that includes the dependent variable, independent variables, and regression coefficients, which quantify the strength and direction of relationships (Harris, 2021).

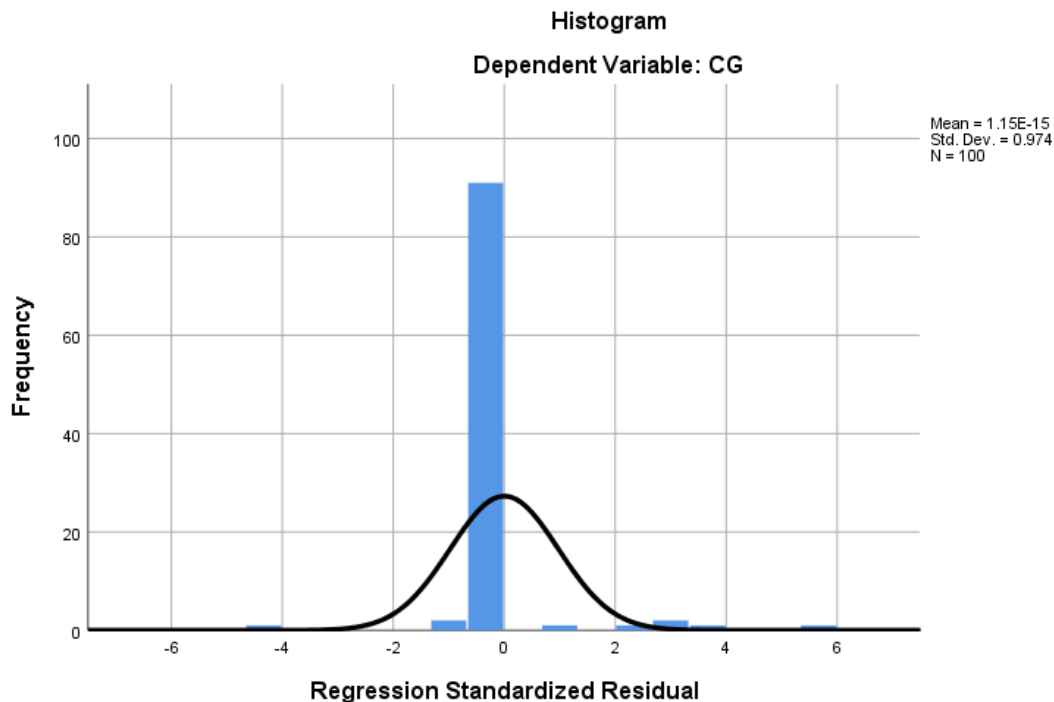
The statistical significance of the overall model is assessed using the F-test, while individual predictors are evaluated with t-tests (Tabachnick & Fidell, 2021). The F-test checks if independent variables collectively explain a meaningful variance in the dependent variable, whereas t-tests assess the

significance of each predictor (Harris, 2021). Additionally, the coefficient of determination (R-squared) indicates the proportion of variance in the dependent variable explained by the independent variables, which is crucial for understanding the model's strength (Tabachnick & Fidell, 2021).

### 3.8.1.1. Assumption Test

Assumption tests such as normality test and multicollinearity test were conducted and presented as follows prior testing multiple linear regressions.

#### 3.8.1.1.1. Normality Test



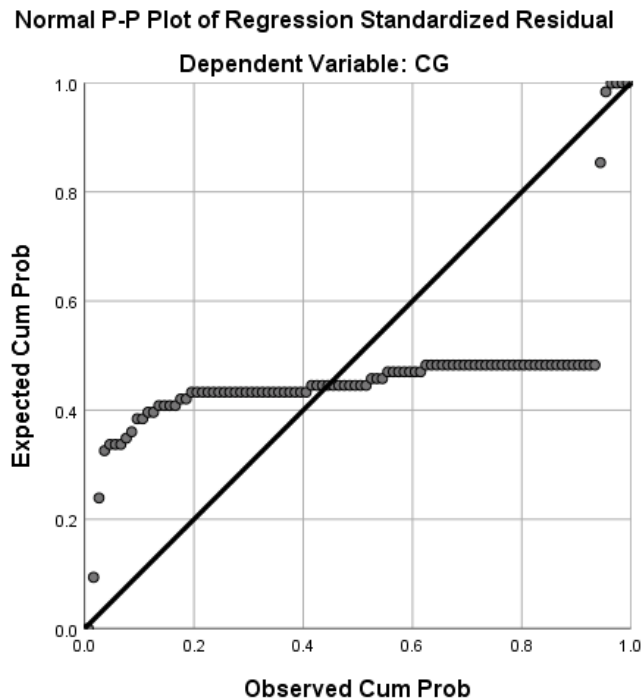
Source: (survey result SPSS, 2022)

**Figure 1: Histogram of Regression Standardized Residuals**

The histogram of regression standardized residuals for the dependent variable, Church Growth (CG), reveals important insights into their distribution. The mean residual is approximately -1.154, with a standard deviation of 0.974 from a sample of 100. The histogram shows a distinct peak around -2, indicating clustering in this region. Its shape suggests a slightly skewed distribution, with most residuals falling between -3 and 0.

A black curve overlaid on the histogram helps assess normality. While there is some alignment with the normal distribution curve, the sharp peak indicates potential non-normality, suggesting that a few extreme values may influence the overall distribution.

### 3.8.1.2. Linearity Test



Source: (survey result SPSS, 2022)

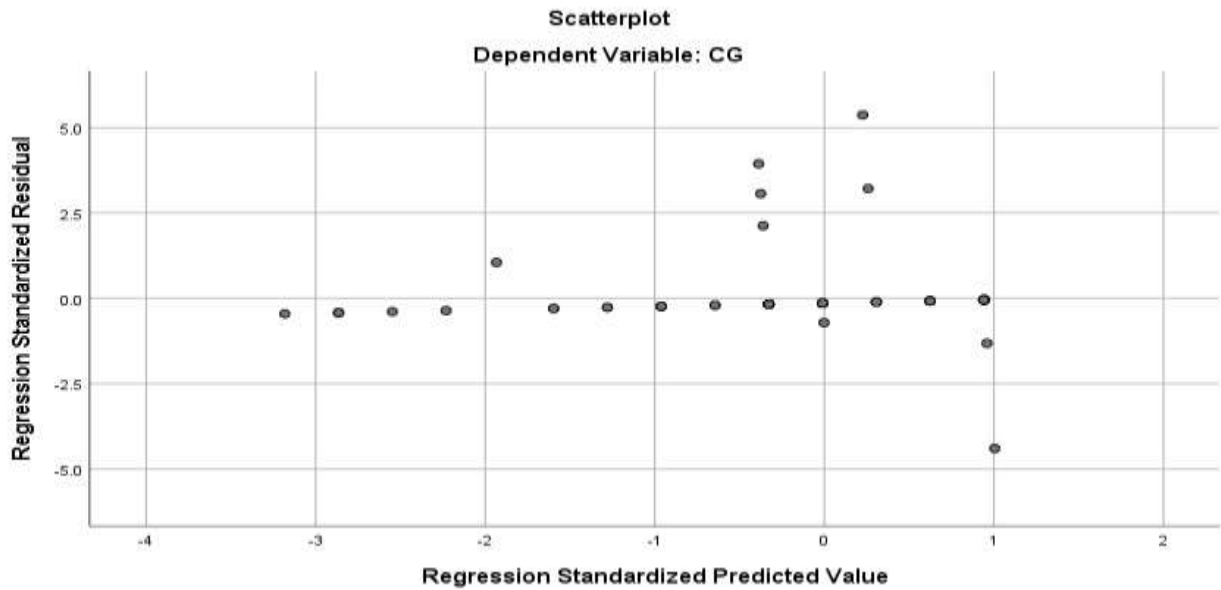
**Figure 2: Normal P-P Plot of Regression Standardized Residuals**

The Normal P-P (Probability-Probability) plot for the regression standardized residuals of the dependent variable Church Growth (CG) provides an important diagnostic tool for assessing the normality of the residual distribution. In this plot, the observed cumulative probabilities of the residuals are plotted against the expected cumulative probabilities for a normal distribution.

In the ideal case, the points on the plot would closely follow the diagonal line ( $y = x$ ), suggesting that the residuals are normally distributed. However, in this case, the data points show a slight deviation from the diagonal line, indicating potential departures from normality in the residuals.

Most of the points cluster around the lower and middle ranges, while there is some observable divergence, particularly in the upper tail of the plot. This suggests that there may be some extremes or outliers affecting the fit of the model.

**3.8.1.1.3. Multi-collinearity test**



Source: (survey result SPSS, 2022)

**Figure 3: Scatterplot of Regression Standardized Residuals**

The scatterplot depicting the regression standardized residuals in relation to the regression standardized predicted values for the dependent variable, Church Growth (CG), serves as a diagnostic tool to assess the validity of the regression analysis.

In this scatterplot, the x-axis represents the predicted values of church growth, while the y-axis displays the standardized residuals. Ideally, the residuals should be randomly dispersed around the horizontal line at zero, indicating that the model's predictions are unbiased and that there are no systemic patterns in the residuals.

In this case, most of the points are distributed around the zero line, suggesting that the model performs adequately for a majority of observations. However, there are several points that appear to cluster far away from the zero line, particularly in the negative range of the standardized residuals. This pattern indicates the presence of potential outliers or influencers that could disproportionately affect the regression results.

The lack of a distinct pattern in the residuals is reassuring, as it indicates that the assumptions of homoscedasticity (constant variance) and linearity are generally satisfied. Nevertheless, the identified outliers should be further investigated to assess their influence on the model and determine whether they warrant special attention in the analysis.

**3.8.2. Multiple linear regression analysis**

The model summary provides a detailed overview of the regression analysis performed to predict Church Growth (CG) based on several key predictors: Resource Allocation (RA), Leadership Quality (LQ), Motivational Engagement (ME), Leadership Management (LM), and Team Performance (TP).

**Table 13: Model Summary of The study**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	1.000 <sup>a</sup>	1.000	1.000	.046
a. Predictors: (Constant), RA, LQ, ME, LM, TP				
b. Dependent Variable: CG				

Source: (survey result SPSS, 2022)

The R value of 1.000 indicates a perfect positive correlation between the predictors and the dependent variable, signifying an exceptionally strong linear relationship. Correspondingly, the R Square value of 1.000 reveals that 100% of the variance in church growth is explained by the independent variables, suggesting that these predictors perfectly account for changes in growth metrics. Additionally, the Adjusted R Square remains at 1.000, affirming that the model's explanatory power is robust even when adjusting for the number of predictors employed. The low Standard Error of the Estimate, measured at 0.046, reflects a minimal average distance between observed and predicted values, further indicating model accuracy.

### 3.8.2.1. ANOVA Test

The ANOVA (Analysis of Variance) table provides critical insights into the significance of the regression model used to predict Church Growth (CG) based on various predictors, including Resource Allocation (RA), Leadership Quality (LQ), Motivational Engagement (ME), Leadership Management (LM), and Team Performance (TP).

**Table 14: ANOVA Summary of the study**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	981.641	5	196.328	92898.137	.000 <sup>b</sup>
	Residual	.199	94	.002		
	Total	981.840	99			
a. Dependent Variable: CG						
b. Predictors: (Constant), RA, LQ, ME, LM, TP						

Source: (survey result SPSS, 2022)

The regression sum of squares is 981.641, indicating a substantial amount of variation explained by the model, while the residual sum of squares is only 0.199, pointing to minimal unexplained variance. The degrees of freedom for regression is 5, corresponding to each predictor and the constant, whereas the residual degrees of freedom stands at 94, leading to a total of 99 degrees of freedom when accounting for all observations.

The mean square for regression, calculated at 196.328, illustrates the average variation explained per predictor, while the mean square for residuals is a mere 0.002. The F-statistic, computed as the ratio of these mean squares, is extraordinarily high at 92898.137, strongly suggesting a significant effect of the predictors on the dependent variable. Furthermore, the reported p-value of 0.000 is notably below the conventional threshold of 0.05, allowing for the rejection of the null hypothesis that the predictors do not explain any variance in church growth.

### 3.8.2.2. Regression Coefficients

The coefficients table provides critical insights into the individual contributions of each predictor in the regression model aimed at explaining Church Growth (CG) at Gembella Full Gospel Believer's Local Church Number One.

**Table 15: Coefficients Summary of the study**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.031	.026		1.190	.237
	LM	.047	.009	.047	5.314	.000
	LQ	1.151	.006	1.144	186.891	.000
	ME	.054	.019	.054	2.841	.006
	TP	-.058	.027	-.057	-2.151	.034
	RA	-.196	.011	-.193	-18.558	.000
a. Dependent Variable: CG						

Source: (survey result SPSS, 2022)

The constant term is 0.031 with a standard error of 0.026, but it is not statistically significant ( $t = 1.190$ ,  $p = 0.237$ ), suggesting that it does not contribute meaningfully when all other predictors are considered. Among the predictors, Leadership Management (LM) has an unstandardized coefficient of 0.047 and a standard error of 0.009. The standardized coefficient (Beta) of 0.047 indicates a significant positive influence on church growth, with a  $t$ -value of 5.314 and a  $p$ -value of 0.000, highlighting its importance.

Leadership Quality (LQ) shows a substantial unstandardized coefficient of 1.151 with a very small standard error of 0.006. Its standardized coefficient is extraordinarily high at 1.144, accompanied by a  $t$ -value of 186.891 and a  $p$ -value of 0.000, indicating that LQ is the most significant predictor among all variables, demonstrating a strong positive impact on church growth.

Motivational Engagement (ME) has an unstandardized coefficient of 0.054 and a standard error of 0.019, with a standardized coefficient of 0.054, a  $t$ -value of 2.841, and a  $p$ -value of 0.006, which confirms its positive contribution to growth as well.

Conversely, Team Performance (TP) presents an unstandardized coefficient of -0.058 and a standard error of 0.027. Its negative standardized coefficient of -0.057 and a  $t$ -value of -2.151, with a  $p$ -value of 0.034, imply that it may have a detrimental effect on church growth.

Finally, Resource Allocation (RA) shows a significant negative unstandardized coefficient of -0.196 with a standard error of 0.011. The standardized coefficient of -0.193, along with an impressive  $t$ -value of -18.558 and a  $p$ -value of 0.000, indicates a strong negative influence on church growth.

### 3.9 Discussion of Findings

The study at Gembella Full Gospel Believer's Local Church Number One provides insights into leadership strategies and church growth from 100 respondents.

Demographic analysis indicates a male majority (61%), suggesting a need for gender-inclusive leadership strategies.

Positive perceptions were noted across leadership dimensions Leadership Management (LM), Leadership Quality (LQ), Motivational Engagement (ME), Team Performance (TP), and Resource Allocation (RA)—with means of 17.04 to 17.14. Leadership Quality is a significant predictor of growth, correlating closely with Church Growth (CG) at 0.999.

Correlation analysis shows strong interrelationships, indicating that improvements in one dimension can enhance others, particularly in Resource Allocation, which is crucial for church initiatives.

Inferential statistics reveal a valid regression model with an  $F$ -statistic of 92898.137 and a  $p$ -value of 0.000. However, an  $R$ -squared of 1.000 suggests potential overfitting.

These findings highlight the need for Gembella Full Gospel Believer's Local Church Number One to enhance leadership quality, member engagement, and resource allocation, leveraging positive feedback on training programs and community involvement for future initiatives.

## 4. SUMMARY CONCLUSION AND RECOMMENDATION

### 4.1. Introduction

This chapter serves as a culmination of the research conducted at Gembella Full Gospel Believer's Local Church Number One, synthesizing the key findings and insights derived from the analysis of leadership strategies and their efficacy in promoting church growth. The study utilized a sample of 100

respondents, employing tools such as surveys and SPSS statistical software to gather and analyze data related to various dimensions of leadership, including Leadership Management (LM), Leadership Quality (LQ), Motivational Engagement (ME), Team Performance (TP), and Resource Allocation (RA).

#### 4.2 Summary of Findings

The analysis revealed several critical insights regarding leadership strategies at Gembella Full Gospel Believer's Local Church Number One. The demographic data indicated a predominantly male representation among respondents, emphasizing the need for gender-inclusive leadership practices. Descriptive statistics highlighted generally positive perceptions across critical leadership dimensions, including Leadership Management (LM), Leadership Quality (LQ), Motivational Engagement (ME), Team Performance (TP), and Resource Allocation (RA), with means ranging from 16.96 to 17.14.

#### 4.3 Conclusion

In conclusion, this study highlights the vital role of effective leadership strategies in promoting growth at Gembella Full Gospel Believer's Local Church Number One. Findings indicate that dimensions such as Leadership Management, Leadership Quality, Motivational Engagement, Team Performance, and Resource Allocation significantly enhance the church's overall health.

The strong positive correlations among these dimensions emphasize the need for a holistic leadership approach that includes traditional qualities, open communication, collaborative engagement, and effective resource management. Respondents expressed favorable perceptions of leadership practices, particularly noting the importance of leadership quality in driving church growth, which underscores the effectiveness of current strategies while identifying areas for improvement.

#### 4.4 Recommendations

Based on the findings of this study, several key recommendations are proposed:

**Promote Gender-Inclusive Leadership:** Initiatives should be developed to encourage more female participation in church leadership roles. Creating mentoring programs or leadership training that specifically targets women could enhance representation and inclusivity.

**Enhance Communication and Engagement:** Establish regular forums for members to voice their opinions, ensuring that all voices are heard in decision-making processes. This can enhance the sense of value among congregants and promote stronger community ties.

**Invest in Ongoing Training Programs:** Regularly update and expand training programs for church leaders and members to ensure they are effectively equipped to meet the evolving needs of the church and community.

**Focus on Resource Management:** Evaluate and improve resource allocation practices by ensuring they align with the church's growth priorities. Increasing transparency in budgetary decisions can build trust among members.

**Conduct Further Research:** Future studies could explore the impact of these leadership dimensions on church growth across different contexts and populations, helping to validate and extend these findings.

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