

**AN ASSESSMENT OF LEADERSHIP FACTORS AFFECTING
MEMBERSHIP GROWTH IN CHURCHES: A Case Study of The
Presbyterian Church Of East Africa. (P.C.E.A.)**

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MGE/09/113/0968

**A Research Project Submitted To The Institute Of Security Studies,
Justice And Ethics For The Fulfillment Of The Requirement For The
Award Of A Masters Degree In Governance And Ethics Of Mount**

Kenya University

October, 2014

ABSTRACT

Governance theory shows that there is a kind of direct link between good governance and stability of any organization. Presbyterian governance allows governance through elders who are both the laity and clergy. P.C.E.A. church governance has been faced with number of challenges including power wrangles among elders or between elders and the clergy. The purpose of this study was to assess leadership factors affecting membership growth in PCEA. Specifically, the study aimed to assess the effects of leadership in the PCEA church on the congregation; to examine the methods P.C.E.A. uses in training her leaders and to assess the effects of power conferred to lay elders on the management of PCEA Church. The researcher used descriptive research design from the members of population with the questionnaire as the main instrument of data collection. This research was conducted in Mt. Kenya Region of the Presbyterian church of East Africa. The study targeted the clergy, church elders and ordinary members. Stratified random sampling was used to come up with a sample of 5 clergy, 90 elders who are both the clergy and laity and 277 ordinary church members including ex members. The researcher used questionnaires to collect primary data. The collected data was analyzed by descriptive statistics, frequencies and cross tabulations were also used to present quantitative data. Majority (52%) of church members indicated that their pastor was effective in leadership. According to majority (59%) of the church members, the church elders were very effective in leadership. The study also found that a significant number (80%) of the participants indicate that they received no training on leadership from the church. An overwhelming majority (91%) of the church elders indicated that they never received any training from the church. The study found that a significant number (80%) of pastors indicated that the church elders were too powerful in the management of PCEA church. Majority (80%) of the church elders indicated that the church pastors were not too powerful. The researcher concluded that whereas the leadership style of PCEA church is befitting of a church organization it lacks in some aspects. The lack of training to church leaders is retrogressive since in a dynamic world, much is changing and the leaders need to keep abreast with the changes. This is critical especially because many of the church elders are lowly educated. The researcher concluded that church elders should be provided with leadership training. The researcher also recommended that theological training for church pastors should involve training in leadership.