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The Effect of Pastoral and Staff Leadership Training on the Growth of the Southern African-American Church [Dissertation Notice]

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ship style and listening practices of International Mission Board (IMB) overseas team leaders. The Multifactor Leadership Questionnaire (MLQ) was used to measure transformational, transactional, and passive/avoidant leadership style and the Listening Practices Feedback Report-360 (LPFR) assessed listening practices of attention, empathy, memory, open mind, respect, and response. A correlational analysis using Pearson r was conducted between leadership styles and listening practices. Further analysis was conducted to determine which leadership style was most significantly correlated with each of the six listening practice subscales.

The findings indicated that transformational leadership had a statistically significant and moderately positive correlation with the total LPFR score and with the other five listening practices subscales. Transactional leaders also had a moderately positive correlation with total LPFR score and significant correlations on empathy, memory, and response subscales. Passive/avoidant leadership style had a significantly moderate negative correlation with LPFR and with empathy, memory, respect, and response subscales. This study shows that transformational and transactional leadership styles have a statistically significant and moderately positive relationship with listening dimension scores as measured by the LPFR and supports transformational leadership theory.

Ming, M. D. (2011). *The impact of family, community, and resilience on African-American young adults who had parents incarcerated during childhood*. Ph.D., Andrews University.

This qualitative, multiple-case study addressed African-American young adults' perceptions of the

impact of parental incarceration on their lives and how they were able to overcome the difficult situation and graduate from high school. Semi-structured interviews with 12 individuals revealed similar experiences across those interviewed. Interviewee responses confirmed the importance of strong family relationships. The participants sought and received support from aunts, uncles, brothers, and cousins. Mothers and/or grandmothers were the primary caregivers. Grandmothers also became surrogate parents when a significant number of mothers worked multiple jobs, attended school or needed time to regain balance in their lives. Community was also shown to be very important. In their churches the children found normalcy, acceptance, purpose, stability, safety, father figures, and the absence of judgments because of their fathers. In the majority of cases, it was grandmothers who introduced them to church influences. School also gave meaningful support, becoming a refuge where they received inspiration and encouragement from administrators and teachers who pushed and challenged them to achieve academic success.

Pickett, D. K. (2011). *The effect of pastoral and staff leadership training on the growth of the southern African-American church*. Ph.D., New Orleans Baptist Theological Seminary.

This dissertation sought to determine the impact of pastoral and staff leadership development on the southern African-American church in areas of church growth (worship attendance, Bible study attendance, and church membership census), community development (ministries that reach into the community); and economic growth (income from tithes

and offerings, special fundraising, and intra-church nonprofit organizations). Both qualitative and quantitative methodologies were employed. Thirty-five leaders from seven African-American churches participated in the study by providing information regarding their educational and professional background and by completing MLQ surveys on themselves and their peers in order to identify leadership characteristics. In addition, each of the seven churches provided data on its growth. Analysis of the data obtained suggests that a relationship exists between training and development, church growth, community development, and economic growth. Suggestions given included ways to improve current methods of development or to create new methods.

Turner, R. L. (2011). *Leadership development process of select house church networks in North America: A multi-case study*. Ph.D., The Southern Baptist Theological Seminary.

This multiple-case study analyzed the leadership development process in four North American house church networks. Leader/trainers and house church leaders within all four networks were studied to reveal the competencies leader/trainers used to select, develop, and sustain house church leaders. This qualitative research design was achieved by engaging in on-site interviews with the leader/trainers and house church leaders among the four selected house church networks. The researcher spent a minimum of two days on location with each house church network; this aided in providing a thick description of each network's geographical and cultural setting. One quantitative component of

the study employed Likert scales to measure objectively the self-perception of house church leaders toward the effectiveness and ineffectiveness of their leadership development. The findings identify practices of leadership development that are utilized by leader/trainers within the context of selected North American house churches, and could reveal a grounded theory or philosophy of leadership development that informs the practices of each network's leadership development process. Ministry leaders, existing house church leaders, and potential house church planters may benefit from applying the practices and philosophy of network leadership development demonstrated in this study.

Ward, A. J. (2011). *Church organizational culture: Construct definition and instrument development*. Ph.D., The Southern Baptist Theological Seminary.

The purpose of this research was to operationalize the construct of church organizational culture (COC) and to develop an instrument to measure the construct. In order to accomplish this goal, the researcher undertook a six-phase mixed-methods study following accepted protocols for construct validation.

The six phases of this research study included precedent literature review, expert panel, modified Delphi study, instrument design, statistical analysis, and revisions to the survey. Pilot studies of the instrument were conducted at churches throughout the United States. The new instrument underwent statistical analysis for item correlation using exploratory factor analysis, for internal consistency reliability using Cronbach's Alpha, and for content validity using an online survey of the expert panel.