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Factors and Qualities of Lay Leadership Influencing Church Growth : a Multiple Case Study

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Han, Stephen Soonchul. (2015). *Developing an intentional leadership development process through mentoring in the local church.* D.Min., Biola University.

The purpose of this research is to increase the effectiveness of developing Christian leaders through intentional mentoring relationships in the local church. The project proposes and evaluates the significance of intentional mentoring relationships in a church-based leadership development process. This research was conducted at Young Nak Celebration Church as an example of a local church developing an effective leadership development process for its existing and emerging leaders in ministry. A survey questionnaire was sent out to the leaders who completed the Leadership Journey (TLJ) at Young Nak Celebration Church. Survey results overwhelmingly affirmed the importance and effectiveness of intentional mentoring relationships in developing Christian leaders in the church. Ministry leaders became more effective and confident as a result of being involved in a mentoring relationship. Based on biblical studies, literature review, and the result of the survey, this research provides a framework for a leadership development process that worked at Young Nak Celebration Church and that appeared to be applicable in other local church contexts.

Hansens, Alice R. (2015). *Factors and qualities of lay leadership influencing church growth: A multiple case study.* Ph.D., Capella University.

Extant literature regarding church growth mentions lay leaders as important partners in the operation and administration of a church. While discussions of their participation acknowledge their importance, no studies on church growth focused on the way they specifically influence growth. This qualitative multiple case study took a holistic approach by examining three churches within the Wesleyan churches in the American Midwest. Churches included in the study reflected a pattern of growth over a five-year period. Examination of these churches sought to understand the factors and qualities of lay leaders that impacted growth. Data were obtained from long-term members, new attenders, and leaders. The results fell into four categories: God focused, self-focused, others focused, and “none of these.” The largest category in all three cases was others focused. Consistent factors and qualities from all groups included love and care that was directed both in and outside of the church and leaders’ willingness to develop others. Leaders also expressed love of God and prayer as important factors in effective leadership. From the “none of these” category, qualities of humility, honesty and integrity were important. Data from the study were also compared to existing transformational leadership and servant leadership theories, both of which were potential explanations of the layperson influence on church growth.