Developing Leaders for Effective Cross-cultural Christian Leadership in East Asian Context

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This study is about developing leaders for effective cross-cultural leadership practice in the East Asian cultural context toward the fulfillment of the Great Commission. This dissertation asks the question, Will the increased understanding of effective Christian leadership practices in the East Asian context increase the confidence of leaders who intend to lead within that culture? In order to discover the answer, leaders of Los Angeles United Church were invited to participate in a training seminar which focused on strengthening theological understanding of Christian leadership and raising anthropological awareness of culture in a leadership situation. The participants completed a pre-seminar and a post-seminar questionnaire in order to measure their progress. The analysis of the instrument confirmed the hypothesis to be true. Acquiring greater understanding of biblical leadership and cross-cultural dynamics in a leadership situation increased their motivation and confidence level necessary for effective cross-cultural leadership.


This dissertation is a qualitative case study of religious leadership in the International Church of the Foursquare Gospel, commonly known as the Foursquare Church, a Pentecostal Christian denomination with a network of over 1,600 churches in the United States. The study collected data on the distinctive characteristics of Foursquare leadership by examining four core documents of the church and the church’s website and through semi-structured one-on-one interviews with eight prominent national leaders of the organization. The researcher then analyzed the data through a systematic coding process to identify key themes related to Foursquare leader characteristics and then categorized those themes. The study also compared the characteristics of Foursquare leadership to the characteristics of leadership as described by Weber’s (1963) theory of religious leadership and with five contemporary leadership theories to discover similarities and differences. The results indicated that there were several similarities and differences between Foursquare leadership and leadership described by Weber’s theory and the five contemporary leadership theories, showing that Foursquare leadership has much in common with leadership described by the five contemporary theories, but that only Weber’s theory accounted for the distinctly religious characteristics of Foursquare leaders. The study concluded that religious leadership as practiced in the Foursquare Church is best described by a combination of the five contemporary theories and Weber’s theory. Implications and limitations of the study as well as recommendations for future research regarding religious leadership are discussed.


Leadership styles and the attendant behavior of mission practitioners and church administrators too often demonstrate leadership attitudes and practices that reflect cultural norms.