Leadership Development Process of Select House Church Networks in North America: A Multi-Case Study [Dissertation Notice]

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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.


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.