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The Lived Experience of Leadership for Female Pastors in Religious Organizations [Dissertation Notice]

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Questionnaire, and the effectiveness of the church, as defined by Natural Church Development. The Natural Church Development scores were averaged for fifteen churches that participated in the research. Each senior pastor participated in the Multifactor Leadership Questionnaire, giving each a rating on transactional, transformational, and laissez-faire leadership traits. Regression analysis was used to determine correlation between the variables. These two variables (NCD average score and MLQ averages for transformational, transactional, and laissez-faire) were examined with linear regression testing. The result was a statistically strong linear relationship with transformational (Adjusted R2 = .24) and transactional leadership (Adjusted R2 = .25), but no statistically significant correlation with laissez-faire. Thus the study finds that the leadership of the senior pastor does relate to the effectiveness of the church as defined by the eight markers of Natural Church Development.

Swalm, James E., Jr. (2010). *The development of shepherd leadership theory and the validation of the Shepherd Leadership Inventory (SLI).* Ph.D., Regent University.

Because shepherding is one of the oldest occupations of humanity, the metaphor of the shepherd as leader dates back thousands of years and is a universal image. The shepherd-leader metaphor, then, is an ideal vehicle through which to study leadership. The purpose of this study was to (a) develop the theory of shepherd leadership by operationalizing shepherd leadership into a behavioral construct and (b) create a validated inventory through which to further the study of shepherd leadership and the practical application of shepherd-

leadership principles to the practice of leadership. The initial development of shepherd-leadership theory began with a significant literature review of the shepherd-leader metaphor contained in the Hebrew Scriptures, including the Old and New Testaments. This process continued with a literature review of shepherd leadership in the writings of modern authors both scholarly and popular. The literature review resulted in a theory of shepherd leadership which suggests that shepherd leaders are leaders who lead to insure the well-being of their followers through the behaviors of guiding, providing, and protecting. This creates the perception that a shepherd leader is one who performs certain behavioral tasks associated with shepherd leadership. However, this study revealed that shepherd leadership is primarily about being, not doing. Shepherd leaders perform certain behavioral tasks because they are shepherd leaders; they are not shepherd leaders because they perform these behavioral tasks. Therefore, shepherd leadership primarily is about who a leader is, not what a leader does. The Shepherd Leadership Inventory (SLI) was developed, incorporating 26 items to assess the three primary shepherd leader behaviors of guiding, providing, and protecting. The SLI was analyzed through the use of principal component factor analysis and determined to be both valid and reliable.

Truman, Althea W. (2010). *The lived experience of leadership for female pastors in religious organizations.* Ph.D., Capella University.

The historical pages of women's experiences have been inscriptively smeared with structural impediments to self-actualization. Institutionalized

policies and practices become stained-glass ceilings which are yet to be completely smashed in both secular and religious organizations. The clergy has been known to openly reject women, and whereas a societal voice invites them to participate in organizational functions and become leaders, an invisible patriarchal force combined with a formidable religious controversial force wrestles their leadership. This study explored the lived experience of leadership for female pastors in religious organizations. Its purpose is to provide a deeper and fuller understanding of that phenomenon. A qualitative methodological approach based on Moustakas' (1994) transcendental phenomenology guided the study. Nine Seventh-day Adventist (SDA) pastors, between the ages of 25 and 59 and holding leadership positions for 6 to 20 years, participated in the study. Data collection involved direct observation and individual interviews comprising open-ended guiding questions. The results suggest a shared experience marked by themes of Pastoral Significance, Call to Leadership, Gender, Youth Connection, Challenges and Issues, Sexism and Racism, Awareness and Acceptance, Cognitive Dissonance, and Leadership Style. Struggle and sacrifice are distinct constituents of the results. There is noted struggle with a "Divine Call" that is followed by personal sacrifice. Response to the Call precipitates movement from struggle and sacrifice to peace and joy, and to contentment and self-actualization in the face of denominational rejection, cognitive dissonance, and collective social distance that become structured impediments to leadership emergence and effectiveness. These structural impediments bear implications for leadership in the SDA denominational hierarchy as well as for female pastoral leadership. Recommendations for future research

include a direct extension to the current study for a focus on the responses of single and married women to female pastoral leadership.

Wilson, Kent R. (2010). *Steward leadership: Characteristics of the steward leader in Christian nonprofit organizations.* **Ph.D., University of Aberdeen.**

A recent and minimally researched model of leadership centered in the role of the steward offers potential for a focused and expedient model for leadership of Christian nonprofit organizations. The purpose of this research is to add knowledge to nonprofit leadership by defining the primary characteristics of leadership that is focused around the role of the steward. It secondarily describes the extent of awareness and implementation of steward leader characteristics among leaders of Christian nonprofit organizations. This study researches the characteristics of the steward leader through two major phases. The first phase of research involves the exegetical study of the history and characteristics of the historical steward as revealed in the ancient documents of the classical Greco-Roman and biblical steward. This study results in the development of a preliminary typology of historic steward leader characteristics. Phase Two of the research refines the characteristics of the steward leader by conducting field research using surveys and in-depth interviews with contemporary leaders of Christian nonprofit organizations. The preliminary characteristics of the steward leader derived in Phase One were presented to contemporary Christian nonprofit leaders through a quantitative survey to confirm a typology of contemporary steward leader characteristics and to pre-qualify participants for in-