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Perceptions of the Senior Pastors' Transformational Leadership Style and Its Relationship to the Eight Markers of Natural Church Development [Dissertation Notice]

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Pickett, Dwayne 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.

The purpose of the study was to determine the impact of pastoral and staff leadership development on the Southern African-American church in the following areas: (1) church growth—worship attendance, Bible study attendance, and church membership census; (2) community development—ministries that reach into the community and the level of participation in such ministries; and (3) economic growth—income from tithes and offerings, special fundraising, and intra-church nonprofit organizations. The research was done using both qualitative and quantitative methodologies. 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. Also, each of the seven churches provided data on its growth. Analysis of the data obtained suggests that a connection 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 researcher also recommended ways to enhance this study.

Puls, Timothy R. (2011). *Authentic leadership and its relationship to ministerial effectiveness.* Ed.D., Indiana Wesleyan University.

Authentic leadership theory has generated much debate in light of the

corporate world's renewed prerequisite for genuineness (Clapp-Smith, Vogelgesang, & Avey, 2009; George, 2003). The intrapersonal dimension of authentic leadership unveils how a person's self-awareness, worldview and balanced processing shape one's moral reasoning. The interpersonal dimension stresses how psychological capital (confidence, hope, optimism and resiliency) and emotional intelligence are outwardly exhibited as well as the ability to exchange trust and transparency with followers. This study examined the authentic leadership of clergy and discovered a positive correlation with ministerial effectiveness. A survey of 58 experienced Lutheran pastors of the Indiana District of the Lutheran Church-Missouri Synod and 164 of their lay leaders was conducted. Each self-rating pastor and other-rating lay leader completed the Authentic Leadership Questionnaire (ALQ) by Walumbwa, Avolio, Gardner, Wernsing, and Peterson (2008) and the Ministerial Effectiveness Inventory (MEI) developed by Majovski (1982). A moderately significant relationship was found between the ALQ and MEI scores.

Rumley, David D. (2011). *Perceptions of the senior pastors' transformational leadership style and its relationship to the eight markers of Natural Church Development.* Ed.D., Indiana Wesleyan University.

Noting the dearth of quantitative research on the impact of leadership within the church arena, this study examines the relationship between the leadership style of the pastor and the health of the church. The study sought a statistically relevant linear correlation between the leadership style of the senior pastor, as defined by the Multifactor Leadership

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 $R^2 = .24$) and transactional leadership (Adjusted $R^2 = .25$), 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