

LEADERSHIP STYLES AND CHURCH GROWTH.

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Abstract: The study examines leadership styles (LS) and growth of selected Pentecostal churches in Port Harcourt, Rivers State Nigeria. Task-centred (TCL) and people-centred style (PCL) was related to church growth. The population comprises the 756 employees of 15 Pentecostal churches in Port Harcourt, Rivers State, Nigeria. 254 sample size was determined with Krejcie and Morgans' (1970) table. The sample subjects were got through Simple Random Sampling technique. Spearman's rank order correlation coefficient was used for the hypothetical statements. A significant and positive relationships exist between leadership styles and church growth. The study concludes that leadership relate to church growth and recommends usage of both task centre and people centred leadership styles.

Keywords: Leadership Styles, Church Growth. Task-Centred and People-Centre Leadership style.

INTRODUCTION

Every healthy church undertakes a growth process, by growing in love, numbers and having a qualitative change. As the church grows, it becomes easy to serve God. Having the right leaders and information safeguards the church. The Word, knowledge, experience, and the leaders' styles in managing the church sustain their growth. Church growth hinges on the grace and sustenance of God, capability of men, knowledge, attitude, mentality, faith, and proactive management. Both God and men have a role to play in the church growth (Martin, 2016).

Amongst those who consider the spiritual aspect of growth is McGavran (1977), who defines church growth as a personal encounter with Christ and dedicated membership. He examined church growth from the viewpoint of conversion of souls and turning souls into fruitful members. Church growth is advancement of the church spiritually, mentally, and socially. It encompasses more than spiritual growth. The church should inculcate a

good habit into its workforce. A leader with no foresight and poor administrator, who has no charismatic to carry along the followers, cannot enhance church growth. Faulty leadership occurs when the spiritual growth is stagnant, no personal leadership growth, not tapping from others, not creative nor proactive in a world where change is permanent, low reasoning, limited network, unchanged structure and no follower's involvement, wrong approach to task and people.

Research Questions

What is the relationship between:

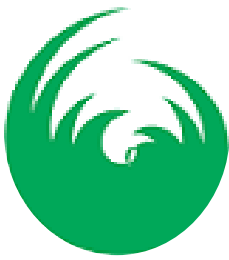
- a) Task-centred leadership style and growth of selected Pentecostal churches in Port Harcourt, Rivers State, Nigeria?
- b) People-centred leadership style and growth of selected Pentecostal churches in Port Harcourt, Rivers State, Nigeria?

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Leadership Style and church growth and their dimensions are scrutinised from literature and are laid as figure 1.

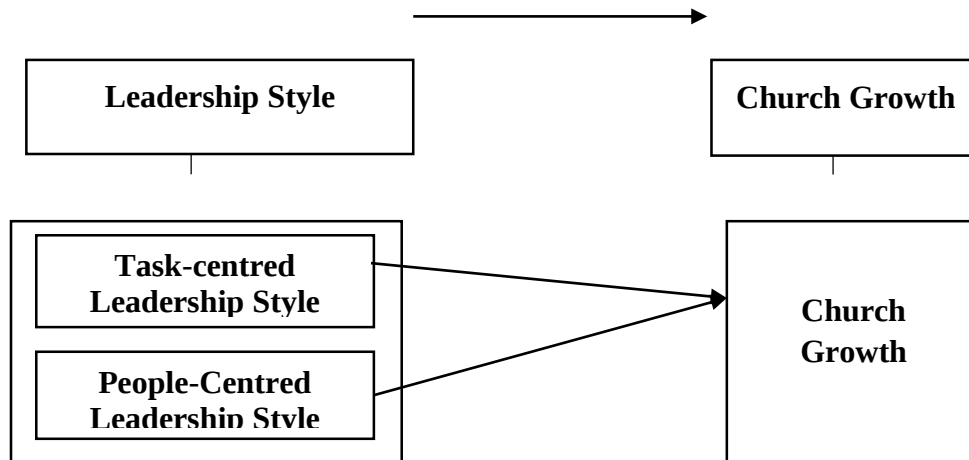


Fig1: Operational Framework of Leadership Styles and Church Growth.

Source: Researchers (2021).

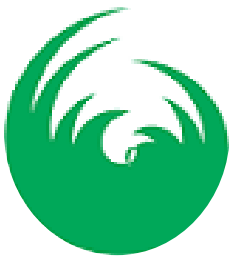
Concepts of Leadership Style

Leadership is a leader's method of seeking voluntary involvement of subordinates to reach organisation goals. Leadership is achieving a desired result, inspiring others, persuade others willingly to behave differently, clarify what need to be done (Armstrong & Taylor. 2017). A leader is a person who delegates or influence others to perform a stated aim. The style is a leader's method for exercising leadership when relating to their followers and subordinates. Leadership style is the reliable pattern of behaviour that describes a leader (DuBrin 2001). The complexities of the rapidly changing global environment makes efficiency a priority in the church. Hence the need for an effective leadership style.

Task-centred Leadership Style: A task-oriented leader ensures satisfactory job completion. Bell (2019) defines task-oriented leadership as someone emphatic about task

completion, achievement of goals and meeting deadlines. Directive task style require given specific instruction while achievement task style set goals for higher performance of tasks.

People-Centred Leadership Style: The people-oriented style gives support and develop the followers. Larman (2015) defines people-oriented style as a style where employees trust their leaders and are devoted. People-Centred Leadership is an inspirational leadership procedure that encompasses individual and organisational goals, building trust, supporting individual and accomplish progressive changes in their goals by building strong relationships with people (Patchin, 2021). People-oriented leaders decision's impacts on others, have strong relationship, makes people feel heard, appreciated, encourage teamwork, trust, respect and support. Participative or supportive leadership style can be used to advances the skills of the employees.



Church Growth

A church is an assembly or gathering of worshippers. Church is from the Greek word “eklessia,” which means “assemblage” of people. The body of Christ should experience growth. When the root is good, the fruit will be good; to experience growth, the church should have strong roots, nourish the roots and fruits to have value (Ibiyeomie, 2017). Church growth focused on great commission of multiplication by winning the soul and making a disciple of God’s people in the entire world. An organisation determines its growth through sales, profit, revenue, increase in size of employees, product success, physical expansion, market share, product etc., but in the God, and good leadership. The leadership style determines goal success, create and sustain worthy work climate, good organisational culture and fulfilment of workers. Competent, principled, proactive, sensitive, compassionate, and conscious leaders enhance growth. A healthy church structural leadership should strengthen as impact and continuous growth occur (Lindell, 2021). A leader should have information’s on the changing environment, globalisation, innovative technology, and good management. Thriving depends on God’s backing in all church activities and Godly principles should be guidance in church activities.

From the foregoing discussion, the following relationships are hypothesized in their null forms:

There is no significant relationship between:

Ho₁: Tasks centred leadership style and growth of selected Pentecostal churches in Port Harcourt, Rivers State, Nigeria.

church, growth is the spiritual, relational, numeric, and technical growth (continuous technological changes in using technology to spread the gospel).

Leadership Style and Church Growth.

Leadership styles refer to procedures, plan, direction for implementing programs and activities by the management. Church growth depends on its leadership effectiveness. A church might be friendly, relevant, solid in preaching the word of God, but rise and fall due to wrong leadership style. These implied that the outstanding attributes enhances organisational growth. Growth involves having great people, the Word, loving

Ho₂: People-centred leadership and growth of selected Pentecostal churches in Port Harcourt, Rivers State, Nigeria.

METHODOLOGY

The survey study population comprises seven hundred and fifty-six (756) staff of the selected 15 Pentecostal churches in Port Harcourt. The sample is 254 employees. A simple random sampling method was used to select the sample elements. A questionnaire was used for the correlational study. The survey adopts a 4-point Likert-scale. 254(100%) questionnaires were administered, but only 236(93%) were retrieved and this constitutes the valid questionnaire. The cut-off point for acceptance of mean score in descriptive statistics is ($\bar{x} \geq 2.5$). Spearman rank order correlation coefficient was used to test the research hypotheses at the 0.05 level of significance

DATA ANALYSIS AND RESULTS

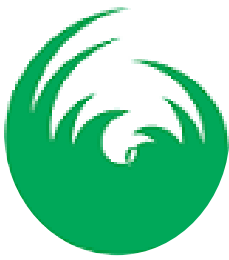


Table 1: Descriptive Statistics of Task-Centred Leadership Style

	N	Min	Max	Mean	Std. Deviation	Decision ($\bar{x} \geq 2.5$)
TCLI	236	1	4	2.84	.982	Accepted
TCL2.	236	1	4	3.42	.776	Accepted
Valid (listwise)	N 236					

Source: SPSS Output, 2021

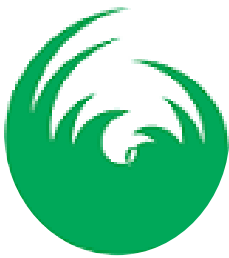
Table 2: Descriptive Statistics of People-Centred Leadership Style

	N	Min	Max	Mean	Std. Deviation	Decision ($\bar{x} \geq 2.5$)
PCLI	236	1	4	3.09	.846	Accepted
PCL2.	236	1	4	3.31	.783	Accepted
Valid (listwise)	N 236					

Source: SPSS Output, 2021.

Table 3: Descriptive Statistics of Church Growth

	N	Min	Max	Mean	Std. Deviation	Decision ($\bar{x} \geq 2.5$)



CG	23 6	1	4	3.24	.773	Accept
Valid N (listwise)	23 6					

Source: SPSS Output, 2021.

In table1 & 2 above, each item of the instrument on task-centred and people-centred leadership style shows a mean score that is greater than 2.5 ($\bar{x} \geq 2.5$). Since the mean scores were above 2.5, the cut-off points for positive scores, all the items are therefore considered positive and accepted. The result therefore shows that task-centred and people centred leadership style exists in the church. Both styles score is greater than 2.5. This indicates that each of these styles does exist in the churches. That should be obvious, given the nature of church leadership. Some

matters will require a directive or achievement style, while others demand participatory or supportive style for successful leadership. Church growth in table 3 shows a mean score that is greater than 2.5 ($\bar{x} \geq 2.5$).

Relationship between Task-Centres leadership Style and Church growth

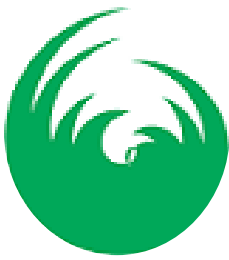
Table 4: Correlations between Task-Centred Leadership Style and Church Growth

			Task Centred Leadership	Church Growth
Spearman's rho	Task Centred Leadership	Correlation Coefficient	1.000	.638**
		Sig. (2-tailed)	.	.000
		N	236	236
	Church Growth	Correlation Coefficient	.638**	1.000
		Sig. (2-tailed)	.000	.
		N		236

Source: SPSS Output, 2021.

Ho₁ state that, there is no significant relationship between TCL and growth of selected Pentecostal churches in Port

Harcourt, Rivers State, Nigeria (Ho₁). The result P= .000 < 0.05. show a significant relationship. The rho value of



.638 shows a strong positive significant relationship between TCL and church growth. H_{01} is therefore rejected, and the alternate accepted, implying a strong positive significant relationship between TCL and church growth.

Relationship People-Centres leadership Style and Church growth

Table 5: Correlations between People-Centred Leadership and Church Growth

			People Centred Leadership	Church Growth
Spearman's rho	People Centred Leadership	Correlation Coefficient	1.000	.767**
		Sig. (2-tailed)	.	.000
		N	236	236
	Church Growth	Correlation Coefficient	.767**	1.000
		Sig. (2-tailed)	.000	.
		N	236	236

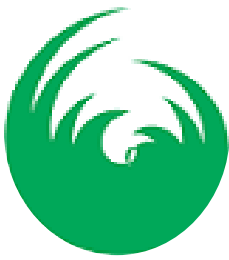
Source: SPSS Output, 2021.

It was hypothesised that PCL and church growth has no significant relationship (H_{02}). The analysis shows that, at a significant level of $P = .000$, $\rho = .767$, a relationship that is strong and positive exists. H_{02} is therefore rejected, and the alternate accepted, indicating a strong positive significant relationship between PCL and church growth.

DISCUSSION OF FINDINGS

TCL and church growth were examined with the first hypothesis. The result shows strong positive significant relationship between TCL and church growth. The study

agrees with Keita (2019) that leadership styles (LS) have an impact on church growth in Alexandria and Springfield, Virginia whose data analysis yielded that leadership styles ensures church growth and influence social change for leaders of Pentecostal churches who function as leadership mentors and believers. The study confirms to Tengeya (2021) that studied the “influence of church leadership on membership growth”. The findings show that “the growth of church membership is related to the leadership styles adopted”.



The relationship between PCL and church growth was examined with hypothesis 2. A strong positive significant relationship between PCL and growth of selected Pentecostal churches in Port Harcourt, Rivers State Nigeria was observed. The findings confirm that of Cincala and Chase (2018) that “servant leadership is related to church health and growth”. It agrees with Mutia (2016) that examines “the influence of strategic leadership on church growth in Kenya”. The findings depict “a significant relationship between the strategic leadership and church growth”.

CONCLUSION

The study investigates LS and growth of selected Pentecostal churches in Nigeria. The findings show a strong positive relationship between LS and church growth. Both TCL and PCL are appropriate in the church and the two styles can be combined to achieve the church goals. Thus, the study concludes that leadership styles relate to church growth (CG).

RECOMMENDATIONS

Based on result and conclusion, the following recommendations are apt:

1. The leaders should understand both task-centred and people-centred leadership and use at appropriate situation.
2. A combination of style can be used for matters requiring directive and participatory style.
3. Healthy and holistic views of leadership should be employed at the church.

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