Title: Dimensions and effectiveness of leadership empowerment as perceived by pastors of Central Luzon Conference of Seventh-day Adventist: toward developing a model program for leadership empowerment of pastors

Author: Eliezer L. Barrientos

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Abstract:

There are several dimensions involved in the empowerment of pastors. Thus this study was made primarily to explore those dimensions and measure their importance to pastors in relation to their leadership effectiveness as well as to measure the effectiveness of Central Luzon Conference (CLC) as an organization in implementing the dimensions. The instrument used in this study was self-constructed and their substances were taken from various literatures, observations and interviews with selected pastors at CLC. The respondents in this study were 108, representing 81% of total population of CLC pastors as of the time of the gathering of the data.

The study showed that CLC pastors generally perceived the dimensions of empowerment as “very highly important” to enhance their leadership potentials. Nevertheless the general perceptions of the pastors with regard to the effectiveness of its implementations were generally less very highly effective. This result implies that there were disparities between the levels of importance to the actual effectiveness. With these results a program model called Integrated
Leadership Development Program for Pastors or ILDPP was designed to minimize those discrepancies or if possible to eliminate them.

This program needs to be institutionalized and must be supported with policies. Therefore a course of action of the CLC Executive Committee to implement the program is important. Finally, it is recommended that ILDPP must be placed under the supervision of the Human Resource Department of CLC. In this case the role of the human resource director in full cooperation with the ministerial secretary is essential in the implementation of the program.