# The Africa Leadership Study

## Sponsored by







A group of researchers from Kenya, and across Africa, are cooperating to carry out a study on African Leadership. This research will provide insight into the ways in which African Christians are exercising influence and leadership in a wide range of arenas, and will help us identify key Christian leaders, projects, and organizations that are positively impacting others. The results will be helpful to all who are involved in leadership development in Africa today.

This research is being carried out under the co-sponsorship of Daystar University, International Leadership University (NIST), and Africa International University (NEGST). If you have any questions, please feel free to contact Dr. Michael Bowen (0722-643710) from Daystar University, Dr. David Ngaruiya (0714-864390) from International Leadership University (NIST), or Dr. John Jusu (0716-740874) at Africa International University (NEGST).

#### **Instructions**

Because you are a Christian with local knowledge about other Christians who are exercising influence and leadership, we are asking for your help in this project. This survey will take between 30 and 45 minutes to complete. Your answers are anonymous. DO NOT put your name on the survey. Your help with this survey is strictly voluntary. Your completion of the survey will indicate your consent to participate in this study. You should feel free to not answer any question that you don't want to. Simply indicate that you wish to skip any such question.

In this survey you will sometimes be asked to write in your own answer, and other times will be asked to pick between possible answers. For example, you might be asked:

What is your gender/sex?

① Male
② Female

You will first identify the appropriate answer, and then fill in the bubble next to that answer. For example, if you are a man, you would mark in the bubble as follows:

What is your gender/sex?

Male

(2) Female

We want to express our deep appreciation to you for your help on this survey, believing that the results will have a long-term positive impact on Christian leadership development in Africa.

### Please tell us about someone who has influenced you in a good way

1. Name one Christian man or woman, outside of your family, who has influenced you
the most? (Please write full name)
2. This person is or was:  ① A pastor ② Another church leader ③ A teacher ④ An employer ⑤ A friend ⑥ Other (specify)  3. In what ONE area has this person impacted you the MOST? [Select only ONE] ① In your relationships with others ② Spiritually, in your relationship with God ③ Vocationally, in your work & career decisions ④ Ethically ⑤ Financially ⑥ Teaching you skills, educational
7 Other (describe)
Other (describe)
Please tell us about your church.
4. The average number of people that attend your church on a given weekend is:  ① Less than 40 ② 41 - 100 ③ 101 - 250 ④ 251 - 500 ⑤ 501 - 1,000 ⑥ More than 1,000
5. What is the name of your local church?
6. What is the name of this church's head pastor?

- 7. What is the name of your church's denomination?
- (1) Africa Inland Church (15) Evangelical Lutheran Church in Kenya (16) Free Pentecostal Fellowship African Brotherhood Church African Independent Pentecostal (17) Full Gospel Churches of Kenya Church of Africa (4) African Orthodox Church of Kenya (18) Kenya Assemblies of God Africa Gospel Church Maranatha Faith Assemblies (20) Methodist Church in Kenya (6) Anglican Church **Baptist Church** (21) Nairobi Chapel Catholic Church (22) New Apostolic Church Christ is the Answer Ministries <sup>(23)</sup> Pentecostal Evangelistic Fellowship of Africa (24) Pentecostal Assemblies of God (10) Church of Christ in Africa Church of God in East Africa Presbyterian Church of East Africa Church of the Nazarene Salvation Army Seventh-Day Adventist Church East Africa Pentecostal Churches Episcopal Church of Africa (28) Voice of Salvation and Healing Church Independent or Nondenominational Other

To what extent does your local church provide the following?	Not at All	A Little	A Good Bit	Very Much	I do not know
8. Care for elderly widows.	1	2	3	4	5
9. Job training	1	2	3	4	5
10. Financial training	1	2	3	4	5
11. Youth leadership development	1	2	3	4	5
12. Education about HIV/AIDS	1	2	3	4	5
13. Education about political realities	1	2	3	4	5
14. Adult leadership development	1	2	3	4	5
15. Opportunities for women in leadership	1	2	3	4	5
16. Ethical teaching for all of life	1	2	3	4	5
17. Models of servant leadership	1	2	3	4	5
18. Outreach ministry to Muslims	1	2	3	4	5
19. Access to Bibles and Christian books	(1)	(2)	(3)	(4)	(5)

### Tell us about pastors in your local area

Please list three pastors tharea? (If you <u>do NOT know</u>	nat you believe are w any such pasto	e making an in	mportant difference in your local o question 31).	28. How broad would you say this pastor's influence is?  1 Mainly in one local area 2 In one region of the country 3 National 4 International				
22.				29. To what extent is this person helping develop or train others as leaders.  1 Not at all 2 Somewhat 3 Quite a bit 4 Very much 5 I don't know				
ease list three pastors that you believe are making an important difference in your loea? (If you do NOT know any such pastors, then skip to question 31).  3. Who of the above three pastors would you say is making the most significant imparts.  4. What is his or her gender/sex?  5. How old would you guess he/she is?  6. How old would you guess he/she is?  7. What is his (or her) marital status?  9. What is his (or her) marital status?  1. Less than 35 years old  2. Between 35 and 44 years old  3. Between 45 and 54 years old  4. Between 55 and 64 years old  5. What is his (or her) marital status?  1. Married  2. Single  3. Other  4. I do not know.  7. What is his (or her) ethnic group?  1. Embu  2. Kalenjin  3. Kamba  4. Kikuyu  4. Kikuyu  5. Samburu  4. Kikuyu  6. Samburu  6. Kisii  7. Luo  8. Turkana						answer here is "very much," then please answer the ing question.		
24. What is his or her ger	nder/sex?	_				nich of the following best describes how this pastor is ping leaders?		
	2 Betwee 3 Betwee 4 Betwee 5 More th	n 35 and 44 years old n 45 and 54 years old n 55 and 64 years old nan 64 years old		(1) (2) (3) (4) (5)	Mentoring (setting good example, parenting, discipling)  Formally (education in school, teaching, administration)  Informally (internships, seminars, workshops)  Financial Sponsorship/Support  Other			
	3 Other		Tell us about other leaders in your local area					
27. What is his (or her) e	thnic group?	4 I do no	ot know.	While pastors of churches are important leaders, there are many other areas where Christians provide important leadership, such as in education, business, government,				
1 Emb	ou	8	Maasai			nunication and media. Some people provide leadership in		
_	•			- ·	-	rty, HIV/AIDS, ethnic conflict, religious conflict, or on youth, others on women, others on parents, or the aged.		
_								
_	*	_			_	Christians that you know of (not a pastor) that you believe are		
				_	•	local community in relation to some important area other		
	•			than pastoral ministry. Please include at least one woman in this list.				
(7) Luo		(14)	Turkana	31				
_	er (specify)			32				

impact?	34. Who of 1	he above three would you say is	is making the greatest or most strategic	40. Which of the following best describes the area of this person's influence? [Select the				
Please tell us about this person.  35. What is his or her gender/sex?  1 Male 2 Female 36. How old would you guess he or she is? 36. How old would you guess he or she is? 36. How old would you guess he or she is? 37. Less than 35 years old 38. Business  Church leadership development  39. Communication/media  40. Conflict Resolution  50. Education  60. Evangelism  70. Farming/environment  80. Government/Civil Service	imı	oact?						
Please tell us about this person.  3 Communication/media  35. What is his or her gender/sex?  4 Conflict Resolution  5 Education  6 Evangelism  36. How old would you guess he or she is?  1 Less than 35 years old 2 Between 35 and 44 years old 3 Communication/media 4 Conflict Resolution 5 Education 6 Evangelism 7 Farming/environment 9 Government/Civil Service	1							
35. What is his or her gender/sex?  1 Male 2 Female 36. How old would you guess he or she is? 36. How old would you guess he or she is? 37. What is his or her gender/sex?  2 Female 38. Education 39. Education 30. Evangelism 30. Farming/environment 30. Forming/environment 30. Government/Civil Service	Please tell	us about this person.						
2 Female  2 Female  5 Education 6 Evangelism  36. How old would you guess he or she is? 1 Less than 35 years old 2 Between 35 and 44 years old 3 Government/Civil Service		-	Ø 24.4					
36. How old would you guess he or she is?  1 Less than 35 years old 2 Between 35 and 44 years old 3 Evangelism  7 Farming/environment  8 Government/Civil Service	35. What is	his or her gender/sex'?	_					
36. How old would you guess he or she is?   Less than 35 years old  Between 35 and 44 years old  Training/environment  Between 35 and 44 years old  Government/Civil Service	<sup>(2)</sup> Female							
2 Between 35 and 44 years old  (8) Government/Civil Service	36. How old would you guess he or she is? (1) Less than 35 years old			÷ 6				
		, 0						
3 Between 45 and 54 years old 9 Health Care			3 Between 45 and 54 years old					
Between 55 and 64 years old  (10) Homes and Families			•					
(5) More than 64 years old (1) Music/entertainment			(5) More than 64 years old	<u> </u>				
37. What is his or her marital status?   1 Married  2 Poverty alleviation	37. What is	his or her marital status?	1 Married					
2 Single (3) Other			2 Single	•				
③ Other								
41. How broad would you say this person's influence is?			(4) I do not know.					
	38. What is	nis or her ethnic group?		<ul><li>Mainly in one local area</li><li>In one region of the country</li></ul>				
① Embu	Fmbu Maasai		(8) Maasai					
(2) Kalenjin (9) Meru (4) International			$\odot$					
		-	_					
(3) Kamba (6) Samburu 42. To what extent is this person helping develop or train others as leaders. (4) Kikuyu (1) Somali (1) Not at all		-	-					
5 Kisii (2) Swahili (2) Somewhat		-						
6 Luhya 13 Taita 3 Quite a bit		-		<u> </u>				
7 Luo 4 Turkana 4 Very much		-		^ `				
5 I don't know								
Other (specify) If the answer here is "very much," then please answer the		Other (specify)						
16 I do not know following question.		16 I do not know						
39. Which group does this person MOST influence? [Select the ONE best answer] 43. Which of the following best describes how this person is	39. Which	group does this person MOST ir	influence? [Select the ONE best answer]	43. Which of the following best describes how this person is				
① Children developing leaders?			-					
② Youth		2 Youth		Mantanina (astrina and anomala manutina dissistina)				
Mentoring (setting good example, parenting, discipling)  Women								
		~ ·						
O The Educity		~						
The whole community		~	ity					
7 The whole nation 8 Other		~		Otner				

How would you rate this person in:		Somewhat High	High	Very High	56. Which of these three would you say is having the most important positive impact in
44. Skill at their work	1	2	3	4	your local area, region, or country?
45. Wisdom and knowledge of the local context.	1	2	3	4	
46. Ethical integrity	1	2	3	4	Name:
47. Love and service of others	1	2	3	4	57. Which group is most helped by this organization or initiative?
48. Positive reputation in the community	1	2	3	4	Children
49. Inspires teamwork/mobilizes community	(1)	2	3	4	② Youth
50. Uses resources efficiently	(1)	(2)	3	4	<ul><li>Women</li><li>Men</li></ul>
					5 The Elderly
1. With what agency or organization, if any, does	his perso	n work?			6 The whole community
					The whole nation
Name of agency/organization					8 Other
Tell us about organizations, agencies, pro			r initia	tives	influence?  1 Business 2 Church leadership development 3 Communication/media 4 Conflict resolution 5 Education 6 Evangelism 7 Farming/environment
Now we would like to ask you, not about individual	s, or abou	it your church	, but abo	out	Government/civil service
ther Christian organizations or initiatives that you	elieve ar	e having a str	ategic in	npact	(9) Health care
n your local area or region. Please list the names o	three or	ganizations, p	rograms	, or	Homes and families
nitiatives that you believe are having an important	ositive in	npact in your	local ar	ea or	(1) Music/entertainment
egion.					Poverty alleviation
					(3) Other
3					59. How broad would you say the impact of this initiative or organization is?
4					Mainly in one local area
4					2 In one region of the country
-					3 National
55					

60. To what extent is this organization or initiativ	e helping o	levelop or tra	in people	e as	67. Please give us the name of so or initiative?	omeone who works in leadership with this organization
leaders.	1 0	•				
① Not at all						·
2 Somewhat						
Quite a bit						
4 Very much					_	nation for this person (phone number and email) if you
5 I don't know					have it.	
If the answer here is "very following question.	much,'' th	en please an	swer the		Telephone #:	
61. Which of the following initiative is developing leader		bes how this	organiza	tion or	Email Address:	
1 Mentoring (setting				<del>-</del>	Plea	se tell us about yourself
2 Formally (education		<del>.</del>		tion)		·
3 Informally (internsh	<del></del>	<del>.</del>	ps)		69. What is your gender/sex?	① Male
4 Financial Sponsorsl 5 Other						② Female
© Guiei					70 Hamaldana	① Between 18 and 24 years old
To what extent is the following true					70. How old are you?	② Between 25 and 34 years old
about this organization or initiative?	Not at		Quite			3 Between 35 and 44 years old
		Somewhat	a bit	Much		Between 35 and 44 years old     Between 45 and 54 years old
62. It has a good reputation in the local community.	1 2	2	3	4		Between 45 and 54 years old     Between 55 and 64 years old
63. Local churches provide it with strong					Between 55 and 64 years old     More than 64 years old	
support.	1	2	3	4		More than 64 years old
64. Women participate in its leadership.	1	2	3	4	71. What is your marital status?	① Married
65. It works wisely in the local context.	(1)	2	3	4	71. What is your married states.	② Widowed
001 10 World Wilder in the 100m2 Collection				0		3 Single
						4 Other
66. Please describe what this organization or initial	ative does	that is having	an impa	ict.	70 87	1
					72. What is the highest level of e	
				<del></del>		(1) Less than primary
						② Primary School
						(3) Secondary School
						4 College/University (Undergraduate, Bachelors)
						(5) Master's Degree or Doctoral Degree at
						University or Seminary

73. I	am currently	2 Self- 3 Out 4 Out 5 A ho	of work bu ousewife/fa udent	d looking for work t not currently looking for work mily caregiver	<ul> <li>77. What is your relationship to your church? [Pick ONE of the following]</li> <li>1 I do not attend church regularly.</li> <li>2 I am a church member and/or attend regularly</li> <li>3 I am a lay leader in my church</li> <li>4 I serve as a pastor in my church</li> <li>5 I am a denominational leader (such as a Bishop, Overseer, or</li> </ul>					
74 10	. ,				78. Do you own a cell p	phone?	① YES			
74. If		ng, please describe your			② NO					
	(1) (2) (3) (4)	Employee of a not-for Employee of a for-pro Government employe	r-profit or c ofit compan	haritable organization (NGO) y or of an individual for wages	79. Do you own a comp	① YES ② NO				
	(5)		-	professional practice, or farm	80. Do you have interne	et access?	① YES			
	6	Working without pay	in family b	usiness or farm			- ② NO			
	7	) Other								
	narried?	Less than 10,000 Keny 10,001 - 40,000 KSh 40,001 - 100,000 KSh	ya Shillings	spouse's income if you are (KSh)	If NO, then skip to Question 83.	(1) (2) (3) (4) (5) 82. How of	1 2			
76. W	Vhat is your eth	nnic group?				2	-			
	(1)	Embu	8	Maasai		3	,			
	2	Kalenjin	9	Meru		•				
	3	Kamba	10	Samburu	<b>↓</b>	(4) (5)	•			
	4	Kikuyu	11)	Somali			Never			
	(5)	Kisii	(12)	Swahili	83. Do you own an elect	ronic tablet? (s	such as a Kindle, iPAD, Android)			
	6	Luhya	(13)	Taita	65. Do you own an elect	_				
	7	Luo	14)	Turkana	① YES ② NO					
	(15) (16)	Other (specify) I do not know				۷	INO			

84. How many books have you rea	$\overline{}$		ths?		To Be Filled Out by Research Assistants Only				
	1 No.				94. Name of research assistant administering this				
	3 3 - 5 4 6 -1 5 Mor				95. Name of town and province/region where survey was taken:				
85. Do you ever buy books at Chr	1 No, 2 No, 3 Yes	kshops? there are none although there , but not often , often	e is at least o	one nearby		96. Context where survey was administered			
How frequently do you read the following?	3 / 1 177 1 15				•	<ul> <li>Filled out by a single individual not in a group</li> <li>Filled out by research assistant for an individual</li> <li>Administered to a group of people</li> </ul>			
86. Newspapers or Magazines	1	2	3	4	5	Aaministerea to a group of people			
87. The Bible	1	2	3	4	5	If administered to a group of people filling the survey out at the same time, then			
88. Fiction Books (Novels)	1	2	3	4	5	answer the following questions also:			
89. Other Books (Non-fiction)	1	2	3	4	5	98. Enter code number for this group of surveys			
How frequently do you read news or magazine articles or books?	Never	Less than once a Month	Every Month	Every Week	Every Day	99. What was the nature of the group that took this survey together?  ① Group from single congregation ② Group from one denomination, but many churches ③ Group from diverse churches and denominations			
90. On a cell phone	1	2	3	4	5	100. What was the make-up of the group that took the survey together?			
91. On a computer	1	2	3	4	5	Primarily clergy			
92. On an electronic tablet	1	2	3	4	5	<ul> <li>Primarily lay Christians – Spiritual focus</li> <li>Primarily lay Christians – Professional group</li> </ul>			
93. If you have a favorite author,						3 A mix of clergy and laity  101. Description of the group that took the survey together:			
<b>Thank</b> J		!! You hed!	are	now		102. Other Comments			

\_\_\_\_\_