

**Beyond the Indigenous Church: A Biblical Model for Leadership
Development for the Assemblies of God in sub-Saharan Africa**
Reverend Bill Kirsch

ABSTRACT

The purpose of this project was to develop a leadership institute to train African leaders in biblically informed leadership patterns. The goal is to shift attitudes about leadership from a culturally based to a biblically based standard. Current leadership practices were examined as well as the challenges African leaders continue to face as a result of exponential church growth.

The Africa Pentecostal Leadership Institute (APLI) was created as the vehicle by which leadership training can be provided to the Church in Africa. APLI will conduct training seminars dealing with (1) biblical servant leadership, (2) the call of God, and (3) the character of the leader. This training is needed to develop the leadership skills of current church leaders as well as to develop new leaders. The servant leader model will serve as the overarching emphasis.

To test the viability and effectiveness of the proposed training, a regional APLI seminar was held for the East Africa region of the Assemblies of God. Pre- and post-test were given to seminar participants to determine attitudinal shift as a result of the training.

The pre-test scores indicated that two-thirds of the participant responses were in the desired range. Evaluation of the participant's previous exposure to leadership training indicated that 95 percent of the subjects had prior exposure to leadership training. Nevertheless, the overall results for the pre- and post-test showed a significant shift toward servant leader characteristics on selected questions. However, since ninety-five percent of the group had previous exposure to leadership training, and the pre-test scores showed two-thirds of the responses were in the desired range, it is understandable why significant attitudinal changes were not seen on the

remainder of the statements. Apparently the time has come for leadership training, at least in East Africa, to move from the top level to a broader group of church leaders.