FACTORS AFFECTING GROWTH OF THE CHILDREN MINISTRY: A CASE OF
NEW LIFE COVENANT CHURCHES.

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DECLARATION

This thesis is my original work and has not been presented for a degree or any other award in any other University.

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DEDICATION

This research project is dedicated to my pastor Boniface Nagi, he has been an inspiration to me as I pursue information on this subject. My prayer is that this information will be able to help the children church to become better.

ABSTRACT

Children are the most basic and essential resource for the kingdom of God. Childhood is the most effective period for evangelism and spiritual development. Reaching out to children with the gospel and nurturing them in their spiritual growth is deeply related to Church growth in both quantity and quality. Therefore, if Churches focus on children ministry, Church growth will be realised too. In other words without the success of children ministry, the church's future cannot be successful. New Life Covenant Church children ministry aims at realising the growth of the children ministry. The aim of this study was to find out factors affecting the growth of children ministry. The specific objectives of this study were to establish the effects of church leadership, children ministry workforce, resource allocation and organizational structure on the growth of children ministry. This was done to help in achieving children ministry growth in New life covenant church. The study did a census of 110 people, comprising of leaders, children workers and elders in New Life Covenant Church. The Primary data was collected from respondents via questionnaires which were administered to the randomly selected leaders, children ministry workers and elders of New Life Covenant Church who were the target population. The study used SPSS to carry out the statistical analysis to address the study objectives. All the statistical tests were conducted at confidence level of 99% therefore the significance level was at 0.01. The study findings showed that church leadership had a positive relationship with growth of children ministry and therefore, implying that it is a significant factor towards the growth of children ministry. Resource allocation also had positive relationship with growth of children ministry. The ministry personnel had a significant impact on the growth of children ministry and also the organizational structure contributed significantly towards the growth of children ministry at New Life Covenant Church. The study recommended a full implementation of the results at New Life Covenant Church in order to attain a positive growth of children ministry.

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INTRODUCTION

1.0 Introduction to the Study

This chapter provides an overview of the study. It gives background of the study, profile of New life covenant church, statement of the problem and the objectives of the study. It also gives the research questions, justification and significance of the study and delimitations of the study.

1.1 Background of the Study

Children ministry is a great kingdom ministry that is of significance importance to the church. Training Children in the ways of the Lord is both service to the children, church, family and God. "Anyone who wants to have a lasting influence upon the world, must invest in people's lives; and if you want to maximize that investment, then you must invest in those people while they are young," (Barna, 2003). This is to say, children are the most effective population that churches can invest in. If churches fail to invest in the children then they are likely to fail in future. However if churches invest in the children then they are likely to succeed in the future. It is therefore advisable for churches to put more emphasis on both numerical and spiritual growth of children ministry.

Church has the responsibility to share the gospel and to ensure that the great commission has been passed down to the younger generation who will continue with the work the older generation passed over to them. It is therefore imperative for the church to ensure that the children are evangelized and well taught.

As a community of believers, the church should offer an environment where Children are exposed and given a chance to live and experience a community of like-minded morally upright people. A church should also provide a safe environment where children are also taught age appropriate lessons and encouraged to develop a relationship with Jesus Christ. These needs are mostly met through the Children

ministry programs in local Churches. "Ministry to Children gives great opportunities and also carries significant responsibilities for the well-being of those in our care," (Wright, 2010).Therefore the church leadership should take the Children ministry seriously and provide all the needed resources for the Children to be evangelized and discipled respectively, hence Jesus remarks, "let the little Children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these."

"Children are the living messages we send into a time we will not see," these are the words of John F Kennedy the 35th president of the United States of America. In essence the president observed that children are the future and therefore proper nurture should be of utmost importance for a God fearing society and the most correct way of passing Godly fearing ideals to succeeding generations. (Kennedy, 2018). It is therefore clear to the church that they should be on the frontline on reaching children with the gospel, so that we send them into the future with a solid foundation on the word of God and good morals imbibed in them from the word of God. This therefore means that, "the church leaders should be well informed about the spiritual content and practices related to the children ministry, to enable them provide insight into how the children are maturing into faith". (Allen, 2008) "The teachers who teach the children should also be well equipped, trained and qualified so as to leave a lasting positive spiritual impact on the children" (Adogbo, 2005).

"More often, children ministry has been underrated in churches and not held with the importance it is meant to have". (Miller, 2008). This attitude can influence the growth of children ministry in a very negative way, because important things like the budget, staff, and respect will not be given to this ministry hence neglect which leads to stagnation of growth. It should be noted that anything that is not honored by the leadership will not be honored by the followers, therefore if the leadership of the church sees the children ministry as a background ministry and not a core ministry, then the congregation will follow in the same manner, which will translate into poor budgets, staff, teaching and lots of discouragement. (Miller, 2008). "In drawing people to actively participate in the work, life and mission of Church and community, the church must include children", (Nielson, 2016). These means that just as other ministries are important, the children ministry is of equal importance too.

It is sad to note that sometimes children ministry is used as a tool to bring adults in church other than investing in the children ministry for the children spiritual well-being. These research based on New life covenant church, is to help in addressing some of the factors that affect children ministry with leadership being one of the factors that affect the growth of children ministry.

1.1.1 New Life Covenant churches Profile

New Life Covenant Church was founded in 1988 by Bishop Alfred Kirubi. This was after God brought such a hunger in his life for his word. He gathered together with some leaders and elders and after seeking the face of the Lord, they started a ministry that was to take them to new height and depth in God. Two things stood out for them; the need of renewal hence New Life and the need to be a people who are committed to God.

The Lord was faithful but again He sends them further to Kiwanja village where they managed to buy a plot and build an Iron sheet structure. In the meantime, they continued with their outreach programs around Nairobi and other parts of the country. They met other people who were hungry for the Lord and the church continued to grow.

In the year 2000, the Lord spoke to them to move from Kiwanja to Ngong town which was the place to establish a new Branch. Currently they have one acre piece of land and a sanctuary that has a capacity of 500 people and administration block and Sunday school facilities. In the mean time they continued to support the Kiwanja Branch

By the year 2003 the small plot at Kiwanja was replaced a bigger piece of land where the current church housing about six hundred seater sanctuary stands with four story administration and accommodation blocks. Currently New Life Covenant Church has 60 branches spread across the country from Coast, Mount Kenya, Nyanza, western Kenya, Rift valley. The headquarters is headed by a Bishop together with other four pastors.

Soon after the establishment, the church began a children ministry. There wasn't much thought in beginning the Children ministry, possibly because there was an assumption that everyone should know what children ministry is. Indeed this might be

true but not everyone know what children ministry is all about and what it entails or even what makes it solid and what makes it grow.

The interest and desire to research on this area was prompted by the researcher's personal observation, personal experience as she engaged in Children ministry and the stagnation that has been realized over the years that New life Church has been into existence. Out of the 60 branches of New Life Church, the researcher intends to base her study in five New Life Children ministries based in Nairobi with the largest congregation

1.2 Statement of the Problem

Children are equal partners and heirs in the spiritual inheritance with adult believers, and, therefore deserve to know God and learn to cultivate quality relationships with Him. This calls for a shift in the church strategy in missions. The church should intentionally and strategically multiply its discipleship and evangelism effort in Children, in order to realize both spiritual and numerical growth (Eri, 2016).

Church leadership is very important to the children ministry growth, because just like Maxwell says, "everything rises and falls on leadership," (Maxwell, 2007). The leadership has the responsibility to make the children church or rather the children feel that they belong, because it is the leadership that allocates resources, appoints the workforce and forms the perceptions of the entire church towards children ministry. "Apparently the adult church and leadership has neglected children for a very long time," (Wright, 2010), which is contrary to the expectation of what they should do.

There is need to invest in children ministry for it is the future church (Eri, 2016). The Eri ministry has done much research on why the church leaders should invest on children ministry and why churches perform poorly in children ministry however they have not looked on factors affecting the numerical growth in the children ministry. Barna (2009) research shows how children ministries are declining in most countries and not keeping with the population growth. New Life Church,specifically children ministry is stagnant in numerical growth, there is little done to enhance growth of this ministry, there is no strategic plan and no intentionality by the leadership to spearhead the growth in Children ministry growth. Therefore this study focuses on the factors that affect the growth of children ministry in New life covenant Churches.

1.3 Objectives of the Study

1.3.1 Main Objective

To investigate factors affecting the growth of children ministry: A case of new life covenant Church Nairobi

1.3.2 Specific Objectives

i.   To determine whether church leadership affects the growth of children ministry in NLCC.

ii. To find out whether resource allocation affects the growth of children ministry in NLCC

iii. To establish whether the personnel affects the growth of children ministry in NLCC

iv. To determine whether organizational structure affects the growth of children ministry in NLCC.

1.4 Research Questions

i.   How does Church leadership affect the growth of Children ministry in NLCC?

ii. What is the effect of resource allocation on the growth of Children ministry in NLCC?

iii. How does the personnel affect the growth of children ministry in NLCC?

iv. What is the effect of organizational structure on the growth of children ministry in NLCC?

1.5 Justification of the Study

Children ministry has become one of the greatest evangelistic tool in church, because when Children find a good Church that meets their needs, they stick to it. Eventually parents will have to follow their Children to avoid going to different Churches as a family. In the process of parents relocating to their Children's church the church increases in number and many get reached with the gospel in one place. Children ministry also helps to reach out to children with the gospel at their own level and gives room to the parents to listen to the gospel without having to wonder about their children. Unfortunately, in many churches according to Towner, "children are ill

equipped and even those in charge of the Sunday school are not well equipped with the training needed to equip the children for battle", (Towner, 2008).It was therefore important to carry out this research in order to find out the factors that are affecting Children ministry growth in NLCC.

1.6 Significance of the Study

This study was to help the church leadership and Children ministry workers to come up with policies and strategies aimed at helping the children ministry to grow and increase numerically. Issues that had contributed to stagnation were addressed in order to introduce new ideas to motivate Sunday attendance and attract many un-churched children in the neighborhoods estates to start attending Church. The research participants got a chance to evaluate the children ministry and suggest ideas to help an increase in Children Sunday attendance. The research also helped Children workers and church leadership to evaluate themselves and find areas to improve on.

1.7 Delimitations and Scope of the Study

New life covenant Church has over sixty branches; this study was limited to five branches within Nairobi only.

Some Churches were quite a distant, therefore the researcher delivered the questionnaire to them using the leaders. Who in turn distributed the questionnaire to the people needed, collected the questionnaire and brought them over to the researcher.

This study was limited to Children ministry numerical growth. It did not concentrate on all church programs but confined itself to interviewing elders, Children workers and church leaders.

1.8 Definition of Terms

Children: A child is a young human being below the age of puberty (press, 2018). In this context we will be looking at children between the ages of 3-12 who attend New Life Covenant Church.

Church: This is a word that comes from the Greek word, "ekklesia" which means a gathering, an assembly or congregation (truth, 2018) .In this context we will use the church as a local congregation of believers

Growth: "Increase in size, number, value or strength; extension or expansion". (Farlex, 2018)

Children ministry: It is a ministry within the church that nurtures children spiritual life (Allen, 2012). This is the NLCC ministry that takes care of Children's spiritual needs within the Church

Children ministry and Sunday school will simultaneously be used.

NLCC-This is an acronym for New Life Covenant Church

CHAPTER TWO:

LITERATURE REVIEW

2.0 Introduction

"Literature review provides a framework for establishing the importance of the study as well as the benchmark for comparing the results of the study with other findings" (Creswell, 2003).This chapter consists of theoretical literature, empirical literature, theoretical framework and conceptual framework.

2.1 Theoretical Literature

These are theories that inform the study, which is intended to broaden the understanding of the reader on various aspects of the theories and their contribution towards children ministry.

2.1.1 Knowledge Based Theory

This is an extension of resource based view, that was developed by Penrose (1959).It states that "knowledge is the most important and valuable resource". According to Evans (2003) "knowledge is the most important resource of a firm, it is the intangible asset of an organization". For example, the organizational culture, highly skilled labor like superior management capabilities and formal structure like, organizational structure. These structures are not seen but provide an organization with a high competitive edge against its competitors.

This theory also examines other intangible resources like management, low staff skills and competencies, that is to say, how skilled is the management leading the organization, for instance a highly skilled CEO will drive the company towards success, in addition highly skilled employees are an important asset to the company because they will drive the company towards success. In essence this theory suggests that highly skilled church leaders and highly skilled children workers will drive the church towards success hence growth.

2.1.2 Resources Based Theory

Resource based theory was authored by Barney (1991) it emphasizes on the "strategic choice, charging the firm's management with the important task of identifying, developing key resources to maximize returns". It is used to determine the strategic resources with the potential to deliver competitive advantage to an organization. "The resource based view has the great merit of viewing a company's strategic position from analysis of internal resources" (Kodama, 2009). There is an assumption to this theory "that firms within an industry may be heterogeneous in respect to the bundle of resources that they control". In essence children ministry within a church organization should have resource uniqueness which is considered a necessary condition in order to contribute to a competitive advantage.

2.1.3 Institutional Theory

This theory was first introduced by Meyer & Rowan (1997), it stated that "institutional terrain to a large extent influence the development of formal structures in the organization, then the profound market pressures". (Reynard et al., 2015) further explains the above assertion by highlighting the arguments postulated by (Meyer & Rowan 1997). "First and foremost, firms are confronted with pitfalls emanating from areas other than the environment, and they use strategies that are expected of them". These strategies that are implemented gives the institution a social approval for example, giving legality to institution and increasing the likelihood that external constituents will assist the said organization by giving them resources and grants.

The institutional theory further states when an organization adopts policies that are in line with institutional prescriptions but which are deliberately distanced from how should actually be done, it gives way to conformity becoming ceremonial rather than substantive. "The implemented policies and structures ultimately reach to a level where if you fail to adopt them you are seen as irrational and negligent, the new and existing organizations or firms will adopt the structures and strategies that are implemented in the way that they appear even if when that way does not increase or improve efficiency". (Raynard et al., 2015).

Adopting and displaying of these accepted norms in an institution "trappings of legitimacy" will help preserve an aura of organizational action based on "good faith"

and help maintain legitimacy in the institutional environment. This theory can influence organizational structure in the children ministry in a very negative way because when the ministry conforms to the standards and norms that are mediocre, then they will not accomplish their objectives and goals, which in turn affects the growth of the ministry.

2.2 Theoretical Framework

"This is a structure that can hold or support a theory of a research study that is being conducted. It introduces and describes the theory which explains why the research problem exists". (Anderson et al., 2011).

Theories	Independent variables	Dependent variable
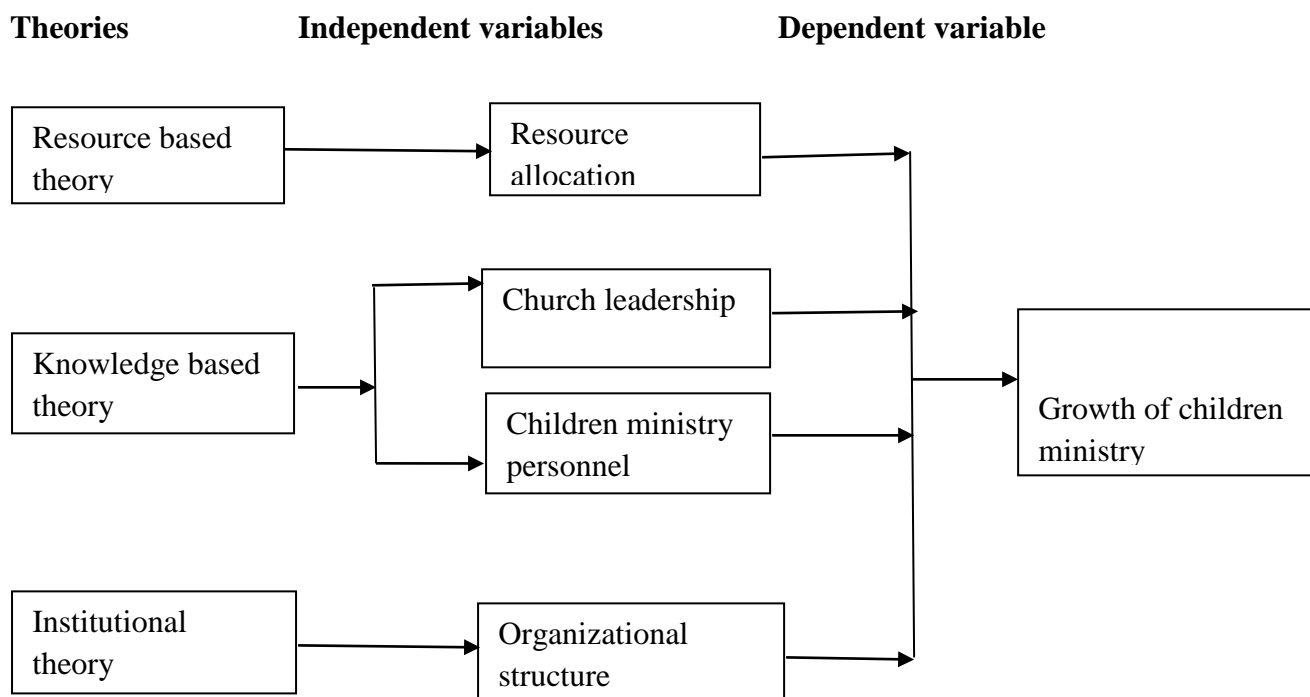
Figure 1: Theoretical Framework

2.3 Empirical Literature

2.3.1 Church Leadership and Growth of Children Ministry

The term leadership is one of the hardest concept to define, simply because many people keep defining it differently. McClesky et al. (2014), argues that "the search for asingle definition of leadership may be in vain since the correct definition of leadership depends on the interest of the researcher and the type of the problem or situation being studied".

Leadership is " the capacity to create a compelling vision and to translate vision into organizational realities"(Bennis & Townsend, 1995). In essence Bennis idea of leadership is the capacity to translate vision into reality. It is therefore important to note that it the leadership that determines the direction an institution takes.

The senior pastor as acentral leader influences all people including children ministry. Dempsey observes that, "without the senior pastors support and involvement, any significant ministry is doomed to mediocrity (Dempsey, 2004). In the same way the children ministry needs the senior pastor full support and involvement to become succesfull.Roehlkepartian affirms Dempsey's statement when he says, the senior pastor, sets the congregation's priority, if the pastor sets children ministry a priority, the congregation will too. But if he doesn't take the children ministry seriously the congregation won't either. Churches with succesful children evangelism describe their senior pastor to be very supportive of children ministry," (Conor, 2007).It is therefore clear that the role of the senior pastor is absolute in children ministry.

The senior pastor and the entire Church leadership should therefore include children ministry into their vision and see to it that the vision is turned into a reality.Literature shows that good leadership can be linked to a good perfomance of children ministry (Brown et al., 2005).

"The parents need to be trained too so that they can be fully equipped to continue in the spiritual mentorship of children after they leave church and this is entirely the church leadership responsibility, (Nielson, 2016). The church leadership can teach from the pulpit by making sermons that involve parenting or they can have a parenting class to help parents know how to bring up Godly children.

It is therefore clear that the church leadership has a key responsibility to the children ministry growth.They have to nurture the children spiritually,empower parents on how to disciple their children from home and also mobilize resources for the children ministry to help it grow both spiritually and numerically.

2.3.2 Resource Allocation and Growth of Children Ministry

Ministry like any other business relies on the availability of resources amongst other things to do well. Therefore there should be the allocation policy in terms of time, finances, human resource and infrastructure to enable all ministries to run effectively,

because resources are critical for effective facilitation of children ministry and therefore it is the church responsibility to ensure that Sunday school congregation is cared for just like the adult church.

The church should therefore allocate decent infrastructure which includes shelter and furniture to help children learn in a favourable environment and within their age context. They should have their own space, where different age groups are put in different rooms to enable effective teaching in accordance to age group. Gangel supports the separation of children from adults when it comes to Christian education, he calls the Sunday school the largest educational agency of church for children but also states that it should not be equated with church education which is more focused on adults (Gangel,1985). Infrastructure shapes children's behaviour," (Maxwell, 2003). For instance, children raised in areas close to night clubs will develop some behaviour as compared to those children raised in areas far from night clubs. Large, noisy, over stimulating rooms can produce undesirable behaviour in children (Kothari, 2003). This is directly linked with the concentration level of children when they are in places that are noisy. "Smaller spaces help children to focus and cut down on distractions, (Hendriks, 2004). Children should be made to meet in a physical environment that is appropriate and safe for them.

According to Legendre (1999) in his studies on playroom arrangement, he found that, "furniture arrangement did not change the social interactions for the peers whose relationships were weak. While children showing an emerging relationship, the playroom arrangement affected the quantity and the quality of their social interactions". "The presence of major visual obstacles also hindered their joint use of adult-distant areas, except for some children showing a particularly tight relationship, Ornstein (1997).

Maxwell (1996) developed a rating scale to assess the physical environment's role in children's development of cognitive and social competency. He found that "the physical environment is related to measures of competency".
Studies done on the implications of the outdoor environment included the type of outdoor setting, and provisions in the playground. Taylor et.al (2001) found that "children function better than usual after activities in green settings and that the "greener" a child's play area, the less severe his or her attention deficit symptoms".

This therefore means that nature helps to support attention for children who desperately need attention support. Stankovi et.al. (2006) in his studies on how environmental factors influence physical activity levels, found that "the quality of organization and materialization of the designed physical environment of the premises correlates with the positive developmental results of the children".

Learning aids such as curriculum for children should be availed for effective teaching of children. "For children to learn well, they need a well-tailored curriculum which helps the teacher to understand her objectives and outcomes and also the learner to understand what they are supposed to achieve, (Miller, 2008). Christian curriculum should be biblically and theologically sound.It should be able to address children needs, because like adults children have needs too.Knoetze observes that, "different age groups have different needs, for example ages two to three need love and support, ages four to five need the opportuinity to practice new skills, (Knoetze, 2015).It is the church's responsibility therefore to supply these resources for effective learning of the children.

Finances are resources that the church should allocate to the children ministry. The Sunday school budget should be included in the church annual budget, so as to facilitate effectively the activities going on in the children ministry. When resources are availed in Sunday school, then the Sunday school is able to employ the best means and tools to reach out to the un-churched and retain the church attendees on Sunday hence an increase in church and children ministry simultaneously.

2.3.3 Children Ministry Personnel and the Growth of Children Ministry

Proper qualifications are a requirement for any profession. The same is true for Christian workers and more so for those who work with children. Folmsbee, supports this thought when he says that children would like to have leaders who are experienced practically and authoritatively to help them make their own decisions (Folmsbee, 2007). Therefore children workers should be;

Professional trained and experienced. They need to know how valuable children are to God, church, family and community and be able to help children take up their place in God and community. They need to know how to use curriculum and break down the

gospel to children level, they also need to model and practically apply God's word to children.

The workforce also needs to be knowledgeable in networking since this will enable them to expose children to a wider church community in the world as compared to only knowing their home church

They need to be relevant and contextual. Harris suggests that, the language, resources, media and visuals all need to consider the world the child lives in, (Harris, 2006) but in the process this does not happen, the children worker should be able to breakdown the content to reach the child.

They should be passionate, visional and have good personal skills; between them, the parents and the church community.

The children personnel should not be young inexperienced people or anyone who can sit with children and sing with them but rather they should be well vetted individuals who the church has confidence in. Incase this workers are not trained, the church should consider sourcing for a trainer or sponsoring them for training so that they can be better equipped for future betterment of children ministry, because according to research initiative, "children workers should be trained at least twice a year" (Eri, 2016).

2.3.4 Organizational Structure

Every organization exists to achieve goals and objectives, whether church based organization or other organizations. For this goals to be achieved a leader has to be careful how he allocates duties to his staff. Jobs are usually grouped into departments amongst other things. (Nelson & Quick, 2011) argue that, "departments in an organization can be categorized into various units which shape the organizational structure".

According to (Mintzberg, 2009), organizational structure defines how people are organized and how their jobs are divided and coordinated. (Greenberg, 2011) refers to organizational structure as "the formal configuration between individuals and groups concerning responsibilities". Allocation of tasks and authority in organization. Research observes that organizational structure consist of job positions, their

relationship to each other and accountabilities for the process and sub process (Greenberg, 2011).

Structure is the starting point for organizing which includes roles and positions, hierarchical levels, spans of control and accountability and mechanism for solving problem and integration (Walton,1996). "Formal structure in an organization, has positive effects on performance in a stable environment whilst negative effect is achieved in a dynamic atmosphere" (Liao & Germin,2008).He is also of the opinion that developing and enforcing performance control and behavioral prescriptions improve decisions and increases predictability of performance. In essence, organizational structure should be embraced in the children ministry because it will help to improve its performance. It will help to bring order to the children ministry which will make the children ministry not to look like a place of noise and chaos, this order will be in terms of hierarchy of who reports to who and how to divide the children in different groups in accordance to their ages and concentration in order to ease their learning. When this children are categorized according to ages then there is an easy span of control which also helps the senior leader to know which teacher on staff to hold accountable for which age category .This organization will also help the children ministry in matters of job alignment because when the children are categorized in different groups, it will be easy for different staff to identify with an age group they can teach easily which in returns brings great outcome.

Where there is organizational structure in children ministry, there will be leadership and staff, this leader should be a team player who influences this four processes; build trust between those involved, establish a mission and some clear goal that join individuals, develop participation in decision making and motivate individuals to contribute to the achievement of common goals (Nicolescue, Marnescue et al, 2004).

2.4 Conceptual Framework

The conceptual framework shows how the research variables relate with each other.It will also show how church leadership,resource allocation,children ministry workforce and organizational structure affect growth of children ministry in NLCC.The conceptual framework is as shown below;

Independent variable

Church leadership
- Spiritual nurture
- Parenting classes
- Resource mobilization

Resource allocation
- Infrastructure
- Finances
- Curriculum

Children ministry personnel
- Staff recruitment
- Staff development
- Staff training

Organizational structure
- Job alignment
- Span of control
- Order of hierarchy

Dependent

Growth of children ministry
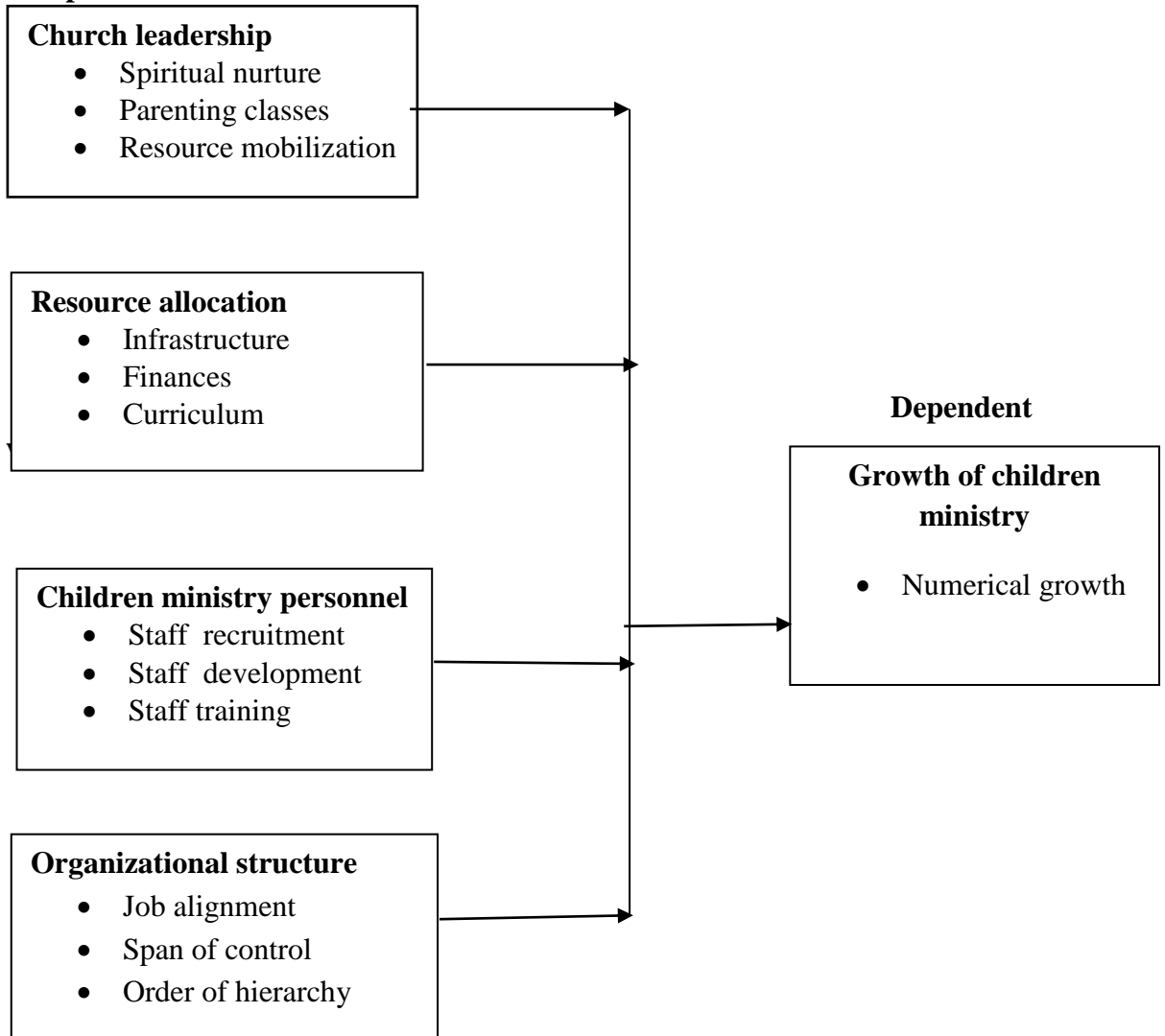- Numerical growth

Figure 2: Conceptual framework

CHAPTER THREE:

RESEARCH DESIGN AND METHODOLOGY

3.1 Introduction

Research methodology describes in detail how the research is and what methods are used to achieve the research objectives. Babbie and Mouton notes that the choice of research methods does have an influence on the inferences drawn from the analysis of data (Babbie & Mouton, 2001).

This chapter therefore presents the methodology which will be used to carry out the study, such as the research design, target population, sampling frame, sample and sampling techniques which will be used to collect the sample size. It also describes how data will be collected and analyzed.

3.2 Research Design

This is an outline of the research study which indicates what the researcher will do, from writing the hypothesis and its operational implications to the final analysis of data, (Collins et. al., 2007). This research was descriptive in nature. A descriptive survey design is used when collecting information about people's attitude, opinions and habits, this is in accordance to Orodho and Kombo (2002), descriptive research gives the researcher the opportunity to use both quantitative and qualitative data in order to find data and characteristics about the population or phenomenon that is being studied (Kothari, 2008). Participants answered questions administered through a questionnaire. The choice of the research design was because of the need to find out factors affecting the growth of children ministry a case of New Life Covenant Church.

3.3 Target Population

According to cooper, target population is a group that the research focuses on (Cooper & Schindler, 2007). It is the specific population from which information is obtained. The study adopted a census of which the study population comprised of; the children

ministry workers who are 60 in number, top leaders of the church, (10) elders, (40) the target population for the study was 110 people.

Table 3 1: Table showing target population

Category	Population	Percentage%
Children ministry workers	60	54.5
Top leaders(senior pastors)	10	9.1
Elders	40	36.4
Total	**110**	**100**

Source: NLCC secretary 2018

3.4 Research Instruments

This study used primary data. Primary data refers to information that a researcher gathers from the field (Kothari, 2008). Primary data was obtained from the original sources using Likert scale questionnaires.

The researcher used the help of research assistants, who were trained on how to give the questionnaires to the respondents. The researcher trained about 5 research assistants in one day.

3.5 Data Collection Procedures

Data collection is the gathering of information relevant to the study, Cooper and Schindler (2007) they also state that the questionnaire is conveniently used because it is cheaper and quicker to administer. Besides, questionnaires give respondents time to consider their responses carefully without interference from anyone else. They also permit anonymity. It is argued that anonymity increases the rate of response and may increase the likelihood that responses reflect genuinely held opinions. The study used quantitative primary data gathered by use of closed ended questions. Closed-ended are conclusive in nature as they are designed to create data that is easily quantifiable. Each question type does not allow the respondent to provide unique or unanticipated answers, but rather, they have to choose from a list of pre-selected options.

3.6 Ethical Issues

The researcher sort permission from NLCC to do the research. This was to ensure that the researcher complies with research regulations. A letter from the university as well as research permit from both IERB and NACOSTI was presented to allow the researcher to collect data. All the respondents were fully informed about the procedures involved in the research and asked to give consent to participate. The researcher informed the respondents that participation in this study was purely voluntary and withdrawing from participation was acceptable. No one was victimized for refusing to participate in the research. The researcher upheld ethical issues in the process of the study and gave respondents assurance that confidentiality will to be observed. This was done by assuring the respondents that information they provided was to be used for academic purpose only and that there will be no disclosure of the information to anyone whatsoever. This enabled research participant to feel comfortable participating in the research study.

3.7 Data Analysis and Presentation

This is the processing of data to make meaningful information (Saunders et. al., 2009). After quantitative data had been collected through questionnaires, it was analysed by assigning numerical values to Likert type scales as the respondents were filling physical tool. The response was analysed and made in form of bar graphs and pie charts. The data was analysed using Statistical package for Social Sciences (SPSS)

The multiple- linear regression model is as shown below

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e$$

Where:

Y =   Growth of Children's Ministry

X_1 =   Church leadership role

X_2 =   Resource allocation

X_3 =   Children ministry personnel

$X_4 =$ Organizational structure

$e=$Error term and α= constantβ=coefficient of independent variable

CHAPTER FOUR:

RESULTS AND DISCUSSIONS

4.0 Introduction

This chapter comprises of data analysis, findings and interpretation. Results are presented in tables and diagrams. The analyzed data was arranged under themes that reflect the research objectives. The study findings were compared with the findings of previous studies and the implications were also established.

4.1 Descriptive Statistics

4.1.1 Response Rate

The number of questionnaires that were administered was 104 and a total of 110 questionnaires therefore the overall successful response rate was 94% percent. The figure 3 below shows the response rate. They fit with the argument of Kothari (2004) that a response rate of 50% or more is adequate for a descriptive study. Babbie (2004) also asserted that return rates of 50% are acceptable to analyze and publish, 60% is good and 70% is very good. Based on these assertions from renowned scholars (Babbie (2004) and Kothari (2004)) 72.4% response rate is adequate for the study.
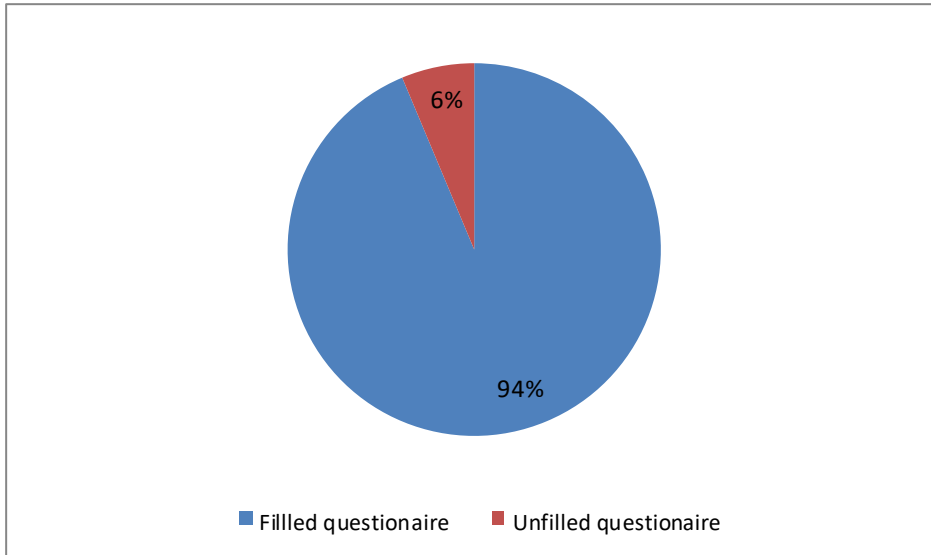
Figure 3: Response rate

As shown in table 4.1 below, there were 5 study sights whereby the distribution of respondents was almost equal at about 20 percent.

Table 4.1: Study Site

Area	Frequencies	Percent
Githurai 44	20	19.2
Kiwanja	22	21.2
Ndumberi	22	21.2
Ngong	22	21.2
Ruiru	18	17.3
Total	**104**	**100**

4.1.2 Gender Distribution

As shown in figure 4 below, the respondents' gender was almost equally distributed with 51% being male and 49 percent being female out of the 104 respondents.
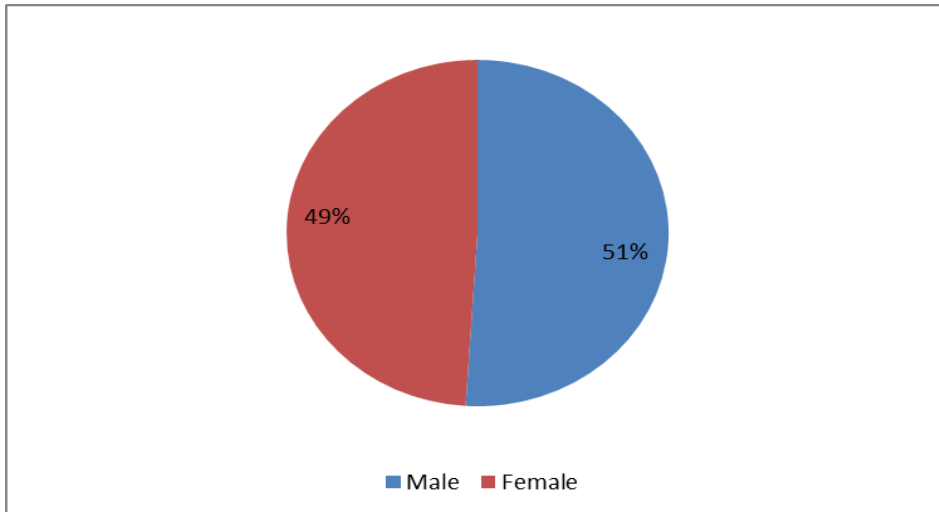
Figure 4: Gender distribution

4.1.3 Educational Level Distribution

Out of 104 respondents, educational level was administered in four categories as shown below. A majority (40 percent) had college as their highest education level while 14 percent had university and postgraduate as the highest level of education. Hence, almost 70 percent of all the respondents had attained post-secondary education.
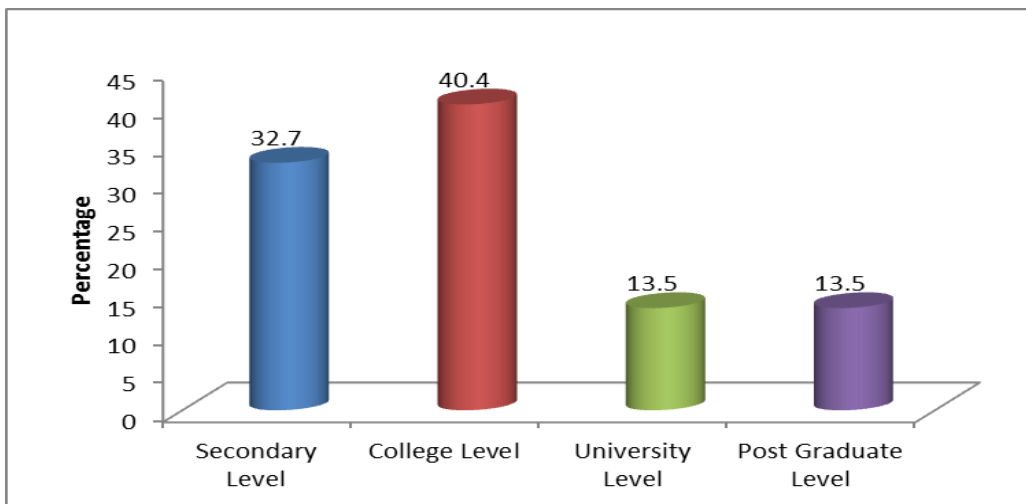
Figure 5: Level of Education

4.1.4 Years in Church as a Member

As shown in figure 6 below, 80.8% of the respondents reported to have been in the church for over 5 years. Only 5.8% reported that they had less than 2 years in the church and 13.5% have been in the church for a period of 3-5 years.
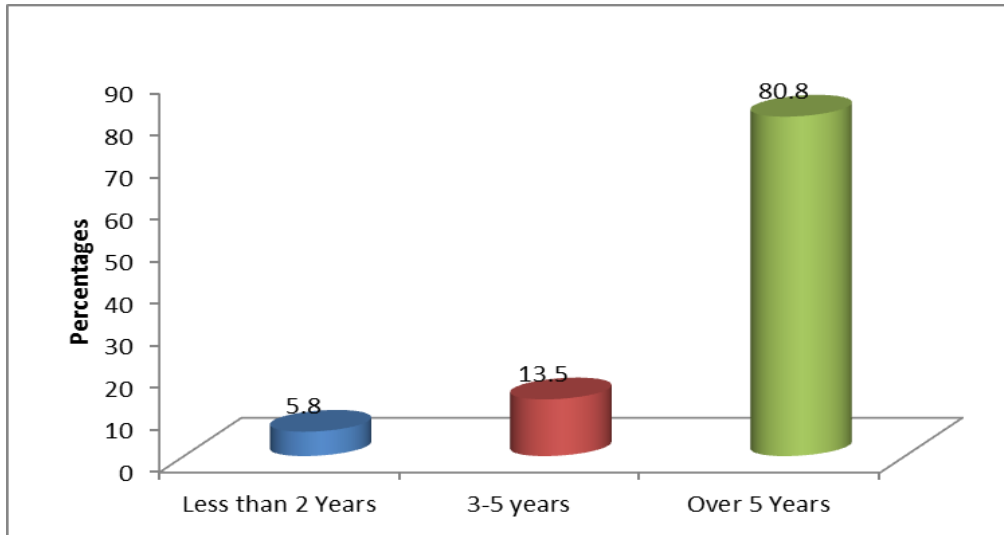
Figure 6: Years in church as a member

4.1.5 Position in Church

As shown in figure 7 below, 23.1% of the respondents are elders in the church and 36.5% are church leaders. Children's ministry teachers contribute to 40.4%. This shows that many of the respondents were the children's ministry teachers.
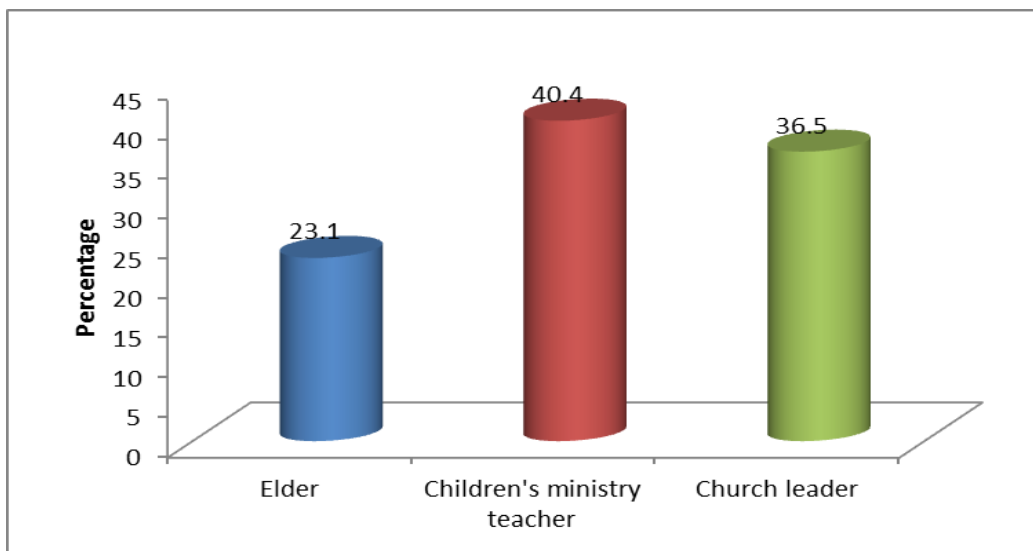
Figure 7: Position in Church

Descriptive statistics were used to establish the mean and standard deviation of the responses on the Likert scales used in the study. A scale of 1 to 5 was used in the study. Quantification of Likert scale categories was done by assigning numerical values to the various categories in order to facilitate statistical representation of data. The data was analyzed using frequency and percentage tables. Descriptive statistics were presented per objectives.

4.1.6 Descriptive Results on the Role of church Leadership on the Growth of Children Ministry

The role of the church leadership on the growth of ministry of children at New Life Covenant Church was the first objective of the study. The table 4.2 below shows the descriptive results of regarding the role of church leadership on the growth of ministry of children. From the table below, 51.9% of the respondents strongly agreed that nurturing of children to grow spiritually is available within the NLCC. 37.9% of respondents agreed that church leadership always organizes parenting classes regularly and 31.4% strongly agreed that church leadership mobilizes enough resources for children ministry. Also, 42.6% of respondents strongly agreed that there is emphasis on children ministry from church leadership and 35.6% strongly agreed that effective parenting skills is encouraged and affirmed in all aspects of congregation's life within the NLCC. From the mean it clear that respondents agreed that church leadership plays a significant role towards the growth ministry of children in New Life Covenant Church.

Table 4.2: Descriptive results on the role of church leadership on the growth of children ministry

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	Stdev
Nurturing of children to grow spiritually is available	3.8%	1.9%	14.4%	27.9%	51.9%	4	1
Church leadership organizes parenting classes regularly	10.7%	18.4%	21.4%	37.9%	11.7%	3	1
Church Leadership mobilizes enough resources for children ministry	4.9%	13.7%	20.6%	29.4%	31.4%	4	1
There is emphasis on Children ministry from church leadership	1.0%	4.0%	21.8%	30.7%	42.6%	4	1
Effective parenting skills is encouraged and affirmed in all aspects of congregation's life	2.0%	7.9%	21.8%	32.7%	35.6%	4	1

4.1.7 Descriptive Results of Resource Allocation on the Growth of Children Ministry

Table 4.3 below shows that 43.3% of respondents strongly agreed and 18.3% were neutral that there is enough space within church surrounding for children to play. 49% strongly agreed that children classes have lockable doors and windows for security purposes and 41.7% strongly agreed that church area and playground is free from clutter for safety purposes. The results also show that 45.6% of respondents strongly agreed that there is age appropriate curriculum for children. 45.1% strongly agreed and 28.2% agreed that children learn about Christian faith and have opportunities to practice putting into action and there's enough budget allocation for children ministry respectively. The mean clearly indicate that respondents strongly agreed that the role of resource allocation policy is essential towards the growth of ministry of children at New Life Covenant Church.

Table 4.3: Descriptive results on the role of resource allocation on the growth of children ministry

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	Stdev
Enough space within church surrounding for children to play	12.5%	15.4%	18.3%	10.6%	43.3%	4	1
Children classes have lockable doors and windows for security purposes	4.8%	10.6%	12.5%	23.1%	49.0%	4	1
Church area and playground is free from clutter for safety purposes	5.8%	6.8%	22.3%	23.3%	41.7%	4	1
There is age appropriate curriculum for children	6.8%	10.7%	13.6%	23.3%	45.6%	4	1
Through curriculum, children learn about Christian faith and have opportunities to practice putting into action	3.9%	7.8%	15.7%	27.5%	45.1%	4	1
There's enough budget allocation for children ministry	14.6%	14.6%	25.2%	28.2%	17.5%	3	1

4.1.8 Descriptive on the Role of Children Ministry Personnel

Table 4.4 below shows result regarding the role of children ministry workforce on the growth of children ministry at New Life Covenant Church. 31.4% of the respondents agreed that children workforce is recruited on requirement basis as any other worker. 35% agreed that children workforce is frequently equipped on how to handle children and the children workforce receives training occasionally. Also, 33.7% of the respondents agreed that children workforce is well equipped and knowledgeable on children ministry. On the other hand, 28.7% of respondents strong agreed that children workforce is developed in matters concerning children regularly.

Table 4.4: Descriptive on the role of children ministry personnel

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	Stdev
Children workforce is recruited on requirement basis as any other worker i.e. education experience, age etc.	15.7%	18.6%	23.5%	31.4%	10.8%	3	1
Children workforce is frequently equipped on how to handle children	2.9%	17.5%	28.2%	35.0%	16.5%	3	1
Children workforce receives training occasionally	3.9%	18.4%	32.0%	35.0%	10.7%	3	1
Children workforce is well equipped and knowledgeable on children ministry	5.8%	16.3%	26.0%	33.7%	18.3%	3	1
Children workforce is developed in matters concerning children regularly i.e. workshops, children seminar attendance	8.9%	13.9%	19.8%	28.7%	28.7%	4	1

4.1.9 Descriptive Results on Organizational Structure

Table 4.5 below shows the result of the role of organizational structure on the growth of ministry of children at New Life Covenant Church. 37.5% of respondents strongly agreed that there is understandable hierarchical order of who reports to whom in the children ministry and 51.9% also strongly agreed that there is hierarchical order in children classes. 45.2% and 32.7% strongly agreed that there is job alignment and also there is controllable friendly number in each class respectively. Also, 37.5% of respondents strongly agreed and 1% strong disagreed that there is sizeable children staff team that can be led by one person.

Table 4. 5: Descriptive results on organizational structure

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	Stdev
Understandable hierarchical order of who reports to who in children ministry	5.8%	13.5%	15.4%	27.9%	37.5%	4	1
Hierarchical order in children classes i.e. children go to different classes according to age	1.9%	7.7%	18.3%	20.2%	51.9%	4	1
Job alignment i.e. teachers teach age groups they are well vast with	2.9%	9.6%	15.4%	26.9%	45.2%	4	1
Controllable friendly number in each class	3.8%	13.5%	13.5%	36.5%	32.7%	4	1
Sizeable children staff team that can be led by one person	1.0%	15.4%	20.2%	26.0%	37.5%	4	1

4.1.10 Descriptive Results of the Growth of Children Ministry

In table 4.6 below, 37.9 agreed and 34% strongly agreed that children ministry is vibrant and growing numerically and on the other hand, only 5.8% strongly disagree that children ministry is vibrant and growing numerically. 42.3% agreed and 21.2% strongly agreed that children ministry is organized in terms of leadership. 24.30% of respondent were neutral on the issue that children ministry budget is well considered and distributed equally like in other church ministries and 21.4% strong disagreed on the issue that children ministry budget is well considered and distributed equally like

in other church ministries. 26.2% of respondents were neutral and 21.4% agreed that there are adequate child ministry resources enabling effective ministry execution and on the other hand, 25.2% disagree that there is adequate Child ministry resources enabling effective ministry execution. 32% strongly agreed and 31.1% agreed that children curriculum is well thought out and doctrinally sound. 36.5% of respondents agreed that there are well-equipped children workers empowered to handle ministry and 22.1% of respondents were both neutral and strongly agreeing in the same issue. 33% agreed and 27.2% were neutral of the issue that children ministry is the top priority for church leadership.

Table 4.6: Descriptive results of the growth of Children Ministry

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	Stdev
Children ministry is vibrant and growing numerically	5.80%	7.80%	14.60%	37.90%	34.00%	4	1
Children ministry is organized in terms of leadership i.e. ministry head and staff	6.70%	14.40%	15.40%	42.30%	21.20%	4	1
Children ministry budget is well considered and distributed equally like in other church ministries	21.40%	20.40%	24.30%	17.50%	16.50%	3	1
Adequate Child ministry resources enabling effective ministry execution	20.40%	25.20%	26.20%	21.40%	6.80%	3	1
Children curriculum is well thought out and doctrinally sound	4.90%	11.70%	20.40%	31.10%	32.00%	4	1
Well-equipped children workers empowered to handle ministry	5.80%	13.50%	22.10%	36.50%	22.10%	4	1
Children ministry is the top priority for church leadership	6.80%	12.60%	27.20%	33.00%	20.40%	3	1

4.2 Inferential Statistics

4.2.1 Correlation Analysis

The study used a correlation analysis to establish the association among the variables used in the study. A Pearson correlation was used. Correlation indicates the direction in one variable if another variable changes. A negative Pearson correlation value indicates negative correlation while a positive Pearson correlation value indicates a positive correlation. The strength of the association increases as the value approaches either negative 1 or positive 1.

Table 4.7: Correlation Matrix

		Church leadership	Resource Allocation	Children ministry workforce	Organizational structure	Growth of Children ministry
Church leadership	Pearson Correlation	1				
	Sig. (2-tailed)					
Resource Allocation	Pearson Correlation	0.403	1			
	Sig. (2-tailed)	0.000				
Children ministry personnel	Pearson Correlation	0.524	0.475	1		
	Sig. (2-tailed)	0.000	0.000			
Organizational structure	Pearson Correlation	0.518	0.56	0.498	1	
	Sig. (2-tailed)	0.000	0.000	0.000		
Growth of Children ministry	Pearson Correlation	0.635	0.481	0.51	0.57	1
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	
	N	104	104	104	104	104

Correlation is significant at the 0.01 level (2-tailed).

The study uses correlation to understand the relationship that exists between the dependent variable (Growth of children ministry) and the independent variables (Church leadership, Resource Allocation role, Children ministry workforce role and Organizational structure).

The correlation matrix shows that church leadership role has a strong and significant relationship with the growth of children's ministry at New Life Covenant Church. The value of Pearson correlation was r= 0.635with a p= 0.000 which was significant at 0.01 significance level. This means that an improvement of church leadership role in church lead to the growth of children's ministry at New Life Covenant Church.

Also from the matrix, the results show that there is a strong and positive relationship between resource allocation and the growth of ministry of children at New Life Covenant Church. The value of Pearson correlation was r= 0.481with a p=0.000 which was significant at 0.01 significance level. The value indicates a strong correlation between resource allocation policy and growth of children ministry however; resource allocation policy has some impact on the growth of ministry of children at New Life Covenant Church. Therefore, improvement in resource allocation will leads to the growth of ministry of children.

There is also a strong and positive relationship between the children ministry personnel and growth of children's ministry at New Life Covenant Church as shown in the correlation matrix above. The value of Pearson correlation was r=0.51 with a p=0.000 which was significant at 0.01 significance level. This result shows that effective children ministry workforce leads to the growth of ministry of children at New Life Covenant Church.

Finally, there is also strong and positive relationship between the organizational structure and the growth of the children's ministry at New Life Covenant Church. The value of Pearson correlation was r=0.57 with a p=0.000 which was significant at 0.01 significance level. The result means that good organizational structure translates to growth of ministry of children at New Life Covenant Church.

4.2.2 Coefficient of Determination

Regression was adapted to further test the nature of relationship between independent variables and dependent. According to Kothari (2014), regression is the determination of a statistical relationship between two or more variables. In simple regression, there are two variables, one variable (defined as independent) is the cause of the behavior of another one (defined as dependent variable). When there are two or more than two independent variables, the analysis concerning relationship is known as multiple regressions and the equation describing such relationship as the multiple regression

equation. Kothari (2014) described ANOVA as a procedure for testing the difference among different groups of data for homogeneity. The essence of ANOVA is that the total amount of variation in a set of data is broken down into two types, that amount which can be attributed to chance and that amount which can be attributed to specified causes while F- test was also used in the context of the analysis of variance (ANOVA) for judging the significance of multiple correlation coefficients.

Table 4.8: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
4	.785d	0.617	0.599	0.52582

Predictors: (Constant), There's enough budget allocation for children ministry, Controllable friendly number in each class, Children personnel is frequently equipped on how to handle children, Church Leadership mobilizes enough resources for children ministry

The result showed that Organizational structure, Children ministry personnel, Church leadership and Resource Allocation had a significant association with the growth of children's ministry at New Life Covenant Church (R=0.785). Furthermore, the results revealed that Organizational structure, Children ministry personnel, Church leadership and Resource Allocation jointly accounted for 61.7% of the variation in growth of children's ministry at New Life Covenant Church

Table 4.9: ANOVA Results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	36.101	4	9.025	25.772	.000b
	Residual	34.669	99	0.35		
	Total	70.77	103			

a Dependent Variable: Growth of Children Ministry
b Predictors: (Constant), Organizational structure, Children ministry workforce, Church leadership, Resource Allocation

The results of ANOVA in table 4.9 indicate that Organizational structure, Children ministry workforce, Church leadership and Resource Allocation were significant predictor variables of performance of growth of ministry of children at New Life Covenant Church. This was indicated by the F-statistics results (F=25.772, p=0.000)

indicating that the model used to link the independent variables and dependent variable was statistically significant. Hence:

$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e$

Where:

Y = Growth of Children's Ministry (dependent variable)

X_1 = Church leadership role

X_2 = Resource allocation

X_3 = Children ministry personnel

X_4 = Organizational structure

e =Error term and α = constant β =coefficient of independent variable

Therefore: Growth of Children Ministry = $0.241 + 0.389 + 0.122 + 0.126 + 0.203 + e$

Table 4.10: Regression Coefficient

		B	Std. Error	Beta	t	Sig.
1	(Constant)	0.241	0.32		0.753	0.453
	Church leadership	0.389	0.086	0.398	4.508	0.000
	Resource Allocation	0.122	0.08	0.135	1.524	0.131
	Children ministry workforce	0.126	0.091	0.124	1.387	0.168
	Organizational structure	0.203	0.084	0.227	2.417	0.017

a Dependent Variable: Growth of Children Ministry

In the multivariate regression model, the church leadership role ($\beta1 = 0.389$, p=0.000) was found to have a positive significant relationship with growth of children ministry at New Life Covenant Church, this is because the p-value was less than 0.05. Similarly, the organization structure ($\beta1 = 0.203$, p=0.017) has a positive significant relationship with growth of children ministry since the p-value was less than 0.05. This implies that both church leadership and organizational structure has a significant impact on the growth of children ministry and therefore, an improvement on church leadership and organizational structure will result into positive growth of the children ministry at New Life Covenant Church and poor church leadership and organizational structure will result into negative growth in children ministry. However, the regression results for resource allocation ($\beta1 = 0.122$, p=0.131) and children ministry workforce ($\beta1 = 0.126$, p=0.168) have insignificant relationship with the growth of children ministry at New Life Covenant Church since the p-value was greater than 0.05. This implies that both resource allocation and children ministry personnel do not have impact on the growth of the children ministry despite their positive correlation.

4.3 Discussion of Findings

The finding of the study has been discussed in relation to the study objectives as follows;

4.3.1 Church Leadership Effect on the Growth of Children Ministry

The results indicate that church leadership plays an important role in the growth of ministry of children at New Life Covenant Church. The correlations showed a positive and string relationship with the growth of children ministry and therefore, this implies that continuous improvement in the church leadership will lead to growth of children ministry at New Life Covenant Church. The regression analysis showed a statistically significant relationship between church leadership role and growth of children's ministry. Indeed this agrees with Conor's study where he points out that, "Churches with succesful children growth describe their senior pastor to be very supportive of children ministry," (Conor, 2007).

4.3.2 Resource Allocation on the Growth of Children Ministry

The descriptive statistics showed that bigger percentage of respondent agreed that resource allocation policy plays a significant role towards the growth of children ministry. The correlations results also showed a positive relationship between the resource allocation and growth of children ministry at New Life Covenant Church with the value of Pearson correlation being r= 0.481with a p=0.000 which was significant at 0.01 significance level. However, the regression analysis showed a statistically insignificant relationship between role of resource allocation and growth of children's ministry at New Life Covenant Church. This implies that there is little impact cause by resource allocation on the growth of children ministry at New Life Covenant Church. The correlation results agree with a research done in England churches by Voas and Walt (2014) which indicated that resource allocation has a strong impact on the growth of children ministry because "the more the resources the more the growth".

4.3.3 Children Ministry Personnel on the Growth of the Children Ministry

Based on the correlations results, there is positive and strong relationship between the children ministry and growth of ministry of children at New Life Covenant Church.

The result implies that improved performance of the workforce would lead to the positive growth of ministry of children. However, the regression analysis showed a statistically insignificant relationship between children ministry personnel and growth of ministry of children. This means that the personnel had little impact on the growth of children ministry at New Life Covenant Church. However, according to Eri's research, they observed that, "children workers need to be equipped for future betterment of children ministry". Therefore they advocate for children personnel to be thoroughly trained and scrutinized before hire for a better future ministry (Eri, 2016).

4.3.4 Organizational Structure on the Growth of Children Ministry

Organizational structure had great impact on the growth of children ministry and this is according to the correlation results and the descriptive statistics results. This implies that effective organizational structure would lead to growth of children ministry and on the other hand, ineffective organizational structure would deteriorate the growth of children ministry at New Life Covenant Church. Also, the regression analysis showed a statistically significant relationship between organizational structure of the church and growth of children's ministry. These results agree with Liao and Germin's observation that, "formal structure in an organization, has positive effects on performance in a stable environment whilst negative effect is achieved in a dynamic atmosphere" (Liao & Germin, 2008).

CHAPTER FIVE:

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction

This chapter contained a summary of the findings, recommendations, conclusions and areas for further studies that the study identified. The summary of the findings was done in line with the study objectives. The study made recommendation based on the conclusion of the study.

5.1 Summary of Findings

New Life Covenant Church was the target population for this study. The study adopted a census survey technique with respect to the unit of analysis which is the New Life Covenant Church. Primary data was gathered by use of structured questionnaires. The study collected data using questionnaire. Data gathered from the questionnaires was analyzed using statistical package for social sciences computer software. SPSS which generate both descriptive and inferential statistics were employed. Descriptive statistics including the mean and standard deviation were used to capture the characteristics of the variables under study.

5.1.1 Church Leadership and Growth of Ministry of Children

Leadership of the church plays a significant role towards the growth of ministry of children at New Life Covenant Church. The descriptive analysis shows a strong agreement from the respondents that church leadership plays an essential role towards ensuring that there is growth of ministry of children. The regression analysis showed a statistically significant relationship between church leadership role and growth of children's ministry. Similarly, the correlation results indicate that there is a very strong and positive relationship between the church leadership role and the growth of children's ministry at New Life Covenant Church.

5.1.2 Role of Resource Allocation on the Growth of the Children Ministry

Resource allocation is essential towards ensuring there is growth of children ministry at New Life Covenant Church. From the descriptive results, it is clear that an improvement in resource allocation will result into growth of ministry of children. Besides, there was strong and positive relationship between the role of resource allocation and the growth of children's ministry at the New Life Covenant Church. However, the regression analysis showed a statistically insignificant relationship between role of resource allocation and growth of children's ministry at New Life Covenant Church. According to the regression result, there is little impact cause by resource allocation and therefore, there is need to improve it in order to improve the growth of children ministry at New Life Covenant Church.

5.1.3 Role of Children Ministry Personnel on the Growth of Children Ministry

At the New Life Covenant Church, many respondents agreed that children ministry workforce is important towards attaining the growth of ministry of children. It means that improving the children ministry personnel will lead to growth of ministry of children. Besides, there was strong and positive relationship between the role of children ministry workforce and the growth of children's ministry at the New Life Covenant Church. However, the regression analysis showed a statistically insignificant relationship between children ministry personnel and growth of ministry of children.

5.1.4 Role of organizational structure on the growth of children ministry

Many respondents strongly agreed that organizational structure is an essential factor towards the growth of ministry of children at New Life Covenant Church. The correlation results also indicate that organizational structure of the church has strong relationship with the growth of the children ministry. Also, the regression analysis showed a statistically significant relationship between organizational structure of the church and growth of children's ministry at New Life Covenant Church.

5.2 Conclusions

Church leadership affects children ministry growth in a positive way, that is because data analyzed shows the role of church leadership as significant towards the growth of

children ministry at New Life Covenant Church. Therefore, the New Life Covenant Church should put more effort to improve the church leadership for the purpose of improving the positive growth of children ministry. Resource allocation also had a positive effect on the growth, this is from the correlation results, which means there should be an improvement on the resource allocation at the church in order to ensure that there is a growth in ministry of children.

Also, the study shows that children ministry personnel has a positive impact on the growth of ministry and therefore, more effort should be put in place in order to ensure that there is an effective personnel within ministry of children for the purpose of having a positive growth. The organizational structure is also contributing positively towards the growth of children ministry and this is based on the descriptive statistics results, correlation and regression results. This implies that organizational structure is a significant factor towards the growth of ministry of children at New Life Covenant Church.

5.3 Recommendation

Church leadership and growth of ministry of children: The church leadership should be improved in order to ensure that there is growth of ministry of children at New Life Covenant Church. This should be scaled up even to other churches in order to have a positive growth of children ministry.

Resource allocation on the growth of children ministry: The resource allocation should be implemented at New Life Covenant Church in order to attain positive growth of children ministry. This can be scaled up to other churches.

Children ministry personnel on the growth of children ministry: There should be effective implementation of children ministry personnel service at New Life Covenant Church for the purpose of attaining a positive growth on children ministry.

Organizational structure on the growth of children ministry: The organization structure of the church should be taken into consideration through ensuring effective implementation for the purpose of attaining positive growth of children ministry. This should be scaled up to other churches.

5.4 Suggestions for Further Study

Based on the results of study, the factors affecting the growth of children ministry studied in this research only account for 61%, it is therefore recommended that a further study be done to find out other factors that might be affecting the growth of children ministry.

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Appendix 1: Questionnaire

INSTRUCTIONS

Kindly fill your response in the space provided or tick (√) as appropriate. All the information provided here will be considered private and confidential for the purpose of this research ONLY.

SECTION A: GENERAL /DEMOGRAPHIC DATA

1. Kindly indicate your gender

    a) Male ☐

    b) Female ☐

2. Please indicate the highest level of education you have attained

    a) Secondary level ☐

    b) College level ☐

    c) University level ☐

    d) Post graduate level ☐

3. How many years have you been in the church?

    a) Less than 2 years ☐

    b) 3 to 5 years ☐

    c) Over 5 years ☐

4. What is your position? ☐

a) Elder

b) Children's ministry teacher [ ]

c) Senior leader [ ]

Section B: Church leadership

In the table below, in a scale of 1-5as shown in the scale below, please indicate the extent of your agreement with the statement. **5) Strongly agree; 4) Agree; 3) Neutral; 2) Disagree; 1) strongly disagree.**

No.	Statement	5	4	3	2	1
1	There is nurturing of children to grow spiritually					
2	The church leadership organizes parenting classes regularly					
3.	The church leadership mobilizes enough resources for children ministry					
4	There is emphasis on children ministry from the church leadership					
5.	Effective parenting skills are encouraged and affirmed in all aspects of congregation's life					

Section C: Resource allocation.

In the table below, in a scale of 1-5as shown in the scale below, please indicate the extent of your agreement with the statement. **5) Strongly agree; 4) Agree; 3) Neutral; 2) Disagree; 1) strongly disagree.**

No	Statement	5	4	3	2	1
1	There is enough space within the church surrounding for children to play					
2	The children classes have lockable doors and windows for security purposes					
3	The church area and the playground is free from clutter for safety purposes					
4	There is age appropriate curriculum for children					
5	Through the curriculum the children learn about Christian faith and have opportunities to practice putting it into action					
6	There is enough budget allocation for children ministry					

Section D: children ministry workforce

In the table below, in a scale of 1-5as shown in the scale below, please indicate the extent of your agreement with the statement. **5) Strongly agree; 4) Agree; 3) Neutral; 2) Disagree; 1) strongly disagree.**

No	Statement	5	4	3	2	1
1	The children workforce is recruited on the basis of the requirements as any other worker, e.g. education, experience,					

N o	Statement	5	4	3	2	1
	age etc.					
2	The children workforce is frequently equipped on how to handle children					
3	The children workforce receives training occasionally.					
4	The children workforce is very well equipped and knowledgeable on children ministry					
5	The children workforce is developed in matters concerning children regularly e.g. they attend children seminars, workshops etc.					

Section E: Organizational structure

In the table below, in a scale of 1-5as shown in the scale below, please indicate the extent of your agreement with the statement. **5) Strongly agree; 4) Agree; 3) Neutral; 2) Disagree; 1) strongly disagree.**

No	Statement	5	4	3	2	1
1	There is order of hierarchy of who reports to who in children ministry and it is easily understood					
2	There is order of hierarchy in children classes in matters of different children go to different class according to age.					

No	Statement	5	4	3	2	1
3	There is job alignment; teachers teach according to the age groups they are well versed with.					
4	There is a friendly number in each class that a teacher can control					
5	The children staff team is sizeable that can be led by one person					

Section F: Growth of Children ministry

In the table below, in a scale of 1-5as shown in the scale below, please indicate the extent of your agreement with the statement. **5) Strongly agree; 4) Agree; 3) Neutral; 2) Disagree; 1) strongly disagree.**

No	Statement	5	4	3	2	1
1	The children ministry is vibrant and growing numerically					
2	The children ministry is organized in terms of leadership(ministry head and staff)					
3	The budget for children ministry is well considered and distributed in equal measure just like the other church ministries					
4	There is enough resources for the children ministry that enables them to carry out ministry effectively					
5	The children curriculum is well thought through and doctrinally sound					

6	The children workers are well equipped and empowered to handle the ministry					
7	The children ministry is the top most priority for the church leadership					

Appendix 2:IERB –Approval Letter

AFRICA INTERNATIONAL UNIVERSITY

Committed to His mission
Connected to His world

February 4, 2019

EVERLYNE ANDESIA ATIELI
Africa International University,

RE: APPROVAL OF RESEARCH PROPOSAL: FACTORS AFFECTING THE GROWTH OF CHILDREN MINISTRY: A CASE OF NEW LIFE COVENANT CHURCHES ;# AIU/IERB/009/2019

Thank you for submitting your research proposal to the Institutional Ethical Review Board (IERB) at AIU.

This is to inform you the IERB has approved your proposal. The approval period is from February 4, 2019 to February 4, 2020 and is subject to compliance with the following requirements:

i. Only approved documents(informed consents, study instruments, advertising materials etc) will be used.
ii. All changes(ammendments, deviations, etc) will be submitted for review and approval by the IERB before implementation.
iii. Death and life threatening problems and severe adverse events or unexpected adverse events whether releated or unrelated to the study must be reported to the IERB Committee immediately by telephone, followed by email within twenty four (24) hours after the PI becomes aware of the event.
iv. Any changes anticipated or otherwise that may increase the risk or affect the saftey or welfare of study participants and others or affect the integrity of the reserch must be reported to the IERB committee immediately.
v. Request for renewal must be submitted to the IERB at least 60 days prior to the expiry of the approval period. A comprehensive progress report must be submitted with renewal request.
vi. An executive summary report must be submitted to IERB within 90 days upon completion of the study. This information will form part of the database that will be consulted in future when processing related research studies so as to minimize chances of study duplication and/ or plagarism.
vii. The IERB shall have the authority to suspend or terminate ethical approval for Student, Faculty or Staff research where it is the IERB's findings that the research is not being, or can no longer be conducted in accordance with provisions of the approved protocol.

Please do not hesitate to contact the undersigned for any queries or clarification.

Yours faithfully

Dr. Joash Mutua
Chair, AIU-IERB Committee

Appendix 3: NACOSTI –Research Authorization

**NATIONAL COMMISSION FOR SCIENCE,
TECHNOLOGY AND INNOVATION**

Telephone:+254-20-2213471,
2241349,3310571,2219420
Fax:+254-20-318245,318249
Email: dg@nacosti.go.ke
Website : www.nacosti.go.ke
When replying please quote

NACOSTI, Upper Kabete
Off Waiyaki Way
P.O. Box 30623-00100
NAIROBI-KENYA

Ref: No. **NACOSTI/P/19/23171/28321**

Date: **20ᵗʰ February, 2019**

Everlyne Andesia Atieli
Africa International University
P.O Box 24686 − 00502
NAIROBI.

RE: RESEARCH AUTHORIZATION

Following your application for authority to carry out research on *"Factors affecting the growth of children ministry: A case of new life covenant churches"* I am pleased to inform you that you have been authorized to undertake research in **Nairobi County** for the period ending **20ᵗʰ February, 2020.**

You are advised to report to **the County Commissioner and the County Director of Education, Nairobi County** before embarking on the research project.

Kindly note that, as an applicant who has been licensed under the Science, Technology and Innovation Act, 2013 to conduct research in Kenya, you shall deposit **a copy** of the final research report to the Commission within **one year** of completion. The soft copy of the same should be submitted through the Online Research Information System.

BONIFACE WANYAMA
FOR: DIRECTOR-GENERAL/CEO

Copy to:

The County Commissioner
Nairobi County.

The County Director of Education
Nairobi County.