

AN INVESTIGATION OF FACTORS CONTRIBUTING TO LEADERSHIP

CONFLICTS IN AFRICA INLAND CHURCH

TRANS NZOIA COUNTY (2006-2015)

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ABSTRACT

The purpose of the study was to investigate the factors that contribute to leadership conflict in Africa Inland Church in Trans Nzoia County. Descriptive survey design was used. The target population was 1,086 people comprising of church elders, men, women, and youths, church administration, and congregation from 10 churches. Purposive sampling was used to sample church officials whereby the researcher selected 5 officials that form the Local Church Council (LCC) from each of the 10 churches namely chairman, vice chairman, secretary, vice secretary, and treasurer. In addition, 6 respondents from each church comprising of two women, two men and two youths to represent the congregation were included in the study. The total sample size was 110 respondents. Questionnaire was used as the data collection instrument. Data was analyzed using descriptive statistical techniques including mean and standard deviations. The findings showed that power struggle, leadership positions and control of finances were the top three leading causes of conflict in Church. Forgiveness and reconciliation ranked first as a strategy that would provide lasting solution to the conflict in church, followed by mediation and negotiation while lawsuit was the least ranked. It was concluded that leadership conflict in AIC Trans Nzoia County was mainly attributable to power struggle, leadership positions and control of finances. The leadership of the church potentially escalated the conflict. Forgiveness and reconciliation was perceived as the best strategy that would bring about a lasting solution to the conflict in church. Mediation would also help bring feuding leaders together while negotiation would provide quick and a win-win solution to the conflict. It was recommended that the leaders and the entire church should show a complete love for God and protection from impulsive, self-centered behaviors that escalate conflict through repentance. The leaders should then face up their own attitudes, faults and responsibilities before pointing out what others did wrong.

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