

Assessing Church Leadership Succession of the Redeemed Gospel Church

By

Peter Kyengo

B.A., Pan Africa Christian University, 2011

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The purpose of this study was to assess church leadership succession in the Redeemed Gospel Church in Kenya based on a case study methodology. The researcher assessed the advantages and disadvantages of developing and nurturing talent to ensure continuity of vision and mission by making sure that the right people are in the right place at the right time within the church organization because leadership is influencing what happens tomorrow today. The researcher through qualitative and exploratory research methods examined five key strategies to succession planning which include: Aligning succession planning with an organizational strategy; assessing leadership potential; involving the talent in the planning; mixing development through experience, coaching, and training; and casting a wider net for succession. The study found out that, succession planning strategy plays a key role in the continuity of the church after the demise or retirement of a leader. Therefore, there needs to be proper succession plan within the Church to ensure smooth transitions in the church structure and hierarchy.