

Mentoring Practice for Leadership Development in CITAM

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Major Research Project
Submitted in Partial Fulfillment of
The Requirements for the Degree of

Master of Arts in Leadership



Pan Africa Christian University

October, 2014

EXECUTIVE SUMMARY

The purpose of this research was to investigate the extent to which mentoring is used as a means to raise leaders in CITAM. This research focused on mentoring as a tool for leadership development in CITAM and evaluated the extent to which mentorship has impacted the leaders and the ministry in general. The church in Kenya has experienced setbacks in the advancement of the gospel and on many occasions has lost members as a result of bad leadership. The study was based on the assumption that the church can greatly gain from having leaders who are skilled and competent through mentoring.

The research design was descriptive survey. It concentrated on the nine CITAM assemblies within and around Nairobi, including all interns from all the assemblies. Primary data was collected using questionnaires and scheduled interviews among senior leaders in the church. The data collected was analyzed using Microsoft Excel and presented in graphs and tables. The information from the interviews was organized and transcribed with patterns identified to complement the results from the questionnaires.

From the findings, CITAM has informal mentoring activities that are not supported by a definite description or schedule and is largely implemented subjectively at the discretion of the leader. There is however a formal attempt on mentoring of pastoral interns but from the findings was inclined to tasks rather than relationships. It was evident that there is need for leadership development to raise reliable people who can be trusted with the mission of CITAM. In this respect, this study recommends that CITAM develops a clear plan for developing leaders through mentoring; without which its strategic plan will be a mirage.