



**THE IMPACT OF PASTORS' FAMILY WELL-BEING
ON PASTORAL MINISTRY WITHIN THE ADEPR
NYAMASHEKE LOCAL CHURCH IN RWANDA**

**Rukundo Simeo¹,
Hitayezu Elysee²ⁱ,
Uwamariya Marie Therese²,
Ngirinshuti Vedaste²,
Turatsinze Jean Bosco²,
Musanganire Innocent²**

¹Hope Africa University,
Bujumbura, Burundi

²Kibogora Polytechnic,
Rwanda

Abstract:

This study investigates the impact of pastors' family well-being on pastoral ministry within the ADEPR Nyamasheke Local Church. Recognizing the integral role pastors play in the spiritual guidance and growth of congregations, the research explores the reciprocal relationship between pastors' family well-being and the effectiveness of pastoral ministry. Employing a mixed-methods research design, the study involves surveys, interviews, and focus group discussions with pastors, their families, and congregants. The research aims to quantify and qualitatively assess various dimensions of pastors' family well-being, including economic stability, emotional health, and familial relationships. Additionally, the study examines the perceived impact of pastors' family well-being on key indicators of pastoral ministry effectiveness, such as congregational growth, community impact, and pastoral satisfaction. The findings of this research chart provide a comprehensive analysis of the Church's leadership effectiveness, revealing strengths and weaknesses through expressed percentages. While an overall frequency suggests a perception of weak leadership, a minority of respondents express satisfaction in certain areas. Pastors, Mothers' Union members, and choir group leaders particularly commend aspects like the leadership system, individuals with gifts, and effective management. However, the item indicating 18.48% reveals a shortage of qualified staff, a concern elaborated in a previous table. Additionally, the 21.12% representing management underscores perceived challenges in organizational effectiveness. This nuanced examination unveils a complex narrative, portraying both positive and concerning aspects of leadership within the Church. Contribute valuable insights to the

ⁱCorrespondence: email hitely12030@gmail.com

understanding of the interconnected dynamics between pastors' family well-being and the overall success of pastoral ministry within the unique context of the ADEPR Nyamasheke Local Church. The implications of the study may inform pastoral training programs, church policies, and community engagement strategies to enhance the holistic well-being of pastors and, consequently, the vibrancy of pastoral ministry.

Keywords: pastors' family wellbeing, pastoral ministry, ADEPR Nyamasheke Local Church

1. Introduction

The intricate interplay between the personal lives of pastors and their professional roles within the church community has long been recognized as a crucial factor in the effectiveness of pastoral ministry (Smith, 2024; Johnson & Brown, 2019). One fundamental yet often understudied dimension of pastors' lives is the well-being of their families. Adequate attention to pastors' family well-being is vital, as it not only impacts the individuals directly involved but also resonates throughout the church congregation and community. The role of pastors within a church community extends beyond the pulpit, encompassing various aspects of pastoral ministry that profoundly impact the spiritual and emotional well-being of congregants. As central figures in the spiritual guidance and growth of their congregations, pastors often face the challenge of balancing the demands of their pastoral duties with the responsibilities within their own families. The intricate interplay between pastors' family well-being and their effectiveness in pastoral ministry remains a subject that warrants exploration.

In the context of the ADEPR Nyamasheke Local Church, a growing awareness of the significance of pastoral ministry has prompted the need to explore the specific influence of pastors' family well-being on their roles within the church. The ADEPR Nyamasheke Local Church, like many others, recognizes the central role of pastors in fostering spiritual growth, community development, and overall well-being among its members. The church's leadership is keen to understand how factors related to pastors' family life might either enhance or impede the effectiveness of pastoral ministry within the unique cultural and social context of Nyamasheke.

Previous research has illuminated the multifaceted nature of pastoral responsibilities, emphasizing the need for pastors to navigate various challenges while maintaining a strong spiritual and emotional foundation (Anderson *et al.*, 2020; Lee & Kim, 2017). However, the specific impact of pastors' family well-being on their pastoral duties remains an area that requires closer examination, especially within the distinct setting of the ADEPR Nyamasheke Local Church.

The pastoral ministry within the ADEPR Nyamasheke Local Church plays a vital role in shaping the spiritual and communal life of its members. However, the effectiveness of pastoral leadership is a multifaceted challenge influenced by various factors, one of which is the well-being of pastors' families. While the responsibilities of

pastors extend beyond the confines of the church, the potential impact of their family well-being on the quality and sustainability of pastoral ministry remains an underexplored area. The juxtaposition of pastoral duties and family life often creates a delicate balancing act for pastors, raising concerns about the potential spillover effects of family dynamics onto their ministerial roles. The intricate nature of this relationship and its specific manifestations within the context of the ADEPR Nyamasheke Local Church necessitate a focused inquiry. Limited research has been conducted on the correlation between pastors' family well-being and the effectiveness of pastoral ministry in this specific setting. The absence of a comprehensive understanding of how pastors' family well-being influences pastoral ministry within the ADEPR Nyamasheke Local Church poses a significant gap in the current body of knowledge. Without addressing this gap, the church may struggle to provide adequate support structures and policies that foster the holistic well-being of pastors and, consequently, impact the overall health and growth of the church community. Additionally, the unique socio-cultural context of Nyamasheke may introduce specific dynamics that distinguish it from other church communities.

These distinctions further emphasize the need for a localized investigation to capture the nuances of the relationship between pastors' family well-being and pastoral ministry effectiveness within ADEPR Nyamasheke. Therefore, this study aims to bridge the existing gap in research by examining the impact of pastors' family well-being on pastoral ministry within the ADEPR Nyamasheke Local Church. By addressing this gap, the research endeavours to provide actionable insights that can inform church leadership, guide pastoral care initiatives, and contribute to the development of sustainable pastoral ministry practices within the unique context of ADEPR Nyamasheke. In essence, the problem at hand is the limited understanding of how pastors' family well-being influences pastoral ministry within the ADEPR Nyamasheke Local Church, and the implications of this gap for the overall health and effectiveness of pastoral leadership in this community. This study aims to contribute valuable insights into the relationship between pastors' family well-being and pastoral ministry effectiveness within the ADEPR Nyamasheke Local Church. By doing so, it seeks to provide the church leadership with evidence-based recommendations to support pastors and their families, ultimately fostering a more vibrant and effective pastoral ministry.

2. Research Methodology

This study was conducted at ADEPR Nyamasheke, located in Tyazo village, Kibogora cell, Kanjongo sector, Nyamasheke district, Western province, nearest Kivu Lake, Rwanda. The research Design Adopted was A mixed-methods approach combining quantitative and qualitative methodologies. Cross-sectional design to capture a snapshot of pastors' family well-being and its impact on pastoral ministry. The population includes pastors, their families, and congregants within ADEPR Nyamasheke Local Church. Stratified random sampling to ensure representation across different church groups. The sample size was 81. A mixed-methods approach is utilized to investigate pastors' family

well-being and its impact on ministry effectiveness. Respondents were selected to ensure adequate representation, with structured questionnaires assessing quantitative aspects of family well-being and its perceived impact on ministry. In-depth interviews with pastors and key informants provided qualitative insights, while group discussions with congregational members gathered diverse views. Direct observations of family dynamics within the church setting were conducted. Variables such as economic stability, emotional health, and family relationships were measured, with pastoral ministry effectiveness assessed through congregational growth, community impact, and pastoral satisfaction. Quantitative data were analyzed using statistical tools, while qualitative data were analyzed thematically. Triangulation of both quantitative and qualitative findings was employed to achieve a comprehensive understanding.

The ethical considerations were obtaining informed consent from all participants, ensuring participant anonymity and confidentiality, and adhering to ethical guidelines to protect the rights and welfare of participants.

Validity and reliability ensured the validity of research instruments through pilot testing expert review and consistent application of research protocols to enhance reliability. Limitations were an acknowledgment of potential limitations, such as response bias or limited generalizability, and transparency about constraints related to time and resource availability.

3. Results and Discussion

3.1 Data Presentation and Analysis

In this study, respondents were carefully selected based on criteria such as age, education, occupation, and their roles within the Church. Out of a total Church population of 501 individuals, the researcher intentionally chose a representative group of 81 individuals, emphasizing their randomness and purposefulness. These individuals considered the cream of the Church society, were deemed to be representative, efficient, credible, and reliable sources for obtaining valid information. The specific count for each category of respondents, including pastors, choir members, youth leaders, women group leaders, development officers, social development agents, and prayer group members, totaling 81, forms the sample size for the study. The findings, presented in tables with frequencies, vividly illustrate the study results and aim to provide credible recommendations. Notably, the research, from the start of tabulation, highlights the number of respondents in each category, facilitating a straightforward analysis of frequencies for the reader.

Table 1: Distribution and Return Questionnaires

Categories of Respondents	Distributed Questionnaires	Returned Questionnaires	Unreturned Questionnaires	Percentage (%)
Pastors	32	20	12	62.5
Evangelists	16	8	8	50
Youth leaders	10	8	2	80
Women groups	20	16	4	70
Development agents	15	10	5	73.3
Social agents	15	10	5	73.3
Prayer groups	8	8	0	100
Choir members	10	8	2	80
Total	126	88	38	69.8

Source: Field survey, 2024.

The research study focused on a specific sample size of 81 individuals within the broader population of 501. This deliberate selection allows for a nuanced exploration of the research objectives. The findings, meticulously analyzed and interpreted through tabulation, provide a comprehensive understanding through the use of frequencies. This analytical approach contributes to the validity and credibility of the recommendations derived from the study. Notably, the 81% representation of respondents is deemed substantial, offering a reliable foundation for the researcher to conduct the study and gather satisfactory and dependable data. This deliberate sampling strategy enhances the robustness of the study outcomes, ensuring a meaningful and reliable contribution to the existing body of knowledge.

3.2 Respondents' Level of Studies

Table 2: Distribution of Respondents According to Their Study Levels

Level of Study	Evangelists & Pastors	Mother's Union	Prayer Groups	Youth Leaders	Choir Members	Development and Social Agents	Total Frequencies	Total Percentage (%)
University	6	0	3	0	0	2	11	9.5
Secondary	10	10	10	2	5	8	45	47.8
Primary	12	6	10	5	5	0	38	40.4
Illiterates	0	0	0	0	0	0	0	0
Total	28	16	23	7	10	10	94	

Source: Field survey, 2024.

3.3 Age Status of Persons in Church Services

Table 3: Distribution According to the Groups' Ages

Age	Pastors and Evangelists	Women Groups	Youth Leaders	Choir Members	Social Agents	Development Agents	Total Frequencies	Total Percentage (%)
15-20	0	0	2	2	0	0	4	1.76
20-25	0	0	2	3	0	0	5	4.4
25-30	0	0	4	5	0	0	9	7.92
30-35	4	6	0	0	3	3	16	10.5
35-40	22	10	0	0	5	3	40	35.2
40-70	4	0	0	0	2	2	8	7.04

Source: Field survey, 2024.

The data analysis reveals a concerning lack of engagement among individuals below 40 in church activities, with only one-third actively participating. This is disheartening, as this age group holds significant potential under the guidance of older, more mature church members. The limited involvement raises concerns about the future of church leadership and is compounded by the observation that actively engaged individuals exhibit lower educational attainment. Additionally, the researcher expresses apprehension about the age

demographics of pastors and evangelists, noting potential effectiveness impacts due to advanced age. Drawing on Erik Erikson's psychosocial crisis theory, the researcher highlights challenges faced by those over 50, including reflections on past regrets and concerns about unfulfilled aspirations. In interpreting the findings, the research suggests that the predominant older age group within the church, particularly pastors and evangelists, may face limitations in strenuous activities like evangelism and church planting. This demographic composition, involving extensive travel and significant energy investments, is deemed not conducive to holistic church growth. Addressing this challenge is crucial for sustained vitality within the church community.

3.4 Interview

A pastor shares personal challenges, having left a public job for ministry, unable to cover family needs like school fees. Suggests creating an education fund for pastors' children and providing medical insurance to improve church leaders' well-being. Another pastor suggests reviewing the recruitment policy due to the burden of 300 salaried pastors in one local church. An evangelist considers leaving ministry for financial reasons but prefers volunteering while focusing on another job. An experienced pastor notes the impact of his family's struggles on ministry effectiveness, citing improvements once his children financially contributed. The overall theme is the intertwining of pastors' personal challenges with their ability to effectively lead in ministry.

Table 4: We find out that the youth below 40 years

The Assessment Domains	Choir Members	Pastors & Evangelists	Youth Leaders	Women Group	Prayer Groups	Development Agents	Social Agents	Total
Holistic Church growth	2	24	2	4	3	2	2	39
Church as a salt and light	4	20	2	2	3	2	4	37
Resourceful Church	5	5	3	2	4	3	3	25
World mission carried out	1	1	1	1	1	1	1	7
Church as a family life living	5	20	4	4	4	4	3	44
A healthy and harmonious Church	2	22	4	21	3	3	3	58
Total (%)	21 (18,48)	92 (81,96)	16 (14,08)	15 (13,2)	15 (13,2)	15 (13.2)	16 (14.2)	190 (38,4)

Source: Field survey, 2024.

This table serves as a stark representation of the Church's significant shortcomings, particularly in the crucial domain of management and planning. The majority of respondents, as revealed by the table, emphasize a pronounced statistical insufficiency within this specific area. Table 4, accompanied by its corresponding chart, sheds light on a noteworthy trend: pastors and evangelists, responsible for effective leadership, tend to avoid casting discredit upon themselves. Instead, they opt to overtly justify their actions. This raises questions about the credibility of the statistical frequency of 81.96, especially when contrasted with the frequencies attributed to other key groups, such as youth group leaders (14.08%), choir group leaders (18%), prayer groups (13.2%), MU groups (13.2%), and development and social agents (13.2%), all of which remarkably align at a 90% similarity. Consequently, the average frequencies discerned from this analysis explicitly indicate and accuse a low level of leadership effectiveness across various segments within the Church. To attain a more nuanced understanding and unveil the truth, it is imperative to turn to the expertise of technicians.

Table 5: Strategies for Pastors' Ministry Improvement

Choir Members	Pastors & Evangelists	Youth Leaders	Women Groups	Prayer Groups	Development Agents	Social Agents	Total Frequencies	Total Percentage (%)
Regular training	4	6	10	8	8	8	48	44
Experiences	4	16	2	3	4	6	37	32,56
Skills	1	5	1	1	1	6	16	14,08
Attitude	7	25	10	8	6	9	77	14,08
Character	8	25	8	8	10	6	73	64,24
Planning, management	1	5	1	1	1	6	16	22.44
Total	25	82	32	29	30	41	263	24.8

Source: Field survey, 2024.

This table starkly highlights the Church's pronounced deficiencies, particularly in the crucial domain of management and planning. A significant majority of respondents signal that the area of management and planning is nearly statistically negligible, a concerning revelation brought to light by the table. Notably, in the corresponding chart, pastors and evangelists appear reluctant to cast discredit on themselves, opting instead for overt justifications. Meanwhile, prayer groups, choir members, and women groups seem to adopt a more moderate stance, perhaps attempting to navigate their behaviour towards the leaders responsible for leadership effectiveness. This

nuanced interplay of perceptions within the Church underscores the complexities surrounding the assessment of leadership effectiveness and the varied responses among different groups within the congregation.

Table 6: Obstacles to Pastoral Family Welfare and to Pastoral Ministry

Obstacles to Pastoral Family Welfare	Pastors and Evangelist	Youth Leaders	Women Groups	Development Agents	Social Agents	Choir Member	Prayer Groups	Total Frequencies	Total Percentage(%)
System of leadership	28	6	10	10	10	10	8	81	93
Laity ownership	14	3	2	2	2	2	2	27	30
Mutual dialogue	14	2	4	2	2	1	1	26	29
People's oriented	28	6	10	4	6	6	4	64	72
Cooperate decision making	10	0	4	0	0	0	0	14	15
Total (%)	94 (81,72)	17 (14,92)	30 (26,4)	18 (15,84)	20 (17,6)	19 (16,72)	15 (13,298)	213 (42,69)	42,6%

Source: Field survey, 2024.

The table depicting the appreciation of leadership effectiveness reveals a strikingly low total frequency of 42.6. Notably, pastors, who hold a frequency of 81.72, consistently present a partial perspective, raising questions about the credibility of the information they provide regarding leadership effectiveness. The respondents encompass various groups, including youth, MU (Mothers' Union), agents of development, socio-development agents, choir group leaders, and prayer groups, each with their respective frequencies. In total, these respondents collectively form a sample size of 88 individuals. The disparities in frequencies among these groups suggest a diverse range of perspectives on leadership effectiveness within the sampled population, necessitating a more in-depth exploration of the factors influencing their perceptions.

Rukundo Simeo, Hitayezu Elysee, Uwamariya Marie Therese,
 Ngirinshuti Vedaste, Turatsinze Jean Bosco, Musanganire Innocent
 THE IMPACT OF PASTORS' FAMILY WELL-BEING ON PASTORAL
 MINISTRY WITHIN THE ADEPR NYAMASHEKE LOCAL CHURCH IN RWANDA

Table 8: Impact Influencing Pastoral Ministry

Strategies for Pastoral Family Wellbeing	Pastors and Evangelists	Development Agents	Social Agents	Prayer Groups	Youth Leader	Mothers' Union	Choir Members	Total Frequencies	Total Percentage (%)
Leadership Empowerment		2	3	3	2	4	6	20	21.12
Good Management of Resources	7	3	2	3	2	4	3	24	21.12
Effective Church Minister	10	5	4	3	3	6	6	37	29.04
Gifted Church	15	2	3	2	2	8	4	36	28,16
Relevant Church Leadership System Members	20	2	2	4	2	8	4	42	24,64
Total	52	14	14	15	11	30	23	159	68.75

Source: Field Survey, 2024.

The items presented in the table offer a detailed insight, delineating the strengths and weaknesses of the Church concerning leadership effectiveness through expressed percentages. The accompanying chart visually reinforces these trends. The overall frequency underscores a prevailing perception of weak leadership effectiveness. Despite this, a noteworthy minority of respondents, as revealed in their interviews, express satisfaction with certain aspects of leadership. Pastors and evangelists (36%), Mothers' Union (MU) members (30%), and choir group leaders (20%) particularly affirm commendable governance, particularly in areas related to the leadership system, individuals with gifts, and effective management. However, a less favorable perspective is highlighted by the item representing 18.48%, indicating a limited number of qualified staff, a detail further expounded in a previous table. Furthermore, the management aspect, represented by 21.12%, is also indicative of perceived shortcomings, pointing towards challenges in effective organizational management. This nuanced examination of percentages and frequencies unveils a complex narrative, highlighting both positive and concerning aspects of leadership effectiveness within the Church.

Rukundo Simeo, Hitayezu Elysee, Uwamariya Marie Therese,
 Ngirinshuti Vedaste, Turatsinze Jean Bosco, Musanganire Innocent
 THE IMPACT OF PASTORS' FAMILY WELL-BEING ON PASTORAL
 MINISTRY WITHIN THE ADEPR NYAMASHEKE LOCAL CHURCH IN RWANDA

Table 9: Indicators of Pastors Family Wellbeing and Church Ministry Growth

Church Ministry Growth	Pastors and Evangelists	Youth leaders	Women Groups	Choir Leaders	Prayer Groups	Development Agents	Social Development Agents	Total Frequencies	Total Percentage (%)
Planning skills	5	3	3	4	4	5	2	26	18.48
Management	14	5	10	4	5	5	5	48	37.84
Monitoring	4	2	4	4	3	4	3	24	21.12
Evaluation	4	2	3	3	2	4	2	20	15.84
Counselling	20	6	16	10	6	8	8	74	66
Total	47	18	36	25	20	26	20	192	33

Source: Field survey, 2024.

The tables above meticulously outline the Church's proficiency levels in various aspects, specifically in management (37.81%), planning (43.12%), monitoring (21.12%), and evaluation (15.84%). These percentages represent the total frequencies associated with each essential skill required for holistic Church growth. The data reveals a notable deficiency in the Church's capabilities, particularly in the areas of monitoring and evaluation, with percentages of 21.12% and 15.84%, respectively. This deficiency is attributed to the lack of expertise within the Church. In contrast, the item related to planning and management shows relatively higher percentages of 43.12% and 37.81%, respectively. This uptick in proficiency can be attributed to the presence of skilled technicians at the highest levels of Church leadership and administration, particularly in planning for the Nyamasheke local church. These experts demonstrate competence in crafting strategic plans and managing the local church's income through offerings and a few income-generating projects at the headquarters. However, the persistent challenge lies in the areas of statistics, monitoring, and evaluation, where a deficiency in know-how is evident. This knowledge gap has repercussions on overall management effectiveness, underscoring the need for enhanced capabilities in these critical aspects.

Rukundo Simeo, Hitayezu Elysee, Uwamariya Marie Therese,
 Ngirinshuti Vedaste, Turatsinze Jean Bosco, Musanganire Innocent
 THE IMPACT OF PASTORS' FAMILY WELL-BEING ON PASTORAL
 MINISTRY WITHIN THE ADEPR NYAMASHEKE LOCAL CHURCH IN RWANDA

Table 10: Influence of Pastoral Wellbeing on Pastoral Ministry

What are the Holistic influences?	Pastors and Evangelists	Development Agents	Diaconal	Women Groups	Prayer Groups	Choirs Members	Youth Leaders	Total Frequencies	Percentages (%)
Income generating projects	10	4	3	4	3	3	4	31	27.28
Hospitals/ health programs	5	3	4	5	5	4	5	31	27.28
Vocational training centers	10	3	5	4	3	3	5	33	29.04
Church financial self-reliance	10	4	6	4	3	4	4	35	27.28
Qualified clergy and other Church services	5	3	4	4	5	4	4	29	27.28
Volunteers qualified in theology	2	4	3	2	2	1	1	15	13.2

Source: Field survey, 2024

The table presents a factual overview, revealing the numerous areas where the Church faces challenges. The frequencies provided serve as undeniable evidence of the Church's limitations in leadership effectiveness. Among the most critical areas of deficiency are the qualifications of staff, economic self-reliance, the absence of health centers, and inadequate income-generating projects, depicted in the tables as 13.2%, 22.28%, and 27.28%, respectively. The Church's struggle with qualified staff arises from financial constraints, as it lacks the resources for scholarships and no longer enjoys sponsoring partners' support. Additionally, Church staff often lacks the academic credentials required for university acceptance, relying instead on experiences passed down from predecessors who were similarly untrained. This creates a cycle of limited resources leading to limited outcomes. The research underscores the significant impact of pastors' well-being on ministry effectiveness. The factors impeding pastors' well-being, such as poverty due to a lack of income projects, leadership challenges, and insufficient skills, are evident. Another pressing issue is the absence of adequate investments, resulting in a shortage of income-generating projects and essential social infrastructures. This deficiency hampers the Church's ability to fulfill its role as a positive influence within society, highlighting the need for strategic interventions to address these multifaceted challenges.

4. Conclusion and Recommendation

4.1 Conclusion

In summarizing the research study, the researcher derived significant findings from an in-depth analysis of relevant concepts within the established hypotheses. Employing a well-structured sampling design and sample size, the researcher ensured the collection of reliable and valid data. The subsequent analysis and interpretation of this data led to pertinent recommendations for the church and future scholars engaging with similar research topics.

The study underscores the importance of the church's responsibility in supporting pastors, aligning with the insights shared by Elder David M. Green. While emphasizing the spiritual aspects of pastoral care, the study acknowledges the need for financial support to cultivate effective family well-being, which, in turn, impacts ministry performance. The biblical perspective on financial matters, as exemplified by Jesus, serves as a guiding principle for addressing financial issues within the church.

4.2 Recommendations

4.2.1 For ADEPR Headquarter

Consider church budget constraints before ordaining new ministers to prevent burdening local churches; establish a fund for providing scholarships to pastor's families, enhancing their well-being and ministry impact, and implement new revenue-generating projects to reduce dependence on offerings and tithes.

4.2.2 For ADEPR Local Church Nyamasheke

Encourage pastors to develop additional skills for self-reliance beyond relying solely on church members for income. Promote the concept of holistic life development through training, advocacy, and a shift from individualism to collective church ownership and Motivate church members to contribute collaboratively to the development of the church and pastoral family for mutual ownership and growth.

Conflict of Interest Statement

The authors declare no conflicts of interest.

About the Author(s)

Rukundo Simeon is a dedicated Parish Pastor with extensive experience in leadership and practical theology. He holds a Master's degree in Theology, which he obtained from Hope Africa University, Bujumbura, Burundi in 2020. His master's studies were in the Faculty of Arts and Sciences. Before his master's degree, he earned a Bachelor's Degree in Systematic Theology from Hope Africa University Kibogora Branch in 2012. Throughout his academic career, he has been actively involved in leading two parishes: Mwasa and Kagarama in ADEPR Parishes. He is passionate about nurturing spiritual growth through spiritual counseling, home visits, and daily prayer. In addition to his pastoral

duties, He has been an instrumental figure in organizing prayer camps for youth and adults, intending to instruct them in the bearing of spiritual gifts. This has contributed significantly to the spiritual development of the participants. Currently oversees 29 local churches, 30 ministers, 7273 members, and 178 deacons. He actively engages in workshops to enhance the capacity of his team to be commissioned in discipleship ministry. His dedication to his ministry has led him to serve as the Head Coach of the Disciplinary Commission on the Regional Level. His commitment to serving his community and his passion for spiritual growth makes him a valuable asset to any organization or ministry. He continues to inspire those around him with his leadership and dedication to the Christian faith.

Elysee Hitayezu holds a Master's degree in Medical Biochemistry from Periyar University and a Bachelor's degree in Medical Laboratory Technology from Lovely Professional University, India. As an experienced professional in the field of biomedical sciences, he has a strong academic background and expertise in biochemistry and medical laboratory technology. His research interests lie in the areas of medical biochemistry, diagnostics, and laboratory techniques. His research work focuses on exploring the biochemical mechanisms underlying various diseases and developing innovative diagnostic methods to improve patient care and outcomes. He joined Kibogora Polytechnic in 2017 as an Assistant Lecturer of Clinical Chemistry, Biochemistry, and other Biological Sciences in three faculties: General Medicine and Health Sciences, General Nursing, and Education. He taught different modules related to Clinical Chemistry and Biological Sciences and he supervised undergraduate research projects. He has actively participated in scientific conferences, symposiums, and workshops related to medical biochemistry and laboratory technology. He is currently an Assistant Lecturer at the University of Rwanda, College of Medicine and Health Sciences. ORCID: <https://orcid.org/0009-0000-0637-1724>

Uwamariya Marie Therese is a registered nurse with a master's degree holder in Nursing Education & Leadership and also bachelor's degree in General Nursing obtained from Hope Africa University in the Faculty of Health Sciences, Department of Nursing in Bujumbura, Burundi. She has spent a long time in the hospital field working as a registered nurse. In addition, she is experienced in the academic field From February 2013 up to now she has worked at Kibogora Polytechnic (KP). In the academic field, she started as a clinical instructor in the post of skills lab coordination in the Health Sciences Faculty. She is experienced in leadership in different skills lab activities and Skills lab Policy development. She is still an Assistant Lecturer working at Kibogora Polytechnic delivering modules related to the nursing profession in the Faculty of Health Sciences, Department of General Nursing and Midwifery Sciences. As an assistant lecturer at Kibogora Polytechnic, she delivers modules including fundamentals of behaviors (psychosocial), mental health nursing, health assessment, tropical and communicable diseases, nursing leadership-quality assurance, and mentorship. Finally, she contributes academically to the research by helping the finalists' students by supporting their final dissertations.

Nginshuti Vedaste is a registered nurse with a master's degree holder in nursing sciences and a bachelor's degree obtained from Hope Africa University in Burundi. The experience in the nursing field working as a registered nurse in health center and hospitals as a nurse practitioner and occupying nursing leadership, in addition, he has been experienced in the academic field since 2012 working as an Assistant Lecturer at Hope Africa University delivering modules related to the nursing profession. From 2014 up to now, I have been working at Kibogora Polytechnic in the faculty of health sciences, department of general nursing, and midwifery sciences. The research interest focuses on the field of healthcare delivery and health-related education. In health education, as an assistant lecturer at Kibogora Polytechnic, he delivers modules including fundamentals of nursing and midwifery, specialized nursing, child health, and coordinating clinical placement activities.

Turatsinze Jean Bosco is an ongoing Master's Student in Mathematics with Education from the University of Rwanda and a Bachelor's degree in Mathematics and Physics with Education from Kibogora Polytechnic (Rwanda). His research interests lie in the areas of Mathematics, ICT, and Education. His research work focuses on the impact of GeoGebra Software usage in teaching and Learning Statistics. He joined Kibogora Polytechnic in 2022 as a Tutorial Assistant in the Department of Sciences, Faculty of Education. He assisted in tutoring different modules related to Mathematics and Physics. He has actively participated in African Mathematical school, and workshops related to research. He is currently a Tutorial Assistant at Kibogora Polytechnic, Department of Sciences and Faculty of Education.

Innocent Musanganire holds a Master's degree In Socio-Economics Development Politics from Institute CEDIMES Congo Kinshasa and a bachelor's degree in Community Development "Entrepreneurship and Project Management" from Institute Supérieur de Management (ISM) Kinshasa Congo as an experienced professional in the field of Development he has a strong academic background and expertise in Socio-Economic development. His research interest lies in socio-development and works on community wellbeing. He started with Kibogora Polytechnic in 2012 as Assistant Lecturer in the faculty of business and Development Studies, He taught different modules related to development and sociology in the said faculty as well as in the faculty of Education at the same university, supervised undergraduate research projects, he has actively participated in different scientific conferences and workshops related to research, development, and community wellbeing.

References

- Agilkaya-Sahin, Zuhail. (2018). Bridging Pastoral Psychology and Positive Psychology. *Ilahiyat Studies*. 9. 183-210. 10.12730/13091719.2018.92.180.
- Akanbi, O. S. (2017). *The Socio-Economic and Political Impact of South-West Nigerian Pentecostal Churches Viewed from A Theological Perspective* (Doctoral dissertation,

- University of Pretoria). Retrieved from <https://repository.up.ac.za/handle/2263/61550>
- Allen R. (2006). *Spontaneous Expansion of the Church*. Grand Rapids: Eerdmans. Retrieved from <https://www.jstor.org/stable/j.ctt1cgdxcb>
- Allen R. (2006). *Missionary Methods: St. Paul's or Ours?* London: World Dominion, retrieved from <https://www.jstor.org/stable/j.ctt1cgdzwk>
- Anderson, J. M., et al. (2020). Pastoral Challenges in Contemporary Society. *Journal of Church and Society*, 25(2), 45-62.
- Bénétreau S. (2008). *Les épîtres pastorales, 1 et 2 Timothée*. Édifac, Retrieved <https://publicationschretiennes.com/products/les-epitres-pastorales-1-et-2-timothee-tite>
- Berkley J. (2000). *The dynamics of church finance*. Baker Books Retrieved from https://books.google.ro/books/about/The_Dynamics_of_Church_Finance.html?id=Vxr-1hfrP5YC&redir_esc=y
- Beville, K. (2013). *Be my witness*, Evangelical Press, Grands Rapids, USA. retrieved from <https://www.abebooks.com/9780852349267/Witnesses-Kieran-Beville-0852349262/plp>
- Brierley P. (1989). *Vision building, knowing where you are going*, Hadder and Stoughton, Retrieved from <https://www.abebooks.co.uk/book-search/title/vision-building-knowing-where/author/brierley-peter/>
- Brown R. E. (1994). *Faith and the Future: Studies in Christian Eschatology*, Paulist Press. Retrieved from https://catalog.library.vanderbilt.edu/discovery/fulldisplay/alma991023966199703276/01VAN_INST:vanui
- Brown, E. L. (2019). Discipleship: A Biblical Approach and Alignment to the Spirit of the Ministry at Kingdom Collegiate Academies Early Childhood Program. Retrieved from <https://digitalcommons.liberty.edu/doctoral/5206/>
- Bruce B. Barton, David R. Veerman, Neil Wilson (1993). *1 and 2 Timothy and Titus*, Tyndale House Publishers, Retrieved from https://books.google.ro/books/about/1_and_2_Timothy_and_Titus.html?hl=is&id=Wjbt7aB5xnYC&redir_esc=y
- Bruce, F. F. (1985). *Paul and His Converts: How Paul Nurtured the Churches He Planted*, BookBaby, Retrieved from <https://www.everand.com/book/369013756/Paul-and-His-Converts-How-Paul-Nurtured-the-Churches-He-Planted>
- Buchhold J. (2010). De l'Église à la Faculté, *ThEv* vol. 9, n°1, 2, Retrieved from <https://flte.fr/wp-content/uploads/2015/09/ThEv2010-1-De-l-Eglise-a-la-faculte.pdf>
- Callahan K. (1997). *Effective Church Finances: Fund-Raising and Budgeting for Church Leaders*, Jossey-Bass, Retrieved from <https://www.wiley.com/en-ie/Effective+Church+Finances%3A+Fund+Raising+and+Budgeting+for+Church+Leaders-p-9780787938697>

- Calvin J. (1997). *Commentaire Biblique: l'harmonie évangélique*. 2nd volume. Marne-la-L'harmonie Evangélique. Kerygma. Retrieved from <https://www.xl6.com/articles/9782863141137-l-harmonie-evangelique-volume-2>
- Calvin, J. (1993). *L'harmonie évangélique vol.2 [commentaires bibliques J. Calvin t.1.2]*, Kerygma & Farel, retrieved from <https://maisonbible.ch/93761-harmonie-evangelique-vol-2-commentaires-bibliques-j-calvin-t-1-2-1-9782863141137.html>
- Carson, D. and Moo, D. (2005). *Introduction au Nouveau Testament, 2e ed.* Zondervan Books, retrieved from <https://fbcclassroom.com/wp-content/uploads/2021/10/An-Introduction-to-the-New-Testament.pdf>
- Chan, F., Beuving, M. (2012). *Multiply: disciples making disciples*. David C. Cook, Retrieved from https://myhealthychurch.com/store/Item_Data/downloads/034026_preview.pdf
- Chan, K. (1984). The organization of the caritative ministry in the early church. *The East Asia journal of theology*, 2(1), 103-115. retrieved from <https://ixtheo.de/Record/1642281425>
- Charles L. Chaney (1981). *Church Planting at the end of the twentieth century*, Tyndale House. Retrieved from <https://www.abebooks.com/9780842302791/Church-planting-end-twentieth-century-0842302794/plp>
- Clownery E. (2000). *The Church*. Edition Excelsis. Retrieved from <https://www.xl6.com/articles/9782755000917-l-eglise>
- Clowney, E. P. (1995). *The Church (Contours of Christian Theology)* Inter-Varsity, Leicester, U.K. Retrieved from <https://www.abebooks.co.uk/9780851118932/Church-Contours-Christian-Theology-Clowney-0851118933/plp>
- Conybeare, W. J. and Howson, J. S. (1976). *The Life and Epistles of St. Paul*, Eerdmans, William B. Publishing Co. Retrieved from https://hftanlibrary.com/index.php?p=show_detail&id=19974
- Cornwall, J. (1980). *Profile of a leader*, Bridge-Logos, Edition Excelsis, USA Retrieved from https://books.google.ro/books/about/Profiles_of_a_Leader.html?id=SgkLAAACAAJ&redir_esc=y
- Erickson, Millard J. Christian (201.). *Christian Theology*, Baker Book. Retrieved from https://books.google.ro/books/about/Christian_Theology.html?id=8Z5zBQAAQBAJ&redir_esc=y
- Fisher R. & Sharp A. (1998). *Lateral Leadership*, Harper Collins Publisher.
- Gitari, D. M. (2005). *Responsible Church Leadership*, Acton Publisher Nairobi. Retrieved from <https://search.worldcat.org/title/responsible-church-leadership/oclc/58536399>
- Gordon W. Kuhrt (2001). *Ministry Issues for the Church of England. Mapping the Trends*. Church House Publishing, Retrieved from <https://www.chpublishing.co.uk/books/9780715181225/ministry-issues-for-the-church-of-england>
- Hovey, R. (2018). *Shema, Shabbat, Shalom, and a Savior: Implications for Pastoral Ministry*. Retrieved from <http://digitalcommons.georgefox.edu/dmin/270>

- Johnson, M. W. (2019). *Building High-Performance Ministry Teams: Pastors, Ministers, and Leaders of Selected Baptist Churches in Macon, Georgia*.
- Johnson, R. L., & Brown, S. D. (2019). *Integrating Personal and Professional Church Leadership*, Acton Publisher Nairobi
- Joiner, A. V. (2020). *Perceptions of Burnout among Black Pastors of Small Churches: A Phenomenological Study*. University of Missouri-Kansas City. Retrieved from https://mospace.umsystem.edu/xmlui/bitstream/handle/10355/75523/Joiner_umkc_0134D_11602.pdf?sequence=1&isAllowed=y
- Jones, E. D. (2020). *Demands of Ministry and Burnout Among Pastors and Their Spouses in Congregations of More than 250 Members*. Grand Canyon University. Retrieved from <https://www.proquest.com/openview/555b290d90477deb7cfbf0dc1967471e/1?pq-origsite=gscholar&cbl=44156>
- Kleinig, J., Levine, J.P., Abramson, J.B., Dann, B.M., Diamond, S.S., Finkel, N.J., Hannaford-Agor, P., Hans, V.P., Howe, J.E., & King, N.J. (2006). *Jury Ethics: Juror Conduct and Jury Dynamics* (1st ed.). Routledge. <https://doi.org/10.4324/9781315633800>
- Lamoureux, A. (2000). *Recherches et Méthodologie en Sciences Humaines, Etudes vivantes*, retrieved from https://books.google.ro/books/about/Recherche_et_m%C3%A9thodologie_en_sciences_h.html?id=R2mbZwEACAAJ&redir_esc=y
- Macarthur, J. F. (2004). *Book on Leadership* Thomas Nelson, Nashville, Dallas, Mexico Retrieved from https://books.google.ro/books/about/The_Book_on_Leadership.html?id=Rwj-hbx89SwC&redir_esc=y
- Mbiti, J. S. (2011). *Bible and Theology in African Christianity*, (Nairobi: Oxford University Press. Published online by Cambridge University Press: 25 March 2011. <https://www.cambridge.org/core/journals/journal-of-ecclesiastical-history/article/abs/bible-and-theology>
- Mc Guffee, A. D. (2021). *Enhancing the Emotional Wellbeing of Church Leadership at Trinity Baptist Church*. Retrieved from <https://digitalcommons.liberty.edu/doctoral/3231/>
- McGarry C. (2002). *New strategies for a new evangelism, in Africa*, Paulines Publications Africa. Retrieved from https://books.google.ro/books/about/New_Strategies_for_a_New_Evangelization.html?id=RxzZAAAAMAAJ&redir_esc=y
- Melvin L. Hodges (1974). *A guide to Church Planting*. Moody Press, Chicago. Retrieved from https://books.google.ro/books/about/A_Guide_to_Church_Planting.html?id=KCJteGYnagUC&redir_esc=y
- Michel Youssef (1986). *The leadership style of Jesus*, SP Publisher USA
- Mutai, K. B. (2000). *How to write quality research proposals* (1st ed.). New Delhi: Thellery Publications.

- Paul, J. P., and Page, D. (2003). *Servant leadership: An Opponent-Process Model and the Revised Servant Leadership Profile*. Retrieved from <http://www.drpaulwong.com/wp-content/uploads/2013/09/Wong-Servant-Leadership-An-Opponent-Process-Model.pdf>
- Petersen J. (1993). *Lifestyle Discipleship: The Challenge of Following Jesus in Today's World*, Navress, U.S.A. Retrieved from https://books.google.ro/books/about/Lifestyle_Discipleship.html?id=RMZIAgAACAAJ&redir_esc=y
- Pittman, D. (2019). Helpmeet: The African American Pastor's Wife as an Extension of the Pastor in Pastoral Care and Counseling-A Hermeneutic Phenomenological Study of the Ministry Helping Experiences of Black Pastors' Wives in Predominantly Black Churches. Retrieved from <https://digitalcommons.liberty.edu/doctoral/2077/>
- Rév. Wilguymps C. (2019). *The Challenges of Pastoral Ministry*, Xlibris US. Retrieved from <https://www.everand.com/book/524354598/The-Challenges-of-Pastoral-Ministry>.
- Richardson R. (2000). *Evangelism Outside the Box: New Ways to Help People Experience the Good News*, Intervarsity Press, USA
- Roderick S. (2004). *The Risk of Discipleship*, Darton, Longman and Todd Ltd, London. Retrieved from https://books.google.ro/books/about/The_Risk_of_Discipleship.html?id=aBovAAAYAAJ&redir_esc=y
- Rowold, Jens. (2008). Effects of Transactional and Transformational Leadership of Pastors. *Pastoral Psychology*. 56. 403-411. 10.1007/s11089-008-0121-6. Retrieved from https://www.researchgate.net/publication/226166699_Effects_of_Transactional_and_Transformational_Leadership_of_Pastors/citation/download
- Rundle, S. (2003). *Preparing the Next Generation of Kingdom Entrepreneurs. On kingdom business: transforming missions through entrepreneurial strategies*. pp. 225-244. Wheaton: Crossway Books. Retrieved from <https://digitalcommons.biola.edu/faculty-books/363>
- Smith, (2024) A Mixed Methods Study to Evaluate the Nature of the Lead Pastor's Psychological Capital and the Impact on Leading Church Revitalization. Retrieved from <https://digitalcommons.liberty.edu/doctoral/5212/>
- Smith, A. B. (2024). The Pastor's Wellbeing: An Essential Component of Effective Ministry. *Pastoral Psychology*, 67(4), 405-417. University Press, 134-175.
- Smith, K. and Salter, O. (1993). *Going on with Jesus*, Sovereign World Ltd, England. Retrieved from <https://www.hatchards.co.uk/book/going-on-with-jesus/kevin-smith/9781852401122>
- Stanko J. W. (2000). *So many leaders, so little leadership*, Evergreen Press (AL). Retrieved from <https://www.abebooks.com/Leaders-Little-Leadership-John-Stanko-Evergreen/30923645196/bd>

- Stott J. (1981). *I believe in Preaching*, Hodder & Stoughton London, Retrieved from https://books.google.ro/books/about/I Believe in Preaching.html?id=LLxXJAAACAAJ&redir_esc=y
- Stott J. (2002). *Calling Christian Leaders: Biblical Models of Church, Gospel and Ministry*, Intervarsity Press, Nottingham, Retrieved from https://books.google.ro/books/about/Calling Christian Leaders.html?id=8N5XAAAYAAJ&redir_esc=y
- Taylor, R. S. (1962). *The Disciplined Life*, Bethany House Publishers, Kansas, Missouri retrieved from https://books.google.ro/books/about/The Disciplined Life.html?id=hIZx01r6uPsC&redir_esc=y
- Turton, D. W. (2003). *Pastoral care of the clergy*. Bangor University (United Kingdom). Retrieved [https://research.bangor.ac.uk/portal/en/theses/pastoral-care-of-the-clergy\(582056eb-5be9-4e93-afba-294d47c7a4c2\).html](https://research.bangor.ac.uk/portal/en/theses/pastoral-care-of-the-clergy(582056eb-5be9-4e93-afba-294d47c7a4c2).html)
- Veerma D. and Wilson N. S. (2010). *Responsible Church Leadership*, Acton Publisher Kigali, Rwanda. *Journal of Church and Society*, 12(1), 3-12.
- W. J. Coneybeare (1968). *The Life and Epistles of St. Paul*. Grand Rapids, MI: Eerdmans Retrieved from <https://www.abebooks.com/book-search/title/the-life-and-epistles-of-st-paul/author/conybeare-rev-w-j/>
- Wambugu, P. (2022). *Dynamics of Anglican Development Services of the Anglican church in enhancing community development in Kenya* (doctoral dissertation, Chuka University). Retrieved from <http://repository.chuka.ac.ke/handle/chuka/15581>.
- Willis, Avery T. (1984). *The Biblical Basis of Missions* Retrieved from <http://www.ntslibrary.com/PDF%20Books/The%20Biblical%20Basis%20of%20Missions.pdf>
- Wong, Paul; J.P., and Done Page. *Servant Leadership: An Opponent Process Model*. Retrieved from <http://www.drpaulwong.com/servant-leadership-and-positive-management/#:~:text=The%20significant%20contribution%20of%20the,motivated%20by%20power%20and%20pride.>

Creative Commons licensing terms

Author(s) will retain the copyright of their published articles agreeing that a Creative Commons Attribution 4.0 International License (CC BY 4.0) terms will be applied to their work. Under the terms of this license, no permission is required from the author(s) or publisher for members of the community to copy, distribute, transmit or adapt the article content, providing a proper, prominent and unambiguous attribution to the authors in a manner that makes clear that the materials are being reused under permission of a Creative Commons License. Views, opinions and conclusions expressed in this research article are views, opinions and conclusions of the author(s). Open Access Publishing Group and European Journal of Social Sciences Studies shall not be responsible or answerable for any loss, damage or liability caused in relation to/arising out of conflicts of interest, copyright violations and inappropriate or inaccurate use of any kind content related or integrated into the research work. All the published works are meeting the Open Access Publishing requirements and can be freely accessed, shared, modified, distributed and used in educational, commercial and non-commercial purposes under a [Creative Commons Attribution 4.0 International License \(CC BY 4.0\)](https://creativecommons.org/licenses/by/4.0/)