Liberty University

Organization Phase for Interviews and Analysis

Micro-project Assignment

A Paper Submitted to

Submitted to Dr. James Zabloski,

in partial fulfillment of the requirements for the completion of

Micro-Project I: Biblical Precedence

DSMN 851 – D01

by

Curtis Boozer

November 8, 2020

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Introduction

This paper will seek to document the Organization Phase of the Interview and Analysis Micro-project conducted to address a ministry problem identified at The Crossing Church. Micro-projects are comprised of four phases: Justification, Organization, Elaboration, and Culmination. These micro-projects have seventeen different modes that can be utilized as a part of the Doctor of Ministry Candidate program.[1] This Organization phase of the micro-project requires the candidate to describe the actions that will be undertaken to complete the subsequent phases in sufficient detail to provide a thorough roadmap for the project's advancement to completion.

Ministry Problem Definition

The ministry problem that this micro-project seeks to address is that The Crossing Church, while growing, does not exhibit the explosive, exponential growth that existed at the time of the Early Church (60 AD to 300 AD). The underlying hypothesis of this ministry problem's root causes is that the believers of The Crossing Church lack the spiritual maturity, familial unity, and devotion that seem to have existed among the disciples of the Early Church.

This micro-project will seek to validate that the conditions listed above are confirmed by the Church's spiritual leaders and then to propose solutions to address those conditions.

Plan to Contact Interviewees

The interviewer will approach the staff individuals during the workweek and offer an invitation to join the project. The non-staff individuals will be contacted by telephone and extended a personal invitation. These interviews will be conducted during the workday for the church staff and in the evenings for the non-church staff. It is most likely that the non-church

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[1] "Doctor of Ministry Program and Candidacy Handbook," Liberty University Online, DSMN 851, Week 1: Reading and Study Materials, 2020.

staff interviews will occur before or after a worship service on the weekend. A calendar of available meeting times will be utilized to "set" each individual's meeting time. The calendar will allow for one hour of interview time and an additional fifteen minutes for relational conversation. Four times will be left available for re-scheduling if issues develop for an interviewee. The interviewees will be sent a confirmation email the day before the scheduled meeting to validate they intend to attend the interview meeting.

Sample Size of Interviewees

Each of the individuals to be interviewed has a leadership role within the Church. Most hold church staff positions, and a few serve as key volunteer ministry leaders. The Church has fifty-eight staff positions, and there are an additional fifteen volunteer ministry leaders. The four (4) senior pastors and ten (10) non-ministry support roles have been excluded from the population. The population total of the ministry staff and key volunteer leaders is fifty-nine (59). A sample size of twenty (20) will be utilized for this testing, representing thirty-four percent (34%) of the population. This testing format does not provide the basis to establish the sample size, margin of error, and confidence level calculations that are common in statistical analysis. However, these interviews will provide a pathway to developing a dataset that can be analyzed after the sample size can be expanded to be statistically relevant.

How these Interviewees Represent the Discipleship Cognate

All of the interviewees will be asked to confirm that they are believers in Jesus as Lord of their lives. As believers, they have been exposed to the Bible and the teachings of the Church's teaching pastors. They have also been appointed to leadership roles within the Church, where they influence others as they provide direction to their ministry areas. If any of the interviewees are determined not to be regenerated believers, their information will be omitted from the

analysis. All believers are considered to be on the journey toward becoming a disciple-making disciple.

Many of these interviewees have the responsibility to help others grow in their spiritual maturity. They will be familiar with the term "disciple" and will have a working definition of a disciple that they will be relying upon. Those who have not been a "discipler" will have had someone else fill that role in their lives to some extent.

How these Interviewees Responses will Address the Stated Ministry Problem

Analysis of these responses will help the Church leadership learn if there is a disconnect in understanding by the Church leaders about how to disciple others, and will allow the senior leaders to develop strategies to re-direct the people through teaching, influencing culture change, and their own example. It is fair to submit that there are many opinions as to why the Church does not exhibit explosive growth. The interviewees' responses will provide a significant voice as to the best thought about the root cause of the challenge to be a healthy and expansive Church.

Method to Identify Interviewees

All of the Interviewees attend the same Church and serve as paid staff of The Crossing Church or are high-level volunteer leaders. These individuals will be identified by their duties, including influencing the spiritual maturity in others, rather than those who serve in support roles that do not engage to help another mature spiritually.

Definition of Interview Format

The interview format will be a conversational interview where the interviewer will ask open-ended questions from a prepared list. These questions will be developed to encourage the interviewee to share their answers and opinions about the subjects in the questions. The interviewer will attempt to refrain from providing affirming body language or directive actions that might taint the interviewees' responses. The interviewee will be encouraged to provide their

"real" thoughts rather than any "expected" or "Church" answers. They will be encouraged to answer how they behave rather than what they feel they should do. The interviewees will be encouraged to recognize that their responses will not be attributed to them and that the interviewer commits to maintain their confidentiality. The interviewer will also explain that their answers will be recorded so that they can be transcribed. After transcription, the recordings will be destroyed.   This action should alleviate any concern that their voices on the recordings could identify interviewees.

Each interviewee will receive a follow-up email thanking them for their participation. They will also receive a hand-written note from the candidate expressing appreciation and noting one significant thing they shared that was meaningful to the candidate.

Description of Interview Questions

The questions will seek to illuminate the interviewees' beliefs regarding how to become a disciple, the beliefs a disciple should have, the activities a disciple should engage in generally and specifically, and the need for a discipler or the lack of need for a discipler. These questions will seek to describe how people in the culture of The Crossing Church perceive discipling and being a disciple.

Other questions will seek to determine the interviewees' perception of biblical unity. Questions will delve into their beliefs about the importance of unity, what type of behavior encompasses unity, and what ideals support unity.

The last grouping of questions will seek to understand what the interviewees believe to be the mandate for the Church. Essentially, what has God/Jesus asked the Church to accomplish.

Description of Pseudonyms and How They Were Assigned

The pseudonyms to be used to protect the privacy of the interviewees will be compiled

from the list of character names in the novels *Pride and Prejudice*[2] and *To Kill a Mockingbird*.[3]

The micro-project student will assign these pseudonyms.

Character Names in *Pride and Prejudice:*

> Elizabeth, Fitzwilliam, Charles, George, William, Lydia, Catherine, Caroline,
> Charlotte, Jane, Mary, Kitty, Georgiana, Mr. Bennet

Character Names in *To Kill a Mockingbird:*

> Atticus, Boo, Jean Louise, Jem, Dill, Robert, Alexandra, Tom, Calpurnia

Initial Description of Interviewees

Fitzwilliam – Age 43, Father of four, re-married, Developing, demonstrated hunger to know more about God and to serve others, small group leader

Lydia – Age 40, Mother of four, re-married, Developing, demonstrated hunger to know more about God and to serve others, small group leader

Charles – Age 62, Father of two, Mature, Campus Development Director, Small group leader

Catherine – Age 62, Mother of two, Mature, Retired School Principal, Small group leader

Caroline – Age 21, Single, Developing, pursuing ministry position in a church

Charlotte – Age 20, Single, Developing, pursuing ministry position in a church

George – Father of four, Re-Married, Mature, Campus Pastor, Small group leader

William – Age 34, Father of three, Mature, Teaching Pastor, Small group leader

Atticus – Age 61, Father of two, Mature, Elder in Church, Financial Professional, Small group leader

Elizabeth – Age 60, Mother of two, Mature, Elder's spouse, Social Worker, Small group leader

Mr. Bennet – Age 30, Single, Young Adult Pastor, Developing, Small group leader

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[2] Harper Lee, *To Kill a Mockingbird*, 40th anniversary ed., (New York, NY: HarperCollins Publishers, 1999).

[3] Jane Austen, *Pride and Prejudice,* (New York: Modern Library, 1996).

Jean – Age 24, Mother of one, Married, Student Pastor, Developing, Small group leader

Jem – Age 29, Father of one, Married, Student Pastor, Developing, Small group leader

Jane – Age 29, Single, Developing, Pastoral Care Ministry

Mary – Mother of two, Married, Clerical, Developing

Dill – Age 19, Single, developing, pursuing ministry position in a church, Small group leader

Robert – Married, Father of two, Campus Pastor, Small group leader

Tom – Married, Father of five, Campus Pastor, Small group leader

Kitty – Age 22, Single, developing, pursuing ministry position in a church

Georgiana – Age 20, Single, developing, pursuing ministry position in a church

Post Interview Processing of Data

Once the interviews are completed, the candidate will transcribe the recorded conversations. Each question will be extracted from the transcriptions and placed in a sequential manner for analysis. All comments from each interviewee will be included as they attempt to answer the question posed to them.

Analysis of Interview Data

Once the answers have been grouped by question, the candidate will read each question and all the replies to that specific question to develop a "sense" of the overall responses. The next step will be to seek to identify response categories. These categories will be defined by looking for commonalities in the responses, even though the answers will not be identical. After the initial parsing of the data into categories, the candidate will seek to divide the categories into sub-categories to identify significant commonalities. Once this review has been completed, the data will be analyzed to provide a numerical representation of the information. For instance, if one hundred percent (100%) of the interviewees answered in the same manner, that would be significant to report.

The candidate will be seeking to affirm that the questions and responses have addressed the project ministry problem. If the question appears to be appropriately addressed, the candidate will develop potential questions that need to be discussed in subsequent micro-projects. This micro-project lends itself to problem definition rather than implementing corrective changes, but is very helpful to help work toward solutions to the ministry problem that is presented.

Conclusion

This paper has presented the operational plan to conduct the interviews and analysis required to address the ministry problem described as a lack of expansive growth at The Crossing Church. The focus of the interviews and analysis is to appropriately assess the ministry leaders' spiritual maturity condition, their understanding of the attributes of familial unity as the family of God, and their devotion to pursuing to tasks given by Jesus in the Great Commission. This work sets the pathway for the Elaboration and Culmination phases to follow.

Bibliography

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