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PROJECT MANAGEMENT LEADERSHIP AND SUSTAINABILITY OF APOSTLES OF JESUS' OWNED INCOME-GENERATING PROJECTS IN NAIROBI COUNTY, KENYA

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Abstract: *This study assessed how project execution methods impact the long-term sustainability of income-generating projects undertaken by the Apostles of Jesus in Nairobi County, Kenya. The research was guided by four objectives: to examine the influence of project leadership on the sustainability of income-generating projects owned by the Apostles of Jesus in Nairobi County, Kenya; to establish the influence of capacity building on the sustainability of income-generating projects owned by the Apostles of Jesus in Nairobi County, Kenya; to determine the influence of financial management on the sustainability of income-generating projects owned by the Apostles of Jesus in Nairobi County, Kenya and to assess how project monitoring and evaluation influence the sustainability of income-generating projects owned by the Apostles of Jesus in Nairobi County, Kenya. Four null hypotheses were tested and rejected. Two theories Resource-Based View Theory and the Success Theory anchored the study. The study used a descriptive research survey design and correlation design with a sample size of 214 out of a target population of 480 workers. Data was collected using questionnaires and interview guides for both quantitative and qualitative data and then analyzed using SPSS version 25 for quantitative data and Nvivo software version 14 for qualitative data. The results were presented using tables, frequencies, percentages, averages, and standard deviations. The study revealed that project management practices significantly impact the long-term success of income-generating activities. Many leaders lack crucial leadership abilities, resulting in low production. Additionally, a significant number of workers lack dedication to their jobs, leading to the production of low-quality services. Further research is needed to address gaps in the project management cycle and similar concerns.*

Keywords: *Capacity Building, Human Financial Management, Project Management Leadership, Project Sustainability*

1. Introduction

According Project sustainability refers to a project's ability to continue providing benefits throughout its lifetime, even after external funding from donors ends (Mensas & Casadevall, 2019). According to Haysom & Battersby (2016), sustainable projects will continue to progress once external finance is no longer available. Tatum (2023) highlights the need for each recipient to contribute financially to community efforts for self-sufficiency. Sustainable projects involve prolonged community involvement, steady benefits, environmental stability, and equitable benefit distribution (Project Management Institute, 2021). Committees can effectively manage donor-funded projects by integrating community concerns into discussions and decisions during implementation (Lutekero, 2018). Project management strategies prioritize stakeholder participation and integrity to ensure project maintenance after donors have handed over the projects, with the requirement for proper mechanisms to be in place.

Sustainability in project management requires active involvement from all stakeholders. Project planning involves implementing processes, skills, knowledge, and tools to achieve project goals. Project Managers use strategies to plan, execute, control, and coordinate all project-related activities in line with the organization's objectives. According to Njau & Omwenga (2019), project management practices include resource planning, monitoring and evaluation, resource management, top management support, and project communication. Additionally, Wanjohi, (2021) noted that project management practices encompass stakeholder participation, M&E project planning, and communication.

Project managers globally are accountable for delivering project outputs and must consider their impact on sustainability. Company leadership should establish a culture that integrates sustainability into all decision-making, procedures, and policies (Chaudhary, 2023). They should also promote sustainable activities among employees. A project manager's ability to motivate team members and lead successfully depends on their leadership skills (Sandra, 2020). Capacity building involves acquiring and enhancing the skills and knowledge needed for effective task performance. It encompasses everything that increases an individual's or organization's ability to carry out activities successfully, contributing to company growth and success (Neimeister, 2022).

Human financial management involves planning, organizing, directing, and controlling monetary resources to achieve company objectives (Akinnibi, 2023). The Apostles of Jesus IGPs may lack the financial resources needed to run their initiative. Project managers with good financial management skills have a better chance of obtaining necessary resources. Project monitoring is crucial for ensuring projects are completed on time, within budget, and to the required standards (Dara 2023). Good financial management is essential for SMEs to operate efficiently (Zada et al., 2021). Small businesses that implement financial management practices tend to perform well in record-keeping, resource allocation, fund management, and overall business operations while contributing to poverty reduction and job creation. Application methods are fundamental to the success and profitability of a project (Kelsey, 2020).

The risk assessment plan should be used with the implementation strategy to keep the project on track. In 2012, the Government of Kenya allocated \$145 million to the Kenya Youth Empowerment Project to aid young people's access to work programs, but the project fell short of its goals due to financial management difficulties. The sustainability of completed projects in developing countries remains a challenge, often due to straying from the original objectives. The issue is also evident at the Apostles of Jesus Institute, where income-generating projects face implementation and sustainability challenges after funders depart. There is a lack of capacity building for project members, prompting the need to investigate this issue. Effective project implementation strategies are crucial for success, and this research aims to explore the impact of implementation tactics on the long-term viability of community income projects owned by the Apostles of Jesus in Nairobi County.

2. Literature Review

Sustainability in project development ensures long-term positive outcomes by managing resources efficiently (Tatum, 2023). It involves ongoing community engagement, environmental stability, and consistent benefits. Sustainable projects aim to provide long-term value to stakeholders, requiring continuous monitoring and evaluation to ensure progress. Selecting resources that remain accessible ensures operational continuity as depicted by (Warinda, Nyariki, Wambua, Muasya & Hanjira, 2020). Active participation from project managers, teams, and stakeholders is crucial for achieving sustainability (Sulemana, 2018).

The term project leadership refers to the ability to inspire and motivate a group of individuals to achieve the goals and objectives of a project. Effective project management is crucial for success (Hakizamungu & Ogbe, 2023). Leadership significantly influences the longevity of a project (Gitonga, 2019). To achieve sustainable development, project managers must motivate team members to ensure that their efforts focus on satisfying clients and achieving project objectives with sustainability in mind (Chaudhary, 2023). A study by Kishokye & Muyambi (2019) investigated the long-term consequences on young people in Kabale District from Uganda. The research also explored the relationship between leadership and the longevity of income-generating initiatives. The study identified management competencies, corporate culture, stakeholder involvement, and ethical practices as crucial strategic leadership aspects that need to be fully embraced by an organization to achieve the required level of performance improvement (Bose & Ndegwa, 2019). Additionally, Chepkemoi &Nga'ng'a (2019) demonstrated the influence of the soft leadership skills of a project manager on the accomplishments of Kenya's youth development and training projects. According to their findings, the project manager's ability to communicate effectively is the primary factor determining the project's success.

Geller, Aftab, Rehman, and Javaid (2019) conducted a study on the Prime Minister's Youth Program in Pakistan and its relevance to youth empowerment and sustainable development. The purpose of the study was to evaluate the connection between these two concepts. The study findings suggest that efforts to build capacity have a significant impact on the empowerment of young people, and there is a strong correlation between sustainable development and youth empowerment. There is a perception that the program is earnestly preparing the next generation for sustainable development and is meeting the expectations of its participants as stated by (Tumwebaze and Irechukwu, 2022). The importance of training and mentoring for autonomy and development is crucial in all organizations. Capacity building involves identifying training needs, involving stakeholders, and planning a reliable response. It can enhance technical, managerial, and governance capabilities. Stakeholders' empowerment is crucial for the long-term success of skill-building programs (Kanyi & Rosemary 2022). The link between youth empowerment and sustainable development is significant.

The availability of finances is crucial for project success. Financial literacy is important for effective financial management (Pradesh & Guhathamurta, 2021). Studies in Kenya have shown the positive impact of budgeting, financial reporting, and financial accountability on project and organizational performance. It was also found that liquidity management has a significant positive impact on small and medium-sized businesses, while asset management has the least impact (Tuffour, Amoako, & Amartey 2020). The study suggested providing basic business and financial management skills to facilitate the adoption of diverse financial management practices by small businesses. As posited by Anangwe & Malenya, (2020) on how financial management strategies influenced the success of micro, small, and medium-sized enterprises (MSEs) found that asset management techniques had the least positive impact on small and medium-sized businesses performance, whereas liquidity management techniques had the biggest positive impact.

Monitoring is a continuous process employed to assess how project inputs, including resources, actions, and plans, are converted into the intended outcomes. Nevertheless, assessment and monitoring are both essential components of a sustainable and effective project management strategy (Ooko, Rambo & Osongo, 2018). To ensure that the initiatives have enduring impacts, monitoring and appraisal serve complementary functions (PMI, 2021). Onyango (2018) posits that actors can exert influence over decision-making, resource allocation, implementation, and control of development initiatives through increased and meaningful participation. This facilitates the cultivation of a sense of ownership among all stakeholders by involving them in the monitoring procedures of the diverse initiatives. According to Projahnmo, Heblinski, & Jahid (2022) conducted an analysis on the consequences of monitoring and evaluation on sustainability of donor-funded initiatives in Afghanistan. It has been demonstrated that monitoring and evaluation have a substantial and favorable impact on the sustainability of initiatives funded by donors who heavily rely on reports in making corrective decisions. According to Fauzia & Kamande (2021) on how monitoring and evaluation helped ensure the long-term success of the Mwisoko project in Rwanda. A model employing multiple regression was utilized to examine the correlation between variables. Nyaga (2022) carried out a study to determine the influence of monitoring and evaluation on project sustainability. The findings demonstrated that monitoring and evaluation are beneficial to the long-term viability of youth income-generating initiatives in Kiambu County. The impact of monitoring and evaluation practices on sustainable enterprises in Kenya was investigated by Njeri & Omwenga (2019). The findings indicated that organizations have not yet established sufficient human resources in the field of M&E and this was also confirmed by a study that was carried out on the sustainability of revenue-generating projects at the Apostles of Jesus Institute situated in Nairobi County.

2.1 Theoretical framework

The study was anchored on Barney's Resource-Based View Theory

A theoretical framework involves a cohesive amalgamation of well-organized ideas to deconstruct variables and explore a specific phenomenon in a particular area by intertwining various interconnected variables. A theory is an overarching concept put out to provide a rational account of certain occurrences. Two theoretical frameworks, Pinto's theory of success and Barney's Resource-Based View Theory (RBVT), will serve as the foundation for this study. The Resource-Based View (RBV) theory, pioneered by Barney in 1991, postulates that a company's competitive advantage hinges on its possession of unique and invaluable resources. These resources, as outlined by Peteraf and Barney (2013), need to be rare, inimitable, and non-substitutable to have strategic significance. Furthermore, the theory categorizes organizational resources into three main types: organizational capital, human capital, and physical capital, which can be further classified as tangible or intangible assets, as noted by Penrose (2015).

A study by Barney (2015) further emphasizes that the uniqueness and inimitability of resources make them difficult and costly to replicate, thereby contributing to a sustainable competitive advantage. The Resource-Based Theory asserts that companies possess diverse sets of resources, leading to the preservation of resource disparities due to the challenges involved in resource exchange across firms. Moreover, it posits that organizational qualities are resistant to change and that adapting the focus of the organization is crucial for long-term success and competitive advantage. This theory is highly relevant in the context of strategic planning, implementation, assessment, and stakeholder management, particularly in today's fiercely competitive and rapidly evolving business landscape. Understanding an organization's proficiency in leveraging its resources to sustain its operations is paramount, as highlighted by (Lado, Boyd, Wright, & Kroll, 2015). Additionally, it holds significance in analyzing strategy formulation within an organization, especially when devising strategies for operational continuity and maximizing capabilities while considering the organization's resource base. This theory deals with the institutions directly or indirectly on how leaders should manage the institutions or the organizations.

2.2 Conceptual framework

The study conceptual framework is in Figure 1**.**

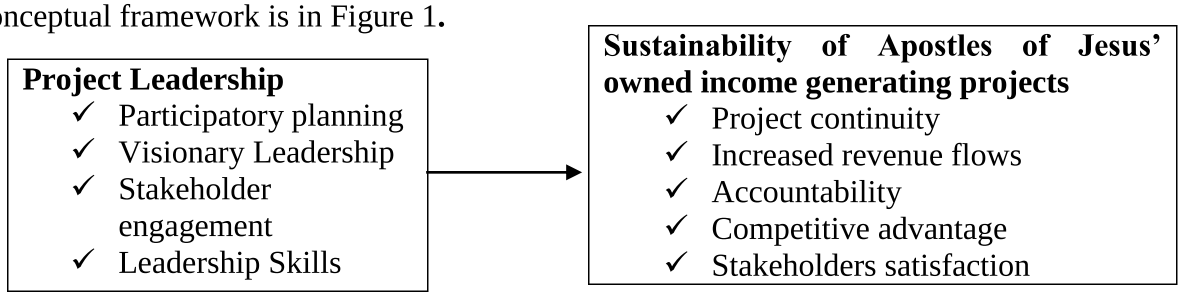

Figure 1: Project Management Leadership and Sustainability of Apostles of Jesus' owned Income-generating Projects in Nairobi County, Kenya

3. Methodology

This study article utilized a descriptive survey methodology for data collection. According to Creswell and Creswell (2017), this approach provides a structured way to collect data, enabling accurate answers to questions such as "when," "what," "how," and "where." Researchers using this approach can better characterize the group they are studying (Cooper and Schindler, 2018). Qualitative data was analyzed using Nvivo 14, and quantitative data was analyzed using SPSS version 25. Both methods were used for more comprehensive information triangulation. The research project adopted the positivist paradigm to scientifically evaluate physical information. The scope of the study is at the Apostles of Jesus Institute, established in 1968, which operates three income-generating ventures in Lang'ata: the Mazzoldi House Farm, the Apostles of Jesus Youth Polytechnic, and the Radix Hotel. This research aims to determine effective project management strategies and how leadership, capacity building, finance allocation, and project monitoring influence the sustainability of these enterprises.

The unit of analysis is the ongoing and completed projects in the institution and the unit of inquiry is the staff members and the senior management team in the institution. A sample size of 214 was determined using Krechjie and Morgan Table of 1970 from a target population of 480, while data was collected through questionnaires and interview guides respectively. Purposive sampling employed 4 supervisors and 9 managers in the office who had a piece of in-depth information about the study under investigation, while questionnaires were issued to all the employees in the institution.

Data collected was both qualitative and quantitative, cross-checked for correctness, coded, cleaned, and analyzed. Quantitative data was analyzed by employing descriptive and inferential statistics obtained using Pearson Product moment correlation while F-test was used to test hypotheses Descriptive was analyzed and presented in tables with average means scores, standard deviations, frequencies, and percentages as per the findings of each variable.

Pearson's Product Moment correlation coefficient(r) described the strength of relationship between the independent predictor variable and dependent variable. The test was carried out on a two-tail test since it allowed for either influence to the positive or negative direction while hypothesis testing tested at 95% level of confidence and significance level of .0.05. The hypothesis with linear relationship was analyzed using simple regression analysis and Pearson's Product Moment Correlation used for interpretation of results. Together with simple graphics analysis, descriptive statistics form the basis of virtually every quantitative analysis of data. Correlation analysis to establish the relationship between the independent and dependent variables employed. Interpretation of the results for the linear relationships of this study was based on; a weak correlation ranging from +0.10 to +0.29; a moderate correlation between +0.30 to +0.49; while a strong correlation from +0.50 to +1.0 (Shirley, Stanley, & Daniel, 2005). Hence, r=0.63 implies a positive strong relationship between Project Management Leadership and the Sustainability of Apostles of Jesus' owned Income-generating Projects in Nairobi County, Kenya.

4. Results

The main goal of the study was to establish the extent to which project management leadership influence sustainability of Apostles of Jesus' owned Income-generating Projects in Nairobi County, Kenya. A total number of questionnaires were 214 delivered to the respondents only 200, filled and returned representing a response rate of 93% generally representative enough to analyze and generalize results to the population. The results are in relation to studies by Richardson (2005) who states that a return rate of 50% is sufficient

4.1 Overall Descriptive Analysis of Project Management Leadership and Sustainability of Apostles of Jesus' Owned Income-generating Projects in Nairobi County, Kenya,

As pertains to Sustainability of Apostles of Jesus' Owned Income-generating Projects in Nairobi County, Kenya the respondents were subjected to several statements to solicit their opinions on a Likert scale of 1-5 whereby; Strongly disagree(SD)=1, Disagree(D)=2, Neutral(N)=3, Agree(A)=4 and Strongly Agree(SA)=5 as depicted on Table 1.

Table 1: Sustainability of Apostles of Jesus' owned income-generating projects in Nairobi County, Kenya

Statements (Sustainability of Apostles of Jesus' owned income-generating projects)	Std % F	D % F	N % F	A % F	SA % F	Mean	Std Dev
1. Employees within the institute find it easy to share information on project sustainability	11 (5.5%)	35 (17.5%)	16 (8%)	68 (34%)	70 (35%)	3.76	1.25
2. Financial sustainability is crucial in the long-term survival of the institute and its undertakings	19 (9.5%)	61 (30.5%)	36 (18%)	45 (22.5%)	39 (19.5%)	3.12	1.29
3. Organizational stability depends hugely on how resources are utilized	22 (11%)	41 (20.5%)	27 (13.5%)	52 (26%)	58 (29%)	3.42	1.37
4. Accountability is enhanced to minimize project financial mishandling	49 (24.5%)	81 (40.5%)	35 (17.5%)	18 (9%)	17 (8.5%)	2.37	1.19
5. Projects ensure continuous and increased revenue flows to the institute/organization.	11 (5.5%)	14 (7%)	33 (16.5%)	80 (40%)	62 (31%)	3.84	1.10
6. Projects can sustain themselves.	15 (7.5%)	32 (16%)	42 (21%)	67 (33.5%)	44 (22%)	3.47	1.21

Overall composite Mean and Std deviation						3.44	1.22

Based on the findings of a statement that asks whether institute employees find it easy to share information on sustainability projects, some respondents agreed with this statement, while others disagreed. Compared to the composite mean of 3.44, these results demonstrate that 3.76 is greater. Employees have no trouble informing other stakeholders about the project's operations. According to the statement, the institute's and its endeavors' financial viability is critical to their long-term existence (mean = 3.12, standard deviation = 1.29). Among the 200 people who filled out the survey, 19(9.5%) severely disagreed, 61(30.5%) disagreed, 36(18%) were indifferent, 45(22.5%) agreed, and 39 (19.5%) completely agreed. Based on these findings, the composite mean is 3.44, whereas 3.12 is below it. Since money is essential for running any business or organization, these factors must be considered while analyzing long-term viability. It seems that there were differing viewpoints since the standard deviation of 1.29 is more than the composite standard deviation of 1.22. The statement regarding organizational stability being heavily influenced by resource use received a mean score of 3.42 and a standard deviation of 1.37 in the answers. With 200 surveys sent out, the results showed that 22% strongly objected, 20% disagreed, 13.5 percent were neutral, 26% agreed, and 29.5 percent were very agreeable. The results demonstrate that the average of 3.44 is higher than the individual scores of 3.42. Since money is essential for running any business or organization, these factors must be considered while analyzing long-term viability. Opinions were expressed in accord since the standard deviation of 1.37 was greater than the composite standard deviation of 1.22. A mean score of 2.37 and a standard deviation of 1.19 were recorded for the replies on the enhancement of accountability to reduce project financial mismanagement. Results showed that out of 200 respondents, 49 (11% of the total) severely disagreed, 81 (40.5%) disagreed, 35 (17.5%) were neutral, 18 (9%) agreed, and 17 (8.5% of the total) highly agreed. The results demonstrate that the average of 3.44 is higher than the individual mean of 2.37. The study's findings on financial responsibility suggest that these factors improve resource management. The fact that the individual views' standard deviations were larger (1.37 vs. 1.22 for the composite) suggests that there were disagreements.

The projects' replies showed a mean of 3.84 and a standard deviation of 1.10, suggesting that the institution or organization should be assured of constant and rising income flows. Of the 200 people who filled out the survey, 11(5.5%) strongly disagreed, 14(7%) disagreed, 33(16.5%) were neutral, 80(40%) agreed, and 62(31.5%) highly agreed. The results demonstrate that the mean of 3.44 is lower than the observed value of 3.84. This study's findings suggest that projects may be completed according to the agreed-upon timelines thanks to ongoing revenue help in flow cash flow. A greater standard deviation (1.37 vs. 1.22 for the composite) suggests that there were different points of view. A mean score of 3.47 and a standard deviation of 1.21 were recorded for the most recent assertion on the potential of initiatives to maintain themselves. The results show that out of 200 surveys, 15(7.5%) significantly disagreed, 32(16%) disagreed, 42(21%) were indifferent, 67(33%) agreed, and 44(22%) exceptionally agreed. The results demonstrate that the mean of 3.44 is lower than 3.47. In light of these findings, the research concludes that self-sustaining initiatives are important, as they empower stakeholders to assume responsibility and ownership of the projects long after funders have departed. Disagreement was evident because the 1.21 standard deviation was less than the 1.22 composite standard deviation.

The descriptive and correlational data make it clear that there is an association between Project monitoring and evaluation reports and the sustainability of Apostles of Jesus' owned income-generating projects in Nairobi County, Kenya. The results are coherent with those of other comparable empirical studies implying that, According to Tatum (2023) explains that sustainable project development is predicated on the notion that it is viable to continue employing the same overarching strategies to facilitate the project's progression and ensure the continued generation of benefits once it has commenced. It is essential to thoroughly monitor projects to ensure they are proceeding as intended and according to schedule. In a similar vein, the sustainability of modern investment initiatives in the East African region is guaranteed by methods and processes for project-integrated monitor;ing and evaluation (Warinda, Nyariki, Wambua, Muasya & Hanjira, 2020).

Table 2: Project management leadership and sustainability of Apostles of Jesus' owned Income-generating Projects.

Statements (Project leadership)	Std % F	D % F	N % F	A % F	SA % F	Mean	Std Dev
1. Good leadership encourages participatory planning for project sustainability	67 (33.5%)	43 (21.5%)	1 (0.5%)	80 (40%)	9 (4.5%)	3.27	0.86
2. Project leadership entails delegating of duties	24 (12%)	29 (14.5%)	4 (2%)	82 (41%)	61 (30.5%)	3.36	0.94
3. Project leadership calls for stakeholder engagement during project planning and execution	28 (14%)	39 (19.5%)	0 (0%)	75 (37.5%)	58 (29%)	3.63	0.95
4. A project leader should provide direction to the employees.	59 (29.5%)	9 (4.5%)	0 (0%)	68 (34%)	64 (32%)	3.89	0.92
5. Participatory planning fosters project ownership.	4 (2%)	15 (7.5%)	35 (17.5%)	56 (16.5%)	90 (45%)	4.07	1.05
6. Project leadership enhances project sustainability.	63 (31.5%)	24 (12%)	13 (6.5%)	58 (29%)	42 (21%)	3.46	1.14
Overall composite Mean and Std deviation						3.61	0.98

Based on the findings in Table 2, six statements generated enough data on Project management leadership and sustainability of Apostles of Jesus' owned Income-generating Projects. The means of these statements were summed up and used to compute mean and standard deviation that resulted to 3.61 and 0.98 respectively. Statements with means below the composite were considered to influence sustainability negatively whilst statements with means above the composite mean influenced sustainability positively. In general manner there was improvement on good leadership encourages participatory planning for project sustainability, with an average score of 3.27 and a standard deviation of 0.86. Data collected from 200 respondents revealed the following breakdown 67 (33.5%) strongly disagreed, 43 (21.5%) disagreed, 1 (0.5%) were neutral, 80 (40%) agreed, and 9 (4.5%) strongly agreed. These findings indicate that the calculated mean of 3.27 is below the overall mean of 3.61. Findings like this lead one to believe that money-making initiatives are hurting the organization. In addition, there is a discrepancy in opinions among the research subjects as the SD is 0.86, which is lower than the total standard deviation which is 0.98. A mean score of 3.36 and a standard deviation of 0.94 were recorded for the second statement on the fact that project leadership involves assigning tasks. Among the 200 people who filled out the survey, 24(12%) strongly disagreed, 29(14%) disagreed, 4(2%) were unsure, 82(41%) agreed, and 61(30.5%) deeply agreed. Compared to the overall mean of 3.61, these results demonstrate that 3.36 is below average. The findings show that most people agree that tasks are completed as predicted when there is good coordination. With a standard deviation of 0.94 compared to a composite standard deviation of 0.98, it is clear that the respondents were in accord with the viewpoint.

Project leadership should encourage stakeholder involvement throughout the planning and execution of projects. One hundred twenty-two people filled out the surveys; fourteen percent strongly disagreed, nineteen percent disagreed, zero percent were unsure, seventy-five percent agreed, and fifty-eight percent were very convinced. Compared to the composite mean, which is 3.61, these results demonstrate that 3.63 is greater. These findings have important implications for the research since they suggest that stakeholders are more likely to embrace and own projects when they are part in the planning process. As a consequence, they will treat the projects as if they were their own, making it easier to maintain. It seems that the respondents were in agreement, since the standard deviation of 0.95 is less than the composite standard deviation of 0.98. The fourth statement, regarding the project manager's role in guiding staff, received a mean score of 3.89 and a standard deviation of 0.92. Out of 200 total respondents, 59 (or 29.5%) strongly disagreed, 9 (or 4.5%) disagreed, and 0 (or neutral) had no opinion; 68 (or 34%) agreed, and 64 (or 32%) strongly agreed. The results demonstrate that the mean of 3.89 is greater than the composite mean of 3.61. The study's implications stem from the fact that excellent services are often delivered when project leaders are well instructed. Convergence of opinion was indicated by a standard deviation of 0.92, which is lower than the composite standard deviation of 0.98.

A mean score of 4.07 and a standard deviation of 1.05. This indicates that participatory planning promotes project ownership. Out of 200 surveys provided, 4(2%) highly disagreed, 15(7.5%) disagreed, 35(17.5%) were neutral, 56(16.5%) agreed, and 90(45%) strongly agreed. The results demonstrate that 4.07 surpasses the average of 3.61. These findings have important implications for the research because they show that stakeholders are more likely to feel comfortable sharing ideas and maintaining projects after funders have departed when participatory planning encourages ownership of the initiatives. There was disagreement among the respondents, as the individual standard deviations were 1.05 and 0.98, respectively. A mean score of 3.46 and a standard deviation of 1.14 were recorded for the following statement on project leadership and its impact on project sustainability. Out of 200 surveys, 63(31.5%) strongly disagreed, 24(12%) disagreed, 13(16.5%) were neutral, 58(29%) agreed, and 42(21%) highly agreed, according to the data. The results demonstrate that the average of 3.61 is higher than the individual scores of 3.46. These findings have important implications for the research because they show that stakeholders are more likely to feel comfortable sharing ideas and maintaining projects after funders have departed when participatory planning encourages ownership of the initiatives. Respondents had differing opinions since the standard deviation of 1.14 is more than the composite standard deviation of 0.98.

- ✓ *4.2 Inferential Statistics on project leadership and sustainability of Apostles of Jesus' owned income-generating projects in Nairobi County, Kenya*

Link which connects the preparation of a project leadership was carried out using statistical outputs laid out in Table 4.3 and Pearson's correlational analyses. At a 95% confidence level, the participant's ratings on each item have been incorporated to figure out the rating scale's cumulative scores. Table 3 shows the findings of the correlational analysis.

Table 3: Project leadership and sustainability of Apostles of Jesus' owned income-generating projects in Nairobi County, Kenya

Variable	**Statistics**	**Sustainability of Apostles of Jesus' owned income-generating projects**
Project leadership	Pearson *r*	0.69**
	P-value	0.035
	N	200

(n=200); ** The correlation is statistically significant at the 0.05 level (two-tailed).

This Study discovered a statistically substantial strong positive overall connection of 0.69 (P-Value=0.035 < 0.05), indicating a meaningful relationship between Project leadership and sustainability of Apostles of Jesus' owned income-generating projects in Nairobi County, Kenya. This result led to the dismissal of the null hypothesis. Consequently, this study successfully concludes there is indeed a substantial linkage between Project leadership and sustainability of Apostles of Jesus' owned income-generating projects in Nairobi County, Kenya

- ✓ *4.3 Model summary of Project leadership and sustainability of Apostles of Jesus' owned income-generating projects in Nairobi County, Kenya.*

Project leadership as a predictor's impact on the long-term viability of the income-generating ventures held by the Apostles of Jesus Christ was the focus of this research paradigm. An analysis was conducted using a simple linear regression to determine the impact of project leadership on the long-term viability of income-generating ventures controlled by the Apostles of Jesus. Table 4 summarizes the results of the regression model.

Table 4: Project Management Leadership and Sustainability of Apostles of Jesus' owned income-generating projects in Nairobi County, Kenya

Model outline

Framework	R	R Square	Amended R Square	Std. Error of the Estimate
1	0. 69[a]	0.47	0.46	0.40

a. Predicator: (Constant), Project leadership

ANOVA

Model		**Sum of Squares**	**Df**	**Mean Squares**	**F**	**Sig.**
1	Regression	3.198	1	0.47	92.89	0.035 [b]
	Residual	32.97	198	0.17		
	Total	33.01	199			

a. Setting up for Project leadership and sustainability of Apostles of Jesus' owned income-generating projects
b. Predictors: (Constant), Project leadership

Coefficients[a]

Analysis		Unstandardized Coefficients		Standardized Coefficients	T	Sig (p-value)
		B	Std. Error	Beta		
1	(Constant)	3.72	0.22		16.93	0.00

Project leadership	0.24	0.06	0.62	0.45	0.04

a. Independent Variable: Project leadership.

Model summary suggests a positive correlation (R2=0.47) between Project leadership and sustainability of Apostles of Jesus' owned income-generating projects as predicted by the regression model. Project leadership has statistical significance on sustainability of Apostles of Jesus' owned income-generating projects. The ANOVA data indicates that with an F-value of 92.89, Project leadership significantly influences sustainability of Apostles of Jesus' owned income-generating projects, as the sig. level (p=0.04) is below the significance level of 0.05. Thus, the model adequately predicts the dependent variable.

Examining the coefficient data, and while holding other factors constant, the accomplishment of Project leadership is estimated to be 3.72. An item raised in Project leadership would correspond to a 0.24 change with sustainability of Apostles of Jesus' owned income-generating projects, conferred that other considerations remain constant.

The overall F-statistic is 92.89 with a p-value of $0.035<0.05$ which implies that there was a statistical relationship between Project leadership and sustainability of Apostles of Jesus' owned income-generating projects. Based on the research findings, therefore we reject the null hypothesis that states; H_{01}: There is no significant relationship between project management leadership and sustainability of Apostles of Jesus' owned income-generating projects in Nairobi County, Kenya. The conclusion made in the study meant that project management leadership and sustainability of Apostles of Jesus owned income-generating projects in Nairobi County, Kenya. Using the statistical findings in Table 4 the regression model equation obtained from this output thus substituted:

The relieved model is denoted as below:

Model $Y = 3.72 + 0.24X1 + \varepsilon$

Where:

Y = Sustainability of Apostles of Jesus' owned income-generating projects

X1 = Project leadership

ε =term for Error.

It was discovered that Project leadership and sustainability of Apostles of Jesus' owned income-generating projects in Nairobi County, Kenya existed related to the answers given to the assertions provided at each variable in the interview guide questions. The qualitative responses are summarized,

"There are many people who are involved in income-generating projects. Staff at the institute are always ready to work as directed by their supervisors but are never given proper guidelines" KII-Respondent 1

The descriptive and correlational data make it clear that there is an association between Project leadership and sustainability of Apostles of Jesus' owned income-generating projects in Nairobi County, Kenya. The results are coherent with those of other comparable empirical studies to accomplish sustainable income-generating endeavors, effective leadership is necessary. In accordance with Narasimman (2023), project leadership is the ability to effectively direct heterogeneous teams collaborating on a common objective in order to achieve a favorable outcome. Leadership significantly influences the durability of a project. The success and sustainability of projects are significantly influenced by the leadership skills exhibited by project leaders (Gitonga, 2019). To achieve sustainable development, project managers must motivate team members to ensure that their continuous endeavors to satisfy clients and achieve project objectives are all centered on sustainability (Chaudhary, 2023). Concerning the foregoing comparable studies, the current study has adduced empirical evidence in support of their earlier findings, despite no similar studies have been conducted in Nairobi County, Kenya. The study found out that other studies investigated how organization rate their employees through performance appraisal.

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