

Development of an Intelligent Clergy Management and Matching Platform for Optimized Church-Priest Deployment

Chukwueke, Chika M. O.¹; Dr. Chukwuemeka Etus²; Dr. Nnanna N. Ekedebe³

¹Department of Information Technology Federal University of Technology Owerri. Imo State, Nigeria

²Department of Information Technology Federal University of Technology Owerri. Imo State, Nigeria

³Department of Information Technology Federal University of Technology Owerri. Imo State, Nigeria

Publication Date: 2026/08/03

Abstract: This study presents the development of an intelligent clergy management and matching platform designed to optimize church–priest deployment and improve administrative decision-making. The system leverages machine learning algorithms, specifically Decision Tree and Random Forest, to automate ministerial recommendation and workers' disposition based on data-driven insights. The model is trained using integrated datasets, including church profiles, financial records, workers' disposition history, and ministerial profiles within the Anglican communion. By aligning the strengths and experience of clergy with the needs of individual church stations, the system enhances the accuracy and efficiency of deployment decisions. The platform is implemented using Python (FastAPI) for the backend, React (JavaScript/TypeScript) for the frontend, and PostgreSQL for database management. Key features include intelligent recommendation, personalized dashboards, and communication tools. Evaluation results show an accuracy of 80%, precision of 81.2%, recall of 75% and F1-Score of 78% indicating strong predictive accuracy. This work contributes a scalable, data-driven solution for modernizing church administration and clergy deployment.

Keywords: Clergy Management, Church–Priest Matching, Machine Learning, Decision Tree, Random Forest, Church Administration.

How to Cite: Chukwueke, Chika M. O.; Dr. Chukwuemeka Etus; Dr. Nnanna N. Ekedebe (2026) Development of an Intelligent Clergy Management and Matching Platform for Optimized Church-Priest Deployment. *International Journal of Innovative Science and Research Technology*, 11(7), 2395-2404. <https://doi.org/10.38124/ijisrt/26jul435>

I. INTRODUCTION

For several years, technology has evolved into every facet of life such as education, health, finance, manufacturing, religion etc. To an extent, any system or area of life without technology seems to be outdated in the 21st century. This is why every organization seeks to embrace technology and ensure its involvement in every area of their operation. In the light of this, religion (Christianity) has long deployed technology in order to grow churches, ministries and reach out to more people. Akugizibwe, Aligawesa & Bamwite [2] stated that progressive Information Technology is being adopted on a daily basis in many aspects of human life; notable among them is in the religious practice. Emma-Jimo & Odeleye [5], also noted that the boom of artificial intelligence (AI) is revolutionizing numerous sectors, including religion and spirituality. Hence, as churches strive to adapt to the digital landscape, the integration of AI technologies into ministry offers promising avenues for enhancing outreach and engagement. Furthermore, technology has helped in church administration, financial management and lots more. This is evident in the explosion

of social media and web3. Most churches now have their social media handles and YouTube pages.

The Archbishops Council Lay Leadership Task Group [1], noted that there are numerous Church Management Solutions available, and many churches use them to help administer day-to-day parish life. An application can help to automate tasks, processes and features such as member management, social networking, event organizing, people tracking as well as making it easier for people to give and manage their donors. The integration of technology into churches and ministries has helped break geographical limitations that ordinarily could not be broken. Few of the numerous examples are; Global Crusade with Kumuyi (GCK), Glory Reign, Daily Devotional by the Advent Cable Network by the Church of Nigeria (ACNNTV), NSPPD daily prayer and lots more. With these few examples, it cannot be denied that technology has helped a great deal in church growth, advancement, evangelism and administration. Akugizibwe, et. al. [2] noted that Church Management Mobile Application helps churches to automate church

activities and services so that members who are absent from church services will not miss out on a lot.

➤ *Problem Statement*

Technology is introduced into a system either to solve a problem or to make processes easier. The recommended system will solve several problems faced in the Church of Nigeria and also make processes easier and better. This is because the church administrative tasks such as scheduling, document handling, volunteer coordination and communication are often handled manually or without fragmented tools. This results in a high level of miscommunications, lack of efficiencies and delays with more emphasis on medium to large congregations. The lack of intelligent, unified systems hinders seamless operations. Therefore, the recommended system will help eradicate sentiment, bias and favouritism during workers disposition and also enhance ministers recommendation for programmes and events.

➤ *Objectives*

The objective of this study is to develop an intelligent clergy management and matching platform for optimized church-priest deployment. The specific objectives for this study are as follows;

- Assess the existing System to identify the deficiencies or weaknesses necessitating the Proposed System.
- Design a data-driven model for matching clergy to church needs.
- Integrate relevant datasets (clergy, church, and deployment records) for model training.
- Implement a user-friendly platform with recommendation and communication features.
- Evaluate system performance using precision, recall, and F1-score.

➤ *Justification of the Study*

A project of this nature has a very high relevance and importance at a time like this for the Church of Nigeria at large. This is because it introduces ease of administration. Seeing that the church's functions and operations are becoming too hectic, there is need to make things easy. Hence, this system introduces such ease.

Furthermore, many workers complain of favouritism in the disposition process. When a staff is posted to a lucrative station, it is assumed that he has a good relationship with the Bishop. On the other hand, when a worker is posted to a station that may not be able to meet up to his financial needs, it is assumed that the Bishop wants to intentionally punish him. Hence, this system will totally eradicate such bias and sentiments seeing that the process will become devoid of human intervention.

Finally, there is a serious challenge faced in organizing programmes in our churches especially in the area of ministers selection. This system will help handle such tasks. As such, its relevance cannot be gainsaid as it is visible and legible.

II. RELATED WORK

Tsuma and Wambua [10] conducted a research on the involvement of strategic leadership in the allocation and supervision of finances for implementing diocesan projects within the Anglican Church of Mombasa. The study applied the behavioral theory of leadership, treating leadership as an intervening variable. Independent variables examined included stakeholder engagement, as well as monitoring and evaluation by both internal and external stakeholders. Employing a cross-sectional design, the study was grounded in positivism philosophy. Participants were selected using a stratified sampling approach to include church members, while parochial leaders were chosen through purposive sampling.

Akugizibwe, et. al. [2], proposed an application that will run on an Android enabled mobile phone to automate the affairs of Ndejje Church Union. They provided an intermediate solution to help fight against spiritual decline resulting from missing church services and ignoring the giving in of offerings and tithes. The application allows the church members to access and follow the church organization irrespective of the members' absence from the service. They noted that during the services, church members give offertories, make pledges, and listen to sermons as well as getting to know church events. Seeing that members who are absent from church miss out on a lot of things like sermons, offerings, announcements, etc. the centralization of a mobile application to store and provide information on church affairs will be of a immense help to the Christians of the church.

Emma-Jimo et. al. [5], observed that the advent of AI-powered analytics has transformed various sectors, including evangelism, by enabling more personalized and data-driven approaches to spiritual outreach. By analyzing case studies where AI tools have been employed, this research highlights their role in identifying trends in spiritual engagement, tailoring messages to diverse audiences, and optimizing resource allocation for outreach efforts. They concluded that while AI can facilitate more effective evangelism, it also necessitates a thoughtful approach to ensure that the core values of faith — holiness, authenticity, compassion, and community are preserved.

Odeleye and Obaloluwa [6], explored the intersection between artificial intelligence (AI) and evangelism within the Nigerian context, focusing on how AI tools can be applied to foster church growth in the digital age. They noted that as Nigerian churches navigate the challenges and opportunities of an increasingly connected world, AI offers innovative solutions for expanding outreach, enhancing spiritual engagement, and optimizing resource management. By employing an opinion-based approach supported by case studies of Nigerian churches that have successfully integrated AI tools, their study provides practical insights into the transformative potential of AI in ministry. It explores applications such as AI-driven platforms like chatbots for pastoral care, predictive analytics for congregational needs, and social media algorithms for targeted evangelistic campaigns. The research also addresses ethical

considerations, including the need for human oversight, the preservation of theological integrity, and privacy concerns. These case studies illustrate how AI can complement traditional evangelism strategies, enabling churches to adapt to contemporary communication trends while upholding their core spiritual mission. They concluded that AI, when employed thoughtfully and ethically, can serve as a powerful resource for church growth, enhancing connectivity, improving decision-making, and streamlining operations within the Nigerian Christian landscape.

Tshering [9], developed a Church Management System for the Evangelical Presbyterian Church of Sikkim (EPCS), to keep a record of all the EPCS church's branches scattered all over the Sikkim and members of every church (EPCS). This web application is designed using PHP, and MySQL as backend. HTML, CSS, Bootstrap, and JavaScript for Frontend. It contains various modules. The expected outcome of this management system is that the council members can easily keep the record of everyone that is a member of the church under EPCS. The designer integrated three different methodologies in the design process. They include; Prototyping: iterative framework type, Spiral: the combination of linear and iterative framework type and Waterfall: linear framework type.

Capstone [3], designed a Church Event Management System. The system aimed at helping church organizations to automate the process of creating and managing church events. The said project makes it easy for the churches to schedule events and organize the important details for the events. The system was fully focused only on events, hence, the designers used Automated Management, Records Management and Report Generation.

Olipas, et. al. [7], carried out a project on the Design and Assessment of a Church Records and Information Management System (CRIMS). They noted that the advent of new technologies has brought significant impacts on people's lives, which is evident in the different technological solutions present from society's different areas and industries. The methodologies adopted for the design are Quantitative method and Descriptive-developmental method.

Carlitos, et. al. [4], noted that the traditional structure of church management has evolved over the years, adapting to the changing needs of congregations and the advancements in technology. Hence, they developed and implemented a Church Management System designed to streamline administrative processes and foster community engagement specifically to the Holy Rosary Parish of the Catholic Church. The study presented tangible results obtained through the implementation of the Church Management System. Efficiency gains are measured in terms of time saved on administrative tasks, improved accuracy in information tracking, enhanced communication among clergy and parishioners, and increased engagement in community events. The results gotten from these parameters were substantiated with statistical data, demonstrating the positive impact of advance technology implementation on the overall functioning of the Holy Rosary Parish. Hence, the

researchers therefore recommended the exploration and adoption of such systems within religious organizations to adapt to the evolving needs of the modern world while maintaining the core values of faith and community.

III. METHODOLOGY

For the design and development of an intelligent clergy management and matching platform for optimized church-priest deployment, Agile methodology was used. Agile methodology is an iterative approach to project management and software development that emphasizes collaboration, flexibility, and continuous improvement. Teams work in short cycles, called sprints, to deliver working software to customers quickly and regularly [8]. Agile teams are empowered to make decisions and adapt to change, and they are constantly working to improve their processes. The steps/stages involved in Agile methodology include;

- **Planning:** The planning is typically done at the beginning of the project. Here, the project goals and objectives are fully outlined. Also, every important information about the project must be outlined at this stage.
- **Development:** At the development phase, the coding of the system is done based on what was agreed at the planning stage. Here, they communicate and collaborate frequently, and to adapt to change as needed. The team should also be prepared to adjust their plans as needed.
- **Testing:** Once a particular stage is completed, it is important that it is tested so as to ensure that it meets the specified and intended standard, requirements and quality of what was proposed. The testing could be done manually, automatically or even combination of both. Here, several bugs are fixed because some of the designed features may not meet specification.
- **Deployment:** Once the testing stage is completed and the features are found to be what was planned, the next thing is to deploy.
- **Maintenance:** As a result of technological innovation, every system is opened to innovative advancement and constant improvement. This is done at the maintenance stage. New features maybe thought worthwhile to be added. There will also be need for constant security updates at the maintenance stage.
- According to Wikipedia, here are some of the benefits of using agile methodology:
- **Faster delivery:** Agile teams deliver working software to customers quickly and regularly. This allows customers to start using the software sooner and to provide feedback early on.
- **Increased flexibility:** Agile teams are able to adapt to change quickly and easily. This is important in today's rapidly changing world.
- **Improved quality:** Agile teams focus on delivering high-quality software. They are constantly working to improve their processes and to identify and fix defects early on.
- **Increased customer satisfaction:** Agile teams involve customers throughout the development process. This helps to ensure that the software meets the needs of the

customers and that they are satisfied with the final product

- Reduced risk: Agile teams deliver working software to customers quickly and regularly. This allows them to get feedback early on and to make adjustments to the design as needed. This reduces the risk of building software that is not what the customer wants or needs.

It is flexible, adaptable, and focused on delivering high-quality results within a short time frame.

➤ System Flowchart

A system flowchart is a visual representation of the flow of data, processes, and decisions within a system. It shows the kind of data that flows in a system, the processes or activities carried out on the data and the decision made either when the process is still ongoing or after it has been completed. The flowchart below shows the step by steps processes involved in the proposed system. The system is basically tasked to perform four different activities which includes, workers disposition and recommendation of ministers. These are typically represented in the flowchart below.

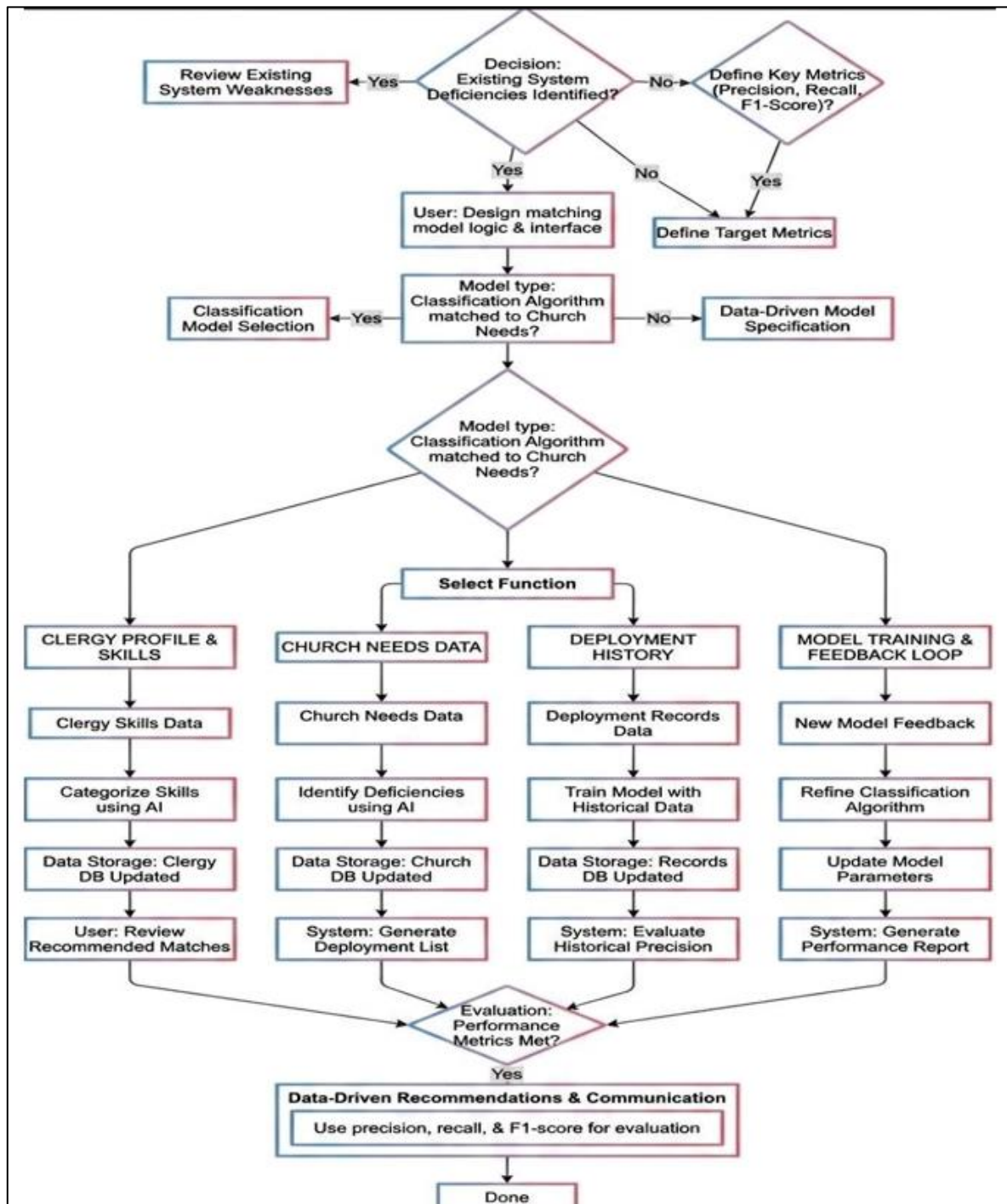


Fig 1 System Flowchart

➤ Dataset

A dataset is a structured collection of data that is typically organized to be easily accessible, managed, and updated that can be treated by a computer as a single unit for analytic and prediction purpose. For the Church administration and financial management system, the dataset includes full detail of all churches in the diocese, all diocesan activities and budget and details of Ministers. Basically, the data is for ministers and hence, the features are humanlike features and they include; rank of the minister (Venerable,

Canon, Reverend, Ordinand, Church Teacher etc), Name of minister, Age, State and LGA of origin, Years of service, Marital status, Ministerial Focus, Archdeaconry, Parish, Station and strength of minster. Raw data was transformed into meaningful analytical features. Key engineered features include the Church Need Score and Pastor Strength Score, which serve as primary inputs for the machine learning models. Normalisation was performed using scikit-learn'sMinMaxScaler.

Table 1 Dataset Information

Dataset Category	Church Finance	Workers profile	Ministers profile	Total
Initial	127	158	75	330
Final	127	135	57	306

➤ Technologies Adopted

Software and tools adopted for the system development include Python, Node.js, Django REST Framework, Google cloud, React, Figma, i18n library, MongoDB, postgreSQL, Redis or Memcached, Firebase, TensorFlow, pyTorch, spaCy, scikit-learn, RESTful API, GraphQL and Docker.

➤ User Activity

The user activity refers to the interactions and behaviors of the users as they interact with the system. It includes tasks that can be achieved using the system.

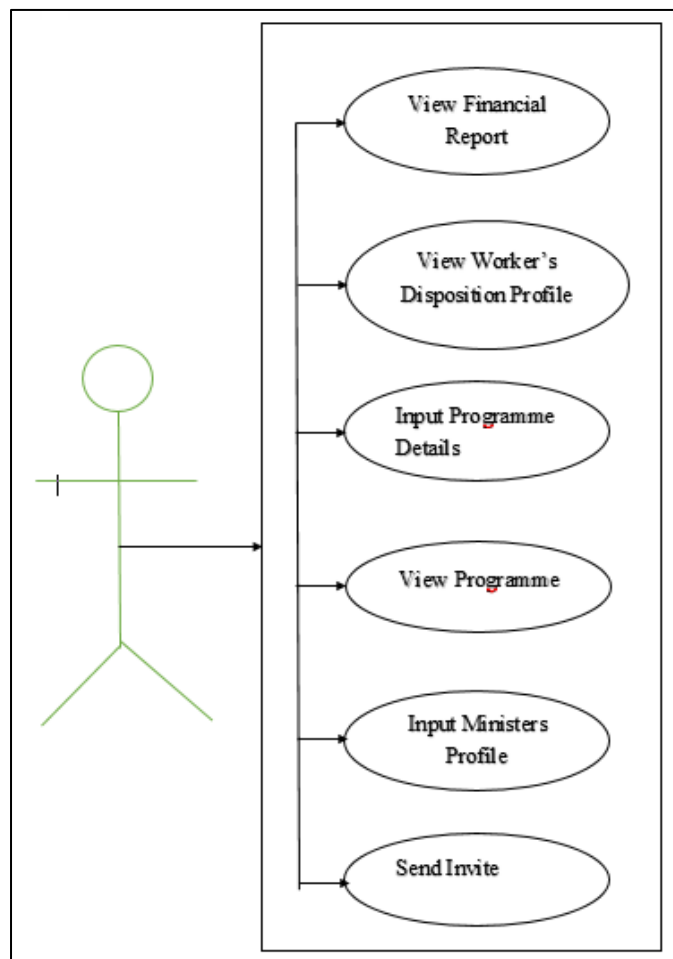


Fig 2 User Activity Diagram

➤ System Testing and Evaluation

The goal of testing is to demonstrate that the program under control contains bugs. Testing and debugging may seem to look alike, but there is a slight difference between them. Debugging is the process of detecting and reducing the number of existing errors, while testing is a process that seeks to verify that errors exist. Before the testing process starts, the tester must first define the expected outcome.

➤ Compatibility Testing

The system was tested using various platforms and web browsers. The web application was loaded on Internet Explorer, Chrome, Firefox and Opera web browsers. It was also loaded on the React Android application thereby making it mobile friendly. The outcome of this testing process proved that the application works fine on both Mobile and Laptop devices.

➤ Tests Conducted

In a bid to select the most suitable Ensemble learning technique to adopt for the anticipated result to be achieved, some tests were carried out. The core intelligence of the system is provided by a Random Forest ensemble classifier. This model was used for predictive analytics to recommend the best worker for a church by matching the church's needs and weaknesses with the worker's strengths and experience. Random Forest was selected because church data are noisy and multi-dimensional. The ensemble method reduces overfitting and provides stable, explainable predictions. At the end of the test process, the output recommended the adoption of Random Forest and Decision tree. Hence, here are the tests that were carried out;

- **Feature Relevance Test (Information Gain/Mutual Information):** Before committing to a tree-based ensemble, the researcher must first prove that the features collected (such as Minister's years of experience, spiritual gifts, or past posting success) actually have a statistical link to the anticipated outcome (successful posting). At the end of the test, if scores are high, it confirms that the "Ministerial Focus" is a strong predictor. This justifies a Decision Tree, as it builds its structure by picking the features with the highest Information Gain first.
- **Data Complexity & Non-Linearity Test:** If the relationship between a minister's strength and a church's

weakness is a simple straight line, then there is need for a simple spreadsheet, else the researcher must then prove the data is complex. Therefore, a patterned residual plot proves that the relationship is non-linear. This justifies Random Forest, as it can capture complex, non-linear "if-then" interactions that linear models miss.

- **Overfitting Sensitivity Test (Bias-Variance Check):** A single Decision Tree is notorious for "memorizing" data (overfitting). Since church postings are sensitive, the researcher needs to prove why he moved from a single tree to an ensemble (Random Forest). The result of the test confirms high Variance in the Decision Tree. It justifies the use of Random Forest, as the ensemble method "averages" multiple trees to cancel out those errors.
- **Categorical Cardinality Test:** Since the objectives of this work involves Ministerial Focus such as Youth, Deliverance, Teaching, Administration etc, it shows that there is need for this test seeing that these variables are categorical variables. High cardinality often breaks models like SVM or KNN. Since Decision Trees handle categorical splits naturally without requiring complex distance-based math, this test proves they are the Suitable Technique.
- **Multicollinearity Diagnostic Test:** In church administration, some traits such as Leadership and Administration might overlap. The researcher therefore needs to ascertain if these overlapping traits are understandable or confusing to the model. If VIF is high, a single Decision Tree might pick one trait and ignore the other. Random Forest is more suitable here because it randomly selects a subset of features at each split, ensuring both traits get a chance to be evaluated.

IV. RESULTS

➤ System Evaluation

The system was evaluated using the following evaluation metrics recall, accuracy, F1 and precision:

- Average Precision: $\frac{TP}{TP+FP}$
- Average Recall: $\frac{TP}{TP+FN}$
- Average F1 Score: $\frac{2*Precision*Recall}{Precision+Recall}$
- Precision: Precision will measure the proportion of true positive recommendations out of all recommendations made.
- Recall: Recall will measure the proportion of true positive recommendations out of all potential positive cases.
- F1 Score: The F1 score is the harmonic mean of precision and recall, providing a balance between the two

This is a critical management metric for the Diocese.

- Accuracy: 80%
- Precision: 81.2%
- Recall: 75%
- F1-Score: 78%

Confusion Matrix (Binary)

TN: 45	FP: 8
FN: 12	TP: 36

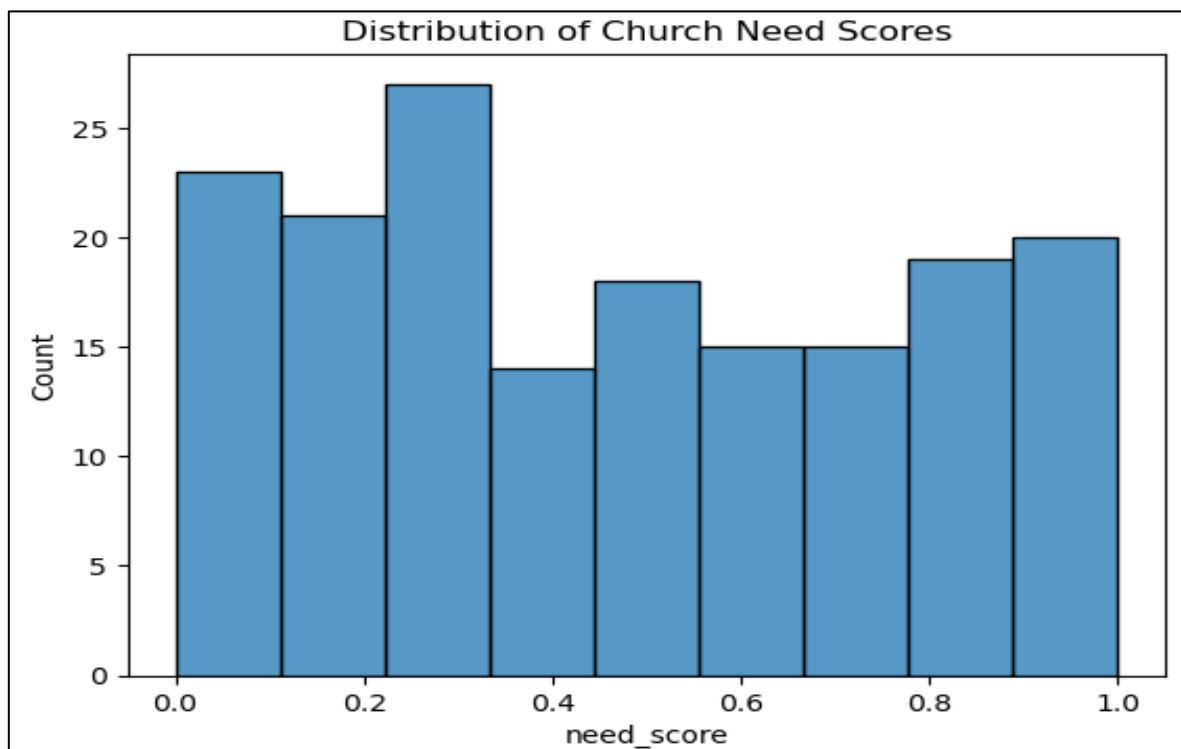


Fig 3 Distribution of Church Need Score

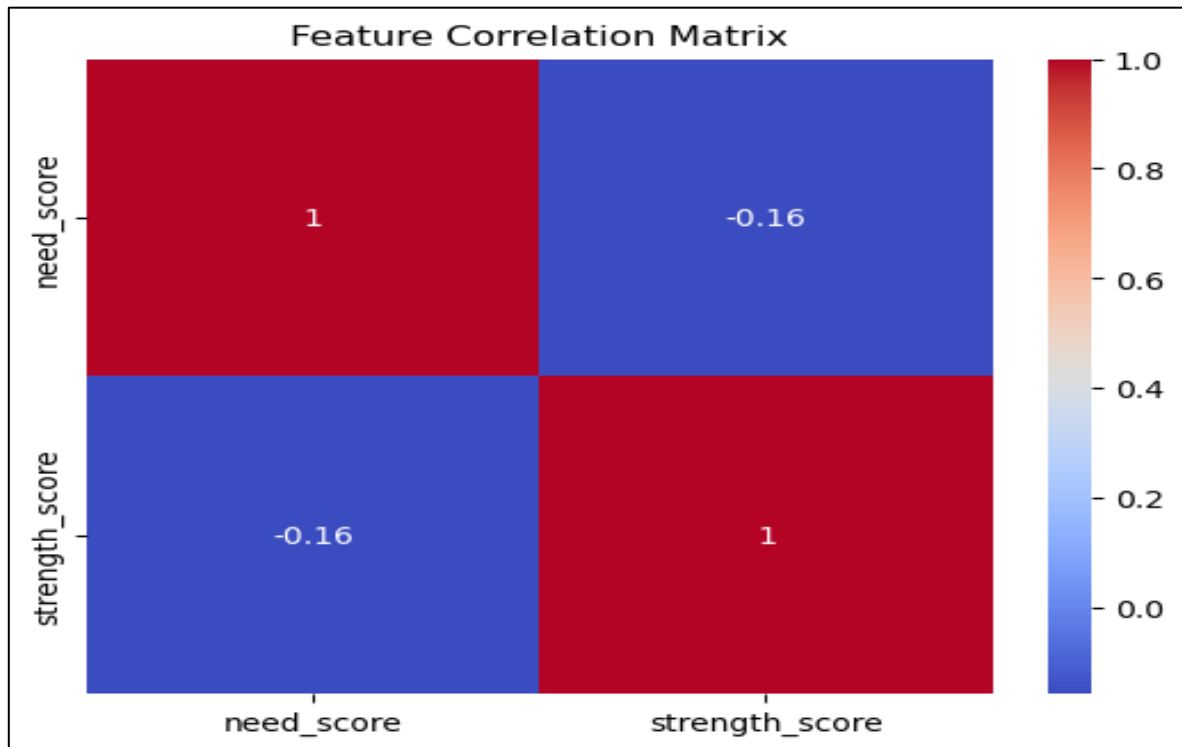


Fig 4 Feature Correlation Matrix

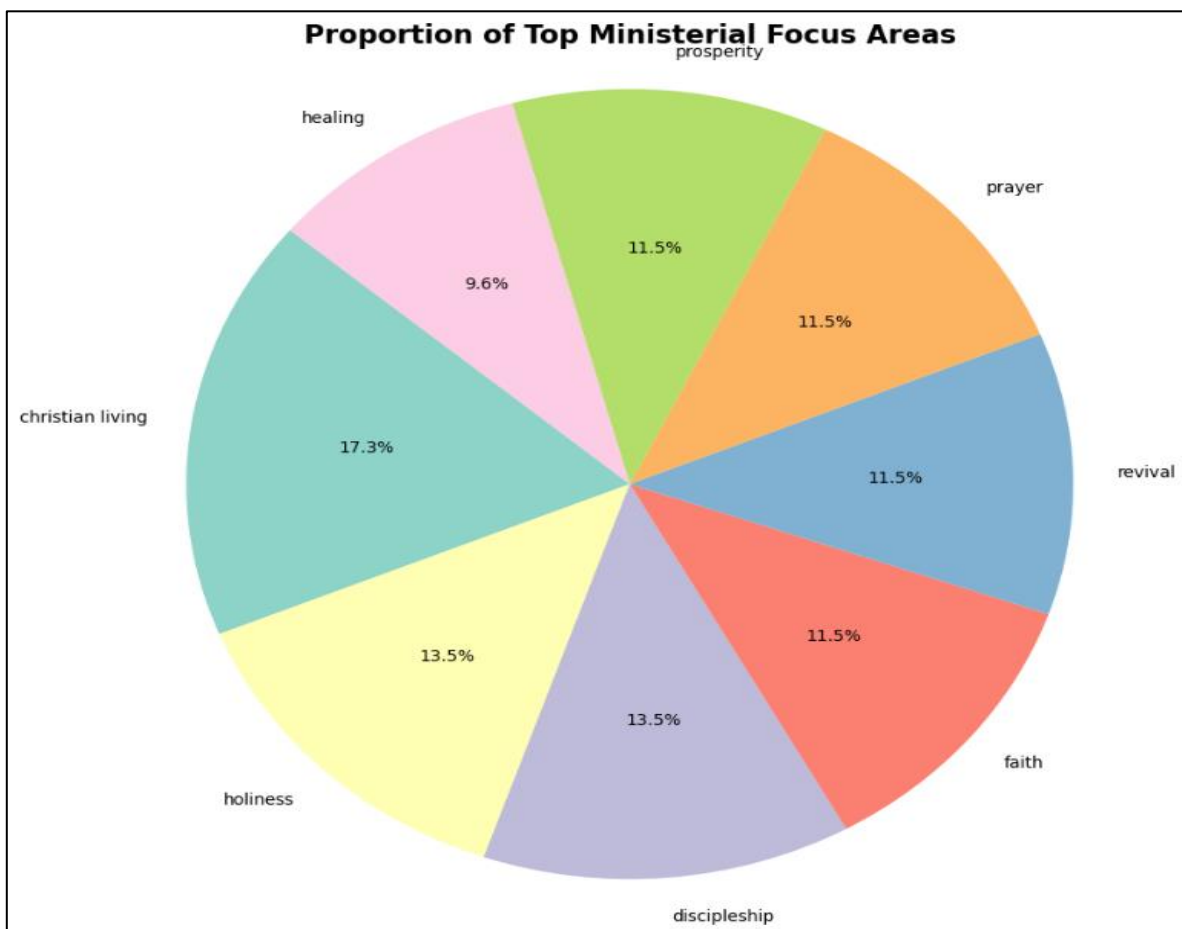


Fig 5 Proportion of Top Ministerial Focus Area

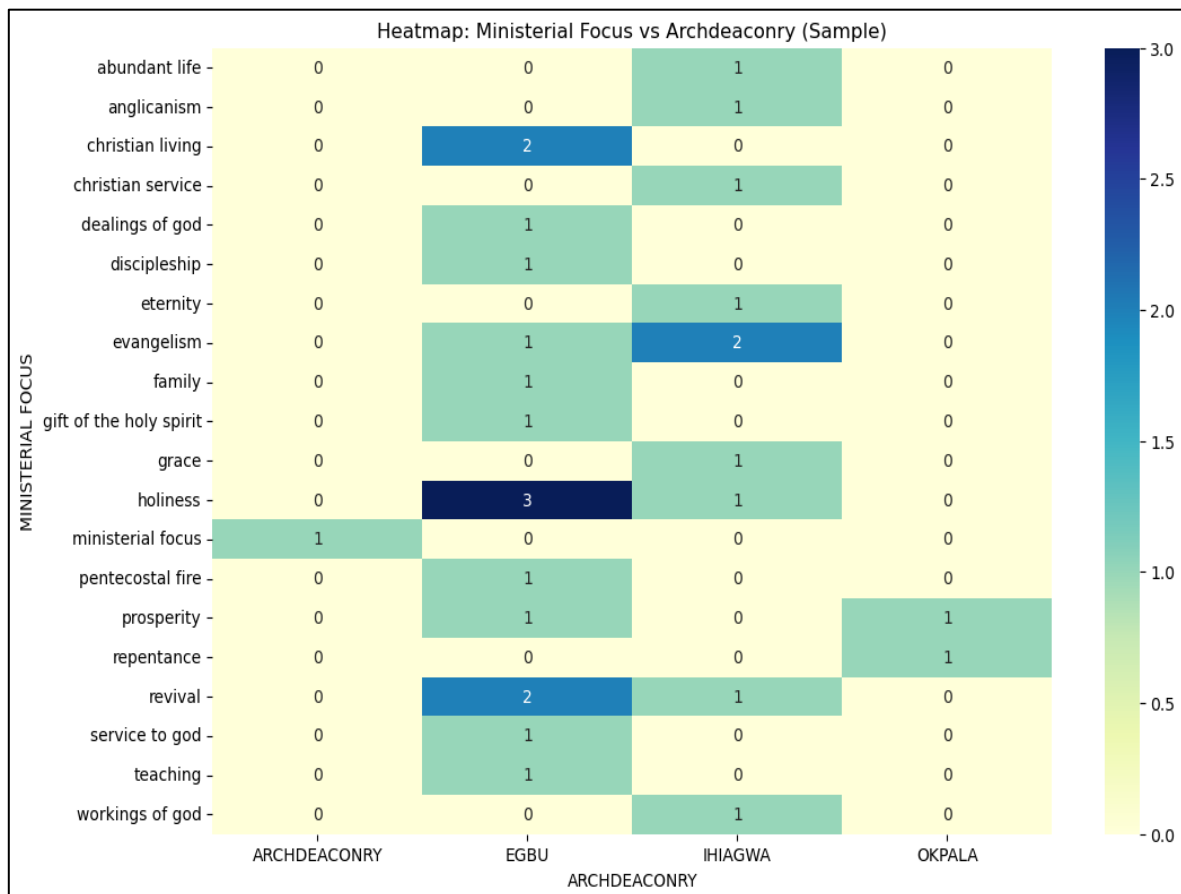


Fig 6 Heatmap: Ministerial Focus vs Archdeaconry

V. DISCUSSION

➤ Assess the Existing System to Identify the Deficiencies or Weaknesses Necessitating the Proposed System

The student did a thorough review and analysis of the already existing system to be able to identify the deficiencies and weaknesses. The outcome of the indepth study of the existing system necessitated the new system been proposed. The already existing system has several flaws and loopholes which include; Lack of proper record keeping, Data loss, Bias and favouritism and more.

➤ Design a Data-Driven Model for Matching Clergy to Church Needs

The student also designed a data-driven model to match clergy and church needs. This is primarily aimed at correcting the already discovered problems in the existing system. As such, the system eliminates randomly posting workers to several stations as a mark of favouritism and bias. As such, the model was trained with the data of the various churches in the Diocese and the data of workers in the Diocese also. Additionally, the new system also has the capability to ascertain the exact number of workers needed in a particular station in order to eradicate every form of redundancy.

➤ Integrate Relevant Datasets (Clergy, Church, and Deployment Records) for Model Training

In the course of the project, the student got enough data, relevant for the specific objectives he seeks to achieve. The

data gathered spanned every aspect needed for the system to be innovative enough and the data gotten included data for Clergy, Church and deployment records.

For the Clergy, the data collected included rank of the minister (Venerable, Canon, Reverend, Ordinand, Church Teacher etc), Name of minister, Age, State and LGA of origin, Years of service, Marital status, Ministerial Focus, Archdeaconry, Parish, Station and strength of minster.

For the Church, the data collected included name of Church, Parish, Archdeaconry, financial record, number of ministers, location, Church Need etc.

For the deployment record, the data provided enabled the model study the partner and flow of the deployments done over the years to be able to effectively predict how to continue the deployment pattern or how to alter it for more effectiveness to be achieved.

➤ Implement a User-Friendly Platform with Recommendation and Communication Features

A user-friendly platform was created for the recommendation system. This platform had effective communication channel built into it for ease of communication between the Diocese and a minister been recommended for a particular program. A particular minister who has been recommended by the algorithm or model of the designed system could be contacted via email or phone number. Hence, the communication in the system was

enhanced and improved. Furthermore, the system was interactive enough for users to easily navigate without stress.

➤ *Evaluate System Performance Using Precision, Recall, and F1-Score*

The performance of the system was tested using precision, recall and F1-Score. The system achieve an accuracy of 80%, Precision of 81.2%, Recall of 75% and an F1-Score of 78%.

The system achieved a precision of 81.2% which means that when the system recommends a minister for a programme or deploys a worker to a church, the prediction, recommendation and deployment are correct roughly 8 out of 10 times. With this, the users of the system will develop a high level of confidence as opposed to what they have in the previous system.

The system achieved a recall of 75% which is good enough but slightly lower than the precision score of 81.2%. This therefore implies that the model is a bit conservative thereby making it catch 75% of the ideal matches while still overlooking about 25% of the potential successful pairings. In reality, it points to the fact that the system prefers to be sure and accurate about a match by having a high Precision, instead of flagging every possible match. If this is done, it will lower precision on one hand and then raise recall on the other hand, which is not fully advisable for the objective this system needs to achieve. This therefore is a preferred balance because in most cases, a bad match is usually more costly than a missed opportunity.

The system also achieved an F1-score of 78 which is very significant to the importance of the system. It points to the fact that there is a healthy balance between the quality and quantity of metrics used for the model. As such, it shows that the system is now making informed decisions based on the data provided and the pattern observed rather than just guessing based on the majority class.

In general, achieving an accuracy of 80% points to the fact that the system is robust and reliable. Hence, we can fully depend on the system to make accurate predictions through workers deployment and ministers recommendation, such that 8 out of every 10 of its predictions are always accurate, reliable and trusted.

VI. CONCLUSION AND RECOMMENDATIONS

➤ *Conclusion*

Seeing that we are in the 21st century, no organization can be progressive without technological integration. Automation has become a must and hence, it must be embraced. The system designed in this project is one that introduces automation into some of the church managerial and administrative functions. The Anglican Church to an extent although has adopted technology but not to cut across majority of the functions. This is the reason why this project seeks to automate the worker disposition and recommendation system. Several complaints has been raised

about the bias accompanied with the way and pattern in which the Bishop of the Diocese. Some claim that the Disposition is accompanied with high level of sentiment and favourism, such that those who are close to the Bishop are been posted to good and financially buoyant stations, while those who have one issue or the other are sent to stations where it is assumed that they will suffer as their punishment for not having a good relationship with the Bishop. As such, the issue of such bias is completely eliminated with the introduction of the automated system. The system has been tested and seen to work fine in that church workers are been posted to stations where they can perform optimally. The system takes into cognizance the strength and weakness of the various churches, also understanding the level and challenges of various church workers. Although there are many workers in the Diocese, it is important to know that all the workers are not at the same level of office and administration. This system takes into cognizance such dichotomy and levels to ensure that they are well carried along in the disposition of staff such that a worker is posted to a station that befits his rank and position.

In like manner, the recommendation system has successfully automated the system that enables the church to bring in ministers that will be guests in various programmes in the church. The minister to invite depends on the nature of programme been organized because ministries differ.

The model was for disposition system was trained with large dataset that involves the activities of the church over 8yrs, while that of recommendation system was trained with about 100 dataset of ministers. Hence, we are sure of almost accurate prediction when the system is been used to perform the tasks for which it is needed.

➤ *Recommendations*

The proposed system was developed using the agile methodology that supports team collaboration for effective product delivery. Also, the AI model adopted was supervised learning which further utilized ensemble learning for multiple predictions to enhance accuracy. As such, for the system to perform optimally, we recommend the following;

- The full adoption of this system into the Church life and administration. Till date, many people still want to stick to the old ways of doing things, just the way the Anglican Church believes that as it was in the beginning is now and ever shall be.
- Aside the disposition and recommendation features that were built into the system, it is recommended that the church should also develop an Assessment management system that looks into the assessment of the church, by considering the various variable and features that determines the anticipated amount and also share the monies across the various stations, depending on the levels.
- Further research work should be considered, which will involve more recent technologies and trends such as Machine Learning and Artificial Intelligence.

REFERENCES

- [1]. Archbishops' Council Lay Leadership Task Group (2016) "Setting God's people free". Church House publishing
- [2]. E. Akugizibwe, N.F. Aligawesa, and B. Bamwite. (2016). "Church management mobile Application". Case study: Ndejje Christian Union
- [3]. Capstone (2020). Church Management System.
- [4]. S.B. Carlitos, C.D.B. Miguel, and M.B.C Marcus (2024). "E-Church: A Web and Mobile-based Church Management System for Holy Rosary Parish Church". Proceedings of the International Conference on Industrial Engineering and Operations Management. 5: 12-21
- [5]. E. Emma-Jimo, and D.A. Odeleye (2025). "Spiritual Impact of AI-Powered Analytics on Evangelism in Nigeria". The Pastoral Counsellors: Journal of Nigerian Association of Pastoral Counsellors (ISSN: Print 2971-5199; Online 2971-5202) Volume 4, 1-7
- [6]. D. Odeleye, and S. Obaloluwa (2025). "Harnessing artificial intelligence (AI) resources for evangelism towards church growth in Nigeria". Pastoral Counselors: Journal of Nigerian Association of Pastoral Counselors, 4,81-89
- [7]. C.N.P. Olipas, R.C.M. Sawit and R.M. Esperon (2021). "The Design and Assessment of a Church Records and Information Management System".
- [8]. B.S. Pawar, (2020). "Theory of building for hypothesis specification in organizational studies".
- [9]. P.F. Tshering (2022). "Church management system for the Evangelical Presbyterian Church of Sikkim".
- [10]. D.M. Tsuma, E. Siringi, and L. Wambua, (2019). "The intervening effect of leadership style in the relationship between stakeholder engagement and sustainability of Anglican Church funded projects in Kenya". Journal of Human Resource & Leadership, 3(3), 27–43.