



The Influence of Shepherd Leadership Based on 1 Timothy 3:1-6 on the Spiritual Growth of Congregants in the Gereja Kristen Kudus Indonesia (GKKI) in Jabodetabek

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ABSTRACT

This research highlights the significance of leadership in the spiritual growth of the congregation within the context of the Indonesian Christian Holy Church (GKKI) in Jabodetabek. The correlation analysis results indicate that Shepherd Leadership holds a substantial relationship with Spiritual Growth (correlation coefficient = 0.693, Sig < 0.1). These findings demonstrate that the comprehension and execution of vision and mission by a spiritual leader have a considerable impact on enhancing the quantity of faith among the congregation. This study suggests that spiritual leaders need to have a thorough understanding of their roles and responsibilities in order to lead effectively, mitigate conflicts, and shepherd competently. Furthermore, the research findings shed light on challenges faced by the congregation, such as difficulties in spiritual growth. This research makes a significant contribution to understanding the dynamics of spiritual leadership within the GKKI context in Jabodetabek.

Keywords: *Shepherd Leadership; Spiritual Growth; GKKI Jabodetabek.*

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INTRODUCTION

In the world at large, leadership is widely recognized as the cornerstone of any organization, as a leader guides and motivates others (followers) towards achieving shared goals. This assertion places the leader in a paramount position, as it is in the hands of a leader that the heartbeat of organizational life either thrives or faces ruin. The success of a leader in fulfilling their duties, be it in institutions, schools, churches, families, and so forth, is greatly influenced by the leader's abilities. Such success is undoubtedly supported by the moral integrity and capacity of the leader. Empirically, it has been proven how a nation or organization under the leadership of a capable leader can maximize its development.

History records how Iskandar Agung of Macedonia, known as "The Great Alexander," under his leadership, was able to mobilize his army and people to conquer the world of his time. Alexander established himself as a leader who successfully influenced the world to this day with his Hellenistic movement (Bodyandface, 2022). Another example is William Booth (1829-1912), the founder of The Bala Keselamatan. Under William Booth's leadership, The Salvation Army grew into one of the most productive churches in winning souls for Christ (Nudita, 2010). The Salvation Army

Church has made its mark in various parts of the world, maintaining its existence to this day. From the explanation provided, it is evident that the progress or decline of an organization, whether in secular or spiritual realms, hinges greatly on the model of leadership it adopts.

History records Billy Graham as one of the towering figures in his work and dedication to fulfilling his duties and responsibilities as a servant of Jesus Christ. He is referred to as an American hero whose life and leadership truly earned him the title of Ambassador of God. Billy Graham had a motto (Puspito, 2020) found in Philippians 1:21, "For to me, to live is Christ, and to die is gain." A snippet of biblical quotation uttered by Paul is fittingly embedded throughout Billy Graham's journey of faith service.

Dr. Erastus Sabdono, born in Surakarta, Central Java, on December 3, 1959, is a servant of God with a grand vision and mission for Indonesia. In his organizational capacity, Dr. Erastus Sabdono serves as the chairman of the Synod of GSKI (Profilbaru.com, 2023) and also as the chairman of STT Ekumene Jakarta. Throughout his ministry experience, Dr. Erastus Sabdono has exerted influence and made significant contributions to the Church movement in Indonesia. With the vision placed by God in his life, namely: (1) To live a holy and blameless life before God, (2) To focus on the new heaven and new earth, and (3) To live responsibly for the Kingdom of God.

In the current landscape of leadership development, it is observed that there are still numerous phenomena occurring within the leadership processes faced by a leader, where the full realization of their vision and mission as a leader may appear less than optimal. It is recognized that becoming a good leader is not something everyone can achieve; it is not easy. Every leader needs to possess and/or work towards achieving their goals and visions. Leaders who understand their duties and responsibilities are key to enhancing productivity and morale among members within an organization or institution they lead. Leadership has a significant impact on the success of an organization or institution.

Many organizations or institutions fail to achieve their set goals due to internal issues, perhaps due to a leader's inconsistency, lack of accountability, failure to set an example, lack of concern, or lack of integrity; all of these factors can affect the leadership process. Specifically, in spiritual leadership within local churches in the present era, many church leaders may fall short in fulfilling God's mandate in carrying out their functions as spiritual leaders. A leader who lacks understanding of the vision and mission may lead to failure in fulfilling their duties and responsibilities as a leader.

The impact of suboptimal spiritual leadership in fulfilling its duties and responsibilities as a spiritual leader or shepherd can be fatal, resulting in congregations lacking clear direction and goals regarding issues of salvation. Congregants may become lazy in worship, preferring to attend traditional festivities over church activities. They may lack a longing and thirst for God, preferring to engage in activities that fulfil worldly desires rather than participating in worship activities within the church. Spiritual leadership or shepherding is a crucial factor in the process of congregational faith growth. This means that the shepherd's leadership style has a significant impact or value in terms of the quantity of congregational faith.

The characteristics of leadership in resolving conflicts, shepherding, and responding to new movements of the Holy Spirit can lead to two outcomes. Congregants may either grow to love their leader more deeply or may choose to leave and join another church because they cannot compromise or do not like their leader. Congregations face various challenges, including difficulties in spiritual growth, among other issues. Specifically, among the shepherd leadership in the Indonesian Christian Church community in the Greater Jakarta area.

Based on observations made by the author in February-March 2020 and research, along with interviews with several shepherd leaders of the Indonesian Christian Church community in the Greater Jakarta area from October 1-7, 2020, it is evident that shepherd leadership in the Greater Jakarta area plays a significant role in the growth of congregational faith. Through interviews conducted from October 1-7, the author identified several issues within the congregations of the Indonesian Christian Church community in the Greater Jakarta area, as follows (Jabodetabek, 2020).

The congregation needs to have the spirit or enthusiasm to read the Word of God and the necessity to build fellowship with God. Additionally, there is a need for encouragement from spiritual leaders, so that the congregation is more active in participating in church activities rather than activities outside the church. Amidst the Covid-19 pandemic, some congregants have been laid off from their jobs, which also becomes a problem in the congregation's life. With such conditions, it requires spiritual leaders or shepherds who are sensitive to the issues faced by the congregation. Spiritual leaders have a significant influence on the level of spiritual growth within the congregation (Rumiyati et al., 2019). "The lack of a relationship between a pastor and God has a major impact on the spiritual growth of the church he pastors." Addressing issues or problems means that as spiritual leaders, there is a heavy responsibility to understand the calling of life according to God's standards.

A leader or shepherd who understands God's calling, when faced with a congregation that is not growing spiritually, must be awakened and strive as much as possible to devote their time and thoughts and impart spiritual values to the congregation they lead. Mutak (Mutak, 2016) stated: "In facing various challenges, Christians should see it as a valuable opportunity to know their God better, leading them towards perfect spiritual maturity." Increasing the quality of faith is the most important thing and what God desires. Therefore, God's intention in creating humans is so that they are capable of fulfilling His purpose, namely for humans to become perfect like the Father and similar to Jesus. Therefore, to reach God's standard, humans must strive or endeavour to continuously grow in faith. Apostle Paul said in 2 Peter 3:18, "But grow in grace, and in the knowledge of our Lord and Saviour Jesus Christ. To him be glory both now and for ever. Amen."

Many adults today are more inclined to pursue worldly matters or fleshly needs, but they do not focus on eternal matters that involve the growth of their faith. Paul H. Strand states: "The process of spiritual maturity cannot be obtained instantly, but it must go through a long process, where humans must make a decision to abandon patterns or principles built on human premises, and be ready to build an even deeper relationship in the knowledge of God. That is what is called continuous spiritual growth with God." The Word of God says: "For when for the time you ought to be teachers, you have needed that one teach you again which be the first principles of the oracles of God; and are become such as have need of milk, and not of strong meat." (Hebrews 5:12). The key and fundamental point in the process of congregational faith growth is the extent to which they have a high commitment to continually building a personal relationship with God. So, to be a leader or shepherd with high spiritual quality, it is highly determined by how the leader or shepherd understands himself to be a disciple of Christ who is ready to be taught by God and ready to wear the 'yoke' from God, and has humility and gentleness that comes from a personal relationship with Jesus. Thus, the impact is felt by the shepherded congregation to achieve maximum growth, which is related to the renewal of character and the growth of faith that is achieved.

In this study, the background problem that can be identified is: What is the impact of Shepherd Leadership on the congregation's faith growth based on I Timothy 3:1-6, for the Gereja Kristen Kudus Indonesia in Jabodetabek? What is the relationship between the Shepherd Leadership's duties and the issue of the congregation's faith growth in the Gereja Kristen Kudus Indonesia in Jabodetabek? Are there indications of the influence of Shepherd Assembly leadership on the congregation's faith growth in the Gereja Kristen Kudus Indonesia in Jabodetabek? Are leaders responsible for the congregation's faith growth process? How should a leader build a healthy relationship with the congregation they lead? Does a leader have an influence on the absence of congregation members from church worship? To what extent is a leader aware of the concept of serving with a servant's heart? Is it certain that a leader or shepherd no longer lives according to worldly desires? Is a leader or shepherd already implementing the concepts of Shepherding that Jesus taught His disciples? To what extent is a leader or shepherd aware of the essence of shepherd leadership? Does a leader have an influence on the decrease in the congregation's attendance?

Given the extensive scope of leadership, to stay focused on the topic at hand, this research is limited to two variables: How does Shepherd Leadership influence the congregation's faith growth in the Gereja Kristen Kudus Indonesia in Jabodetabek? Has a leader or shepherd already implemented the concepts of Shepherding that Jesus taught His disciples? Based on the stated problem boundaries, the formulation of the problem in this study is: How should a leader build a healthy relationship with the congregation regarding the congregation's faith growth? What is the relationship between the Shepherd Leadership's duties and the issue of the congregation's faith growth in the Gereja Kristen Kudus Indonesia in Jabodetabek? The purpose of this research is to identify whether there is a correlation and the extent of correlation between Shepherd Leadership and the Congregation's Faith Growth in the GKKI Jabodetabek environment. The specific objectives of this research are: First, to describe Shepherd Leadership in the Gereja Kristen Kudus Indonesia in Jabodetabek. Second, to describe the Congregation's Faith Growth in GKKI Jabodetabek. This research was conducted in the environment of the GKKI (Gereja Kristen Kudus Indonesia) in Jabodetabek. The research took place from January to May 2020. The research was conducted in the Gereja Kristen Kudus Indonesia in Jabodetabek.

RESEARCH METHOD

This research employs a quantitative method involving numerous respondents for confirmatory purposes. This approach allows for data analysis through mathematical and statistical means, yielding conclusions that are generally applicable. The study is case research conducted intensively, meticulously, and in-depth on a particular organization or phenomenon. The research findings and conclusions are only applicable to the object and location where the research is conducted. As this study focuses on the relationship between variables, it can be categorized as explanatory research or hypothesis testing research. Its aim is to discover the relationship between research variables and test previously formulated hypotheses. In terms of methodological approach, this research falls under correlational research, which aims to identify measurable relationships between two or more variables to predict a phenomenon.

The population in this study comprises the congregation of the Holy Indonesian Christian Church in Jabodetabek, consisting of 1814 individuals. From this population, the researcher selected 95 individuals as the sample. The sample represents characteristics of the entire population. In quantitative research, it is highly recommended to select samples using the principle of probability, where each subject in the population has an equal chance of being chosen as a sample member. Sample selection in this study considers both aspects: adequate sample size and accurate representation of the population. Sample selection in this research is based on the Slovin formula. The general formula for sample size determination according to Slovin is based on the following formulation (Santoso, 2023).

$$n = N/1 + (N \times e^2)$$

Explanation:

n = Sample size

N = Population

e = Percentage of margin of error due to desired sampling error/Standard error in this study. This is based on considerations such as the research population's condition (population size and representativeness or representing all population components).

Data collection in this research is conducted through two main techniques. First, using the Library Research method, where the author accesses practical and theoretical sources such as writings and related literature to support the research and test hypotheses. Second, by conducting Field Research directly in the GKKI Jabodetabek Environment. In the field, the author uses questionnaires or surveys as tools to obtain responses and information from GKKI church members in Jabodetabek regarding Shepherd leadership and the congregation's faith growth.

In this research, the researcher uses questionnaires or surveys to collect information from respondents about personal matters that can be known. Additionally, a grid is used as a design for instrument preparation to demonstrate the relationship between the variables under study with the data source, method, and instrument prepared. Variable indicators such as Christian leadership, evangelism, and faith growth are elaborated in statements in the questionnaire/survey. Below is the elaboration of indicators of Christian leadership, evangelism, motivation, and faith growth and the indicators of student learning motivation.

Table. Shepherd Leadership Grid

No	Variable	Indicator	Item Number in Questionnaire
1	Shepherd Leadership	Basic Principles of Leadership	1, 2, 3
		Leadership Models	4, 5, 6
		Leadership Functions	7, 8, 9
		Characteristics of a Leader	10, 11, 12
		Challenges in Leadership	13, 14, 15, 16, 17

Instrument Calibration/Testing: Shepherd Leadership

a. Validity Testing

Validity is a measure indicating the levels of validity or reliability of an instrument (Sugiono et al., 2020). Validity testing is used to measure the validity of a questionnaire. A questionnaire is considered valid if the questions in it are capable of expressing something that will be measured by the questionnaire. The higher the validity of a measuring instrument, the more accurate the measuring instrument is in hitting the target. Conversely, the lower the validity of a measuring instrument, the further the measuring instrument is from its target. To determine whether the items being sought for their validity coefficients are valid or not, compare the calculated r with the r table at a significant level of $\alpha = 0.1$. If the calculation results show that r calculated $>$ r table, then the instrument item is considered valid; otherwise, if r calculated $<$ r table, it is considered invalid/dropped, thus the instrument item cannot be used in the research. Before being used as a data collection tool, the instrument is first tested on respondents, with 95 respondents. Thus, the value of the r table coefficient to determine whether an item is valid or not at a significant level of $\alpha = 0.1$ is 0.2. From the first instrument validity test of 17 items on the respondents, it was found that all 17 items were valid. Therefore, the Shepherd Leadership instrument consists of 17 valid items, including items number: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 13, 14, 15, 16, and 17. These instruments were then tested on the congregation in the GKKI of Jabodetabek with 95 congregants. Thus, the r table coefficient as a determinant of whether an item is valid or not at a significant level of $\alpha = 0.1$ is 0.2.

b. Reliability Testing

Reliability testing is the degree of precision or accuracy shown by a measurement instrument. Reliability indicates the level of consistency. Reliable means it can be trusted or relied upon. A reliable instrument can also be said to be an instrument that, when used several times to measure the same object, will produce the same results. The higher the reliability of a measuring instrument, the more stable the measuring instrument is in measuring a phenomenon. Conversely, the lower the reliability of a measuring instrument, the more unstable the measuring instrument is in measuring a phenomenon. Reliability testing in this study is conducted using the internal consistency reliability approach, which uses Cronbach's Alpha to identify how well items in the questionnaire are related to each other. The instrument is considered reliable if the correlation coefficient is positive and significant (Yusup, 2018). To determine that the instrument is reliable, compare the reliability

coefficient (r_n) with 0.7. If the calculation results show that $r_n > 0.7$, then the instrument is considered reliable; otherwise, if $r_n < 0.7$, it is considered unreliable. Of the 17 valid items, the reliability coefficient was then calculated and obtained to be 0.816. Since the reliability coefficient is greater than 0.7, it is stated that the Shepherd Leadership performance instrument is reliable, meaning that if used to measure the same thing on the same object at different times, it will produce almost the same or the same data. The instrument of learning independence has met the requirements for use as a data collection tool.

Table. Framework: Spiritual Growth

No	Variable	Indicator	Item Number in Questionnaire
2	Spiritual Growth	Fundamentals of Spiritual Growth	18, 19, 20
		Purpose of Spiritual Growth	21, 22,
		Stages of Spiritual Growth	23, 24, 25, 26, 27
		Steps of Spiritual Growth	28, 29, 30,
		Dimensions of Spiritual Growth	31, 32,
		Barriers to Spiritual Growth	33, 34, 35

Instrument Calibration/Testing: Spiritual Growth

a. Validity Testing

Validity is a measure indicating the levels of validity or reliability of an instrument (Adiningrat et al., 2023, p. 102). Validity testing is used to measure the validity of a questionnaire. A questionnaire is considered valid if the questions in it are capable of expressing something that will be measured by the questionnaire. The higher the validity of a measuring instrument, the more accurate the measuring instrument is in hitting the target. Conversely, the lower the validity of a measuring instrument, the further the measuring instrument is from its target. To determine whether the items being sought for their validity coefficients are valid or not, compare the calculated r with the r table at a significant level of $\alpha = 0.1$. If the calculation results show that r calculated $>$ r table, then the instrument item is considered valid; otherwise, if r calculated $<$ r table, it is considered invalid/dropped, thus the instrument item cannot be used in the research. Before being used as a data collection tool, the instrument is first tested on respondents, with 95 respondents. Thus, the value of the r table coefficient to determine whether an item is valid or not at a significant level of $\alpha = 0.1$ is 0.2. From the first instrument validity test of 18 items on the respondents, it was found that all items were valid. Therefore, the Spiritual Growth instrument consists of 18 valid items, including items number: 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, and 35. These instruments were then tested on the congregation in the GKKI of Jabodetabek with 95 congregants. Thus, the r table coefficient as a determinant of whether an item is valid or not at a significant level of $\alpha = 0.1$ is 0.2.

b. Reliability Testing

Reliability testing is the degree of precision or accuracy shown by a measurement instrument. Reliability indicates the level of consistency. Reliable means it can be trusted or relied upon. A reliable instrument can also be said to be an instrument that, when used several times to measure the same object, will produce the same results. The higher the reliability of a measuring instrument, the more stable the measuring instrument is in measuring a phenomenon. Conversely, the lower the reliability of a measuring instrument, the more unstable the measuring instrument is in measuring a phenomenon. Reliability testing in this study is conducted using the

internal consistency reliability approach, which uses Cronbach's Alpha to identify how well items in the questionnaire are related to each other. The instrument is considered reliable if the correlation coefficient is positive and significant (Yusup, 2018, p. 20). To determine that the instrument is reliable, compare the reliability coefficient (r_n) with 0.7. If the calculation results show that $r_n > 0.7$, then the instrument is considered reliable; otherwise, if $r_n < 0.7$, it is considered unreliable. Of the 18 valid items, the reliability coefficient was then calculated and obtained to be 0.816. Since the reliability coefficient is greater than 0.7, it is stated that the Spiritual Growth instrument is reliable, meaning that if used to measure the same thing on the same object at different times, it will produce almost the same or the same data. The instrument of learning independence has met the requirements for use as a data collection tool.

Data Analysis Techniques

Data processing in this study employs two data analysis techniques, namely descriptive analysis and inferential analysis, which are presented as follows:

1. **Descriptive Analysis.** This analysis is conducted to determine the coefficients of mean, median, mode, standard deviation, variance (Wahyuni, 2020, p. 101), creation of frequency distributions, and histograms of the scores for each research variable..
2. **Inferential Analysis.** In inferential data analysis in this study, the aim is to draw conclusions that can be generalized from hypothesis testing. Prior to this, hypothesis testing is conducted as a requirement, which includes normality testing using the Kolmogorov-Smirnov test (Sufren & Natanael, 2014), and regression linearity. This is done to determine whether the data for each variable are normally distributed. Other aspects such as regression linearity aim to ascertain whether the regression equation is linear. Inferential tests are then used to test hypotheses, including simple regression, simple correlation, multiple regression, and multiple correlation. This research uses the SPSS for Windows version 23 computer program for testing.

RESULTS AND DISCUSSION

Data Description

1. *History of the Gereja Kristen Kudus Indonesia*

GKKI Church was founded in Bandung by Rev. Drs. Kerani Ketaren, Ak. known until now as Rumah Doa Bandung on September 5, 1991 (Jabodetabek, 2020).

- a. **Vision:** Blessed to bless society, the Indonesian nation, and other nations. To be an Abundant Church in Love, Power, Wisdom, Knowledge, and Blessing (John 10:10b); To be a Church that fulfills the Great Commission of the Lord Jesus.
- b. **Mission:** The functioning of the church/GKKI as the Family of God's congregation that lives (1 Timothy 3:15) First; To restore the image of God to His congregation. Second, to send the congregation to carry out the Great Commission/Mission. Third, to maximize the talents/potentials of the congregation.

2. *Model of Leadership in the Gereja Kristen Kudus Indonesia*

- a. The highest leader of GKKI is called the Chairman of the Synod, which is the result of a conference of all GKKI Pastors called the Synod.
- b. In carrying out his duties both inside and outside, the Chairman of the Synod is assisted by the Badan Pekerja Lengkap (BPL), as the mandate of the synod and represented by the Badan Pekerja Harian (BPH).
- c. The Spiritual Advisory Board/ Badan Pembina Rohani (BPR) is the Spiritual Advisor of the Badan Pekerja Lengkap (BPL).
- d. Regional Councils/ Majelis Daerah (MD) are councils formed from conferences of all GKKI Officials in the

respective regions.

- e. Local shepherds are leaders in a local church/PI post.

In order to fulfill the duties and responsibilities as spiritual leaders, shepherds are tasked with guiding or nurturing the flock under their care (Telaumbanua, 2019). Local churches are shepherded by a congregation shepherd with the position of pastor or young pastor or assistant pastor. An important task of a Shepherd Leadership in a Local Church is:

- a. Continuous spiritual guidance for the congregation.
- b. Administering sacraments: Holy Communion, Blessing of Marriage, Child Dedication, and bereavement services.
- c. The congregation shepherd in carrying out ministry in the local church is accountable to the BPMD (Badan Pengurus Majelis Daerah).

3. Description of Shepherd Leadership and Spiritual Growth Variables

To describe the variables, the author uses references from each statement that has been distributed to respondents. Each answer from 95 respondents is taken, the frequency of each answer option: strongly agree, agree, disagree, strongly disagree, and undecided, and the results obtained are as follows:

- a. For the Shepherd Leadership variable, the total result obtained is 7,203.
- b. For the Spiritual Growth variable, the total result obtained is 7,717.

Testing Requirements for Analysis

1. Normality Test

The normality test in this study uses the SPSS (Statistical Package for Social Sciences) Version 23 program, namely with the Kolmogorov-Smirnov Test formula. The calculation results show that the Sig value of Kolmogorov-Smirnov for the Shepherd Leadership variable is 0.212, which is greater than 0.1. This can be seen in the following table.

**Normality Test of Shepherd Leadership Variable on Spiritual Growth
Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Shepherd Leadership	95	100.0%	0	0.0%	95	100.0%
Spiritual Growth	95	100.0%	0	0.0%	95	100.0%

Descriptives

			Statistic	Std. Error
Shepherd Leadership	Mean		75.82	.376
	95% Confidence Interval for Mean	Lower Bound	75.08	
		Upper Bound	76.57	
	5% Trimmed Mean		75.80	
	Median		75.00	
Variance		13.404		

	Std. Deviation		3.661		
	Minimum		67		
	Maximum		84		
	Range		17		
	Interquartile Range		6		
	Skewness		.088	.247	
	Kurtosis		-.588	.490	
Spiritual Growth	Mean		81.23	.411	
	95% Confidence Interval for Mean	Lower Bound	80.42		
		Upper Bound	82.05		
	5% Trimmed Mean		81.23		
	Median		82.00		
		Variance		16.052	
		Std. Deviation		4.007	
		Minimum		72	
		Maximum		89	
		Range		17	
		Interquartile Range		6	
		Skewness		-.015	.247
Kurtosis			-.815	.490	

Case Processing Summary

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	d.f.	Sig.	Statistic	d.f.	Sig.
Shepherd Leadership	.105	95	.212	.982	95	.228
Spiritual Growth	.081	95	.237	.968	95	.022

Lilliefors Significance Correction

A: Shepherd Leadership

B: Spiritual Growth

Data analysis in this study was conducted using correlation analysis to determine the relationship between variables. The correlation analysis used to test the hypothesis of this research is the Pearson Product Moment (PPM). This correlation analysis is used to determine the strength of the relationship between two or more variables and to ascertain the direction of the relationship (Unaradjan, 2019). In this simple correlation analysis, we will examine the strength of the relationship that occurs. This simple correlation analysis will examine the strength of the relationship between the Shepherd Leadership variable and the Spiritual Growth variable. The results of the data analysis are as follows: The Relationship between Shepherd Leadership and Spiritual Growth (Simple correlation A to B).

Correlation of Shepherd Leadership with Spiritual Growth

<i>Correlations</i>			
		Shepherd Leadership	Spiritual Growth
Shepherd Leadership	Pearson Correlation	1	.693**
	Sig. (2-tailed)		.000
	N	95	95
Spiritual Growth	Pearson Correlation	.693**	1
	Sig. (2-tailed)	.000	
	N	95	95

** . Correlation is significant at the 0.01 level (2-tailed).

From the simple analysis results (r), the correlation between Shepherd Leadership and Spiritual Growth (r) is 0.693. This indicates a high relationship between Shepherd Leadership and Spiritual Growth, as it falls within the range of 0.500 to 1.000, and the direction of the relationship is positive because r is positive. This means that the higher the value of Shepherd Leadership, the higher the Spiritual Growth will increase.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.693 ^a	.480	.474	2.655

a. Predictors: (Constant), Spiritual Growth

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	604.348	1	604.348	85.728	.000 ^b
	Residual	655.610	93	7.050		
	Total	1259.958	94			

a. Dependent Variable: Shepherd Leadership

b. Predictors: (Constant), Spiritual Growth

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	24.412	5.559		4.391	.000
	Spiritual Growth	.633	.068	.693	9.259	.000

Dependent Variable: Shepherd Leadership

Thus, the meaning of the correlation analysis results based on the interpretation table of the r value is as follows: The Relationship between Shepherd Leadership and Spiritual Growth (correlation index $r = 0.693$ and $N = 95$) indicates:

- a. There is a correlation between Shepherd Leadership and Spiritual Growth in GKKI Jabodetabek.
- b. The correlation direction is positive, indicating a parallel correlation. The better the Shepherd Leadership is implemented, the higher the Spiritual Growth of the Church members in GKKI Jabodetabek.
- c. The correlation value between Shepherd Leadership and Spiritual Growth in the members of GKKI Jabodetabek is significant because $r = 0.693 > r_{table} = 0.200$ at a confidence level of 10%.
- d. The correlation between Shepherd Leadership and Spiritual Growth in the members of GKKI Jabodetabek falls into the high category.
- e. The contribution of Shepherd Leadership to the Spiritual Growth of GKKI Jabodetabek members is 48.02%. This means that 48.02% of the variance in Spiritual Growth is influenced by Shepherd Leadership, while the remainder is determined by other variables.
- f. The alternative hypothesis (H_a), which states that there is a significant correlation between Shepherd Leadership and Spiritual Growth of GKKI Jabodetabek members, and the Null Hypothesis (H_0), which states that there is no significant correlation between Shepherd Leadership and Spiritual Growth of GKKI Jabodetabek members, is rejected.

After data collection and analysis based on the distributed research questionnaires, the results were interpreted. Subsequently, the discussion of the research results, based on the correlation data analysis managed using the SPSS (Statistical Program for Social Sciences) version 23, will continue. The coefficients that have been given meaning will be further discussed. The main points to be discussed in this research discussion will still be based on several research hypotheses proposed.

The main hypothesis that will be obtained in the research discussion is the significant relationship between Shepherd Leadership and Spiritual Growth, which is 48.02%. Thus, the better the Shepherd Leadership is implemented in the church, the better the spiritual growth of the church members will be. This is in line with what C. Peter Wagner stated, that Spiritual Growth is the desire of all believers, but often faith cannot grow properly due to obstacles or hindrances (Laia, 2019). Shepherd Leadership in the church is responsible for motivating church members and demanding Spiritual Growth through discipleship within the community, so that every member grows together towards spiritual maturity (Situmorang & Hermanto, 2022). This is because Leadership within the congregation greatly influences the growth and development of faith and evangelism in the church (Bambangan, 2018). The better the Shepherd Leadership, the greater the impact on Spiritual Growth, and good Spiritual Growth will impact how someone leads.

CONCLUSION

From the meticulously conducted data processing presented in the previous chapter, the research findings are as follows: The Relationship between Shepherd Leadership (A) and Spiritual Growth (B). The SPSS (Statistical Package for Social Science) version 23 correlation analysis results show that the Sig value (2-tailed) = 0.693, which is less than ($<$) the probability value of 0.1. This indicates that the correlation coefficient is significant. Therefore, the conclusion and decision that Shepherd Leadership has a significant relationship with Spiritual Growth can be accepted.

Based on the conclusions outlined, the following implications are considered relevant to this research: Given that the Spiritual Growth of church members can be influenced by Shepherd Leadership, the following principles should be adopted by Shepherd Leadership:

- a. Developing character traits such as humility and continuous learning to live pleasingly to Jesus Christ. This

means that as a Shepherd, one must be willing to separate oneself from worldly ways (Istapawati, 2022), and must be willing to live a life according to Jesus Christ's standards (ready to leave worldly nature and willing to embrace the divine nature).

- b. To increase spiritual insight or knowledge, a spiritual leader must read spiritual books related to Shepherd Leadership and Spiritual Growth (Kusni, 2020).
- c. Building an intimate relationship with God to enhance spiritual sensitivity for a Leader.
- d. What a Shepherd says must be aligned with their actions.
- e. A Shepherd must be capable of nurturing a spiritual disciple within the church community.
- f. A spiritual Leader or a Shepherd must Deny oneself, carry the Cross, and follow the Lord throughout their life.

Based on the research findings and implications, the following recommendations are suggested:

- a. Para Shepherds should continue to develop their leadership skills through seminars, education and training (workshops), and further studies (both academic and non-academic), whether conducted within the church synod or with other institutions, to make their pastoral leadership functions more competent and effective in shepherding the congregation of the Lord.
- b. Church Shepherds should enhance their enthusiasm and perseverance in serving (as Jesus Christ and the Apostles served) by leading, evangelizing, and motivating the congregation.
- c. Shepherds as leaders in the local church should strive to understand why the congregation's faith is not growing
- d. For researchers, continuous exploration of research studies related to the spiritual growth of church members is essential, thereby providing broader insights and inspiring readers.

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