

The Influence of Pastor's Leadership Style on The Faith Growth of The Congregation at GBT Kristus Ajaib Surabaya

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ABSTRACT

Every member of the church is expected to experience ideal faith growth. However, in reality, many congregations still struggle to achieve this ideal growth. Even at GBT Kristus Ajaib Surabaya, several congregations face challenges in attaining ideal faith growth. These challenges include a tendency to become complacent with online worship, leading to laziness in attending physical services, and a misguided motivation for worship, driven by expectations of economic assistance in the form of money or groceries. The objective of this study is to investigate whether the pastor's leadership style influences the faith growth of the congregation at GBT Kristus Ajaib Surabaya. This research employs quantitative methods, with 78 church members participating as respondents. Data collection was conducted through a questionnaire and analyzed using simple linear regression. The leadership style instrument utilized in this study is based on the dimensional theory proposed by Paul Hersey and Ken Blanchard, while the faith growth instrument is based on the dimensional theory by Benson, Donahue, and Erickson. The analysis reveals a positive correlation between the pastor's leadership style and the congregation's faith growth. The study concludes that the pastor's leadership style significantly impacts the congregation's faith growth at GBT Kristus Ajaib Surabaya, accounting for 60.1% of the variance. Therefore, collaborative efforts are necessary from government bodies, synods, and local churches to foster further growth in the congregation's faith.

Keywords: Leadership Style, Growth of Faith, Pastor

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INTRODUCTION

The growth of faith has a significant impact on the lives of congregants, where their lives will always reflect a joyful existence and serve as a testimony to many (Indrian S., 2020). However, it cannot be denied that various problems occur within the church, especially concerning the growth of congregants' faith. This is evident in research conducted at GPMI Sola Firde, North Sumatra, where congregants feel they do not need others, are unwilling to collaborate effectively, and fail to practice the truth of God's Word in their daily lives (Hutahaeon et al., 2021). Siregar and Samosir (2017)

revealed issues with the growth of faith occurring at HKBP Pematang Panei, such as adolescents being less active in attending worship, being tempted to use drugs and alcohol, engaging in free association due to the modern era, and the inadequate role of elders in serving adolescents.

One factor that can influence the growth of faith is leadership style. Leadership style is crucial because leadership is a life that influences others, where its influence process is social, interpersonal, decision-making, and goal achievement-oriented. Nawawi (2017) states that leadership style is the pattern or behavior displayed by an individual when attempting to influence others. The leader's behavior model will influence the congregation, directing church faith growth and bringing the community to Christ. Untung et al. (2019) research states that the effectiveness of leadership styles is crucial for faith growth, where the presence of an adequate leader can direct the congregation toward church faith growth. Therefore, a leader's leadership style greatly influences the congregation's faith growth.

Issues with the congregation's faith growth also occur in GBT Kristus Ajaib Surabaya. This was detected through interviews conducted by researchers with several sources in the church. The issues include: First, most members become lazy in worship because they have been attending online worship services for too long. Second, some members are disappointed with the behavior of senior officials who do not set a proper example. Third, some members still have habits that are not in line with the Word of God, such as smoking and drinking alcohol. Fourth, some members have the wrong motivation for worship. They come expecting assistance from the church's diaconal ministry.

Based on all the above backgrounds, researchers see the need for a study that can measure the shepherd's leadership style and the congregation's faith growth at GBT Kristus Ajaib Surabaya because no previous research related to the shepherd's leadership style and the congregation's faith growth has been conducted, and the results of this research are expected to serve as a benchmark and evaluation of the shepherd's leadership style and the congregation's faith growth at GBT Kristus Ajaib Surabaya. In this way, the church can take further steps to encourage the development of the appropriate shepherd's leadership style and congregation's faith growth.

RESEARCH METHOD

The research method employed in this study is quantitative research. In this context, the research aims to test the hypothesis stating the influence of the independent variable on the dependent variable. The independent variable in this research is the Shepherd's Leadership Style, while the dependent variable is the Congregation's Faith Growth. This entails assessing how the leadership style of the shepherd affects the growth of faith among the congregation members. Quantitative research methodology allows for statistical analysis to determine the strength and significance of this relationship, providing empirical evidence to support the hypothesis.

RESULTS AND DISCUSSION

Data Description

Data description outlines the research analysis results of each dimension of the Leadership Style variable, namely Telling, Selling, Participating, and Delegating. Additionally, it also outlines the research analysis results of each dimension of the Faith Growth variable, namely Vertical and Horizontal.

Respondent Characteristics

The respondents in this study consist of 78 congregation members, categorized based on age range, gender, length of church membership, and level of involvement in the church. Based on age, there are 8 individuals aged between 15 to 20 years, 11 individuals aged 21 to 30 years, 19 individuals aged 31 to 40 years, and 40 individuals aged over 40 years. Based on gender, there are 31 male respondents and 47 female respondents. Based on length of church membership, there are 2 individuals who have been members for 1 to 2 years, 13 individuals for 2 to 5 years, 13 individuals for 5 to 8 years, and 50 individuals for more than 8 years. And based on involvement in the church, there are 9 individuals who contribute to church management or coordination, 9 individuals involved in ministry, and 60 individuals who are regular members.

Variable Description

In this study, the independent variable is the Leadership Style referred to as variable X, while the dependent variable is the Faith Growth of the GBT Kristus Ajaib Surabaya congregation referred to as variable Y. In the previous section, the research instrument was tested on 30 members of the GBT Kristus Ajaib Surabaya congregation. Out of the 31 instruments tested, validity and reliability were assessed, resulting in 29 valid and reliable research instruments. The description of instrument validity towards research respondents can be seen from the table below.

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Leadership Style	78	100.0%	0	.0%	78	100.0%
Faith Growth	78	100.0%	0	.0%	78	100.0%

The tabulated data represents the results of data collection based on respondents' answers to statements listed in the questionnaire. In data processing, these statements are scored to indicate the level of agreement of respondents in selecting answers with scores ranging from 1 to 5.

Data Description of the Leadership Style Variable (X)

Based on the sample data with 78 congregation members as respondents, the following scores were obtained: a mean of 65.81, a median of 65, and a standard deviation of 8.773. The overall description can be seen in the table below.

			Statistic	Std. Error
Leadership Style	Mean		65.81	.993
	95% Confidence Interval for Mean	Lower Bound	63.83	
		Upper Bound	67.79	
	5% Trimmed Mean		66.13	
	Median		65.00	
	Variance		76.963	
	Std. Deviation		8.773	
	Minimum		39	
	Maximum		80	
	Range		41	
Interquartile Range		10		

	Skewness	-400	.272
	Kurtosis	.278	.538

Data Description of the Faith Growth Variable (Y)

Based on the sample data with 78 congregation members as respondents, the following scores were obtained: a mean of 50.10, a median of 50.50, and a standard deviation of 8.091. The overall description can be seen in the table below.

		Statistic	Std. Error	
Faith Growth	Mean	50.10	.916	
	95% Confidence Interval for Mean	Lower Bound	48.28	
		Upper Bound	51.93	
	5% Trimmed Mean	50.13		
	Median	50.50		
	Variance	65.470		
	Std. Deviation	8.091		
	Minimum	32		
	Maximum	65		
	Range	33		
	Interquartile Range	12		
	Skewness	.030	.272	
	Kurtosis	-.556	.538	

Hypothesis Requirement Test

Before proceeding with the hypothesis testing of the research, the researcher will analyze the analysis requirement test to determine whether each variable in this study meets the requirements or not. In this test, the researcher uses SPSS to conduct tests for normality and linearity.

Normality Test

The normality test in the study is conducted on both variables, namely the Leadership Style variable as the Independent Variable consisting of the dimensions of telling, selling, participating, and delegating, and the Faith Growth variable as the Dependent Variable consisting of vertical and horizontal dimensions.

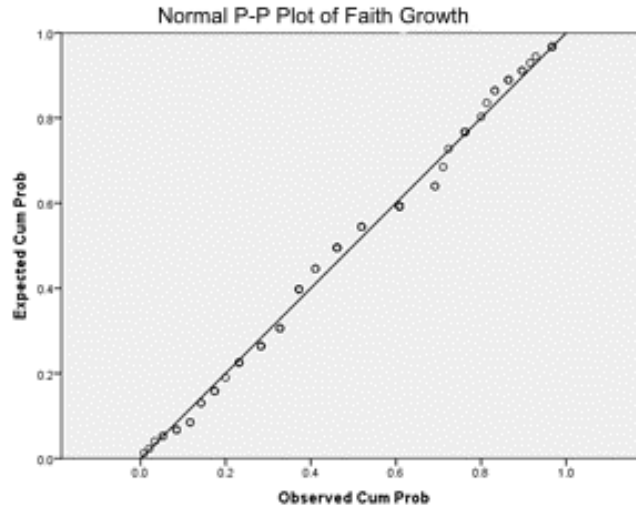
The normality test is computed using SPSS 19 through proportion estimation using the Blom formula with the P-P Plot approach. The P-P Plot approach is chosen because the sample size is less than 200 as shown in the figure below.

Normality Test for the Leadership Style Variable



Based on the normality test guidelines using Normal P-P Plots, it is observed from the graph above that the distribution of data for the Leadership Style variable is normal. This is indicated by the small circles in the graph approaching the normal line.

Normality Test for the Faith Growth Variable



Based on the normality test guidelines using Normal P-P Plots, it is evident from the graph above that the distribution of the Faith Growth variable is normal. This is indicated by the small circles in the graph approaching the normal line.

Linearity Test

The linearity test aims to determine whether two variables have a significant linear relationship or not. This test is usually used as a prerequisite for linear correlation or regression analysis. The testing is conducted using SPSS 19 with a linear test at a significance level of 0.05. Two variables will be considered linear if the significance value or linearity is less than 0.05.

Linearity Test
Leadership Style and Faith Growth Variables

ANOVA TABLE

			Sum of Squares	df	Mean Square	F	Sig.
Faith Growth *Leadership Style	Between Groups	(Combined)	3809.079	27	141.077	5.725	.000
		Linearity	1820.449	1	1820.449	73.876	.000
		Deviation from Linearity	1988.629	26	76.486	3.104	.000
Within Groups			1232.101	50	24.642		
Total			5041.179	77			

Based on the data description results, it is evident that the significance value for Linearity is 0. Since the significance value is smaller than 0.05, it can be concluded that there is a linear relationship between the Shepherd's Leadership Style variable and the Faith Growth of the congregation at GBT Kristus Ajaib Surabaya.

Hypothesis Testing

This section aims to answer the research hypothesis, which suggests that there is an influence between Leadership Style and the Faith Growth of the congregation at GBT Kristus Ajaib.

Correlation Test Results

Pearson correlation or statistical test used to test the associative hypothesis (relationship test) between two variables if the data is interval or ratio scaled. The Pearson correlation test was developed by Karl Pearson, where this test is one form of parametric statistics because it tests data on interval or ratio scales. Pearson R Correlation is commonly used to determine the relationship between two variables. Furthermore, to determine the level of correlation between the two variables, it is necessary to follow the interpretation guidelines for correlation test results as follows:

- 0.00 – 0.20 = Very weak correlation
- 0.21 – 0.40 = Weak correlation
- 0.41 – 0.70 = Strong correlation
- 0.71 – 0.90 = Very strong correlation
- 0.91 – 0.99 = Extremely strong correlation
- 1 = Perfect correlation

The results of the correlation test can be seen in the table below.

The results of the correlation test

Correlations

		Leadership Style	Faith Growth
Leadership Style	Pearson Correlation	1	.601**
	Sig. (2-tailed)		,000
	N	78	78
Faith Growth	Pearson Correlation	.601**	1
	Sig. (2-tailed)	,000	
	N	78	78

Based on the table above, the correlation coefficient value obtained is 0.601 with a significance value of 0.000. Since the Pearson correlation value falls within the range of 0.41 – 0.70, it can be concluded that the relationship between variable X and variable Y has a strong correlation and a positive relationship.

Regression Significance Test
Leadership Style and Faith Growth

ANOVA

Model	Sum of Squares	df	Mean Squares	F	Sig.
1 Regression	1820.449	1	1820.449	42.957	.000 ^a
Residual	3220.730	76	42.378		
Total	5041.179	77			

Based on the SPSS output table above, it is known that the Sig. value is 0.000. Since the Sig. value $0.000 < 0.05$, according to the decision-making basis in the F-test, it can be concluded that the hypothesis is accepted, or in other words, the Shepherd's Leadership Style influences the Faith Growth of the congregation at GBT Kristus Ajaib Surabaya.

Correlation Significance Test
Leadership Style and Faith Growth

Model	Unstandardized Coefficients		Standardized Coefficient	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	13.629	5.614		2.428	.018
Leadership Style	.554	.085	.601	6.554	.000

Based on the SPSS output table above, it is known that the Significance (Sig.) value of the Shepherd's Leadership Style variable is 0. Since the Significance value is 0 and smaller than 0.05, it can be concluded that the hypothesis is accepted, indicating an influence between the Leadership Style variable and the Faith Growth variable.

The hypothesis in this study states the influence of the Shepherd's Leadership Style on the Faith Growth of the congregation at GBT Kristus Ajaib Surabaya. From the results of simple regression statistical tests between the Leadership Style variable and the Faith Growth variable, the following results are obtained as shown in the table below.

Results of Simple Correlation Calculation
between Leadership Style and Faith Growth

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.601 ^a	.361	.353	6.510

Based on the table above, a **ryx** value of 0.601 is found, which is positive. This indicates that the magnitude of the relationship between Leadership Style and Faith Growth is 0.601. Here are the guidelines for interpreting correlation coefficients (Sulaiman, 2004):

0.00 – 0.199 = Very Low

0.20 – 0.399 = Low

0.40 – 0.599 = Moderate

0.60 – 0.799 = High

0.80 – 1.000 = Very High

Based on the correlation coefficient guidelines above, the relationship between the Leadership Style variable and the Faith Growth variable falls into the category of a high relationship. The direction of their relationship is positive, indicating that the higher the Shepherd's Leadership Style, the higher the Faith Growth of the congregation will also increase.

From the analysis results, the researcher found a ryx^2 value (coefficient of determination) of 0.361 or 36.1%. This indicates that the contribution of the Shepherd's Leadership Style variable in shaping the Faith Growth of the congregation at GBT Kristus Ajaib is 36.1%, while the remaining 63.9% is explained by other factors outside the research model.

Summary of Hypothesis Testing Results

No.	The Influence of Pastor's Leadership Style on The Faith Growth of The Congregation at GBT Kristus Ajaib Surabaya	Tendency
1.	Initial Hypothesis	There is an Influence
2.	Data Analysis Results: The Influence of the Shepherd's Leadership Style on the Faith Growth of the congregation at GBT Kristus Ajaib Surabaya	Significance at $\alpha < 0.05$ $ryx = 0.601$ high

Based on the above research results, it can be concluded that the tendency of the influence of the Shepherd's Leadership Style on the Faith Growth of the congregation at GBT Kristus Ajaib Surabaya falls into the high category at 60.1%.

CONCLUSION

Based on the data processing and discussion, the researcher draws conclusions regarding the influence of the Shepherd's Leadership Style on the Faith Growth of the congregation at GBT Kristus Ajaib. The research findings mentioned in this conclusion are as follows: First, the initial hypothesis is confirmed through hypothesis testing, demonstrating that there is an influence between the Shepherd's Leadership Style and the Faith Growth of the congregation. Second, the magnitude of the influence of the Shepherd's Leadership Style on the Faith Growth of the congregation at GBT Kristus Ajaib is high, as evidenced by the correlation table between the two variables.

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