Leadership Model of Pastor and Presbyter in Church Stewardship

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Abstract: The goal of this article is to demonstrate the significance of pastors and presbyters working together to lead the church. This is due to a lack of them having to create healthy relationships and support one another. The research method used was qualitative. According to the findings of the study, pastors and presbyters have a role as pastors who care for congregation members. They must maintain relationships with the congregation, answer questions, offer support, and shepherd the congregation in their spiritual journey. The pastor is responsible for the worship service, preaching God's Word, and leading the congregation in prayer. Meanwhile, the presbyter has responsibility for handling church funds, creating church policies, and helping make key decisions. Pastors and presbyters collaborate to guide the church in carrying out its spiritual and administrative missions. They must have a positive working connection, support one another, and understand one another’s roles. This contributes to the formation of a healthy and successful church in ministry.

Keywords: Leadership, Service, Spirituality

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Introduction

Most pastors see the church's vision to "be a transformative community for the city" as evangelism, but some members feel that this should include addressing some of the most pressing issues in the inner city, including justice and the creation of more holistic discipleship (Wong & Oh, 2022). Clerical training as well as their incompetence and supporting the idea additional capacity to augment their theological training (Dweba & Rashe, 2021).

Education, marital status, background, and factors leading to the achievement of their leadership position, but the common theme of their story is their ability, despite patriarchy and male dominance, to somehow challenge all avenues to achieve leadership positions. (Mujinga, 2020) A journey in God’s grace combined with a response of gratitude and obedience. An attitude that leads to faithfulness in serving God as an answer to gratitude and sacrifice to God for the gift of salvation (Nikijuluw, 2022).

Voluntary management elements as "very important" (Brudney et al., 2019). Spiritual widowhood in relation to kinship and societal networks and her ability to defend the rights enshrined in civil law and canon law (Langley, 2022). The leadership of pastors and presbyters in church stewardship is the key to effective and advanced congregation building. However, on the other hand, the church faces unresolved problems in stewardship, such as the difficulty of independence, church financial management, and the empowerment of congregational human resources that are evenly distributed in every category and functional ministry. Another problem that arises is that there is still difficulty in communication between pastors and presbyters in carrying out programs that have been prepared together.

The pastor's leadership is shown in his spirituality and quality in serving the congregation, if the pastor shows good leadership and spiritual qualities then the church will grow both spiritually and quantitatively (Naibaho, 2019). Therefore the priest demands two things: Commit to the vocation that is the mission of pastors, churches and organizations to provide positive leadership and spiritual influence that influences people to achieve church and organizational goals (Naibaho, 2019). Every organization needs a leader as the final decision maker to achieve common goals or meet common needs (Mangalik, 2020).

The pastoral leadership of pastors plays a very important role in church ministry because pastoral leadership provides encouragement, motivation, movement and guidance and, more importantly, the pastor's ability to spread the gospel in the church and community outreach. (Kalintabu & Palar, 2022) One ministry that really needs the presence of young people is the presbyter ministry which includes the duties of elders and deacons. The presence of young people is necessary for the Church’s economy to grow (Lebang, 2020).

Therefore the administration does not focus primarily on the formation of church organizations, but on the establishment of church service to God and the world. The purpose of church leadership is not to make the church organization good, but to lead the church organization well, so that service and witness to the world run well (R. Borrong, 2019). Church leaders are servants who work joyfully and willingly, because God calls them to participate in the work of Jesus Christ by proclaiming salvation in the world, which came into the world through sacrifice. It is the essence of leadership in Church service (R. Borrong, 2019).

Of course, the purpose of church attendance is to fulfill God’s plan to be His witness, express His love and work with Him to proclaim His forgiveness to the world (Jatmiko, 2019). This fact proves that the realization of the full ministry of the local church is determined more by the optimization of local church leadership than by programs or resources alone. Various services are often canceled and do not work optimally due to lack of resources or programs. There is certainly room for creativity.
and local church context to determine relevant names for this role (Jatmiko, 2019). A dance as a leader navigates the complex landscape of different constituents (dancer partners), cultural values, civic priorities, and, most severely, various visions of Divine transformation (Barentsen, 2019).

Modifying church systems and policies as seen through: incorporation of project activities into existing structures in the church, development of new church-based programs to provide training to lay members and church leaders, and assigning new roles to church members (Johnson et al., 2019). The call to leadership is carried out with full willingness and happiness. This is the essence of leadership as a ministry in the context of the church. Being a serving head means being a head who dedicates himself to serving God, not to serving humans (R. P. Borrong, 2019). One of the congregations in East Fatuleu Klasis, namely the Kiukkenak congregation from 2007 has not been willing to accept pastors until now. The reason the congregation does not accept pastors is because no one has lived according to God's will. One of those mentioned was a pastor who smoked.

Methods

The investigation method applied is a type of qualitative research using a phenomenological approach. The researchers chose phenomenological methods to investigate the situation on the ground. In the study of phenomenology, human experience is examined through a detailed description of the individual under study. According to Rudestam and Newton's explanation, the main focus of phenomenological researchers is individual experience in the local context. That is, research will try to uncover what really happens behind people's descriptions of their experiences (Subagyo, 2014). Phenomenology involves explaining phenomena in general using self-description in the first person, namely using the word single personal subject I/I (Wijaya, 2018).

Phenomenology seeks to illustrate, namely: first, as a scientific technique, phenomenology can explain and describe an event as it is without changing the information contained in it. This method sees the object under study as something complete and inseparable from other objects. In this context, this approach prioritizes a comprehensive approach and not piecemeal so that a complete understanding of an object is obtained (Helaluddin, 2018).

Results

Effective church management is one of the key elements in carrying out a sustainable church ministry and having a positive impact on the congregation. The finding that pastors and presbyters play an important role in effective church management could have major implications for the way churches in Eastern Fatuleu Klasis operate. In this discussion, we will further develop on the implications of these findings.

Efficient Church Administration

Research shows that pastors and presbyters are responsible for church administration. This includes recording membership, maintaining worship records, coordinating church events, and monitoring the progress of the ministry. Efficient administration is the cornerstone of maintaining order in the church, facilitating communication between members, and enabling good decision-making. Church leaders must be able to change paradigms so that they can lead reforms in various areas of ministry to respond to the needs and struggles in existing ministries (Mawa, 2020).

The implication of these findings is the need to have an organized and transparent administrative system. The Church must ensure that membership and
financial data are properly recorded, and efficient administrative procedures are in place. This will help pastors and presbyters make decisions based on accurate data and ensure that church services are running well.

**Responsible Church Financial Management**

Research also reveals that pastors and presbyters have responsibility in the financial management of the church. They plan church budgets, raise funds, and oversee spending. Responsible management of church finances is a key aspect of ensuring the sustainability of church ministry and maintaining the financial integrity of the church. The implication of these findings is the need for transparency and accountability in church financial management. The church should have clear procedures for managing funds, record every transaction carefully, and routinely report to the congregation about the church’s financial status. This will build trust in the church’s financial management and ensure that funds are used in accordance with the church’s goals.

**Effective Oversight of Church Programs**

In addition, pastors and presbyters are also responsible for overseeing church programs. They must ensure that church programs are in line with the vision and mission of the church, and provide significant benefits to the congregation. Effective oversight helps identify programs that are successful and those that need to be adjusted or improved. The implication of these findings is the need for an ongoing evaluation process of church programs. Pastors and Presbyters can involve the congregation in this process, encouraging feedback from congregation members about programs they enjoy or that they deem need improvement. This allows the church to continue to develop relevant and useful programs. Overall, the results of this study show that pastors and presbyters have an important role in managing churches effectively. The implications of these findings are the need for an efficient management approach, transparency in administration and financial management, and ongoing oversight of church programs. Thus, the church can better achieve its goals and provide more effective services to the congregation and the surrounding community.

**Impactful Pastoral Care**

The results of research that show the important role of pastors and presbyters in providing impactful pastoral care highlight important aspects of church ministry. This illustrates that their pastoral role is not only administrative or teaching, but also includes providing emotional and spiritual support to members of the congregation. In this discussion, we will develop more about impactful pastoral care and its practical implications.

**Response to Spiritual and Emotional Needs**

Pastors and Presbyters in congregational stewardship in Klasis Fatuleu Timur detect and respond to the spiritual and emotional needs of congregation members. They are good listeners and sensitive to the personal situations of church members. When congregation members face challenges, crises, or feelings of anxiety, pastors and presbyters are there to provide necessary moral and spiritual support. The participation of worshippers in worship activities is very important and must be done (Rieuwpassa, 2021).

The practical implication of these findings is the need for continuous training and education for church leaders in pastoral skills. This includes learning to listen with empathy, giving wise advice, and responding with sensitivity to individual needs. This training helps church leaders become more effective in providing meaningful pastoral support.
Support and Consolation:
Impactful pastoral care includes providing support and comfort to members of congregations in need. Pastors and Presbyters can offer prayers, words of encouragement, and practical support in the face of life's difficulties. They create a safe environment where members of the congregation feel heard and valued. The practical implication of this aspect is that Pastors and Presbyters need to have a deep understanding of counseling and emotional support skills. Training in these skills can help them respond more effectively to the needs of diverse congregation members, both in crisis contexts and in daily life.

Wise Counsel:
Pastors and Presbyters also play an important role in giving wise counsel to members of the congregation. They can provide moral and ethical guidance in dealing with complicated life situations. The advice given should be based on religious principles and values held by the church. The practical implication of advising is the need for a deep understanding of religious ethics, law, and spiritual principles. This ensures that the advice given is consistent with religious teachings and provides wise guidance in addressing the problems and challenges faced by the congregation. Thus, impactful pastoral care by pastors and presbyters not only supports the spiritual growth of the congregation, but also provides support and understanding in dealing with various aspects of life. The practical implication is the need for constant education, training, and development for church leaders to improve their pastoral skills in responding lovingly and wisely to congregational needs.

Active Bridge Construction:
Active church formation is one of the main aspects of pastoral and presbyter leadership in church stewardship. The results show that they play a role in fostering and building a vibrant and actively participating church community. In this discussion, we will further develop the importance of active church formation and its implications for managing a church.

Collaboration with the Jama'at in Developing Programs and Activities
Pastors and Presbyters work closely with congregations to develop relevant programs and activities. They listen to the aspirations and needs of the congregation, and facilitate dialogue and participation of members in planning various church activities. This creates a sense of belonging and active involvement in the life of the church. The implication of these findings is the need to support stronger collaboration between church leaders and congregations. Church leaders need to encourage members to contribute with their ideas and be part of the church’s decision-making process. This will strengthen the bond between members of the congregation and the church and motivate them to play an active role in the formation of the church community.

Activities that Improve Interchurch Relations:
Pastors and Presbyters are responsible for planning and implementing activities that strengthen relationships between congregations. This includes social activities, ministry activities, and spiritual activities that bring congregation members together. These activities not only deepen relationships between members, but also create a positive environment for spiritual growth. The practical implication of this aspect is the need to ensure that church programs focus not only on the internal goals of the church, but also on strengthening social and spiritual relationships between members. This can create stronger bonds between congregation members and motivate them to stay involved in church life.
Member Motivation to Contribute:

Pastors and Presbyters play a role in motivating congregation members to contribute in various capacities. This could include being a leader in a small group, serving in church service, or participating in social and missionary projects. By example and providing support, church leaders can motivate members to find their role in church service. The practical implication of this role is the importance of providing recognition and appreciation to contributing members. This can create a positive climate where all members feel valued and motivated to be active in church life. Overall, active congregational formation involves pastors and presbyters in planning relevant activities, strengthening bonds between congregation members, and motivating them to contribute to church service. The implication is the importance of collaboration, activities that enhance social relationships, and strong motivation to develop an active and vibrant church community.

Face Certain Challenges:

Research highlights the fact that pastors and presbyters in congregational stewardship are faced with a variety of challenges that can affect the exercise of their leadership roles. In this discussion, we will develop more about these challenges and how they can develop appropriate strategies to overcome these obstacles.

Limited Resources:

One of the challenges that pastors and presbyters may face is limited resources, especially in terms of finances and manpower. Churches may have limited budgets or a lack of active volunteers. This can limit the church’s ability to carry out larger programs and activities. The implication of this challenge is the need for prudent management strategies. Church leaders need to prioritize the programs and activities that are most important to the spiritual growth and sustainability of the church. They can also look for ways to raise financial support and involve more volunteers in church service.

Cultural Differences and Local Contexts:

When churches serve in culturally diverse environments or different local contexts, pastors and presbyters may be faced with challenges in understanding and responding to the needs and desires of diverse congregations. Differences in culture, language, or social background can be factors that influence communication and interaction within the church.

The implication of this challenge is the importance of developing a deep understanding of the culture and local context of the church. Church leaders need to involve members of the congregation who have knowledge of these cultures and contexts in the decision-making process. They can also create spaces for cross-cultural dialogue that promotes understanding and cooperation.

Changes in the Social and Economic Environment:

Pastors and presbyters may also face challenges from changes in the social and economic environment that can affect congregations and the church as a whole. For example, changes in unemployment rates or social changes in society can affect church participation and financial support. The implication of this challenge is the importance of flexibility and adaptability. The Church and its leaders need to be prepared to respond to environmental changes by developing new strategies or modifying existing programs. This ensures that the church remains relevant and can continue to serve the congregation and surrounding community. In the face of these challenges, pastors and presbyters need to work together with congregations to identify appropriate solutions and implement effective strategies. This could include collaborating with members of the congregation, seeking additional resources, or adapting ministry approaches. Thus, the church can overcome these obstacles and
remain focused on the purpose of ministry and spiritual growth.

Impact On Congregational Growth

Analysis of the results of the study highlights that the role of pastors and presbyters has a significant impact on congregational growth in two main aspects: spiritual growth and active participation in church life.

Spiritual Growth:
Pastors and Presbyters play a role in providing teaching, spiritual guidance, and pastoral care to congregations. The results showed that this contributes to the spiritual growth of church members. In a well-led environment, congregation members have the opportunity to deepen their faith, understand religious teachings, and experience personal growth in their relationship with God. The implication of this spiritual growth impact is the importance of well-trained church leaders in teaching, providing pastoral support, and facilitating the spiritual growth of congregation members. In addition, churches need to provide resources and programs that support spiritual growth, such as Bible studies, small groups, or spiritual retreats.

Active Participation in the Life of the Church:
Pastors and Presbyters also play an important role in motivating and mobilizing congregation members to actively participate in church life. The results show that effective leadership encourages members to get involved in a variety of church ministries, social activities, and missionary projects. It creates a community that is active and passionate about serving God and others. The implication of this impact of active participation is the need for visionary and motivating church leaders. Church leaders must be able to inspire members of the congregation to find their role in church service, create opportunities for participation, and give recognition for their contributions.

Overall, the impact of pastors and presbyters on congregational growth reflects the importance of effective leadership in the church. Through providing spiritual instruction, pastoral care, and motivation for active participation, they help build a strong and vibrant community that continues to grow in faith and service. The implication of these findings is the importance of supporting and training church leaders to play this role well, so that the church can achieve its goals of continued spiritual growth and active participation.

Implications For Church Leadership Development:
The results of the analyzed research reveal several important findings about the role of pastors and presbyters in congregational stewardship in the Eastern Fatuleu Classification. The implications of these findings have had a major impact on the development of church leadership in the region. In this discussion, we will develop more about these implications and recommendations that can be taken.

Additional Training for Church Leaders:
One clear implication is the need for additional training for church leaders, including pastors and presbyters. This training may include the following aspects:

Pastoral Skills: Church leaders need to be trained in pastoral skills, including counseling, emotional support, and spiritual advising. This helps them respond more effectively to the needs of congregation members in diverse life situations.

Leader Development: Leadership training can assist church leaders in managing the church more efficiently, including financial management, administration, and oversight of church programs.

Cross-Cultural Dialogue: Given the cultural differences that may exist in the region, training in cross-cultural dialogue can assist church leaders in understanding
and responding to the needs of diverse congregational members.

Development of Better Pastoral Care Programs:

Finding on the important role of pastoral care in the spiritual growth of congregations point to the need for the development of better pastoral care programs. This includes:

Development of Spiritual Retreat Programs:

Conducting structured and in-depth spiritual retreats can be an important means for the spiritual growth of congregation members. The Church can plan periodic retreats on relevant topics.

Bible and Small Group Classes: Strengthening these programs can assist congregation members in understanding more deeply the teachings of the Bible and facilitate deeper faith growth.

More Efficient Church Management Strategies:

Findings on effective church management also have implications for church leadership development. This includes:

Development of an Organized Administration System: The Church may develop an organized administrative system to ensure that membership and financial data are properly recorded, and efficient administrative procedures are implemented.

Financial Transparency: It is important to maintain transparency in the management of church finances and regularly report to the congregation on financial status. This builds congregational confidence in the church's financial management.

Church Program Evaluation: Conduct regular evaluations of church programs to identify what is working and what needs to be adjusted or improved. By taking these steps, church leadership development can be more effective in responding to the needs of the congregation and achieving the goals of spiritual growth and active participation in church life in East Fatuleu Classis. This will help the church grow and develop sustainably in its service to the congregation and surrounding community.

Conclusion

This research has shed light on the important role of pastors and presbyters in the stewardship of congregations in East Fatuleu Classis. However, the results of this study also identify several further areas of research that can deepen the understanding of church leadership and church ministry. In this discussion, we will identify several areas that can be the subject of further research. The Concrete Impact of Pastoral Care: Although this study has highlighted the role of pastoral care in spiritual growth, future research can go deeper to measure the concrete impact of pastoral care on congregation members. This could include the study of behavior change, congregation member satisfaction levels, or membership growth as a result of effective pastoral care. Effectiveness of Specific Church Programs: Further research may examine the effectiveness of specific church programs run by pastors and presbyters. The study can identify programs that are most successful in achieving church goals and congregational growth. Further analysis can assist churches in allocating resources more wisely.

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