

The Importance of the Active Role of the Congregation Pastor in Involving God's People in Serving God's Work

Demsi Yanto Sinlae^{1*}, Dominggus Rina Bulu², Eliantri Putralin³, Ridolfroa S.Th Manggoa⁴, Marthen Mau⁵

¹Sekolah Tinggi Teologi Arastamar Wamena

^{2,3,4,5}Sekolah Tinggi Teologi Injili Arastamar (SETIA) Ngabang

Corresponding Author: Marthen Mau marthenluthermau@gmail.com

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ABSTRACT

In general, some of God's people do not want to be involved in serving God's work. Therefore, congregational pastors need to educate, teach, develop and guide God's people so that they are involved in serving His work. The purpose of this research is to explain the importance of the active role of congregational pastors in involving God's people to serve God's work with full loyalty and responsibility so that the service of God's work can progress. The research methodology used is descriptive qualitative research methodology with a library research approach. The results of the research are that in essence God's work in the church has been going well, but congregational pastors continue to be required to involve God's people so that God's work continues to progress towards significant progress. The implication: congregational pastors must involve God's people in serving God's work in all church organizations.

INTRODUCTION

The congregational pastor as a spiritual leader for God's people who are served is an important role and cannot be underestimated. The importance of the active role of congregational pastors in involving God's people in serving God's work is directly related to the growth of the faith of His people. The church pastor must be able to influence the spiritual growth of God's people through teaching God's Word. Church pastors need to respond to the spiritual needs of God's people of all ages, including children, teenagers/young people, adults and the elderly through training for God's people which is very important in every church organization (Alexsander, 2022).

Author's observes that it can be found that some of God's people are not actively involved in serving God's work in the church, namely when there are Sunday services or household gatherings and other worship services. The active involvement of God's people in serving God's work is due to the fact that congregational pastors have not concentrated on providing education, teaching and guidance to God's people to serve God's work.

It can be found that God's people are not served optimally by shepherds, so that God's people are only served by God's servants who are not shepherds because God's servants who are not shepherds certainly do not know for sure what God's people really need to experience. The church pastor has a dual profession, so he is always busy with additional work or busy with his physical affairs; busy looking for a position in a church organization to become famous; ask for compensation for services performed; the behavior of the shepherd does not provide a good lifestyle for God's people; even his family members have problems in society, so they cannot be role models for the people of God they serve (Marthen Mau, Felipus Nubatonis, Gianto, Ina Martha, 2022).

In fact, God's people have the capacity to help the pastor's ministry, therefore God's people should be included in activities in the church and in other forms of service in order to be closer to fellow God's people and their pastors in the church, therefore God's people need to receive good attention and a good response good from a pastor in educating and guiding to involve God's people in ministry. The important role of a shepherd can have a very good impact on the spiritual development of God's people now and in the future.

Roles are beams that connect the house pillars at the top where they rest (Muhamin, 2002). Roles are benchmarks or measurements that exist in human life so that they function to limit behavior in each position (Mifta, 2008). A role is a series of behaviors a person carries out based on their character (Mifta, 2008). This condition can be motivated by a person's psychology in carrying out the desired actions according to his heart.

Role is a dynamic aspect of social status and position. This means that when someone can carry out their duties and obtain their rights then that person has carried out a role. So, a person's role can influence the circumstances and position in a person's position. Because the role is part of a pastor's efforts to provide teaching and he really has duties and responsibilities in carrying out his role in fostering, educating and teaching when involving God's people in service, because God's people are the pillars of support for the church.

In the book of 1 Peter 5:1-4, the role of the shepherd as a leader can be described: (1) a leader who guides God's people to live in Jesus Christ (v. 1). Shepherds as leaders must be able to guide God's people to live in Jesus Christ; (2) the shepherd as leader must be responsible for the spiritual life of God's people (v. 2a). Shepherds as leaders are people who are able to carry out the responsibilities that Jesus Christ has entrusted to them; (3) the shepherd as a leader who is willing to sacrifice for the benefit of the lives of God's people (v. 2). Shepherds as leaders must be able to accept and serve God's people willingly to sacrifice without coercion; (4) the shepherd as a leader is able to provide a correct lifestyle to God's people (v. 3). Shepherds as leaders carry out their service duties with great dedication (Anggu, 2003).

From the background of the research problem described above, the research problem that can be formulated is what is the active role of the congregation's pastor in involving God's people to serve God's work, both in the church and in other important ministries? The purpose of this research is to explain the importance of the active role of congregational pastors in involving God's people to serve God's work.

LITERATURE REVIEW

The Importance of the Shepherd's Active Role

1. Definition of shepherd

Shepherd in Latin is pastor and in Indonesian it is translated pastor, it is also the term for a priest of the Roman Catholic Church (Howard, 2006). Shepherd means guard or caretaker of livestock and spiritually it means guardian of the safety of Christians (W.J.S. Purwodarminto, 1992). Shepherds in Bible times were sheep keepers, a job that could be done by men and women, both young and old, to become and care for sheep in the fields, even though this task was quite difficult and dangerous (Elrath, 1978). In general, many people misunderstand shepherds, some people even think that being a shepherd is too lowly and the scope of their authority is very small, so many of God's servants today always shy away from the identity of a shepherd. In fact, if we trace the word shepherd in the Bible, it turns out that shepherds are often mentioned in the Bible, from the Book of Genesis to the Book of Revelation (Gen. 4:2; Rev. 12:5).

A shepherd is a person who is in charge, looks after, administers and cares for, in the spiritual context a shepherd is a person who has an ecclesiastical position as leader of the people (Tim Penyusun, 2008). A pastor who serves God really determines the quality of that service. Because in the general sense, a shepherd is a person who cares for people, in this case God's church in its spirituality. If a pastor's motivation is right in ministry, then the service will also be right, but if the motivation is wrong then the service will also be wrong or not in accordance with God's Word. In John 10:11 Jesus gives an example of being a good Shepherd who cares and nurtures willingly by sacrificing His life for the sake of His people. Therefore, the ministry of a congregational pastor, the success or failure of the service carried out cannot be separated from his motivation in carrying out God's work.

2. The goal of the congregation pastor

The pastor is an individual who is seen physically, while the congregation is a group that is one in the church and a ministry that really needs and is experiencing development and in terms of quantity and quality is experiencing growth so that the congregation is a building resource both now and in the future for services in accordance with Great Commission. Usually the congregation is never silent in responding to something because the congregation is always moving and acting (dynamic) (Homrigousen, 1984).

Jean Piaget argued that there are two things that influence human cognitive growth, namely adaptation and organization. This organization is able to protect people when receiving new information and facing change and guarantees a community within someone who interacts and forms a deeper understanding of the reality they encounter (SJ, 1990).

3. Duties and responsibilities of the congregational pastor

The duties and responsibilities of the pastor and the position of pastor are the distinctive marks inherent in a clergy person who is able to distinguish things or individuals from others, a congregation that has awareness and is required to be a congregation that fears God, and must have the courage to express themselves with something. different things so that they have meaning and purpose in their spiritual life.

Congregations that have a goal in following Jesus Christ and desire to grow in the knowledge of God and desire to involve themselves in service have the appropriate characteristics in the Hebrew translation of the Bible. Repentance is often described with two different words. The first is "*Nakham*" which means sadness and having a strong desire to change. The second word is "*Shub*" which means a change in thinking about sin, a decision to abandon sin and obey God (Mau, 2020).

Jesus wants everyone to become a new person, a person who lives in Him and a person who is renewed in spirit and mind as in the letter Ephesians 4:17-18 "Therefore I say and emphasize, do not live any longer as people who do not know God, with his vain thoughts and dark understanding, is far from fellowship with God, because of the ignorance that is in them and because of the hardness of human hearts. Repentance is a change of heart and mind that brings us closer to God to obtain forgiveness. Repentance is also a change and thought that brings a new attitude towards God, oneself, and life in general. Repentance also means that a person turns away from evil and keeps his heart and will towards God, submits to God's commands and desires and abandons sin (Zubaedi, 2010).

The Greek word in the New Testament that is translated as the word repent is: *Metanoia* and *Metanoea* means changing something or someone. And the verb of the word repent is: Repentance means "changing one's mind regarding actions or behavior in the past, because of regret or dissatisfaction or feeling sorry, sad or tormented by one's conscience, for what one has done or neglected (Murray, 1993).

New Birth does not talk about physical birth, or the process of human biological change. Rebirth is one expression of rebirth, to describe the change from a sinful natural state to a spiritual Christian life. It means dying to sin and being born again in righteousness, a complete change of man's moral nature, a new heart. After repentance, change, and justification, the new birth or rebirth brings about a complete change of heart (Heb. 10:22). Being born again is someone who has truly been born again, which is given as "Grace" a gift from God and God himself cannot resist the power of grace to save him (Murray, 1993). But rather a demand regarding changes in the spiritual aspect of humans, which accompanies humans in all aspects. The Lord Jesus said that we judge a tree by looking at the appearance of the tree, but rather by looking at the fruit the tree produces.

A tree that looks good may produce bad fruit. If the fruit is bad, then the tree is definitely a bad tree even if its appearance is good. (Luke 6:43). Just as the appearance of a tree can be deceiving, the heart is very likely to deceive itself (Penyusun, 2011). The Book 2 Corinthians 5:7: So whoever is in Christ is a new creation: the old has passed away, but the new has come. A complete change of heart is highly prioritized because God's people who have faith in Jesus Christ must live a changed life, not to change a new name, not to wear new clothes, but to have a new heart and new characteristics. All old things have passed, namely old thoughts, old principles of life, and old habits of life (Mau, 2024).

Being born again is one of the characteristics of serving God and leading to life change and the growth of the church now and in the future. A person who has truly been born again given as "grace" from God cannot resist the power of His grace to save him. God will save all the elect who want to be saved. So, being born again is an act of God provided for believers, enabling them to obtain eternal life (John 1:12-13).

The concept of calling has existed since ancient Israel along with experiences of God, for example God's call to Abaraham (Gen. 12:1-9); Moses (Ex. 3:4-6); (Jer. 1:4-5), and in the New Testament, for example Jesus calls 12 disciples (Matt. 4:19; Mk. 1:17) and in Paul's Call (Gal. 1:15; Phil. 3:12). The term vocation was then preserved in the development of Christianity and became a popular term that is often used in worship and even in the daily lives of Christians, for example in worship it is known as the call to worship and the call to repentance. The word vocation is also used by the church in institutional formulations regarding special ecclesiastical positions. God calls His workers: elders, shamas, teachers, evangelists, congregation teachers, pastors, and employs them in the church so that His people, the sheep He has redeemed, continue to believe and have hope only in Jesus Christ, so that it is so the safety and prosperity that God brings to this world remains His people.

Shepherding is a job carried out by a person at the call of God and must be done with high willingness and loyalty to God, in order to reach a positive climax point in shepherding. As a shepherd, you have a responsibility to God in your ministry to shepherd other people, both in pastoral ministry and teaching. In Matthew 24:24: For false messiahs and false prophets will appear, and they will perform great signs and wonders, so that, if possible, they will deceive their

chosen people. They came with intelligence and resembled angels of light by giving teachings according to their hearts' desires.

Billy Graham wrote that many times he penetrated the church behind orthodox vocabulary, while emptying Biblical terms of their proper biblical meaning, with this the congregation sometimes did not know and understand that the teaching given was teaching that deviated from the real truth. Therefore, it is important for a shepherd to pay attention to this situation, to be able to return the sheep to the truth of God's Word. A shepherd who is called a servant of God is a servant of Christ who has received a special call from God to be able to convey the Good News to other people about salvation for individuals who do not yet understand salvation properly.

The word shepherd is one of the terms that must be used by a servant of God in relation to his congregation. God's call to a shepherd is not only based on outward abilities and qualities, but because God chose and appointed him from his mother's womb (Jer. 1:4-5). The message of the Lord Jesus is not just temporary and temporary, but continuous and does not stop at that moment. In John 21:15: Do you love Me? This gave Peter the understanding that the Lord Jesus really longed to be a partner, not temporarily but continuously until the end of his life. God's call to pastoring brings understanding to duties and responsibilities that require a willing heart carried out by the Holy Spirit, so as to be able to attract the congregation to mature spiritual growth and fullness of faith.

4. Biblical basis regarding the duties and responsibilities of church pastors

The psalmist David beautifully described the responsibility of a shepherd as guarding and protecting. Asaph called David the shepherd of God's people in ancient times (Ps. 23:1-6; 78:70-72). Apart from that, in the New Testament, the Lord Jesus appointed apostles, evangelists, teachers and shepherds to equip the Saints to grow in maturity of faith. How important are these shepherds in the Gospel of John, that the Lord Jesus commanded Peter three times: "Feed My sheep" (John 21: 15-17). So, one of the duties of every believer after receiving salvation from God is to be His witness or serve Him. The Apostle Paul said that the most beautiful job is someone who wants the position of overseer or shepherd (1 Tim. 3:1). Because shepherds are specifically appointed by God with the aim of teaching, advising and guiding God's children to grow in a better direction according to God's word (John 21:15-19). A true shepherd, he is not the one who chooses his office, but he is chosen for his office. Here lies a very big difference between a true pastor and people who have other professions.

A person becomes a doctor because he chose that position. A person becomes a lawyer because he chose that position. A true church pastor becomes a church pastor not because he chooses that position, but because he obeys the divine calling. Herein lies the importance of the role of the pastor as a teacher, motivator and inspiration to show the relevance of God's rich word about how to live to grow and get better from day to day. The church currently really needs congregational pastors, because if there is no leader in the church then it is like a sheep without a shepherd, but you need to realize that being a congregational

pastor is not as easy as being a worldly leader in general, because the task of a congregational pastor is to serve the people by preaching the Good News.

From the explanation about pastors above, it can be concluded that if a pastor in his role as a pastor is able to influence and direct all of his members by teaching, equipping and guiding the congregation will automatically be motivated to be fully involved in ministry. For this reason, shepherds must prepare God's people to help shepherds in pastoral ministry. Because, the responsibility of congregational pastors is not only to prioritize preaching the Gospel or preaching, visiting and praying for God's people who are sick, but it is necessary to disciple God's people who are reliable and qualified to help in long-term ministry, as was done by the Lord Jesus. To His apostles including the apostle Peter. The Apostle Peter was chosen and appointed by Jesus Christ not only to repent but Peter was prepared to become a preacher of the Gospel and a shepherd. Before Jesus Christ gave him the responsibility as a preacher of the Gospel and was entrusted to him as a shepherd, Peter had to be disciplined first to become a reliable and qualified disciple of Jesus.

A shepherd is defined as the guardian or caretaker of living creatures. Apart from that, it can also be interpreted as a guardian of the safety of many people. In English, the word "shepherd" is rooted in the word "sheep." But in Ancient Hebrew, the word "shepherd" is not rooted in the word "sheep," but rather in the word "to feed." The Hebrew word for "shepherd" is "ra'ah." This word is formed from the word "to feed." Therefore, in the Hebrew term, a shepherd is known as "one who feeds" (McMahan, 2002).

Pastors need to help God's people to realize their relationship with God and teach them to follow their obedience to God and each other in any situation (Sanders, 2002). Pastor of the congregation is divided into two words, namely pastor and congregation. The word 'shepherd' comes from the Greek, namely "poimaino," which means to care as a shepherd. Understanding the congregational pastor's phrase above, a congregational pastor will have an approach and increase the congregation's interest in worship, which does not deviate from the truth of God's Word, which builds faith and trust in Christ. Shepherds need to continuously provide the Good News so that God's people experience growth in faith in Jesus Christ, so that God's people are not easily influenced by heretical or false teachings. Pastors need to help God's people to realize their relationship with God and teach God's people to acknowledge obedience to God and each other in any situation.

5. The importance of the active role of the congregational pastor

Pastoring is a special application of the Gospel to God's people, namely proclaiming the Good News to God's people during fellowship with God. The role of the pastor is very important for the growth of the faith of God's people now and in the future, especially for the active role of a pastor in providing motivation and guidance for young people in active service in the church. The role of the congregational pastor is as follows:

a. Shepherd as Leader

The leadership of a shepherd stems from the basic service carried out by Jesus himself as the true Shepherd. Jesus is a good shepherd, therefore He seeks, nurtures and cares for His people who have gone astray (Zalukhu, 2003). A shepherd must carry out duties according to his role as a leader. In this case, the duties and responsibilities must be understood correctly within the boundaries of the role as a shepherd.

One of the roles and responsibilities that really determines church growth is that of the leader. Leaders can cause the church to grow, this can be influenced by their role as leaders in the church. The church pastor as a leader must teach correct teachings according to the Bible to the general public who believe in Him. Pastor's of the congregation must train God's people to carry out quality service, including the growth of their faith, therefore the pastor must be able to show love for everyone because it is the main role for a leader. Every person who has been redeemed and called to be a witness for his God, not only by living a pious life, but also by effort, must therefore serve and testify for God (Murray, 1993). Whereas the pastor as a leader plays a role in witnessing, the pastor himself must carry out his responsibilities for God's people. The pastor as a leader is a phenomenon that carries out three important things, namely teaching, training, and witnessing.

b. Pastor as Motivator

Motivation can be interpreted as a goal or encouragement, with this goal actually being the main driving force for someone in trying to get or achieve what they want, whether positively or negatively. A pastor must have humility and do everything with a sincere heart, intending to provide the right motivation to God's people who experience adversity in facing all the problems of the lives of people who believe in the Lord Jesus Christ.

In the Gospel of Matthew 11:28 it can be narrated that Jesus Christ invites all people who are weary and heavy laden so that He will give them peace. Everyone must come to Jesus Christ because He is able to give them strength and ability when they are in trouble because Jesus Christ promises to always be with them until the end of time. Matthew Henry wrote that God's people must come to Jesus Christ as a shelter and place themselves in Jesus Christ. The greatness of Jesus Christ who has been gloriously revealed to His people (cf. Matt. 11:27) as Lord of all to produce fear of Him (Henry, 2007).

c. Pastor as Counselor

Counseling services are an integral part of the ministry of God's servants or pastors. A counselor or guide is a person who has expertise in providing counseling or counseling. A pastor will lose his identity if he refuses this service assignment. However, counseling services are not services that pastors can automatically do just because of their natural talents in pastoring or because of their studies at a theological school. This counseling service is unique because the salvation experience of a pastor has been called to follow Christ's example, namely being willing to give and sacrifice himself for the service that God has

given him (Rom. 5:7-8), which means that God has shown His love for his people. Because Christ died for sinful people.

As a counselor, a pastor is not only required to know how to teach (know how convey a word at the right time), but more than that he can be required to demonstrate his faith, knowledge, personal maturity, skills and patience. It is not surprising that many pastors try to avoid this service task, because they are not honest with themselves and have no responsibility. The congregational pastor who acts as a counselor must have criteria, namely: (1) have academic experience in their field; (2) truly repent; (3) have an attitude of credibility and integrity in carrying out their duties; (4) have an open, loving and trustworthy attitude.

d. Pastor as Facilitator

A shepherd has quite large duties and responsibilities. A pastor is the right tool and can provide comfort and protection for God's people who need help, and even guide and encourage God's people, so that they continue to grow in faith and knowledge of God's word on the basis of the true Bible from a congregational pastor.

e. Shepherd as a Role Model

If a congregational pastor is called to serve, this means that God has ordered him to care for His people. The task of shepherding is a difficult task when viewed from a human perspective because it requires a lot of sacrifice from the pastor of the congregation, sacrifice of time, materials, thoughts and feelings. Church pastors are people who have a calling to care for, develop and protect God's people so that they remain in close community or communion with God. Pastoring the church is a ministry entrusted by Jesus Christ because he was called and chosen through sincere love to serve His work and fellow humans (Sherley Astuty Kardi, Yanto Paulus Hermanto, 2021).

Pastors are required to have steadfastness and commitment in shepherding their congregation as stated in 1 Peter 5:2-3. The active role of the congregational pastor is very urgent before Jesus Christ because the congregational pastor is a trusted servant of Jesus Christ to serve God's people based on His will, not just because of his desires (Sherley Astuty Kardi, Yanto Paulus Hermanto, 2021). There are many people who want to serve like God's servants, just because they want to fulfill their living needs. They assume that by becoming a servant of God all their needs will be met. God's servants cannot be separated from the necessities of life. Every person who is called to be a servant of God, even if they are not successful, must remain a good example in their words, behavior, and love, loyalty and holiness. If a shepherd as a leader can carry out the five factors mentioned in (1 Tim. 4:12), therefore a shepherd must have qualities that can be emulated.

Overview of the Assemblies of God

God's people are one in communion (koinonia), all of whom share in the salvation bestowed by God in Jesus Christ, namely salvation for all humans. Thus, the association must not be closed to itself but must be open to everyone.

Through the testimony of God's people who are called to share the salvation they have received as a gift from Christ with others. This distribution of grace is conveyed through the preaching of testimony (*marturia*). The content of this testimony is the fulfillment of God's promise in Christ to all believers. So it is clear, God's people are called to preach the Gospel of Christ which contains the News of Salvation (Good News) through the church's three callings, namely communion (*koinonia*), testimony (*marturia*), service (*diakonia*).

Therefore, when talking about God's people, no one needs to feel arrogant and introduce themselves as church founders. God's people are a community of believers who are called out by God, not by any individual person. This fellowship of called believers grows, lives and develops by the love of Jesus Christ and by the power of the Holy Spirit, and by this growth they witness God's love through fellowship, service and witness known as the trivocation of the church. The three callings of the church are arranged in an organizational order on one basis (1 Cor. 3:11) and one head (Col. 1:18, 2:19).

1. Definition of congregation

The words congregation, congregation, or church are three related words, which God's people use to replace each other without realizing it. The word church actually does not appear at all in the Indonesian Bible translation (Indonesian Bible Institute) as the Bible translation most commonly used by God's people in Indonesia. The LAI New Translation, which takes the Greek NT and Masoretic text as reference sources for the OT, records the word congregation in the Old Testament (OT) in just 2 verses, whereas in the New Testament (NT) up to 125 verses. The word Congregation which is synonymous with it is recorded in 110 verses in the OT and 3 times in the NT (Www. Wikipededia. Org. Understanding the Congregation., n.d.).

From the quote above, the author can conclude that the congregation is part of the pastor's responsibility in shepherding, as a real calling in carrying out the Great Commission. Another translation used in Indonesia is the Indonesian Literal Translation version 3 issued by the Lentera Bangsa Foundation. Indonesian Literal Translation version 3 is also based on Greek NT and Masoretic manuscript sources for the OT. Indonesian Literal Translation version 3 records the word church in 89 verses in the New Testament. Meanwhile, the word congregation in the New Testament Indonesian Literal Translation version 3 is 24 times, far more than in the New Testament (Penyusun, 2000).

2. Duties and responsibilities of the congregation as believers

Even though God grants salvation to God's people who are born into the world, not many receive it. Therefore, God's lucky people must be grateful for His gift by carrying out their obligations to God and one of them is by becoming His church. To become a church member in a church organization, a person needs to be baptized and then join as a member of that church organization. In carrying out responsibilities as a church member, a person has rights and obligations to his church. The right of church members to a church organization is to elect and be elected as church administrators or members of the church

council. Meanwhile, the congregation's obligation to the church is to maintain the good name of God's church, and involve themselves in serving and advancing His church.

The duties and responsibilities of the congregation towards a church organization are as follows: first, offering themselves to be baptized (Matt. 28:19-20; Rom. 6:3-5; Col. 2:12). Baptism is a sign of a person's repentance, as well as a statement of faith and acceptance of the Lord Jesus as their Savior. Apart from that, he also expressed his willingness to join as a member of the church where he was baptized. Second, actively fellowship with God and other church members (Acts 4:23; 2:42; Heb. 10:24,25; 1 Tim. 4:16). Fellowship is an important element in the maintenance of the church. The congregation is obliged to regularly attend every service event at the church on time (1 Tim. 4:7-8; 1 Tim. 6:6, Col. 4:5). However, fellowship here is not only about worship services, but also visiting, praying, teaching God's Word, as well as mutually advising and serving fellow church members.

Third, obey and be a doer of God's Word (Jas. 1:22). It is useless if we diligently attend every service, prayer meeting, Bible teaching, or other fellowship but do not obey and become doers of God's Word. As believers and as good church members, we are obliged to have true Christian character. Fourth, respect, support and trust the church pastor and follow God's Word which he teaches according to the Bible (1 Thess. 5:7; 1 Thess. 5:12; Heb. 13:7). Serving God, includes testifying about the Lord Jesus the Savior (John 14:6; Acts 4:12); and advancing the Church and God's work (Eph. 4:12-16). Fifth, help advance the church; by trying to get others to church (Mark 16:15; Acts 1:8); and giving offerings and tithes that belong to God through the church (Mal. 3:8-10; Matt. 6:19-21).

Sixth, be a faithful church member and be willing to sacrifice for the glory of God (1 Cor. 15:58; Prov. 3:9-10). Seventh, supervise the church. Namely by rebuking and exhorting fellow congregation members when they find out that they are guilty (Matthew 18:15-17); and welcome him back when he realizes his mistake and repents (2 Cor. 2:6-11). Supervision in this case is related to errors such as heresy (Tit. 1:13; 3:10); adultery (1 Cor. 5:1-5); and open sin (1 Tim. 5:20). You can read forgiveness of sins in Christianity to understand it better.

3. Requirements for the congregation in serving God

In developing the spirituality of the congregation, the pastor needs to take steps to increase spirituality because basically the main aim of the ministry is to enable people to live as Christians, that is, to live according to the Christian faith. The goal of service in the church and contextual evangelism is for humans to experience their lives as responsive to the Kingdom of God in Jesus Christ (Nuhamara, 1992).

A pastor has the most appropriate role in elevating the spirituality of the congregation and really needs to teach and direct the congregation to involve themselves in service and also a pastor must set criteria from God himself that must be possessed by the congregation itself before engaging in service.

Therefore, the congregation needs to pay attention to several criteria below as guidelines for the services carried out by the congregation.

a. Have spiritual maturity

Spiritual maturity is not acquired automatically or suddenly by someone, it occurs when a person follows the teachings, worships, prays, fellowships and studies the Bible or God's word, then a person's spiritual maturity will be possessed and will grow. It is hoped that the congregation will continue to develop in their understanding of God and help them live as mature disciples of Christ in the faith.

b. Grow Spiritually

Spiritual growth is seen from two aspects, namely the vertical aspect and the horizontal aspect. The vertical aspect is the renewal of relationships with others. The growth of faith is very important for the spiritual maturity of students who continue to know God (Col. 1:10). In grace (2 Pet. 3:8) live under the guidance of God's Spirit and all the ways of life are based on God's love (Matt. 22:23). These signs will become increasingly visible in everyday life. Spiritual growth can also be seen in how a person meditates on and applies God's Word. If this is done, a person's life will be increasingly transformed in Christ.

The congregation pastor is a spiritual leader whose role is to encourage and galvanize all of God's people so that they are able to take part in church services by using their respective potentials effectively. The congregational pastor as a spiritual leader inspires God's people so that God's people continue to be enthusiastic in supporting God's work (Herwinesastra, Henry Luther, 2023).

c. Ready to become a disciple of God

A student means an individual who is willing to be taught, educated, trained, formed and developed into a moral human being. Every human being has the right to obtain the things mentioned above. In the context of the Christian faith, discipleship is part of the responsibility of believers in Jesus, it is based on the great commission (Matt. 28:19-20). The great commission is a command that must be carried out as has been commanded, Jesus' mandate shows his concern for throughout the earth to be preached the teachings that have been given to every person who believes in Him. The ultimate goal of discipleship is so that the kingdom of God can be conveyed and the human person experiences change in each individual's life.

RESEARCH METHODOLOGY

This paper uses a descriptive qualitative research method with a library research approach. Qualitative research methods are research procedures that produce descriptive data in the form of written or spoken words (Moeleong, 2006). Descriptive research is a type of research that tends to emphasize data and information analysis. In this research, emphasis is placed on process and significance, with theory as a guide to ensure that the research focus is in

accordance with the facts found in the research (Gea et al., 2024). The aim of the qualitative research method is to scientifically describe and narrate words obtained from written and oral sources (Proskunatas Musaputra et al., 2022, p. 3) or data obtained from data sources to be analyzed, described, narrated and implemented (Saenom, 2023, p. 109).

Library research is a series of activities carried out on data or information from literary sources that are relevant to the topic being researched (Mau, 2023, p. 737). The aim of library research is to obtain the data the author needs from various sources (Darlina, Henni Somantik, Sancu Amelia Malelak, 2022). Data obtained through library research are books, journal articles, mass media, etc. which are directly related to the research subject presented by researchers by collecting the necessary data and information. So, through library research to search for subject matter through reading, recording and processing research materials and abstracting research results for application.

RESULTS AND DISCUSSION

Pastor's Strategy in Involving God's People to Serve God's Work

Providing guidance to young people

Jesus is the only Savior who saves humans who believe in Him (John 14:6). Making a personal decision means believing in Jesus Christ to forgive all sins, and accepting Jesus as Lord and Savior in your heart and experiencing repentance or change of life (John 6:47; 10:28) (Sorensen, 2011). Shepherds have the responsibility to lead God's people based on His word, so that God's people can believe and have faith in Him. God's people do not just believe and have faith in Jesus Christ, but must experience spiritual growth.

Spiritual growth is closely related to perseverance, living up to faith in Jesus Christ and a close relationship with fellow believers. Church pastors have a very strategic active role in meeting the spiritual needs of their people as a whole. Fulfilling spiritual needs can be carried out by the congregation's pastor by maximizing his competence in his role as the congregation's pastor. However, before the spiritual needs of God's people are served by the congregation's pastor, the congregation's pastor must first have a good spiritual life. An intimate life with God through hearing His Word and communing with God at all times, so that the congregational pastor serves God's people optimally for their spiritual growth (Hermanto, 2020).

Guiding God's people to accept Jesus Christ

Deuteronomy 6:7: You must teach it over and over again to your children when you are on a journey, sitting in your house, when you lie down and when you get up (Bible Word, n.d.). The source that pastors must use to guide God's people to walk on the right path is God's Word or what is usually called the Bible. The Bible is a special revelation revealed by God to God's people that God reveals Himself through the Holy Scriptures because the Holy Bible is a special revelation revealed to God's people in an anthropomorphic element (Mau, 2021). The Bible or Christian Scriptures used in Christian churches today are the Bible

which has been canonized, numbering 66 books. Therefore, the number of Bibles, books, chapters, verses and words that have been translated from Hebrew (OT) and Greek (NT) into Indonesian (LAI) must not be increased and must not be reduced (Rev. 22: 18-19) (Mau, 2019).

God's people must be given motivation to read the Bible. Reading the Bible is mandatory teaching for the daily meditation of God's people. Because without reading the Bible, the spiritual life of God's people will dry up and their faith will stop growing. Reading the Bible is very important because the Bible is God's Word. Therefore, God's people must be guided to study God's Word responsibly (Marthen Mau, Saenom, 2021). A pastor must be a critical teacher in teaching the content of God's Word so as not to mislead the younger generation who listen and even be able to apply God's Word in everyday life.

Teaching Prayer

Prayer is a blessing and privilege that God bestows on God's people. When God's people lower their hearts, concentrate their minds, and fully surrender to God's mercy, then God enables them to serve God's work. Prayer is a petition (hope, request, and praise) to God. The understanding of prayer that you need to know is: First, petition prayer, namely prayer that is offered to God with various requests to Allah, because humans have many needs and desires that have not been fulfilled, and God's help will be beautiful in its time. Examples of prayer requests include: (1) prayers for physical needs; (2) application for mental needs; (3) application for social life; (4) request for spiritual life (Leatha Humes, 1998).

Second, prayer of confession. Repentance that opens the way to walk with God and become His child, Psalm 51: 3-5, is an example of a good confession prayer. Third, prayers of praise which include: (1) prayers praising God; (2) prayers of praise for what He has done; (3) prayer of thanksgiving and giving thanks for His help; (4) prayer of surrender to God, namely recognizing human limitations before God. Forming a relationship with God is not only when worshiping in church, but also building intimacy through intense personal prayer to God and contemplation of God's word wherever and whenever the pastor and God's people are (Betakore et al., 2023).

Participate in Worship

In the New Testament the term worship (service) of God's people is referred to in various terms: "gathering" (1 Cor. 14:23). The term *Prosuneo*, which means worship or worship, is a human effort to get closer to God, establishing a horizontal relationship when humans realize that this life comes from God Himself. Worship comes from the Hebrew word "abad" which means worship. Which was originally used in the worship of gods (David M. Paulus, n.d.). The service of "worship" means giving respect and respect to someone who is worthy of receiving it. Divine service is communication between the human spirit and the Holy Spirit, so it is not physical. The devotional service concerns the emotions and thoughts of the heart.

Worship is a way to relate to God properly. By asking, giving thanks, glorifying, confessing sins and glorifying God, who is present with His people. God's people must join the beautiful fellowship in Jesus Christ in order to feel

God's power so that there will be a strong movement to serve God's work. A person's spirituality requires exercise, because it is said in 1 Timothy 4:8: Physical exercise is of limited benefit, but godliness is profitable in all things, because it contains good promises for the life to come. There are several services that can involve young people, namely Sunday worship (for the public), youth/young adult worship, family worship, faith refresher services, retreats, and so on.

Involving the congregation directly in every service activity in the Church

In an effort to increase the involvement of God's people in church services, a pastor must have a good relationship with God's people and also involve God's people in worship activities. Pastors must provide motivation and support to God's people, so that God's people have the ability to channel and have the courage to participate in ministry.

Services in the church that God's people can be involved in serving are leading praise, singers, playing music, intercessory prayer, collecting collection bags, and other forms of service that need to involve God's people in service. Therefore, there is a great need for pastors to develop, guide and teach God's people in a good way so that God's people are able to be responsible in carrying out their ministry duties well.

Striving for Creativity Through Spiritual Activities

The creativity of shepherds is very much needed by God's people in serving God's work. The intended creativity is to educate, teach and guide God's people so that they become spiritually mature to involve themselves in serving God's work. God's people need to receive education, teachings and guidance from congregational pastors because on average God's people in rural areas still have very low understanding or knowledge, therefore congregational pastors are required to strive for creativity in their ministry by providing time to guide the congregation. God to help shepherds in serving God's work for a long time. On days that are free from routine activities for training, a pastor needs to set aside special time to train God's people, such as leading praise, or other forms of service such as making a schedule for cleaning the church and so on. In this way, the relationship between God's people and their shepherd becomes closer.

Pastors play a very important role for God's people in their ministry to achieve improvement by providing motivation based on 1 Timothy 4:12 which says that "Let no one think of you as inferior because you are young. Be an example to believers, in your words, in your behavior, in your love, in your faithfulness and in your holiness. So, these exemplary aspects in the context of God's Word are important and must be possessed by God's people. God's people need to have an exemplary attitude, for faithfulness or fidelity in serving God's work.

Supporting factors for pastors in involving God's people to serve

The lives of today's young people can be said to require extra attention and care from their parents and the people around them, because this is a time when young people are looking for their identity, and this requires special

attention from parents so that they can build the spiritual growth of young people. young women and there is also attention from the Church, young people are assets to continue their duties and services in the future (Tanya, 1999). To shape the spiritual life of these young people. There are several factors that can support the activities of young people serving in the church:

Awareness of yourself

Actively involve yourself in church services. It cannot be denied that youth is a time of gathering. Emotional ties with friends or friends are much stronger than with family. However, it should be noted that bad company can destroy good habits (1 Cor. 15:33). Young people must have a commitment that as young people who are the successors of today's church, they need to have awareness from within themselves and must motivate themselves with positive things, so that the pastor and his role can run in balance so that he can build God's people to mature within. Lord.

Youth is a beautiful time to serve, a time to work and be fruitful for God. Show that God's people can and have the capacity to be relied on for service in the midst of the church and society. The presence of young people in the church is not to be served but to serve, not to be loved but to love, not to be pitied but to be pitied. Young people's ministry is not just weekly worship, choirs or vocal groups, but young people have the enthusiasm to serve, because that is what God wants from young people today to be committed to serving God (Rumere, 2015).

God's people must have the character of Christ

The purpose of Jesus' coming into the world was not just to save humanity. However, the main purpose of Jesus coming into the world was to bring humanity to glory or become like Christ. People who have been predestined by Jesus Christ to be like Jesus Christ, because He became the firstborn of those who believe in Him.

The formation process to become like the character of Christ is not easy and not instantaneous. On the contrary, the process is painful and usually involves a crisis in the lives of God's people. A crisis will inevitably develop in the lives of God's people before they choose to follow God's will. This happens because it tends to respond to a gentle nudge from God to bring it to a place where He asks His people to dedicate their entire lives to Him.

God loves you as you are but He does not refuse to let you be like that. When God's people focus on becoming like Christ then true spiritual revival has occurred in their lives. The purpose of life for God's people is not to serve themselves but to know God intimately, so that they can give rise to true service (Susanto, 2009).

CONCLUSION AND RECOMMENDATIONS

How important it is for congregational pastors to pay attention to their people through spiritual and faith formation, so that they are involved in serving God's work responsibly. The active role between the pastor and the congregation is very important because both parties should be able to work together to improve the spirituality of each of God's people with guidance from the pastor and training them to work together with God's people in serving God's work. Involvement in

serving God is an important factor in building a relationship with God, encouraging God's people to have good spirituality, improving the quality of faith by getting closer to God.

God's people must be served by shepherds so that they have a change in life, both in terms of character, personality and mature spirituality so that they are able to support the service of God's work based on His will. If God's people have good awareness and recognition of the truth of God's word, they can automatically involve themselves well in serving God in all aspects of their lives. A shepherd is a leader who provides guidance, direction, spiritual education and even becomes an example for God's people and especially a role model for God's people in modern times.

Church pastors as leaders who have good spirituality and are responsible for God's people by providing spiritual education, teaching and guidance to God's people when they are in society and interacting with the environment at large. The pastor's effort is to invite and direct his people to involve themselves in serving God's work because God's people must experience significant growth in their faith.

ADVANCED RESEARCH

There are still limitations in conducting this research, therefore the author gives other authors the opportunity to carry out further investigations. Further investigations can use the same method or other methods according to the background of the problem to be studied further.

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