

Analysis of the Pastor's Leadership in Instilling Christian Values in the GSJA CLC Congregation

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ABSTRACT

This study aims to analyze in depth the role and effectiveness of pastoral leadership in the process of instilling Christian values in the congregation at the City Life Center Assemblies of God Church (GSJA CLC). Christian values are an essential foundation for the congregation's spiritual and moral growth, and the pastor's leadership plays a key role as a role model, teacher, and motivator. The research method used is descriptive qualitative with a case study approach. Data collection was conducted through in-depth interviews with the pastor and congregation representatives, participant observation, and analysis of internal church documents related to the development and teaching programs.

Keywords: *Pastor's Leadership, Christian Values, Value Inculcation, Congregation, GSJA CLC.*

I. INTRODUCTION

Leadership in the church context plays a central role that differs from that of secular organizations, particularly in shaping the character and spirituality of the congregation. The pastor serves not only as an administrator or manager of the church, but more crucially, as a spiritual leader and primary role model directly responsible for nurturing and growing the congregation's faith. Amidst the rapid flow of global information and contemporary moral challenges, instilling values Christian values such as love, integrity, service, and truth are becoming increasingly essential to ensuring congregations can live out their faith in a relevant and impactful way. Therefore, the effectiveness and leadership model implemented by the pastor are key variables in determining the extent to which these values are internalized, practiced, and sustained by church members. Without strong and strategic pastoral leadership, efforts to teach these values risk becoming mere rituals without real behavioral transformation.

This research focuses specifically on the GSJA *City Life Center* (GSJA CLC), a unique context for analyzing the dynamics of value instillation. Contemporary churches often encounter congregations with diverse backgrounds and spiritual needs, demanding an adaptive and holistic leadership approach. While much previous research has addressed church leadership in general or value instillation in educational institutions, little has been done to deeply analyze the specific strategies and concrete impact of pastoral leadership on the internalization of Christian values at the local congregation level. This study aims to fill this gap by qualitatively analyzing how GSJA CLC pastors design and implement their leadership models, and how these models effectively contribute to the instillation of Christian values. The results of this analysis are expected to provide

theoretical contributions to the field of pastoral leadership and practical implications for the development of congregational development curricula.

II. RESEARCH METHODOLOGY

This research uses a qualitative approach with a focus on a case study at the GSJA City Life Center (GSJA CLC). We chose this method because we wanted to hear directly and understand in-depth how the Pastor carries out his role and how the congregation feels the impact of instilling Christian values. This approach allowed us to explore the full story, experience, and philosophy of leadership, not just the numbers. To achieve this in-depth understanding, we used a purposive sampling technique in selecting informants: the Pastor as the primary source of information on leadership strategies, as well as several church leaders and representatives of the congregation. We chose these individuals because they are key witnesses who best understand leadership practices and their results in the church .

Our primary data collection process is through semi-structured, in-depth interviews. This means we have a list of core questions, but we're also flexible enough to follow the flow of the conversation and explore interesting details as they emerge, much like a guided conversation. In addition to interviews, we'll also supplement the data with document analysis (such as from teaching curricula) and a few observations to examine the practices described. Once all the data is collected, we'll analyze it through a process of data reduction (sorting out the most important data), presentation (organizing the data into a narrative), and drawing conclusions. We'll ensure the validity of our findings through source triangulation, comparing the pastor's account with those of congregation leaders and members, ensuring the results are truly valid and unbiased.

III. DISCUSSION

An analysis of the GSJA CLC shows that the leadership of the Pastor is a key determinant in the successful instilling of Christian values. The leadership applied here tends to be transformational, where the Pastor not only teaches but also inspires and motivates the congregation to change from within. Core values such as love, service, and integrity are not only conveyed through sermons from the pulpit, but are also embodied through the Pastor's daily life example. The congregation recognizes that seeing their leader live according to what is taught is far more effective than simply listening to theory. This leadership model creates a church environment that feels safe and authentic and encourages each individual to voluntarily internalize these values, making the church not only a place of worship but also a center for character formation.

The specific strategies used by the Pastor in this value-instilling process also proved to be intelligent and contextual. First, there was a strong emphasis on relevant teaching, where biblical values were not taught in a rigid manner but rather connected to the challenges of modern life faced by the congregation, such as work stress, family relationships, or ethical issues on social media. Second, the Pastor successfully built a culture of discipleship, not just followership. This was done by delegating small leadership responsibilities to the congregation and actively training them to become

"little shepherds" in their own communities. In this way, value-instilling became a two-way process—the values were lived out as the congregation put them into practice in serving others, not just as they sat listening in the pews.

Ultimately, the effectiveness of the Pastor's leadership lies in his ability to combine positional authority with moral authority. Research shows that the congregation respects the Pastor not only for his position, but primarily for the quality of his character and the consistency of his ministry. This consistency builds deep trust, which is a crucial foundation for the acceptance of values teaching without resistance. By positioning himself as a caring spiritual mentor, not simply an organizational boss, the Pastor of the GSJA CLC successfully ensures that Christian values are deeply ingrained in the congregation's DNA, producing not only a congregation that knows the teachings, but one that truly lives those teachings in all aspects of their lives outside the church walls.

IV. CONCLUSION

Based on the analysis conducted, it can be concluded that the success of instilling Christian values in GSJA CLC is highly dependent on the transformational leadership model adopted by the Pastor. This leadership is effective because it focuses not only on verbal teaching, but also makes the Pastor's life example the primary medium. The congregation sees consistency between what is preached and what is practiced, which ultimately builds moral authority and strong trust. The Pastor's strategy—connecting biblical values to the context of the congregation's daily lives and encouraging a culture of discipleship—successfully moves the congregation from mere listeners to doers of the teachings. In essence, this leadership is successful because it is able to integrate spiritual teaching with real-life practices within the community .

Therefore, these findings reinforce the view that in the context of church ministry, the role of the Pastor goes beyond administrative and organizational duties; he or she is the architect of the congregation's spiritual character. The effectiveness of instilling values is not measured by the number of programs held, but by how deeply those values permeate and transform the congregation's behavior outside the church environment. The success of GSJA CLC in instilling values is the result of the Pastor's commitment to being a caring mentor, the impact of which is felt down to the individual level in community life. This research emphasizes the importance of character and consistent leadership as the primary foundation for sustainable and profound spiritual formation in the church.

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