





Qualifications Between the Church Officials and Councils Based on Romans 12 Indonesian Baptist Church in Yogyakarta South Region


Bobby Hartono Putra , Muner Daliman , Sri Wahyuni ,
and Kristian H. Sugiyarto 

ABSTRACT

The article is the result of this research, which began with an explanation of the qualifications of church officials and church council based on Romans 12, considering that in Baptist churches, leadership is carried out by church officials and church council. For this reason, church officials and church council need to have good qualifications so that this does not result in weak church leadership and management. From the results of the pre-survey, it was found that there are indications that there are still church officials and church council who have not met the qualifications of church officials and church council based on Romans 12. This article aims to measure the level of confirmation of the qualifications of church officials and church council, the most dominant dimensions and the background that influences the level of confirmation of the qualifications of church officials and church council based on Romans 12 among the Indonesian Baptist church BPD Yogyakarta South Region. This research uses a quantitative method by measuring the Four Dimensions (D) in church officials and church council qualifications based on Romans 12. The research results show that the level of confirmation of the qualifications of church officials and church council is in the medium category. Second, the most dominant dimension is the Willingness to Serve According to Gifts (D3). Third, the dominant background category is position background. Therefore, the qualification level of church officials and church council in the Indonesian Baptist church BPD Yogyakarta South Region needs to be increased so that the level of confirmation of the qualifications of church officials and church council in the future can be higher and produce good quality leadership and service for the church and Baptist congregation.

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Sekolah Tinggi Teologi Kadesi Yogyakarta,
Indonesia.

*Corresponding Author:
e-mail: hartonobbby12@gmail.com

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1. INTRODUCTION

Leadership must be carried out as well as possible because leadership will influence organizational and organismal aspects (Daliman *et al.*, 2021). In the context of church leadership, it must be done well because this is related to spiritual aspects that impact or influence every believer's life and even bring extraordinary church growth (Maxwell, 1993). Church leadership is closely tied to its character as a disciple of Christ, which is important if you want to be an effective church leader (Melati *et al.*, 2023). A person who dares to take on the role of church leader must be willing and able to be a model and set an example for the people they lead. A leader is a person who can cause other people to do what they initially did not want to do until they are finally happy to do it. This includes Christian leaders who have greater power than leaders in general because they are chosen people who were prepared and given power by God (Ming, 2022). Therefore, such Christian leaders always go through formations in Christian institutions. The result will produce Christian leaders serving, not being served, and not ruling with an iron fist and full of power. For this reason, every leader in the church needs to have



good leadership qualifications to apply service strategies with their leadership and not otherwise result in weak leadership and church management, as is faced by Baptist churches today. Good and correct leadership will have a big impact, even if it is carried out in a different leadership style (Ming *et al.*, 2021).

Leadership in a Baptist church is carried out by church officials and the church council, whose task is to manage, lead and prepare church programs and budgets, which are then submitted to the church affairs deliberation for approval. Based on the associations of the Baptist Church, church officials consist of the pastor, deacon, and evangelist. The church council consists of the congregation pastor, assistant pastor, deacon, chief designer, secretary, treasurer and heads of divisions and sections tasked with managing, leading and compiling church programs and budgets to be submitted to the church affairs deliberation for approval. One of the senior pastors of the Baptist church revealed that there are currently cries of a leadership crisis among the Baptist churches that are members of the Indonesian Baptist Church Association. However, it is not visible on the surface. It could be said that Baptist churches tend to be static, and their growth is not as fast as churches of other denominations. They even regenerate leaders late when needed (Purba *et al.*, 2022). Apart from that, the leadership of Baptist churches needs attention because more than 100 churches are experiencing a lack of spiritual leaders, especially pastors as pastors. Apart from that, the leadership problem is that many church leaders, namely pastors, sometimes have difficulty implementing service strategies according to the vision they receive because of differences with their church council. Finally, many church officials and councils today are not leaders but tend to be spiritual maturity (Ristiono *et al.*, 2021). This indicates that there is still a weak understanding of the importance of every Church official to have and even develop and apply service strategies in their church, resulting in weak church leadership and management combined with a lack of good intra-communication (Lontoh & Chia, 2023).

Data from the Yogyakarta Regional Working States (BPD), for the southern region, there are six churches, including GBI Ngadinegaran, GBI Demakijo, GBI Nyutran, GBI Karunia, GBI Saman, and GBI Nyutran BPW Giripurwo. The number of church officials as church leaders who are pastors is 6, consisting of 5 people with pastor status and one non-priest person. The number of church officials as non-pastoral church design leaders is 4 people, and one church official is the design leader who has the same status as the church pastor. The total number of field leaders in the church organization is 43 leaders. The total number of section leaders in the church organization is 85 leaders. The total number of spiritual group leaders in church organizations is 21 people. There is discipleship or teaching leaders in church organizations, 55 leaders. So, the total number of Church officials and Church council as leaders in the Indonesian Baptist Church in the South Region BPD Yogyakarta area is a total of 215 leaders who are actively serving, the total number of active registered congregations is 931 people (Van den End & Weitiens, 2008). Researchers conducted an initial survey and interviews with three pastors from 6 Indonesian Baptist churches in the BPD Yogyakarta South Region area to collect data regarding the leadership of church officials and the church council as spiritual leaders in the places where they serve. The results obtained are that there are still church officials as spiritual leaders in the church who apparently do not realize the importance of their leadership service as a form of true worship and are pleasing to God and, therefore, have not provided their services as a true offering in carrying out their ministry as Church officials. Purba *et al.* (2022) explained that a leader's qualifications are important for his followers and before God because what is in a leader's heart will be expressed in words and deeds. Maxwell (1993) also explained that values will influence the character of a leader. What a leader's values are, or what values a leader has, will determine his character.

Problems in leadership can arise because church officials and the church council as church leaders do not have the skills and qualifications of a leader who can be emulated (Melati *et al.*, 2023). Even when there are church officials and councils with great intellectuals who cannot represent themselves as leaders who should be emulated, that is also a consideration for the congregation (Objantoro *et al.*, 2022). Many congregations denigrate and talk down their leaders when they are unreliable. A leader must be seen as having superior or superior qualities compared to other members to gain authority over his community to achieve certain goals. Leadership is impossible without advantages that are attractive to followers. The congregation only knows and hopes that church officials and the church council are reliable leaders who can bring new changes to their environment (Daliman *et al.*, 2021). Therefore, before becoming a church official and church council member, it is necessary to understand and know what qualifications a church official and church council member must have so that when carrying out leadership services, they are no longer overwhelmed by problems that arise in the service, but instead can solve these problems. Filled with spirituality and character that shows the integrity of the personality of a church official and church council who truly responds to his or her calling as a servant of God, which is a blessing, solution and existence that has an impact on the people he leads and also the church (Daliman & James, 2023).

This research aims to determine by measuring the level of confirmation of the qualifications of church officials and church council based on Romans 12 at the Indonesian Baptist Church BPD Yogyakarta South Region. Based on Romans 12, it can be explained that there are at least four dimensions (D) which form the theoretical framework for this research, namely: First, being ready to offer the body to God (D1) produces indicators of a living offering, a holy offering, an acceptable offering, and an offering of the mind. Second, the dimension of being able to control oneself in all things (D2) produces indicators of mastering the mind, controlling oneself according to the size of faith, and controlling oneself according to one's duties. Third, the dimension of being willing to serve according to one's gift (D3) produces indicators of the gift of serving, the gift of teaching, the gift of advising, and the gift of leading. Fourth, the dimension of living in sincere love for everyone (D4) produces indicators of sharing sincerely, loving one another, and being able to defeat evil with goodness.

2. METHOD

The research used a quantitative method, using representative samples to draw conclusions about the population (Sugiyono, 2018). This research wants to examine or explore the dependent variable (Y) in depth, called the dependent variable. In this research, this variable is used as an endogenous variable. This variable was developed by building an in-depth construct until dimensions and indicators were found, called exogenous variables (Creswell, 2021). Therefore, this research will use a quantitative research design with a questionnaire. Quantitative research is carried out with measuring instruments that use objective and standard instruments to meet high standards of validity and reliability. It is followed by statistical analysis so that the results can provide meaning (Creswell, 2021). Calculations were performed using the person correlation formula via SPSS v25.

3. LITERATURE REVIEW

3.1. Background to the Book of Romans

Paul's letter to the church in Rome is one of the letters recorded in the Bible in the New Testament. This letter is believed to have been written by the Apostle Paul himself, which is shown by introducing himself at the beginning of the letter (Romans 1:1) by mentioning his name ("Paul"), which has the identity ("servant"/slave (doulos) of Jesus Christ), besides that also explains the duties of his calling ("apostle" or apostolos) and the purpose of his work ("sanctified to preach the Gospel of God") (Hewitt et al., 1976). Paul was not the direct founder of the church in Rome, so he did not know directly about the condition of this congregation. He got information about the condition of the congregation in Rome from the people he wrote this letter (Alexander & Rosner, 2000). This letter is also seen as a comprehensive summary of Paul's entire theology because Paul's mental state was more reflective when writing this letter than other letters, such as Galatians and Corinthians (Rast, 2009).

Paul's letter in the book of Romans is addressed to the church in Rome. Even though it is known as a religious city, the Roman people's habits at that time were very strong, and they worshipped the gods to gain victory and strength (Goheen, 2014). Psychologically, the condition of the Roman congregation at that time was also being hit by much pressure both from their fellow Jews and from the Romans themselves and apart from that, within the Roman congregation itself, there was conflict (Alexander & Rosner, 2000). Therefore, in this condition, the Apostle Paul appealed to all believers in Rome at that time so that they would no longer be double-minded and serve other gods or gods and goddesses that they once worshipped. Paul sent this letter to advise the church in Rome on what personal qualifications Christians should have. So that they will understand how, as Christians, they should behave towards their situation, Paul wrote this letter simultaneously to explain an understanding of the Christian religion and practical qualifications for the lives of Christians (Alexander & Rosner, 2000). Paul had a strong reason for giving this advice because Paul was worried that the people in Rome would tend to sin again by returning to worshipping the gods and goddesses of their old religion. Therefore, he advises every believer to understand that their true worship and that is pleasing to God is that they want to offer their lives completely to God and be renewed to become individuals who obey God and always live in love to strengthen each other. This pattern of life is appropriate for people who believe (Daliman & James, 2023).

Braine Rosner states that there are three main parts in Romans, namely Romans 1–8, which is a theological basis starting from Habakkuk 2:4 that "a righteous person will live by his faith" (Alexander & Rosner, 2000). Romans 9–11 regarding God's apparent rejection of the Jewish people does not conflict with His promises in the Old Testament nor with His justice. Paul then left theological statements and wrote about the practical application of God's truth in the lives of Christians and the congregation (Rom. 12:1–15:13). Here he discusses the relationship between the congregation

and Christians (Rom. 12:1–8), with other people (Rom. 12:9–21) and with the state (Rom. 13:1–10) (Alexander & Rosner, 2000).

3.2. *Leadership of Church Officials and Church Council*

When viewed from the linguistic aspect, the word leadership itself experiences various definitions made by figures with leadership experience. Leadership is the ability to have followers in a certain situation. Furthermore, according to them, not everyone can be a leader in every situation. However, every leader will be recognized by the fact that he has followers (Siahaan *et al.*, 2022). According to Daliman, leadership also has a longer meaning, is long-term in nature, and can even be passed down from generation to generation because leadership is a way of leading (Daliman & James, 2023). Therefore, leadership cannot be separated from the life track record of the leader, who is the centre of authority.

It must also be realized that as a leader, one must have good character so that a student can grow well. Good leadership character includes having a clear vision, working wholeheartedly, maintaining personal integrity by being a role model, maintaining purity, not seeking profit, maintaining the purity of teachings, being able to handle problems, being self-sufficient in all circumstances, never giving up, daring to take risks and relying on God (Mau *et al.*, 2023). Therefore, a leader realizes that God appoints the position and is under His control. They realize that they are not the complete rulers but must be accountable to Him, who is the Lord Jesus, the Head of the church. By realizing his position in the hierarchical structure of the administration of the body of Christ, a talented leader will not feel arrogant or selfishly entitled (Wibowo *et al.*, 2022).

As Christian leaders, church officials and councils must maintain their leadership qualities' credibility. Especially as a pastor or leader in a church organization, then in reality, as a church official, one must continue to strive to maintain personal credibility and leadership patterns to support and bring the church in a divine movement under the guidance of the Holy Spirit (Wibowo *et al.*, 2022). Good church officials and church council will realize that they are only slaves of Christ and servants for those they lead. The Apostle Paul realized this position by calling himself a "servant of Christ Jesus" (Romans 1:1). Leaders in the church are indeed always identical with various church services such as witnessing, discipleship, evangelism, baptism, and also being able to teach the congregation they lead so that they are also able to teach others. That is why church leaders are also pioneers in driving change for the congregation, especially in the spiritual context (Andrian, 2020).

3.3. *Qualifications of Church Officials and Church Council based on Romans 12*

The Apostle Paul advises that the qualifications of Church officials and church council as spiritual leaders can be done by being willing to present their bodies to Elohim as a living sacrifice, meaning becoming spiritual leaders in the church that are pleasing to Elohim, who base their lives according to what the Bible exemplifies. Church officials and church council must indeed be leaders that are pleasing to Elohim, not only legally by being confirmed or having a leadership position in a church, but something that is much more important is becoming church leaders that are pleasing to Elohim, namely leaders who stand firm in fighting for the values of the Bible as the foundation of their service (Harianto *et al.*, 2022). As church officials and church council who emulate the Lord Jesus, a Church official and church councils expected to be able to increase his dignity and role as a role model and good shepherd for the people of Elohim entrusted to him. In addition, the offering of the body must be holy. This means a life devoted to serving Elohim because Christians truly belong to Elohim after redemption. For this reason, the calling of life as a Church official and church council is not only limited to being an educator or evangelist or person in charge of church operations, but a Church official and church council who also plays a role as a shepherd for all the congregation entrusted to him (Siahaan *et al.*, 2022).

The Apostle Paul also advised that the offering of the body includes the mind, so a Christian, especially as a Church official and church council who is a servant of Elohim, must offer his mind totally as a true offering by controlling himself according to the measure of faith, meaning that as a leader he must be able to control himself by having the right mindset, namely by instilling patience and love (Harianto, 2021). Self-control will keep Church officials and church council leaders from acting authoritarian, selfishly and for their own interests. Instead, it will be able to live the value of unity with each other. In addition, it is also very necessary to be willing to serve according to the gift that will produce consistency in serving Elohim. Church officials and church council must not serve Elohim according to their thoughts or desires. However, as servants of Elohim, they should be involved in the service and work of the church because working and serving Elohim is not based on will, talent, competence and achievement but on grace, burden, calling, responsibility, and opportunities that Elohim gives to believers as Christians who are called as leaders. The flame of the spirit and fiery enthusiasm in service is not the final goal but must be a means for building the congregation, practising

the Christian life, and giving glory to God. The desire to serve God arises from the willingness of the servant's heart. He does not demand attention, wages and thanks; he is not selfish and demands their rights. They do not demand to be served but choose to serve others (Arifianto, 2020).

The population in this study consisted of church officials and the church council at the Indonesian Baptist Church BPD Yogyakarta, South Region, totalling 215 people who were categorized as church officials and church councils in this research. Researchers used a table to determine the size or number of research samples from Slovin. The sample size determination is based on an error rate of 5%. Based on the sampling formula calculation above, a sample size of 215 people was taken with an error rate of 5%, so the number of research samples taken was 137 people, with a division of 30 people as the trial sample and 107 as the final sample. The sampling in this study used a probability stratified random sampling technique, namely a sampling technique to give each member of the population an equal opportunity to be selected as a member of the sample with proportional random distribution carried out using the Linkert method.

In this research, the dependent variable is used as an endogenous variable. These variables were developed by building constructs in depth, from the results of the exegesis of Romans 12 to finding dimensions and indicators called exogenous variables. The exogenous variables include being ready to offer one's body to God (D1), the dimension of being able to control oneself in all things (D2), the dimension of being willing to serve according to grace (D3), the dimension of living in sincere love for everyone (D4). Apart from that, moderators of the respondents' background variables were also determined, including gender, marital status, length of time serving, differences in position in the church, and status as a servant.

Based on the questionnaire analysis, it is known that out of 107 respondents, 23 people are Gospel Servants, 67 people are Designers (Chairman, Administrator, Head of Division, Head of Section), 14 people are Pastors/shepherds, and 3 are ordinary congregation members. This shows that the respondents come from heterogeneous job backgrounds, so the qualifications set by the church are diverse, especially in terms of competence. Meanwhile, strict requirements are still applied to personality and moral competence. In addition, with the heterogeneity of the respondents' positions, it can be seen that the level of theological understanding of the ministry is also diverse, so they have practical experience in carrying out the role of church officials and church council. They will better understand the challenges and dynamics in the church so they can implement the qualifications of church officials more effectively (Lontoh & Chia, 2022) as expressed by John French and Bertram Raven, who revealed that the position/position is a "Legitimate power", which is a special power that is usually referred to as the "power" (authority) of each leader and distinguishes one from another which is the mainstay and greatly determines the level of success of the person's leadership as a leader in carrying out his leadership (Siahaan et al., 2022). In the Baptist church that uses a congregational system, the matter of position in the church is interpreted quite deeply, where the position of the position is interpreted as a leadership responsibility that will be a role model for the congregation in realizing church service strategies. The thing that makes the position a dominant background that influences the qualifications of church officials based on Romans 12 is that the position is closely related to the sense of responsibility as a servant in the church, so everyone who is given this trust will automatically have a special portion related to responsibility in his service because his status identity is no longer an ordinary congregation member but as a Church official and church council. However, it must also be understood that the church's position is not the same as what most people understand, such as positions in the secular world. Church officials and church council in the congregation remain servants of Elohim, with Christ as the Head of the Church. Church officials and church councils are tasked with serving as Jesus came to serve (Mark 10:45). Therefore, the position will affect the qualifications of church officials and church councils according to their capacity and position. In line with the opinion of the chairman of the BPD GGBI Yogyakarta, Rev. Marthinus Sumendi, who stated that in the context of baptism, the position of office is a leader who is a role model and recipient of God's vision and mission. A congregational leader will convey God's vision and mission, and the congregation will provide support to realize it with agreed the concept of time and strategies (Andrian et al., 2021). Thus, the third hypothesis proposed is rejected.

Based on the hypothesis testing that was carried out, the research findings presented in Table I were obtained.

Based on the data collected from the research conducted by distributing online questionnaires via Google Forms to respondents stated on a 5-point Likert scale: 1-strongly disagree, 2-disagree, 3-undecided, 4-agree, and 5-strongly agree. The data collected amounted to 107 respondents and was analyzed statistically with the following results.

1. Level of Confirmation of the Qualifications of Church Officials and Church Council Based on Romans 12 Among the Indonesian Baptist Church in the BPD Yogyakarta South Region

TABLE I: FINDINGS FROM HYPOTHESIS TESTING

Hypothesis	Hypothesis proposed	Research results
1	It is suspected that the qualification level of Church officials and church council based on Romans 12 among the Indonesian Baptist Church in BPD Yogyakarta South Region is in the high category.	The qualification level of Church officials and church council based on Romans 12 among the Indonesian Baptist Church in BPD Yogyakarta south region is in the medium category.
2	It is suspected that the most dominant dimension determining the qualifications of Church officials and church council based on Romans 12 among the Indonesian Baptist Church in BPD Yogyakarta South Region is Ready to offer one's body to God (D1).	The most dominant dimension determining the qualifications of Church officials and church council based on Romans 12 among the Indonesian Baptist Church in BPD Yogyakarta South Region is Willingness to Serve According to Gifts (D3).
3	It is suspected that the dominant background category that determines the qualifications of Church officials and church council based on Romans 12 among the Indonesian Baptist Church in BPD Yogyakarta, South Region is the length of service.	The dominant background category that determines the qualifications of Church officials and church council based on Romans 12 among the Indonesian Baptist Church in BPD Yogyakarta South Region is Position.

The first test of the formulation of the problem of how high the level of confirmation of the qualifications of Church officials and a church council based on Romans 12 among the Indonesian Baptist Church in the BPD Yogyakarta South Region showed that the level of confirmation of the qualifications of Church officials and church council based on Romans 12 among the Indonesian Baptist Church in the BPD Yogyakarta South Region was in the moderate category. The statistical analysis data is depicted in Fig. 1.

The meaning of statistical processing from the questionnaire data of 107 respondents is that the data is spread from a minimum value of 177 to a maximum value of 270 with a middle value of 236 and a frequently appearing value/mode of 216.

In this case, the researcher applied 3 categories of the level of confirmation of the qualifications of church officials and the church council based on Romans 12 among the Indonesian Baptist Church in the BPD Yogyakarta South Region (Y). These are (a) low, (b) moderate, and (c) high. Data analysis was carried out using the Confidence Interval at a significance level of 5%, and the results showed that the Lower Bound and Upper Bound values were 231.8310–238.1223. The position of the level of confirmation of the qualifications of church officials and the church council based on Romans 12 among the Indonesian Baptist Church in the BPD Yogyakarta South Region (Y), as in Table II.

Table III presents a recapitulation of the results of the first hypothesis test on the position of the level of confirmation of the qualifications of Church officials and church council based on Romans 12 among the Indonesian Baptist church BPD Yogyakarta South Region.

From the results in Table III, it can be concluded that, generally, the level of confirmation of the qualifications of church officials and the church council based on Romans 12 Among the Indonesian

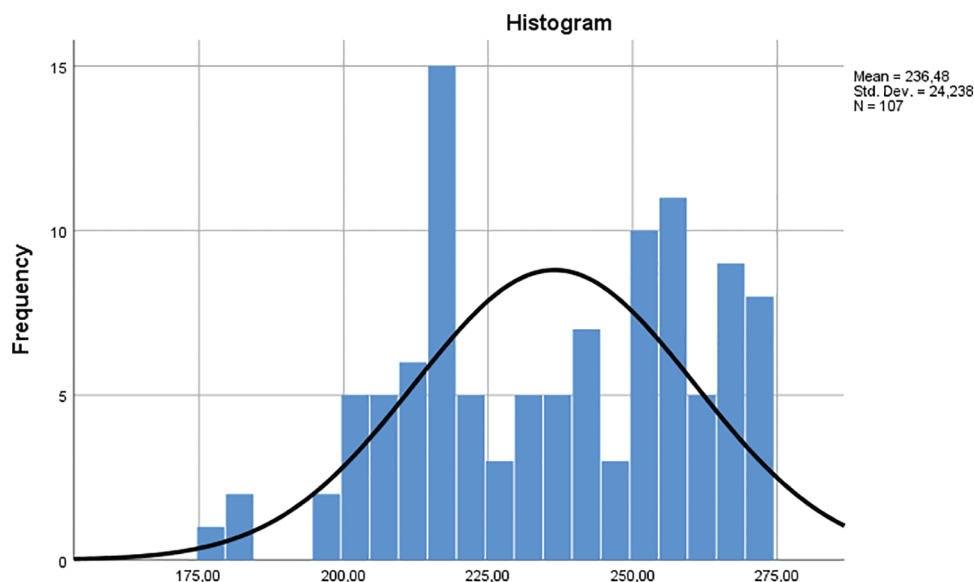


Fig. 1. Histogram of the endogenous variable.

TABLE II: INTERVAL CATEGORIES

Interval	Category	Lower and upper bound values of variable Y
177–208	Low	
208–239	Moderate	231.8310–238.1223 (moderate)
239–270	High	

Baptist Churches of the BPD Yogyakarta South Region is in the “moderate” category. In principle, the Baptist Church already has the tools to disciple and educate its servants. Competency efforts such as a deep understanding of the Bible and leadership skills, as well as the commitment of God’s servants to serving with love and care, have significantly improved the church’s quality of service. The current obstacle is the limited membership in a local church where the average number of congregation members is limited to under 300 members, some even under 20 people. This is what ultimately causes the appointment of spiritual servants in the church, including church officials as spiritual leaders, to be limited because, in the end, it is done based on the willingness of the congregation to be involved in the service compared to their competence or qualifications. This can be suspected of causing the level of confirmation in the moderate category. This is in line with Yonatan Alex’s research, which states that because of the importance and centrality of the duties of a servant of God in the church. Therefore, one must have competence and quality to be a worthy servant. Qualifications are set for Pastors and elders and for every servant who states their readiness to serve (Stevanus et al., 2023). A servant in the church is a person specifically chosen to carry out the responsibilities that must be carried out in the church’s service duties. Therefore, a Church servant should be someone who can serve, understand and comprehend his responsibilities as a servant in the church. A Church servant who does not understand or is not serious in carrying out his service duties is a big problem, resulting in the congregation’s fellowship being chaotic due to the Church servant’s lack of seriousness or lack of understanding of the calling of duty as a servant of the people (Purba et al., 2022). Thus, the first hypothesis proposed is declared rejected.

2. Most Dominant Dimension Determining the Level of Confirmation of the Qualifications of Church Officials and the Church Council Based on Romans 12 Among the Indonesian Baptist Church in the BPD Yogyakarta South Region

The test shows that the most dominant dimension determining the level of confirmation of the qualifications of Church officials and church council among the Indonesian Baptist Church in the BPD Yogyakarta South Region is Willing to Serve According to Gifts (D3). The results of the regression significance test calculation (F reg) are shown in Table IV.

Table IV shows the correlation coefficient (r_{y1}) of 0.926 has a positive relationship with a very strong relationship level because it is in the interval of 0.8–1, or means that the dimension of Willing to Serve According to Gifts (D3) has a very strong influence on the Confirmation of Qualifications of Church officials and the Church council based on Romans 12 among the Indonesian Baptist Church in the BPD

TABLE III: RECAPITULATION OF THE RESULTS OF THE FIRST HYPOTHESIS TEST

No.	Variable	Result
1	Qualification level of church officials and church council based on Romans 12 among Indonesian Baptist churches in the BPD Yogyakarta South Region	Level in the “moderate” category
2	Level of being ready to offer one’s body to God (D1)	Level in the “moderate” category
3	Level of being able to control oneself in all things (D2)	Level in the “moderate” category
4	Level of being willing to serve according to gifts (D3)	Level in the “moderate” category
5	Level of living with sincere love for all people (D4)	Level in the “moderate” category

TABLE IV: MODEL SUMMARY OF D3

R	R-squared	Adjusted R square	Std. error of the estimate
0.958	0.917	0.918	7.13495

TABLE V: RECAPITULATION OF LINEAR REGRESSION RESULTS

No	Dimension	R	R-squared	Contribution
1	Level of being ready to offer one's body to god (D1)	0.956	0.913	91.3%
2	Level of being able to control oneself in all things (D2)	0.916	0.839	83.9%
3	Level of being willing to serve according to gifts (D3)	0.958	0.917	91.7%
4	Level of living with sincere love for all people (D4)	0.934	0.871	87.1%

Yogyakarta South Region. From Table IV, the variance determination coefficient (r^2D1) is obtained as much as 0.857, which means that the dimension of Willing to Serve According to Gifts (D3) contributes 91.7% to the Qualifications of Church officials and the church council based on Romans 12 among the Indonesian Baptist Church in the BPD Yogyakarta South Region (Y).

The calculation of the contribution of each exogenous dimension to the endogenous variable can be summarized in Table V.

Table V shows that the magnitude of the relationship of the Dimension of Willingness to Serve According to Gifts (D3) has the highest determination value of 0.958, contributing to the endogenous variable of 91.7%. This indicates that the most dominant dimension in determining the Qualifications of Church officials and the church council based on Romans 12 among the Indonesian Baptist Church in the BPD Yogyakarta South Region (Y) is Willingness to Serve According to Gifts (D3). To confirm the results of the second hypothesis test, a retest was carried out to strengthen and confirm the results of the regression test using Classification and Regression Trees (CRT) or Categorical Regression Trees (CART), which previously set the pruning depth at 3; Parent at 2; and Child at 1, at a significance level of 0.05.

4. CONCLUSION

Based on the results of the research and discussion, the following conclusions can be drawn:

1. Testing the first hypothesis shows that the level of qualification of Church officials and Church council based on Romans 12 among the Indonesian Baptist Church BPD Yogyakarta South Region (Y) is in the medium category, while the proposed hypothesis is high.
2. Testing the second hypothesis shows that the most dominant dimension determining the Qualification of Church officials and church council based on Romans 12 among the Indonesian Baptist Church BPD Yogyakarta South Region is Willing to Serve According to Gifts (D3), so the hypothesis is rejected because the proposed hypothesis is Ready to offer his body to Elohim (D1).
3. Testing the third hypothesis shows that the dominant background category determining the Qualification of Church officials and church council based on Romans 12 among the Indonesian Baptist Church BPD Yogyakarta South Region is the background of the position. In contrast, the proposed hypothesis is the background of the length of service. Thus, the proposed hypothesis is declared rejected.

The authors hope that the results of this study can be useful and used to improve the quality of church leadership in general and the Baptis Indonesia church in particular. Hopefully, suggestions or criticisms can be given to the researchers by all readers so that in the next opportunity, the author can further develop the abilities that God has given. This research can still be developed by looking at the relevance of the research, with facts in the following years, by people who want to test or develop it. Then, the authors also hope this research can be a reference for subsequent authors writing about topics around the discussion in this article.

5. IMPLICATIONS

From the research conducted by the researcher entitled "Explanatory and Confirmatory Qualifications of Church Officials and Church Council Based on Romans 12 among the Indonesian Baptist

Church BPD Yogyakarta South Rayon” the researcher found valuable things that can be contributions and brilliant ideas to be applied, namely:

1. As for the policy in improving the Implementation of Qualifications of Church Officials and Church Council Based on Romans 12 among the Indonesian Baptist Church BPD Yogyakarta South Region in the high category, the researchers offer the following strategies:
 - a) Conducting dialogue with GGBI Yogyakarta officials and the Pastor of the Indonesian Baptist Church BPD Yogyakarta South Rayon as stakeholders/policy makers in Baptist churches in the BPD Yogyakarta South Rayon area to discuss the findings of the research results and follow-up to the granting of research permits,
 - b) Initiating the establishment of the Yogyakarta Baptist Training and Service Center under the guidance of BPD Yogyakarta,
 - c) Initiating the creation of a mentoring team for Baptist church officials.
2. The policies that can be implemented to improve the low dimension and maintain the high dimension include:
 - a) To improve the competence of self-control in all things and dedicate his body to Elohim, the researcher initiated the implementation of the “I am a Follower and Servant of Christ” training program,
 - b) To improve the competence of living with sincere love, the researcher initiated fundraising and social service activities for the underprivileged based on data from the DIY social service,
 - c) To maintain the competence of being willing to serve according to the gift remains high, the researcher initiated the implementation of the Making of the Church Servant Handbook with the theme “Servant Leadership of God.”
3. In order to maintain and improve the quality of the contribution of church positions, a strategy is needed which can be implemented, among other things, by initiating a “Pastoral Leadership” Seminar program.

CONFLICT OF INTEREST

The authors declare that they do not have any conflict of interest.

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