

## Christ as an Example in Poverning Ministry According to John 10. 11-15 towards Church Growth during the Covid 19 Pandemic

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### Abstract

*The purpose of the research that the author intends is to find how Christ is an example in the pastoral ministry according to John 10. 11-15, where the main essence of a shepherd in the text is the attitude possessed by the pastor, namely the willingness to give life for the sheep means the ability to sacrifice for the lives of the sheep or the congregation, by knowing well the life of the sheep and manifesting a loyal attitude towards the sheep. This writing is intended so that all of God's people understand well that about how a shepherd is intended to be able to understand his role as the main figure that ensures the continuity of the shepherding, namely how a shepherd has an attitude of responsibility, the right integrity in shepherding, and how a shepherd can shepherd by not pursuing wages, but shepherding by loving every sheep that herded. Some of the things that the author pays attention to in this research are how The pastor needs to be a character who must play the main role, as an example, who cares for the congregation, a person who is consistent in ministry, and some important attitudes, both by the pastor of the congregation, it can be noted that there is still a lack of understanding of the pastor's example of the growth of the church specifically based on John 10:11-15.*

### Keywords

christ as an example in pastoral service; covid 19 pandemic; church growth



## I. Introduction

Shepherding is a tangible manifestation of God's desire to guide, guide, and direct His people to the truth of Christ, which in this case is done by God's servants, namely a pastor. The pastor is fully responsible for bringing His people to know Christ properly and so that the faith of His people is more firmly held in Christ, is an absolute must in effective shepherding for the growth of the Church and God's servants. Talking about exemplary and its role in growth is a real trait of the Shepherd himself who is able to be a role model, imitated, followed and understand where (Where to go) and how (How to go) strategies to be carried out in the shepherding.

Jesus said in Matthew 28:18-20 that, "I have been given all power in heaven and on earth. Therefore go, make disciples of all nations and baptize them in the name of the Father and of the Son and of the Holy Spirit, and teach them to do all things that I have commanded you. And behold, I am with you always, even to the end of the age." (Alkitab, 2010)

Based on the Great Commission above, it can be seen that God's pastoral care should be God's servants who always really carry out the tasks entrusted to the pastorate in accordance with the truth of God's Word, not only teaching and even carrying out ecclesiastical duties to the congregation but loving and guiding the people to true truth in Christ. Nowadays, it is not uncommon to find many pastors who are still not able to be

good examples to the congregations being shepherded. As Bruce Larson said in his book "The ideal shepherd" says to be a good shepherd is someone who is able to set an example in discipline (Lerson, 2004), This becomes a problem in the role of the pastor who should be an example when the congregation experiences bad conditions, the presence of the shepherd as a form of discipline from the shepherd who continues to see his congregation in all circumstances, whether the congregation is simple or the congregation is more fortunate. The next example is related to the spirituality of the congregation, in connection with the above opinion when viewed with the current state of progress or growth in pastoral care will not occur without the pastor's personality who can be an example for the congregations, for example a pastor of the congregation told the congregation to be diligent pray, or meditate on God's Word, but the shepherd himself does not do as he tells the congregation, then in this case the pastor will never see that his congregation will diligently pray or meditate on god's word because he himself does not do so (Lerson, 2004).

The shepherd should always walk in front of the flock, and look for a safe place so that the comfort of the sheep is guaranteed to be good. Considering how important it is for shepherds to lead the congregation to green pastures, namely the Word of God, with the aim that through the word delivered, the congregation will experience true faith growth in Christ. Peter reminded the shepherds of what God has given them, namely to shepherd God's flock, lovingly and not just being a leader in the church.

Jesus' ministry is a "*person-centered*" ministry, the good shepherd knows His sheep and the sheep know Him" (John 10:14). In this case Jesus often called people to come to Him but did not force them to follow Him at all. Jesus advised them and built them up to shepherd one another, love one another, comfort one another, pray for one another, and etc. The apostle Paul gave an example as a shepherd who imitates Jesus, he must empty himself and serve like a servant, based on love, solidarity, patience, and good pastoral or shepherding services.

Shepherding is an inseparable part of the duties and ministry of the church as a whole. Peter Wongso (1983) Says "In the congregation the shepherd is indeed a leader, his attitudes and actions are often imitated by the congregation, therefore as the pastor of the congregation must maintain his attitudes and actions as well as possible, but the most important thing is how a pastor can set a good example for others or the congregation". The pastor's role as an example is a desire from God himself, but what is very important to be noticed by the pastor of the congregation is that someone must realize that his position as a leader/shepherd includes great obligations and responsibilities towards the congregation, namely, to be better spiritually, to be more persistent in prayer, tested in his fidelity. Ralph M. Rings says in his book *Successful Pastors*, "A person simply cannot teach and lead others unless he himself is able to set an example."

The term pastor in its practical connotation means to care for or nurture. Pastoral attitudes must characterize all the ministries of each person as people who have been cared for and cared for by God in earnest. Everyone is God's sheep. They are pastoral works, it should be remembered that we are entrusted with shepherding God's sheep, namely our fellow human beings.

God is also called a personal Shepherd whose faithfulness takes care of His flock, so that they do not lack anything on their journey. The Lord is my shepherd, I will not lack", the psalmist David stated that God gave a great example where this is the main task in shepherding today. With the right shepherd, the sheep will be helped, cared for and get a higher level of comfort from the shepherding.

Dr. Warren W. Wiersbe says in his book *Hope in Christ*, some pastors today are only interested in large groups and have no time for individuals. Based on the opinion above, the writer sees that there is an action that is not in accordance with what Jesus said, and has violated the attitude of a shepherd who should be. Jesus preached to the crowds, but as the Good Shepherd, He could also give time to talk to Nicodemus (John 3), Jesus also gave time to talk and minister to the woman by the well (John 4) and with the others people with spiritual needs. The author concludes that the pastor must know the sheep or the congregation personally, not only to those who have material excess, but also to a simple congregation by giving the same time, the same concern for the church in the shepherding as the apostle Paul did when he ministered to the people in the Thessalonica church where he loved them as God's people (1 Thessalonians 2:11).

The author sees that in carrying out shepherding services a commitment and the right principles are needed in the life of the shepherd itself, because if it is not understood so that it cannot be done optimally, automatically shepherding will not work well and will even experience setbacks. Yosafat Bangun (2010) said in his book *Pastoral Leaders Integrity*, many pastoral leaders/shepherds today create a model of service that is nomadic“, it is concluded that this is interpreted as a personal pastor who does not have consistency“. Such inconsistency of service, he said, is the same as the life of a politician, who wants to run in the general election by carrying out many strategies to achieve his goals. As an example, it is the pastor's life that is no longer oriented to souls and the delivery of the gospel, but they focus on the large number of contents of the given envelope. He continued with the fact that he found that today many pastoral leaders are willing to preach a different gospel that is not the gospel of Christ, in order to be accepted by all groups.”(Yosafat, 2010; 103)

“The presence of the Church and pastoralism should understand its main function so that as pastor of the congregation no longer lives for his own person, but refers to the special Biblical formation of congregations which in this case is primarily pioneered by a pastor.”

Dr. George W. Truett, the first pastor at the Baptist Church in Dallas, Texas, said that being a pastor for fifty years, he was often offered positions and other positions, but he declined saying that he had found his heart's desire. which is to become a pastor. Intends to give an understanding that if someone becomes a pastor, or a shepherd, he will automatically do the will of Jesus to the sheep, which is to love the sheep and will serve willingly, not by compulsion or having to be forced to do it. Based on the above opinion Dr. Warren W. Wiersbe, said that the problem at this time is “we have too many prominent people but no servants”. He mentioned this because at that time he found many shepherds who were not examples to the flock, but only as dictators. So in the description it is explained that the church needs leaders who serve, and servants who lead.

Very caring, sincere and loyal are the characteristics of a person who has a shepherd's heart. Jesus also said that the good shepherd lay down his life for all his sheep. At present, giving up one's life does not mean that a shepherd must die literally against his congregation, but rather taking actions that always remain faithful to be the true shepherd, and diligently direct the sheep to know the truth. Shepherd is someone who will not leave the sheep when the wolf comes, with this it will be seen which shepherd is true and which shepherd is only paid to do the work. The motive of a hired shepherd is to refer to material or money, therefore his presence as a shepherd will not set any example because he does not love, guide and pay no attention to the condition of the sheep being shepherded, but he just earns a living.

Robert Cowles says in his book, *Pastor of the Church*, “Often a pastor leaves his flock when the church treasury is empty or in times of great tribulation.”. The life of a shepherd like that is a picture of a hired shepherd, where he becomes a shepherd because of another motive, namely the pursuit of "reward" not because of the love of Christ.

Based on Sumiwi's (2019) findings, it was found that there were local congregations who were not served by the pastor, they were only served by delegates who were not pastors and the delegates did not have the authority as pastors of the congregation. There are pastors with multiple professions, with busy work in the middle of the week so that the focus of the ministry is divided (Ichtus, 2014). There are pastors who are busy with their physical affairs or are busy seeking positions in the church organization (Pardosi, 2015). There is a pastor who manages finances not transparently (Faizal, 2013). There is a pastor who considers church income to be his and his family's (Astuti, 2019). There are pastors who ask for compensation for the services they do (Napitupulu, 2011). There is a pastor whose behavior cannot be an example for the members of the congregation (Santo & Simanjuntak, 2019). There are pastors whose family members have problems in the community, so they cannot be role models for the congregation (Desefentison, 2012).

The author responds that the presence of a shepherd to the congregation should not be measured by the promised material, but the shepherd must remain with the sheep or the congregation even though the condition of the congregation is not so good or even very bad, then a shepherd must still be there. Because in that condition, as a congregation that is shepherded they will feel the love, guidance, guidance of the shepherd.

## **II. Research Methods**

This study uses a qualitative method, where the author receives several sources of information from several respondents which is the basis for the author to be able to draw conclusions later, namely the author describes the results in words and explains clearly and in detail in order to find maximum results in research. The study is intended to know how a shepherd is intended to understand his role as the main figure that ensures the continuity of the shepherding, namely how a shepherd has an attitude of responsibility, the right integrity in shepherding, and how a shepherd can shepherd without pursuing reward, but shepherds with love for every sheep she shepherds.

## **III. Results and Discussion**

### **3.1 Be a Shepherd Who is Willing to Sacrifice for the Sheep or for the Congregation**

The Apostle Paul during his ministry was recorded as a pastor who had a personality that was willing to sacrifice himself for the life of his congregation, explained in the book 2 Cor. 12:15, he gave the form of sacrifice that meant that everything he had even himself became something that was sacrificed for others. especially Christians. In the book of John 10:11 records that Jesus himself has sacrificed himself for all the lives of believers. So what the author means in this case is as a pastor in the church, the first example is the ability of a shepherd to sacrifice what he has and give it to the congregation he pastors. Dr. Peter Wongso said that “don't be a shepherd who is able to sacrifice when he is in a situation that will get a reward from what he does as a shepherd” means that it is likely that such a shepherd will love the congregation only when the congregation is experiencing good conditions (Wongso, 2011). Based on the above intention, the apostle Paul stated that today's shepherd must have good motivation in carrying out his duties as a shepherd, willingness to sacrifice and be able to become a shepherd who can only hope in Jesus.

### **3.2 Not a Hired Shepherd**

Talking about a life that is paid, paid, and rewarded is like an errand boy who is only needed when a job requires his energy, like a person who is only seconded at certain times. In the sense that an errand boy only performs his duties and responsibilities when they are about to be paid, indirectly it does not become something that is deeply ingrained in the heart to be done, or there will be no desire to do more about it for better things. The book of Romans records that the writer's expression of wages sums up "the existence of self-serving" or "right desires", it is intended that as a pastor who is described as a shepherd who has a heart that is burdened with the life and safety of the sheep being shepherded, the true delivery of the gospel will be increasingly seen from the delivery carried out with the intention of the shepherd's heart wanting a change in the life of the congregation, based on the sincerity of the congregation. the shepherd, it will be reflected that the shepherd is not a shepherd who is only a hireling, to be precise just a wage, but a shepherd who serves with sincerity. Devoting oneself to the sheep is a manifestation of the shepherd's love for the congregation, willing to serve because of the readiness and desire of a sincere heart on the basis that the shepherd loves the sheep. A shepherd who only works if he is paid, but the real shepherd is a shepherd who works because he loves the sheep and because he has a heart that loves the souls that God has entrusted to shepherd.

### **3.3 Be a Shepherd Who Cares and Cares for The Lives of The Sheep**

Along with the attitude as a caretaker is a manifestation of the example of a shepherd who pays attention to the lives of the sheep being shepherded, in general it can be understood that paying attention is like giving things that can relieve life physically, but the author means that is reading God's Word every day. day as spiritual food for the life of the congregation. By doing this, the shepherd has become a person who can be an example, because in essence a shepherd plays a major role in guiding and bringing sheep to get the best food, it is noted that green pastures are the best food sources for sheep. And as a form of concern for the shepherd, he must carefully consider every Word that is conveyed, with the main essence that the congregation is awakened through the spiritual food that the pastor provides for the well-shepherd congregation." (Wongso, 2011)

### **3.4 Becoming a Shepherd Who Knows the Lives of the Sheep**

Recognizing the life of the existing sheep, namely God's congregation, is not easy, because there is not necessarily a similarity between fellow sheep who are shepherded, knowing what is meant is not only knowing how the life of the shepherded sheep is, but as the pastor of the congregation must know truly how the attitude, conditions, and is able to give a name to the entire life of the shepherd sheep. John 10:3, 14 states that one by one a shepherd is required to be able to recognize the life of the sheep, with the aim that the sheep being shepherded remain on the axis that should exist. It is true that shepherding at Calvary GBI has done so but has not yet fully become the main right in shepherding, because it is still found that shepherds are still lacking in doing this as a form that must be done. After recognizing how the sheep are in a position that really needs to be cared for and well recognized, then the shepherd will be able to give medicine, to cure spiritual ailments, namely by giving God's Word.

### **3.5 Pastor's Example**

An example is an attitude that can be imitated, followed, and can be seen as a shepherd's skills, in this case it leads to a pastor, especially in shepherding the local church, some of the very important exemplary attitudes to be noticed by shepherds. It is not enough



to be a shepherd who only preaches, has good knowledge and so on, but if it is not seen in daily life or in real ministry, it can be said that the shepherd is not a person who can set an example for his sheep. With regard to example, integrity, and consistency as a pastor, some of the things below are examples that a pastor must have towards the congregation.

### 3.6 A Disciplined Person

In the Big Indonesian Dictionary it is explained that discipline itself is everything related to order, obedience, consistency and matters relating to one's attitude of obedience. In this case a pastor is a major part in the implementation of the discipline, namely in terms of spirituality, integrity of speech, time and so on. In this section there are two things that the author includes about the discipline of the pastor, *first*: spiritual discipline, Bruce Larson said that as a pastor, teaching prayer, reading God's Word, and other spiritual aspects is the main task as a pastor. In this case the role of discipline can be seen from the pastor, he said that if you want to see the congregation being shepherded do the spiritual things that are taught, such as learning to pray (Larson, 2004), Otherwise, the congregation may not be able to do as the pastor wishes.

### 3.7 Examples in Church Management

The word "management" comes from the word "*manus*" (Latin) which means "hand". The word management is a real action in carrying out a task or mandate that is conveyed to someone to do, either through collaboration with other people or agencies involving six management resources, namely **human, money, materials, machines, methods** and **markets**. Seeing the many notions of management, below the author lists the definitions of the elements of management interest that can be applied in shepherding. Management is an art which in its implementation is carried out by a manager through a correct and accurate planning, organizing, directing, coordinating, delegating, supervising, with a strategy of utilizing other people's resources in terms of developing cooperation to achieve a good goal in the organization, namely the Church (Heryanto, 2016)

### 3.8 Examples in Caring for the Congregation

As the pastor of the congregation, it is an absolute must to always care about the condition of the congregation or the sheep being shepherded, namely the right attitude in treating the entire congregation. The attitude of paying attention to the congregation that is meant is that there is a good relationship within the pastoral family itself, highlighting that this can have a major impact on the congregation, the pastor's family must be in good condition first. Thus (Noticing) it can be said that the shepherd really has the heart of a good shepherd. Michael P. Nocholas says "listening means paying attention, caring, interested, sharing, justifying, responding, being touched and being appreciative" (Yosafat, 2010). From the above understanding, the author can conclude that a good pastor is the one who is ready to listen to the words of the sheep he pastors as a form that he cares about the church and loves the church, as an example that can be done in listening to the congregation, namely visits, counseling services, and other pastoral ministries.

### 3.9 Someone Planner

As the pastor of the church is the main figure who understands the journey of grazing well, both the vision and mission of the shepherd lies with the shepherd himself. In addition to the pastor of the congregation also as a leader who always determines the faithful decision of the church as a whole. The author writes there are four things that must

be owned by the pastor of the congregation as a good planner in grazing, namely: first: Must have a good overall planning in grazing, this is done so that the grazing does not run passively and monotonously. Second: having a broad vision of the future of the church, meaning that as pastor of the church it is not advisable to be on his own mind but it is necessary to have a conversation with the parties to the church in the sense of those who are more experienced. Third: have extensive experience of grazing, specifically in dealing with conflicts in the congregation. Fourth: have good spiritual ability, which is to wait for what God wants, follow God's leadership, and his courageous attitude in execution.”

### **3.10 An Expert in the Bible**

The word expert refers to a person who is considered capable, understands, understands in a field. While an expert in religion is said to be a person who studies the knowledge of God correctly. Religion has a significant effect on the believers mind and even goes ahead to indicate the kind of life they live (Eskandari, 2020). Regarding the pastor, Dr. Peter Wongso said that a shepherd is someone who must have a good and thorough knowledge of the Bible. Besides that, it is also required to have experience and knowledge of a Church organization with the aim that in teaching, giving God's Word to the congregation there is no mistake in doing so. The author responds that nowadays this is a major necessity apart from the guidance of the Holy Spirit, pastors also need to broadly explore their knowledge of the Bible, the church, and the organization. Like attending theological school, PAK, and maybe following some church organizations with the aim of what is learned or seeing the new experience a pastor can apply in his own pastoral care.

### **3.11 Examples of Pastoral Leadership (Shepherds) of Integrity**

Highlighting the importance of exemplary for a pastor, the author sees that the role of “Integrity” means that there is a need to match the words and actions of a pastor is something that the congregation will pay close attention to. The word integrity itself has the meaning of “interger and impllies a wholeness person” where it is said that “like whole numbers and expresses a whole person” (Yosafat, 2010) leads to a pattern of life of a pastor / pastor who has a personal character that blends between his words and actions, which includes several things below.

### **3.12 Honesty**

With regard to the life of a pastor, it can be explained that he is a leader, a person in charge, besides that this is the basis for all his ministry activities, it is a manifestation of his loyalty to God the Great Shepherd. Without the honesty of a pastor, the congregation will feel belittled and lied to by the pastor, it is seen that the development of a church into a great pastoralist is starting from small things, especially the honest nature, where this is a very important element for relationships between people. pastor and congregation. Remembering that telling the truth or being honest can lead to feelings that are not good, angry, offended, disappointed, even that often happens is hated and so on. But as a leader, a pastor who has the right integrity must stay in the right position by saying "yes if yes" and "no if no"(Yosafat, 2010;98)

### **3.13 Sincerity**

Sincerity comes from the word "*Tulus*", which refers to a sincere and clean heart. It means that everything that is done, said, and desired is something that comes from the desire of a sincere and clean heart. There are no ambiguous things, such as someone who gives something to someone else on the grounds that he does not demand anything for

what he has done to others. This contrasts with people who have faith and integrity before God and humans, where sincerity dominates their lives. Jesus himself described the disciples to be as sincere as doves (Matt. 10:16). The meaning of the word "sincere" has another meaning, namely "unmixed" which means a true pastoral leader or pastor is someone who has thoughts that are not mixed with anything evil but someone who is clean from cunning. As did the apostle Paul, where he does not allow anything material from the congregation in his membership, but he reflects the life of a pastor or a sincere pastor, besides that the sincerity of the pastoral leaders or pastors will protect them from moral corruption.

### 3.14 Justice

Justice is something that speaks to a concept of relationship or relationship, intended to be the revelation of the right attitude of a pastor or pastor of the church that gives equality to the congregation as a whole. Yosafat Bangun writes that the existence in question is not in the case of cases or things that are criminal and so on, but a pastor is required to give the same attitude with the whole congregation both in shaking hands, talking, meeting where the matter leads to the importance of pastor's attention to the congregation so that there is no jealousy between congregations, namely balanced worship services with the aim that the congregation grows to maturity.

### 3.15 Consistency

Interpreting integrity is never separated from a personal consistency of the shepherd/pastor. Nowadays it is found that many pastoral leaders have a nomadic, nomadic nature, finding such indications can cause problems for pastoral leaders who tend to be no longer oriented to the ministry of the soul. soul, but more to see how much the contents of the envelope that will be given.

### 3.16 Purity

In the apostle Paul's concept Purity itself is a result of a process of purification, described as gold being burned in a fire by metallurgists (1 Peter 1:7). Purity means not polluted with anything foreign means pure, free from pests and is included in the part of purity. The Apostle Paul told Timothy to always keep his heart pure and even pay attention to the purity of his teachings (1 Tim. 4:16; 5:22). It is meant that purity directs every pastor to understand the ministry he is doing, in church or pastoral care. This is very important to implement, namely "*The Gospel Must be heard without compromise*", the gospel must be preached without compromise, that is, every pastor serves wholeheartedly, passionately, etc.

### 3.17 Humility

Jesus Christ is described as a person who has humility (Matt. 11:29), even so, the absence of pride in a person is a reflection of true humility. However, it is different from someone who tends to insult, hate, be dissatisfied with himself and always compare himself with others, "*over self-image*", a picture of a person who prides himself, and praises himself excessively. The life of a pastor should have a special good humility towards the congregation, as an example in the future integrity. It can be seen that there are two things that make a difference between a pastor or pastoral leader who is humble and not, *first*; humility will enable a pastor to be able to accept insults, reproaches, and any criticism from the congregation even if it involves the fall of his self-esteem as a pastor.



*Second*; a shepherd who does not have a humble attitude will have the same reaction that will make retaliation when it is thrown at him. With such an attitude, it is indicated that there will be a dispute between the congregation and the pastoral leader where it will damage the image as a pastor in the congregation.”(Yosafat, 2010; 107)

### **3.18 Not Looking for Self Interest**

The apostle Paul reminded the Philippians that in their daily life they should not seek self-interest, or vain praise (Philippians 2:3). The slow growth of pastoralism itself is caused by the attitude of "selfishness" in the church. Leading to the exemplary attitude that is meant is, a pastor can let his personal interests not be achieved for the sake of good interaction between the pastor and the congregation. Just like what Jesus did where He died for everyone so that they might live, this teaches that the person of Jesus no longer lives for Himself but they are saved by Him.

### **3.19 Trusted**

Furthermore, it is explained that a leader who in this case can be trusted pastors are those who can be trusted. Daimler Chrysler says that “Trust is the primary attribute associated with leadership, and when trust is broken, it has an unintended impact on group performance.”(Yosafat, 2010;98) Considering that the pastor's life is a leader, it is very important that the above attitude becomes a reference for pastoral ministry where the belief of the congregation is part of an important element in pastoral care.

Highlighting some of the things above, the author assumes that it is a must for every shepherd who reflects good integrity as a shepherd and can be imitated, so as a shepherd he must have an honest, trustworthy, consistency, purity in serving, not selfish, have sincerity, humility, and be fair to the congregation in shepherding.

## **IV. Conclusion**

Seeing the development of the church and its growth is greatly influenced by a good pastor and system, it is very important to apply some of the things mentioned above that as a pastor it is very important to understand the real situation as a church that must grow well, in this case the author finds a good pattern in pastoral care for the growth of the church in Batam Center which has been in a state of stagnating, due to the lack of a pastor's role who pays little attention to his involvement in supporting the church as if the church can grow on its own without being noticed. So some of these things must be considered, namely the Shepherd needs to be a character who must play a major role, as an example, who pays attention to the congregation, a person who is consistent in ministry, and several important attitudes, both by the pastor of the congregation, it can be noted that there is still a lack of understanding of the shepherd's example towards growth. The congregation church is specifically based on John 10:11-15, where the main essence of a shepherd in the text is the attitude possessed by the congregation pastor, namely the willingness to give life for the sheep means the ability to sacrifice for the lives of the sheep or the congregation, by knowing both the lives of the sheep and manifest a loyal attitude towards the sheep. Seeing this, pastoralists at Gspdi Batam Center need to implement this in order to improve the growth of the Church which can be imitated by the congregation who is pastored, especially in setting a good example for the life of the congregation, so that every potential and ability that exists in the congregation and pastoral environment does not run monotonously and with the aim that there is growth both in quality and quantity in pastoral care.

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