

Applying Truth in Leadership according to 1 Timothy for Management at GBI Bethel Bandung

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Abstract *The Christian view of leadership which emphasizes age and gender has become a problem in church organization. Because at this time, leadership needs to emphasize the competencies possessed by a leader. Young people also need to be given the opportunity to be a space for them to innovate in every decision made in church organization. When young people are included and involved there will be rapid growth. Like what the Bible says in 1 Timothy 4:12 what Paul did to Timothy provides a picture for church leaders today to give trust to young people. This study uses a literature study approach. So that it takes out every existing fact to bring out the best essence. In the end, it can be proven that the role model of young people is one of the most important competencies possessed by young leaders.*

Keywords *Leadership, Exemplary, Church Organization, Leadership, Exemplary, Church Organization*

I. INTRODUCTION

The theme that talks about leadership in the church is a main or main thing because many churches are separated only because of differences in leadership (Yakob Tomatala, 2010). Every decision taken in the church will be influenced by the leader himself, so in responding to this the church needs to understand the principles used in carrying out its leadership. This leadership difference can provide a lot of influence, such as policies issued, so this is a normal thing to be seen in the world of leadership. The policies issued are sensitive issues that occur within church organizations (C. F. Ginting, 2018). So if you look at it from this point of view, the existing leadership is very prone to conflicts and personal interests, and this is no exception in Christian leadership (Sudiby, 2019). However, a leader must also be able to carry out his functions properly to be able to overcome conflicts that occur, not vice versa to be a conflict maker. So, leadership is always associated with character, because the character possessed by a leader is expected to be able to provide answers, solutions, and even positive changes for the life he leads. In general, a leader is often associated with the prevailing status of seniority; This means that a leader is older in terms of age (Gaol & Hutasoit, 2021). This is due to the growing stigma that a leader should be occupied or owned by someone who is older than the person he leads, because being older means having more experience, so that he can provide more experience to the people under his leadership (Abraham, 2020). Or even, leadership is also often associated with issues of gender or sex; Even so, currently there is a lot of leadership that is dominated by the female gender which of course has made a significant contribution in church organizations. It is appropriate to start to abandon the stigma or thinking about leadership based on seniority and gender, because the problem that is needed by a leader today is a matter of personal competence possessed by the leader himself (Sudiby, 2019).

Young leaders have emerged at this time in every sector, such as politics, social affairs, law, education, and even religion (Thamrin, 2020). An online news portal contains that there are young leaders on the world stage such as Viktor Orban who became Prime Minister at the age of 35, then there was also Charles Michel who became Prime Minister of Belgium at the age of 38, followed by Juri Ratas who became Prime Minister of Estonia at the age of 38 years, Volodymyr Groysman who became Prime Minister of Greece at the age of 40 years. The list of every young leader who appears is also increasing along with the times. However, at least some people have shown their contribution in their work to become young leaders in the world of politics (Borrang, 2019). In this case, young people who are given the opportunity and the space for them to try will produce the best version of themselves. Creativity and the high potential possessed by young people cannot be wasted. But there needs to be an embrace between generations to create good synergy between these generations (Shipman, 2017).

In the context that occurs in Christianity and the church, this leadership is held by a young person, and this is a common thing. Even though not all churches have the same policies, some young church leaders can see their contribution in various decision-making that occurs in the church (Agus & Kause, 2020). Bringing up or raising young leaders in the church is not a taboo thing, but instead provides space for young people to be able to

complete their competencies so that they can make many real contributions in terms of leadership. Research published in the Gadjah Mada University journal, revealed that there is a close relationship between young people and innovation (Bahasa, 1991). It can even be seen that there are many young people who have brilliant careers and are skyrocketing because there is room for them to be able to innovate (Tong, 2019).

The ministry carried out by young people has become a concern for various churches today. Many services that empower young people in it (Thobias, 2020). This is also inseparable from the empowerment of gifts that can assist them in carrying out services in these fields. Therefore, leadership also cannot be separated from one's gifts in serving, because leadership in the context of service is an expression and reflection that is owned by someone. The thing that can have a big influence on this success is about self-actualization through service. When young people can actualize themselves in the service they do, then young people can provide the greatest potential they have (Teng & Margaret, 2020).

Leadership that can be carried out by young people can be started from simple things in the church such as leading Sunday School teachers, youth, and youth activities, forming youth cell groups, or any other activity that can involve young people in it (Mallisa', 2020). However, this has limitations when young people are only given a small space from start to finish, because this will limit the influence that can be given by them and also the potential that each young person will have been limited. So that there is a negative gap that needs to be anticipated by the church, so that the leadership owned by young people can have a positive influence and great benefits for the sustainability of the church (Abraham, 2020).

The leadership of young people in the church has been going on for a very long time, like when the early church was present on earth. A man named Timothy is recorded in the Bible as one of the young people who became leaders (Aubert, 2018). Timothy was given the opportunity to be responsible for leading a congregation in Ephesus by Paul. Timothy is still very young and has very little experience in the ministry he has to carry out. However, in such a situation, it can bring out the advice Paul gave to Timothy as written in 1 Timothy 4:12 (Tedjasukmana, 2021).

The leadership carried out by Timothy is not a new thing in the leadership carried out by the church. Many books allude to 1 Timothy 4:12. Several studies have also been conducted regarding leadership based on the letter of 1 Timothy, but discussions that focus on 1 Timothy 4:12 are still rare and very few journals contain this study. The deepening that is done is limited to brief reflections or sermons that discuss the personality of Timothy and his duties (Borrong, 2019).

This study aims to show the facts of the phenomenon of administrators at GBI Bethel Bandung, as young people who try to understand and apply the text within the framework of the ecclesiastical ministry developed by the administrators in every field of service they are entrusted with. Previous discussions and studies have tended more towards normative issues, namely conveying theological messages in the realm of interpretation of how a young person should be a leader according to the text in 1 Timothy 4:12. Therefore, this discussion has the importance of considering various actual phenomena caused by the lives of young people in their time.

II. METHOD

This research is a literature review of the Bible text in 1 Timothy 4:12 which contains the principles of leadership carried out by young people in the context of Christian leadership. The approach used is a case study, so the tools used in this study are literature related to each discussion.

The theory of leadership that is understood and used as the basis for everyone's thoughts generally comes from scientists who are often not believers. Therefore, the writer will make the Bible as the main source, especially in the text of 1 Timothy 4:12 which needs to be understood descriptively by various steps, such as the background of the letter, authorship, the characteristics of Timothy as the recipient of the message, as well as grammatical analysis of the text to be able to describe some of the points related to the principles of youth leadership, because the author believes that the Bible is the word of God which is absolutely infallible and is the mother of all truth, and every truth that is presented must be based on the Bible.

III. RESULT AND DISCUSSION

The letter that bears his name is meant to be encouraging and to strengthen Timothy to be able to accept the tough task that Paul has given him (C. F. Ginting, 2018). Timothy was adopted at the age of approximately 15 years when the Apostle Paul visited his hometown, Lystra (Acts 16:1-3; 1 Tim 1:2). Seven years after the Apostle Paul visited the city of Lystra, Timothy participated in every ministry carried out by the Apostle Paul, who at that time was about 70 years old (Acts 16:2-3) (Arifianto & Purnama, 2020).

In the years 53 to 56 Timothy stayed with Paul in Ephesus; it was from there that Timothy was sent by Paul to go to Macedonia (Acts 19:22), then he went to Corinth (1 Cor. 4:17; 6:10) (Tarumingi, 2020). Timothy was also with Paul when he was in Macedonia (2 Cor. 1:1). Paul wrote a letter to Timothy from Corinth to be able to provide some motivation or encouragement as well as some advice in carrying out his ministry. The key verse

found in the letter is in 1 Timothy 3:15. At that time Paul really wanted this spiritual child of his to fulfill his responsibility to be a leader. He wanted Timothy to be an example in every way for every congregation that was around him so that the leadership he had could have a positive influence (1 Tim. 4:12) (C. F. Ginting, 2018).

The text of 1 Timothy 4:12 is in the context of chapter one which outlines: Paul's attitude of respecting Timothy specifically (1 Tim. 1:1-14), greetings and thanks (1 Tim. 1:1-5), advice that strengthens the heart and exhorts him (1 Tim. 1:1-13), advice for action regarding false teachers (1 Tim. 1:14-16), advice for Timothy to be able to continue each as he was at the beginning he served (1 Tim. 1:14-16). Tim 1:13-17) (Rungkat et al., 2021). Timothy is a figure full of affection (2 Tim. 1:4), but also a cowardly person (2 Tim. 1:7), so he needs lots of personal advice not to be adapted to the lusts of young people (2 Tim. 2:22), and so that he would not be ashamed in witnessing the Gospel of Salvation (2 Tim. 1:8) (Pranoto, 1970).

The text in 1 Timothy 4:12 (LAI) is as follows: "Let no one look down on you because you are young. Be an example to those who believe, in your words, in your conduct, in your love, in your faithfulness, and your chastity."

The word young uses *neoteros* which means a younger man, youth (BibleWorks For Windows, 2009). The youth here describe the age level. In the culture of the time of the New Testament, old age was something to be respected and then despised as having low value. *Katafroneo* means to look down on. *Katafroneo* in the dative form means to despise, ridicule, belittle. Paul begins the twelfth verse with the phrase "No one despises your youth." (BibleWorks For Windows, 2009) Age should not be an obstacle faced by Timothy in carrying out the duties and responsibilities given to him by Paul. Paul always encouraged Timothy to become a young leader who dared to fulfill this responsibility (Damarwanti, 2020).

Many young people today, when given responsibility and trust, feel they are unable to do so and are also overwhelmed by every fear that has not actually happened. Therefore, this also happened to Timothy, he had given up before facing his fear. So that a mentor or spiritual father is needed whose job is to always provide motivation and encouragement to him, that person is Paul. This spiritual mentor or father will try to help his spiritual child bring out the best version he has (GUNAWAN, 2020b).

The exemplary word contained in this verse is from the Greek *tupos* which also means example, role model, model. The meaning has the nuances of the mark (of a blow), an impression, stamp (made by a die) in English usage is translated example and this is used 3 times, and the word pattern is used 3 times as well and is used in Matthew 1:19, Hebrews 4:11; 8:5; 1 Peter 2:21; Jude 7. The word *tupos* are also associated with a moral life as explained in Matthew 1:19; Philippians 3:17; 1 Thessalonians 1:7; 2 Thessalonians 3:9; 1 Timothy 4:12; Titus 2:7; 1 Peter 5:3; Colossians 16:11; Titus 2:15; 1 Timothy 1:14 (BibleWorks For Windows, 2009). That is, the word *tupos* is directly related to the integrity of one's moral life, therefore Paul places great emphasis on exemplary leadership in a young person. An example for believers means the authority of a young leader is determined by how legitimate the power he has, or the trust given to him. Meanwhile, arrogance and despair often make young leaders reproached and become loopholes used by others to bring them down (Channing, 2018).

Young people have the biggest weakness, namely feeling complacent and feeling themselves as the all-knowing person for what they have done. This needs to be avoided by every young person. Because feelings like this will turn into a boomerang of destruction (GUNAWAN, 2020c). Submission is what young people must always hold when they are carrying out the duties and responsibilities given to them in leading. When a young person is satisfied, he will reject every suggestion given to him and feel that other people cannot do what he is doing. In other words, in the end, it is no longer God that he relies on, but himself. Therefore, in carrying out his leadership, the person who delegates needs to always provide Biblical values or values that are given and instilled in him (Minarni et al., 2022).

Regarding Paul's advice about exemplary (*tupos*), several things that were emphasized to Timothy were: Examples in Words (BibleWorks For Windows, 2009).

The term "sayings" translated from Greek (*logos*) means a word, a statement, a speech, or it could be a word. A word is a word that refers to conversation in general (BibleWorks For Windows, 2009). In everyday life, words determine the situation at hand. A person's words will greatly affect the quality of himself. Therefore, a word will determine the state or situation it is facing. Proverbs 18:21 emphasizes and emphasizes the life and death of someone who is controlled by the tongue, because anyone who is cut will feel the impact it gives. This confirms that a person's words or words determine his life. Every word expressed must be accountable (Alden, 1991).

This understanding is very simple and can be understood clearly, about how one should be able to be an example in words. In the framework of leadership, both in general and in the context of Christianity, the words or utterances of a leader are things that show their integrity. Leaders can say things that spread promises, theories, all of which will be proven through the fruit of their own words.

Apart from that, an exemplary understanding of words can also mean that a person does not easily say words that bring down, blaspheme, humiliate, discredit, berate, utter hate speech, lie, deceit, and negative things in

other words. A leader is someone who builds, both in groups of friends and enemies (J. Ginting et al., 2021). It is in such a case that a young person who wants to lead must show his quality, namely by setting an example in words.

The second example is an example in behavior. The Greek term used for behavior is *anastrophe* which means behavior, way of life, conversation (BibleWorks For Windows, 2009).

This term refers to the attitude of everyday life. Daily behavior will produce a habit that involves personality which is reflected in words, appearance, actions, how to dress, and how to deal with every problem. In this sense, all attitudes and actions of a person are a picture of that person's personality, if it is done consciously.

What a leader does needs to be a good example for those under his leadership. It will be very dangerous when a young leader has two different personalities, when he is leading what is being seen by the people under him and when he is outside his duties and responsibilities to lead (Kurang, 2005). When a leader cannot maintain and behave properly. So, he will become a stumbling block for those under his leadership. When that happens, this young person will lose the trust of those under him. It was also at that time that he was wasting the opportunity that had been given to him (Proboyekti et al., 2020).

The next example is thanked you. Love is an action done because of God's love (Purwoto, 2021). A choice that can be controlled and something that can be done not based on love or role for brothers in faith or the opposite sex. The Apostle John expressed it, "let us love not with words or with the tongue but with deeds in truth." Love is one of the core words of the first and foremost teaching of Christ taught to the church. The definition of love in 1 Timothy 4:12 is agape which simply means divine love (GUNAWAN, 2020a). Roger Roberts describes love as the nagging of the branches which unites the grapes to become the devil of the grapes; he is not an element separate from the others, but the essence of the other elements. Paul in the letter 1 Corinthians 13:4 describes the principle of love, and this concept is also what Timothy can understand about love which should be an example in his leadership (Rumimpunu et al., 2020).

In essence, leadership is not solely about the command line or in the form of a collection of orders to do this and that, but also how a leader sets an example of love in his life. He must first love and do it sincerely so that it becomes a culture in his life. It was in this case that Paul wanted Timothy to apply leadership in his ministry in Ephesus.

Loyalty is also one of the examples that are needed. This is a combination of trust and confidence in Jesus Christ and loyalty to Him. In the Greek translation used *pistis* which means faith, faithfulness (1 Cor. 16:11; Gal. 1:23; 1 Tim. 1:14; Tit. 2:7, 15; 1 Pet. 5:3) (BibleWorks For Windows, 2009). These two things are a unity, between faith and faithfulness. Faith that makes a person loyal, stays in a situation because he believes in what has been promised or heard (Lilo, 2021).

Faithfulness is an important ingredient in Christian leadership. Loyalty speaks of the integrity of a leader. The most important protector is of course Jesus, as a reference for Christian leadership. There is no need to doubt Jesus' faithfulness because everything has been tested until He died on the cross. Loyalty talks about how a job or mission is carried out to completion. It is also in this section that Paul asks Timothy to be an example (Laia, 2019).

Holiness is a general term for a righteous and blameless life. Chastity in Greek is *hagneia* which can mean purity. This word is also used in other places by Paul, such as: 1 Corinthians 16:11 and Titus 2:7, 15. Paul raises one level of example that is more than other leaders is holiness, because for Paul holiness is demonstrating a godly life in front of everyone (WS, 2007). The Greek term for holiness comes from the root word *hagios* which means to separate and make something or someone belong to God (BibleWorks For Windows, 2009). This term also states that God is the only holy one (Hos. 11:9; John 17:11). His name must be sanctified in the sense that God must be recognized as the God of all people (Isa. 6:3; Matt. 6:9). In addition, the term *hagios* also shows the attitude of human loyalty to God or the harmony of the created world with divine law (BibleWorks For Windows, 2009).

The concept of *hagios* is not used for human relations in cult relations, but many *hagios* events are used in person and are very important in personal relations with God (John 17:11; 1 Pet. 1:15) (BibleWorks For Windows, 2009). *Hagios* has the same rationale regarding separateness and holiness towards God. In principle, Paul wanted Timothy to show a holy attitude in life not solely at the level of culture or worship, but in everyday life. This example is what Paul emphasized as one of Timothy's leadership qualifications (Kharismata, 2019).

There is a very low factor that occurs in young people, namely regarding chastity. Sanctity here does not mean mere moral issues, but rather broader ethical issues related to leadership (Tong, 2019). All Christians must believe that in fact all believers, without exception, have been called to be able to live holy lives towards the perfection of love. It is this calling to live a holy life that applies to all believers based on Christ's sacrificial work. The inclination of the heart towards the world or worldly things is also related to the purity which is refined here (Thobias, 2020).

Young souls are full of worldly lust problems, therefore many things about young people are associated with worldly matters (Kristyowati, 2021). However, the process of purification towards perfection is not a freeway so

everyone will automatically live holy because they have been purified by Jesus' sacrifice. Every believer, even leaders, needs a struggle to be able to live in holiness. Before the end, he gave an example to the congregation he served as those who were led (Wahyuni & Waani, 2020).

In the end, exemplary is a way to show the life that has been lived by a leader. Paul's advice about setting an example as a qualification for youth leadership, becomes a reflection for believers who are prepared to become leaders in the field of ministry they are preparing for. That's why there are many things that can be learned from this text, by considering several factors of difficulty to find a pattern to build an exemplary life for believers as young leaders.

IV. CONCLUSION

The youth leadership that Paul advises Timothy in 1 Timothy 4:12 is leadership that requires life qualifications that can set an example. Understanding Timothy's letter will give students the ability to apply matters related to leadership, namely exemplary life. This example is a requirement for young leaders to be optimal in their leadership. Because when young leaders have exemplary life, the people they lead will also get inspiration from the leader's life and can receive a positive impact on their lives.

The exemplary required in youth leadership demands a process of getting used to living in these values until it becomes an inherent culture before in the end the young people in the church set an example to the congregation or church in general. With the results of this study, it can also be proven that the competence possessed by a person is far more important than the age he is. When he is very senior, but he cannot set any example in the lives of the people under him, this can be a stumbling block.

Therefore, young people need to live every word in the Bible in their daily lives. Because when a young person is used to having a life that is guided by God's Word, then at that moment he is preparing for the best competencies in his life and will be useful when he becomes a leader. The life that he himself has lived will be a means of helping him to be able to bear witness to the people under his leadership. So that it can encourage them to do the same. From this, the example given will have other influences that will make a strong chain strong in ministry in a church.

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