

IMPLEMENTATION OF MUSA'S LEADERSHIP AS A ROLE MODEL IN THE FIELD OF TEACHING

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ABSTRACT

Leadership is always a topic of conversation for everyone, including in Christian circles. A good leader is a leader who has the ability to influence others to follow him. A good leader is also a leader who comes from God or a leader chosen by God. One of the leaders who is famous and widely recognized by the world is Moses, whose great leadership was recognized by four religions at once (Judaism, Christianity, Catholicism and Islam). Musa's leadership is one of the most influential leaderships in the world. Moses had implemented a good discipleship system. The discipleship system is a spiritual formation process that aims to improve a person's Christian faith and character. In the modern era, this discipleship system is increasingly important to face life's increasingly complex and diverse challenges. Without coaching and guidance from a church leader or fellow believer who is more spiritually mature, believers will experience stagnation in the growth of their faith. Without discipleship, believers may feel dissatisfied with the church and feel like they don't have a comfortable place to grow in their faith.

KEYWORDS

Discipleship, Growth of Faith, Leadership of Moses



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INTRODUCTION

Leadership is the most important attribute in human life¹. A good leader is one who has the ability to influence others to follow them. A good leader is also one who comes from God or a leader chosen by God². A Christian leader is required not only to view every difficulty positively, avoid tension, control anger, but every

¹ Wilianus Illu, "ESENSI KEPEMIMPINAN DALAM PERSPEKTIF PERJANJIAN LAMA," *Missio Ecclesiae* 6, no. 2 (October 29, 2017): 198–220.

² Irfan Feriando Simanjuntak and Ronald Sianipar, *KAJIAN TEOLOGIS KEPEMIMPINAN MUSA*, preprint (Open Science Framework, July 20, 2020), accessed May 8, 2023, <https://osf.io/wamkj>.

How to cite: Tedjo, T et al. (2024). Implementation Of Musa's Leadership As A Role Model In The Field Of Teaching. *Journal Eduvest*. 4 (4): 1815-1823
E-ISSN: 2775-3727
Published by: <https://greenpublisher.id/>

leader is also expected to have patience, love for each person they lead, strive for friendship, and be able to emulate Jesus Christ³. Leadership has existed since the creation of mankind where God gave a command to humanity to rule over all of Allah's creation⁴. From this perspective, humans inherently have leadership roots. Therefore, consciously or unconsciously, fundamentally, humans are leaders⁵.

In the Old Testament, several forms and systems of leadership can be found: family, clan, and tribal leadership (Genesis 4-9)⁶. One of the famous and widely recognized leaders in the world is Moses. Moses's leadership is most highlighted when he led the Israelites out of Egypt⁷. Moses is one of the great leaders in the Old Testament. His leadership journey was gained from every life experience that required him to always learn⁸. Moses also had a close relationship with God. His relationship with God was so close that he could hear the voice of God. However, not only with God, Moses also had a close relationship with his brothers and his family. In his leadership, Moses was able to delegate tasks to others. He also had a confrontational nature (Exodus 32:19-20), which is sometimes necessary in leadership, especially in correcting wrongdoing. In leading Israel, Moses heavily relied on God's vision⁹. In addition to his call to lead Israel out of Egypt, Moses had a great responsibility to introduce God's law to the people. According to Barnabas Ludji, the liberation of Israel from slavery in Egypt has become a central belief in the true God¹⁰. From the spectrum of Moses's leadership characteristics that encompass divine qualities such as humility, the factor of servant leadership becomes a distinctive feature throughout his career journey as a shepherd over a nation. However, we know that leadership is limited by a certain period of time. So is Moses. Moses cannot always lead the nation of Israel, therefore in his leadership there is a role model of discipleship¹¹. In the life of the nation of Israel, the priests and Levites also had the duty and responsibility to teach the people (Deuteronomy 33:10; Leviticus 10:11). The priests were responsible for teaching the people about what is prohibited or not prohibited and what is clean or unclean. In later tradition, these priests were responsible for teaching the entire Torah to the people. These priests taught the people to live in right relationship with God¹². This is education from one generation to the next and is not a relationship between teacher (master) and student in a school context, but more in a family context¹³.

3 Ibid.

4 Karlitu Dias Markes, "SUKSESI KEPEMIMPINAN MUSA KEPADA YOSUA SEBAGAI MODEL REGENERASI KEPEMIMPINAN KRISTEN MASA KINI," *BONAFIDE: Jurnal Teologi dan Pendidikan Kristen* 2, no. 2 (December 21, 2021): 214–236.

5 Illu, "ESENSI KEPEMIMPINAN DALAM PERSPEKTIF PERJANJIAN LAMA."

6 Markes, "SUKSESI KEPEMIMPINAN MUSA KEPADA YOSUA SEBAGAI MODEL REGENERASI KEPEMIMPINAN KRISTEN MASA KINI."

7 Tri Prasetya and Herman Simarmata, "Suksesi Kepemimpinan Musa kepada Yosua sebagai Pola Ideal Suksesi Kepemimpinan Gereja," *THRONOS: Jurnal Teologi Kristen* 3, no. 1 (December 11, 2021), accessed May 8, 2023, <http://ojs.bmptkki.org/index.php/thronos/article/view/30>.

8 Simanjuntak and Sianipar, *KAJIAN TEOLOGIS KEPEMIMPINAN MUSA*.

9 Ibid.

¹⁰ Prasetya and Simarmata, "Suksesi Kepemimpinan Musa kepada Yosua sebagai Pola Ideal Suksesi Kepemimpinan Gereja."

¹¹ Ibid.

¹² Sia Kok Sin, "ADAKAH METODE PEMURIDAN1 DALAM PERJANJIAN LAMA?" (n.d.).

¹³ Ibid.

RESEARCH METHOD

Research methods are basically scientific approaches to obtaining data for specific purposes and uses¹⁴. In this study, the author used the literature review method. The literature review method is a research conducted solely based on written works, including research findings, both published and unpublished¹⁵.

RESULT AND DISCUSSION

Leadership Style of Moses

Definition of Leadership

Leadership is a specific individual behavior that directs group activities to achieve common goals¹⁶. The concept of leadership is a fundamental component in analyzing the processes and dynamics within an organization. Therefore, there are many studies and discussions discussing confusing definitions of leadership. One study on the concept of leadership was proposed by Gibson, Ivancevich, and Donnelly, who stated that "Leaders are agents of change, persons whose acts affect other people more than other people's acts affect them," or leaders are agents of change, individuals whose actions influence others more than others influence them. Successful and efficient leadership can be achieved by following predetermined functions and objectives¹⁷. A leader must strive to be part of the group or organization situation he leads. In achieving the goals and functions of leadership internally, leadership activities that can be divided will occur so that the pattern of each leadership is clearly visible. Leaders, as creatures created by God with different characteristics, can determine their own path¹⁸.

Theories about leadership styles seek to examine the behavior or actions of leaders in influencing and/or motivating their followers to achieve a goal. These behaviors and actions can basically be understood as two different but interconnected things, namely (1) focusing on task completion (work) or task/production-centered; and (2) focusing on efforts to develop personnel performing the tasks/work¹⁹.

Christian Leadership

¹⁴ Sugiyono, *Metode Penelitian Kuantitatif, Kualitatif, dan R&D* (Bandung: Alfabeta, 2016), 2.

¹⁵ I Gusti Ngurah Agung, *Metode Penelitian Sosial* (Jakarta: Gramedia, 1992), 9.

¹⁶ Tony Tedjo, *Membangun Dasar Kepemimpinan* (Banyumas: Amerta Media, 2023), 18.

¹⁷ "Wibowo, U. B. (2011). Teori Kepemimpinan. Badan Kepegawaian Daerah Kota Yogyakarta [Skripsi]. [Internet]. [Diunduh 26 September 2017]. Tersedia Pada: [Http://Staff. Uny. Ac. Id/Sites/Default/Files/Tmp/C, 20201113.](http://Staff.Uny.Ac.Id/Sites/Default/Files/Tmp/C,20201113)" (n.d.).

¹⁸ Besse Mattayang, "TIPE DAN GAYA KEPEMIMPINAN: SUATU TINJAUAN TEORITIS," *JEMMA | Journal of Economic, Management and Accounting* 2, no. 2 (2019): 45.

¹⁹ "Wibowo, U. B. (2011). Teori Kepemimpinan. Badan Kepegawaian Daerah Kota Yogyakarta [Skripsi]. [Internet]. [Diunduh 26 September 2017]. Tersedia Pada: [Http://Staff. Uny. Ac. Id/Sites/Default/Files/Tmp/C, 20201113.](http://Staff.Uny.Ac.Id/Sites/Default/Files/Tmp/C,20201113)"

Christian leadership has a uniqueness compared to other leadership in general. In Christian leadership, there is a universal point based on the spirit of Jesus' life that focuses on humanity (not oriented towards objects or technology), by humans and for humans²⁰. As a Christian leader, one must have qualifications different from other world leaders.

Iksantoro in previous research revealed that outstanding Christian leaders need to have several qualifications, namely family qualifications, personality qualifications, social qualifications, spiritual qualifications, and professional qualifications. Still on the topic of Christian leadership²¹.

Render Luwis also agrees that Christian leaders need to have specificity. He can emulate the leadership of the Apostle Paul, which includes exemplary character; exemplary in teaching unity in the congregation; exemplary in empowering the gifts of the congregation; exemplary in building the maturity of the congregation²². The Principle of Leadership according to the Bible is that the Leader is a servant. In his leadership duties, Jesus has expressed the principle of Christian leadership in Matthew 9:35, that is, "If anyone wants to be first, he must be the very last, and the servant of all." And in Mark 10:43-44: But Jesus called them and said, "You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant."

The main requirement in Christian leadership is to have vision, because if a leader does not have vision, he will never become a successful leader and will also become a dwarf and useless leader²³. On the contrary, if a leader has vision, he will become a leader who can guide everyone he leads towards a better life. A visionary leader is also a leader who is able to read and anticipate the future based on his ability to 'see' what might happen. Christian leadership vision, built through the word of God and prayer, is then developed by faith so that the vision becomes real; it is not a vision that should be silenced, but it must be shared with all those he leads, because the vision of Christian leadership is like 'fire that ignites the warming power'²⁴.

Christian leadership can indeed talk about leadership in a group of Christian people. However, Christian leadership is not as simple as that. Christian leaders refer to the person of a leader who, in his leadership, emulates the entire life of Jesus Christ as the Great leader²⁵. A leader must have the following traits and

²⁰ Tony Tedjo, *Membangun Dasar Kepemimpinan*, 116.

²¹ Agus Purwanto, "Kepemimpinan Yesus Kristus sebagai Model Kepemimpinan Kristen" 1, no. 2 (2020).

²² Diany Rita P. Saragih, "IMPLEMENTASI KEPEMIMPINAN KRISTEN," *Voice of Wesley: Jurnal Ilmiah Musik dan Agama* 2, no. 2 (November 25, 2019), accessed May 9, 2023, <https://jurnalvow.sttwmi.ac.id/index.php/jvow/article/view/27>.

²³ Firman Panjaitan, "Kepemimpinan Yesus Kristus sebagai Model Dasar Kepemimpinan Kristen Berdasarkan Matius 20:20-28," *KINAA: Jurnal Kepemimpinan Kristen dan Pemberdayaan Jemaat* 1, no. 2 (December 22, 2020), accessed May 9, 2023, <http://kinaa.iakn-toraja.ac.id/index.php/ojsdatakinaa/article/view/14>.

²⁴ Ibid.

²⁵ Purwanto, "Kepemimpinan Yesus Kristus sebagai Model Kepemimpinan Kristen."

characteristics: (1) Wise. (2) Blameless. (3) Skilled in teaching. (4) Have a good reputation. (5) Humble. (6) Polite. (7) Not a drunkard.²⁶.

Leadership of Moses

The leadership of Moses began with a calling. Moses' life experiences became tools of God to shape and declare His plan to Moses, that He intended to make Moses a great leader who would lead the Israelites out of the land of slavery. God chose Moses to be a leader not only because of his abilities; God also intended to equip Moses with a spirit of perseverance, an essential requirement for every great leader²⁷. Initially, Moses doubted himself, feeling unworthy to face Pharaoh. God answered, "But I will be with you, and this shall be the sign for you, that I have sent you: when you have brought the people out of Egypt, you shall serve God on this mountain" (Exodus 3:12). Indeed, many people could have been sent to Pharaoh, so why did God choose Moses? Because from the beginning, God chose and molded him into a leader, so that when the time came, Moses was ready to be sent²⁸. Moses went to Midian and had plenty of time to contemplate for forty years. When Moses passed by the burning bush, he was ready to hear from God and remained silent to listen to His voice. Often, as leaders, we fail to allocate time to commune with God. We become busy and do not set aside time to seek solace with God. Therefore, a good leader is one who has unwavering commitment to surrender to God in every circumstance²⁹.

Moses was stirred by God to return to Egypt to meet Pharaoh with the purpose of liberating the Israelites from slavery in Egypt. Despite feeling lacking in confidence, Moses eventually returned to Egypt to face Pharaoh, carrying the staff he would use to bring plagues upon Egypt³⁰.

Discipleship Life

Definition of Discipleship

Just as a baby always seeks attention from those around them, so too do immature Christians always demand attention from others in the church. If they do not get what they want from others in the church, they will become angry and cause trouble within the church. Christians who do not experience spiritual maturity will become a source of problems for others³¹. Like a baby who always causes trouble for parents and those around them, so too will spiritually immature Christians become a source of trouble in the church³². For example, the 12 spies sent by Moses

²⁶ Ezra Tari, Ermin Alperiana Mosooli, and Elsy Evasolina Tulaka, "Kepemimpinan Kristen Berdasarkan 1 Timotius 3:1-7," *JURNAL TERUNA BHAKTI* 2, no. 1 (August 25, 2019): 15.

²⁷ Simanjuntak dan Sianipar, *KAJIAN TEOLOGIS KEPEMIMPINAN MUSA*.

²⁸ Ibid.

²⁹ Illu, "ESENSI KEPEMIMPINAN DALAM PERSPEKTIF PERJANJIAN LAMA."

³⁰ Tony Tedjo, *Menakar Jiwa Nasionalis Kepemimpinan Nasional* (Banyumas: Amerta Media, 2021), 101.

³¹ Agung Gunawan, "PEMURIDAN DAN KEDEWASAAN ROHANI," *SOLA GRATIA: Jurnal Teologi Biblika dan Praktika* 5, no. 1 (February 7, 2020), accessed May 10, 2023, <http://stta.theia.ac.id/e-journal/index.php/solagratiya/article/view/52>.

³² Ibid.

to spy on the land of Canaan. Among the 12 spies, only Joshua and Caleb had a positive outlook. Those who lack spiritual maturity will become stumbling blocks. Therefore, discipleship is at the core of the Christian life. This is reflected in the great commission where Jesus said, "make disciples," meaning it is a command to bring them to Jesus. Because Jesus himself learned and succeeded (Hebrews 5:7-9). The word "suffer" in the original text is *pascho*, which also means to suffer, to be acted on.³³

Moses' Discipleship

Moses was chosen by God as the chosen one to fulfill His plan for His people, as stated in the Bible as a source of spiritual information. The quality of a person's personality is a primary factor in God's selection to become a spiritual leader. Moses heavily relied on God's vision in leading Israel, both in leading them out of Egypt and in introducing God's law to the nation. God fulfilled His promise to Abraham regarding his descendants, where Israel had grown into a great nation in the land of Egypt. Delegation is the process of transferring responsibility and authority to someone else.

Moses thought he would lead a victorious army to the promised land. In reality, the people had to act like spiritual babies, and Moses felt that the burden was too great or too heavy for him. So God took some of the Spirit that was on Moses and put it on the seventy elders of Israel to carry out the tasks assigned to him (Numbers 16-17). Thus Moses knew that with the power of the Spirit of God, he could face the challenges of every task assigned by God to him, because the burden could not be borne by his own strength. Likewise, Paul in his letter to Titus; "so that you may put what remains into order and appoint elders in every town, as I directed you (Titus 1:5)." ³⁴

Modern Discipleship System

Discipleship, or discipleship, is a spiritual development process aimed at enhancing an individual's Christian faith and character. In the modern era, this discipleship system is increasingly important in facing the challenges of life, which are becoming increasingly complex and diverse.

Amidst the busy and hectic life, the modern discipleship system provides a more structured and organized method in developing someone's spiritual life. One modern way to implement the discipleship system is by using digital technology. Churches and religious organizations nowadays use specific applications to nurture their congregations. These applications facilitate the relationship between mentors and disciples and help monitor and evaluate someone's spiritual development. The modern discipleship system also offers a more personal approach through quality spiritual mentors or guides. With a personal approach, spiritual guides can pay special attention to someone's spiritual needs and guide them in deepening their relationship with God. Additionally, the modern discipleship system also considers the

³³ Yakub Hendrawan Perangin Angin and Tri Astuti Yeniretnowati, "Konsep-Konsep Dasar Dalam Pemuridan Bagi Orang Kristen," *Shalom: Jurnal Teologi Kristen* 1, no. 2 (December 30, 2021): 137–147.

³⁴ Simanjuntak dan Sianipar, *KAJIAN TEOLOGIS KEPEMIMPINAN MUSA*.

ever-changing social and cultural contexts. Besides guiding disciples in spiritual matters, the discipleship system also guides them in social and cultural aspects related to daily life.

However, the modern discipleship system faces challenges. One of them is ensuring that the discipleship system not only becomes a ritual or routine activity but truly enhances someone's spiritual growth. The discipleship system also needs to consider the individual needs and differences of each disciple so that the guidance provided can be tailored to each person's needs.

CONCLUSION

One study on the concept of leadership presented by Gibson, Ivancevich, and Donnelly states that "Leaders are agents of change, persons whose acts affect other people more than other people's acts affect them", or leaders are agents of change, individuals whose actions influence others more than others influence them.

Successful and efficient leadership can be achieved by following specified functions and objectives. Iksantoro in previous research revealed that excellent Christian leaders need to have several qualifications: family qualifications, personality qualifications, social qualifications, spiritual qualifications, and professional qualifications. Still on the topic of Christian leadership, Render Luwis also agrees that Christian leaders need to have specificity. They can emulate the leadership of Apostle Paul, which involves exemplifying character, unity in teaching the congregation, empowering the gifts of the congregation, and building the maturity of the congregation.

In His leadership role, Jesus expressed the principle of Christian leadership in Matthew 9:35, which is "If anyone wants to be first, he must be the very last, and the servant of all." The main requirement in Christian leadership is to have vision, because if a leader lacks vision, they will never become successful leaders and will instead become insignificant and useless leaders. Conversely, if a leader has vision, they will become leaders who can guide everyone they lead towards a better life. In fact, a visionary leader is one who can read and anticipate the future based on their ability to 'see' what might happen.

The vision of Christian leadership, built through the word of God and prayer, and then developed through faith, becomes a reality; it is not a vision to be kept silent, but must be shared with everyone they lead, because the vision of Christian leadership is like a fire that ignites warming power. A good leader has a complete commitment by surrendering to God in every situation. A spiritually mature Christian will be a blessing to others and influence others to also experience a deepening relationship with God through Jesus Christ. Through this discipleship process, Christians will experience spiritual maturity that enables Christ's disciples to bear fruit for God and their fellow believers.

Today's church may appear successful with grand events, large buildings, and large budgets, but in reality, many believers do not produce growth commensurate with their transformed lives. The church can also form discipleship groups involving all members and encourage them to participate in emphasized discipleship programs. Without mentoring and guidance from church leaders or fellow believers who are spiritually mature, believers will experience stagnation in their faith

growth. Without discipleship, believers may feel dissatisfied with the church and feel they have no comfortable place to grow in their faith. Without discipleship, believers will struggle to achieve spiritual maturity, the church will lose direction and clear purpose, and the number of believers will decrease. Modern Discipleship System The discipleship system, also known as discipling, is a spiritual development process aimed at enhancing an individual's Christian faith and character.

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