
**EFFORTS TO CREATE TRANSFORMATIVE DIAKONIA THROUGH ENTREPRENEURS
INFLUENCED BY SERVANT OF GOD LEADERSHIP AND THE ROLE OF
CONGREGATIONAL MEMBERS**

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ABSTRACT

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The research objective was to prove the influence of God's Servant Leadership and the Role of the Congregation on Diakonia Transformation through Entrepreneurship. The research was conducted on 80 samples of the Servant of God and members of the congregation around the City of Pematangsiantar, Province North Sumatra using simple random sampling. Data collection using google form with a questionnaire. The study used SEM-PLS to process data for testing validity, reliability and hypothesis testing. Research proves that the influence of God's Servant Leadership and the Role of the Congregation has a very big influence on entrepreneurship in realizing the Transformative Diakonia. Thus, the influence of God's Servant Leadership and the Role of the Congregation is very large and has a direct impact through entrepreneurship to create a Transformative Diakonia. The research recommends three things; first, as a solution to the development of church services in dealing with problems that occur both in the church and in the community. Second, it is important to develop effective and significant leadership of the Servant of God in realizing the ministry of the Transformative Diakonia. Third, the results and research outputs explain that the Transformative Diakonia ministry is very important for church ministry.

KEYWORDS

Transformative Diaconia; Servant Of God Leadership; Members Of The Congregation; Entrepreneurship



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INTRODUCTION

Since the onset of the COVID-19 pandemic in early 2020, there have been 3 sectors that have been most affected, namely health, economy and social. Responding to this impact, the role of the church as a government partner becomes very important and strategic in the form of social diakonia. Diakonia is the ministry itself as a manifestation of the presence of the church "missio dei" presenting the peace of God. Church deacons are concrete actions as actions taken by people who have received salvation and experienced changes in their lives. Diaconal ministry is a manifestation of the believer's faith as written in Matthew 5:14-15 which describes that every believer is the light of the world that is desired to shine in front of many people and that light can

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be seen and those who see it glorify the Father in heaven. The Lord Jesus has set an example of carrying out a real ministry or diakonia during His presence in the midst of this world. The Bible states in John 13:15 that Jesus has set an example for each of His disciples. The Bible gives an example of how the diakonia is written at Romans 11:13; 2 Corinthians 4:1; Colossians 4:17; and the form of the Acts of the Apostles 6. It tells of the role of leaders and congregations when responding to the struggles that occurred against Greek widows to prove their praxis or real actions together.

The COVID-19 pandemic, which is still ongoing until now, has made the church a strategic partner for the government to take concrete actions to realize its diaconium. When the Government of Indonesia through Presidential Decree number 82 of 2020 regarding the Corona Virus Disease Control Committee 2019 (covid19) and the National Economic Recovery which resulted in social, economic and welfare aspects of the community. The government is trying to minimize the impact of COVID-19 on people throughout the country. Tactical steps were taken by realizing social protection of Rp. 85.3 trillion of the Rp. 203.91 trillion in these three sectors. The government with its trident has prepared policies to deal with COVID-19 in the form of: Health Handling; Social Safety Net; and Ensure economic survivability. Social support is provided for informal workers, daily wage workers, public transportation drivers, traveling/street vendors throughout Indonesia affected by COVID-19. Muhajir (2020) reports that the government is serious about implementing this policy so that the assistance provided is right on target. This social assistance for the community requires systematic monitoring and monitoring to ensure that the beneficiaries are right on target. Based on this strategic step, of course, the church has created or realized a model of diaconal ministry that can be directly implemented in real terms. The deacon service and the government's strategic steps have proven the church to be a real ministry tool in proclaiming the good news in the midst of the world's struggles that are felt and experienced by members of the congregation and the community.

Seeing the seriousness of the government in dealing with the impact of COVID-19, of course the church as part of the community element is highly expected to have a concrete active role in carrying out diaconal services. The form of assistance that is distributed to community members and of course also as church members, the role of the church is also very strategic. Based on the author's observations, the implementation of diakonia services carried out by churches in Indonesia is mostly in the form of caricative diaconia, namely providing temporary assistance without any continuity. In the PGI portal (2020) in the midst of the Covid-19 pandemic, the Fellowship of Churches - Churches in the Region (PGIW) in a number of regions in Indonesia carried out caring actions as a diaconia program. Like the actions taken by PGIW in Jambi, PGIW in South and Southeast Sulawesi as well as West (Sulselbara), PGIW in Lampung, PGIW in North Sumatra (Sumut) and PGIW in West Kalimantan (Kalbar). The activities carried out by PGIW in Jambi delivered rice to people who were no longer working. PGIW activities in North Sumatra carried out the distribution of basic necessities for angkot drivers, motorcycle taxi drivers and rickshaw pullers. Observing what these churches are doing, the writer sees that the form of service they do is "caricative diaconia" which has been abandoned for a long time. Now the diakonia program that has been developed is transformative diaconia, which is a service program through ongoing program activities and has an impact on the members of the congregation who are involved as subjects in the ministry. The caricative diaconia program has developed into "Transformative Diakonia". This is the main gap in this research as the main focus is "Transformative Diakonia". To realize transformative diaconal services, the influence of leaders is important. So, another gap in the author's observations when realizing transformative diaconia is the influence of the leadership of a Servant of God in motivating the congregation. The influence of leadership in realizing transformative diaconia is expected to be able to create creativity in order to realize a transformative diaconia program so that members of the congregation have the capacity. The presence of a leader is certainly very influential in creating various service creativity that inspires and motivates. However, in reality, the leadership of the Servant of God has not been as expected. Apart from that, another gap that the researcher has observed is the lack of involvement or role of the members of the congregation who are often referred to as lay people who are the subject of transformative diaconal services. This is because the target of diaconal

services is only to provide assistance without any impact from the assistance from those who provide assistance and those who are given assistance. This means that there is no relationship between the church and the transformative diaconal service program because the church is not the subject of the program. The members of the congregation are not only given assistance which makes them dependent so that they can increase their capacity. The means to increase the capacity of the congregation's role to be involved is through entrepreneurship programs. Thus, transformative diaconal services can be realized when the members of the congregation have the right facilities. So, the relevant transformative diaconal service as a means of empowering the congregation is how the congregation members have entrepreneurial capacity or entrepreneurial abilities. Thus, the purpose of this study is how to reveal the realization of transformative diakonia which is influenced by the leadership of the Servant of God and the role and participation of members of the congregation through entrepreneurial capacity or ability can be proven.

The above phenomenon explains that transformative diakonia is a crucial issue during the COVID-19 pandemic. How is the transformative diakonia influenced by the leadership of the Servant of God as stated by Alard (2016) that leadership has a huge impact on service which is supported by White (2015) which states that leadership is for the development of diaconal services. Jatmiko (2019) adds that the leadership of the Servant of God has an impact on optimizing the service to meet the needs of the service itself. Thus, it can be said that the influence of the Servant of God's leadership has a great impact on the development and optimization of transformative diaconal services.

Furthermore, the role of the congregation in every transformative diaconal service is very important as stated by Tuai (2020) that the congregation must be involved in the transformational diaconal service and supported by Iwamony (2019) that the church congregation is the subject of transformative diaconal service as well as Beate (2017) stated that church members in the transformational diaconal ministry mean caring for others. So it can be concluded that church members must be involved and become subjects and care for others in realizing transformative diakonia.

The next discussion positions entrepreneurship as an intervening variable in realizing transformative diaconies. Entrepreneurship as stated by Decker (2020) in his research that entrepreneurship is needed in service. Emphasized by Erman (2019) (Saragih, 2019) that entrepreneurship is a means of empowering and bringing about sustainable change for the realization of transformative diaconal services. Junior (2019) also supports that entrepreneurial skills and practices support transformational diaconal services. It can be concluded that entrepreneurship is very needed for empowerment and sustainable change and also as a support for transformation diaconal services.

Thus, from several previous studies as described previously, they are relevant and have similarities with this study, but also have differences in the focus of previous research which focuses on transformative diakonia. So the author develops it as a Novelty, namely Transformative Diakonia (Y) which is influenced by the Servant of God Leadership (X1) and the Role of Congregational People (X2) through Entrepreneurship (Z) then the author gives the title of this research: "Efforts to Create Transformative Diakonia Through Entrepreneurs Influenced by Servant of God Leadership and the Role of Congregational Members".

Grand Theory

The theory of capability is used as the grand theory of this research. The theory of capacity or capability is a theory developed by Sulaiman (2020),(SULAIMAN, 2018) capabilities are a unit that influences organizations in increasing power and performance. This theory is used as the basis for the concept of thinking that the capability of Servant of God Leadership, the Role of Congregational Members through Entrepreneurship affects the realization of Transformative Diakonia services. Capability is very much needed for the realization of transformative diaconal services in the face of the COVID-19 pandemic as a sign of church presence. A Servant of God who has the capability will certainly be able to increase his power in the form of innovation and creativity of his congregation. Members of the Jama'at who have the capability also influence the realization of the transformation diakonia through entrepreneurial activities.

The Influence of Servant of God's Leadership on Transformative Diakonia's ministry

The influence of the leadership of the Servant of God is certainly a factor that also influences every service program. How is the influence of leadership according to Stephen et.al (2015) which states that leadership influences its members to realize an achievement of a goal or is often understood with a predetermined vision. While Heryanto et al. (2020) further emphasizes that the elements of leadership to perform services, namely Professionalism, Creative and Innovative, Courageous, Visionary and Motivation, must be owned by the Servant of God in realizing his service. Zeitler (2014) (adding that the leader must have high spirituality in realizing transformative diaconal services. Based on the descriptions of the three previous researchers, it is integrated that the influence of the Servant of God leadership who has a vision as his goal is very important for a Servant of God. Thus based on the three previous studies the first hypothesis can be determined that there is a strong influence between God's Servant Leadership on transformative diaconal services.

The Influence of God's Servant Leadership on Entrepreneurship

Servant of God's leadership in the entrepreneurship service program according to Tanasyah et. al (2020) that leadership and entrepreneurship cannot be separated because they have a very strong attachment. A leader has influence on his followers so that he can direct the followers to develop themselves through direct involvement in entrepreneurship. The influence of leadership according to Barlian et al (2020) is important to improve the quality of life through entrepreneurship. With the increase in the quality of life of the congregation involved in entrepreneurship, of course there will be changes for the better and more familiar with the ministry in the church. In addition, H. Rey et al. (2020) states that entrepreneurship is a tool or means to support services that are carried out in a balanced manner. Thus, from the three previous studies above, a second hypothesis can be established that there is an influence of Leadership on Entrepreneurship.

The role of the members of the congregation in the service of Transformative Diaconia

The role of members of the congregation in ministry is very important and crucial because there will be no service program that can run without the direct participation of members of the congregation. Besides that, the members of the congregation are not only the target of the service program because the members of the congregation should be the subject of the ministry itself. In his research, Norbertus (2020) states that the direct involvement of the congregation when facing problems that occur in daily life is a form of transformative diaconal service. Iwamony (2019) again stated that the participation of the church congregation is a positive force that is able to create collaboration with all elements in the church to create creative and dynamic transformative diaconal services. Ka'paan (2009) asserts that the members of the congregation are active in carrying out their duties and roles in carrying out transformative diaconal services as believers who have been given talents by God. Based on the description above, it can be reflected on the role of the members of the congregation as the subject of ministry, as evidenced by their direct involvement as a positive force and by that involvement creates collaboration in order to realize a creative and dynamic ministry. With the involvement of the congregation, talents that come from God can be developed. From the previous research above, it can be determined that the third hypothesis is that there is an influence between the role of church members and transformative diaconal services.

The Congregation's Role in Entrepreneurship

Congregational participation in entrepreneurial activities greatly contributes to church services, Ngedi et.al (2019) stated. Through the entrepreneurship program carried out in the church, the role of the members of the congregation can be directly involved. As well Julianto (2017) states that entrepreneurship is a means of theology for members of the congregation. In addition to learning entrepreneurship, the members of the congregation have the means to also get to know God's love more and learn entrepreneurship in accordance with His will Astuti (2016) which states that the role of church members increases their capacity in service involvement. The entrepreneurship program exists as part of the church's ministry so that the role of the members of the congregation becomes more real and concrete. Thus, from the previous research above, a

fourth hypothesis can be established that there is an influence of the role of the congregation on entrepreneurship.

The Influence of Entrepreneurship on Transformative Diakonia

Entrepreneurship is a means that can reduce unemployment as a sign of change in society and in the church, said (Khatiwada, 2014). Then, Adi (2017) also emphasized that entrepreneurship is the basis for building social transformation in church life which has an impact on service in the church and the community around the church as the spirit built by transformative diakonia. Anggonosamekto (n.d.) Entrepreneurship practice is a means of education and awareness that creates changes in the behavior of members personally and culturally towards economic behavior activities so that they are able to develop skills in self-regulation and organization. From the descriptions of the three researchers above, it is integrated that entrepreneurship is the basis for building social change in the church and society as well as being a means of education and awareness of behavior change. Entrepreneurship is also able to build a new culture in the economic activities of the congregation as well as skills in self-regulation as the goal of transformative diakonia itself. Thus, from the previous research above, the fifth hypothesis is that there is a strong influence between entrepreneurship and Transformative Diakonia.

The Influence of God's Servant Leadership on Transformative Diakonia through entrepreneurship

This section reveals the influence of the Servant of God leadership through entrepreneurship in order to realize Transformative Diakonia services, as stated by Kusni (2020) (a leader who has an entrepreneurial spirit or spirit is able to innovate and be creative so that the Transformative Diakonia service program can be implemented. Reid et. al (2018a) also emphasized in his research that the involvement of leaders in their leadership has a very positive impact on the development of entrepreneurship. Likewise, Herman et.al (2021) which states that the Servant of God strengthens his teaching about entrepreneurship in the church in order to improve the quality of service. From the descriptions of the researchers, it can be integrated the influence of the entrepreneurial spirit. from a Servant of God enabled him to innovate and be creative in creating transformative diaconal services. The influence of the Servant of God also has a very positive impact on entrepreneurship. The Servant of God can also strengthen his teaching about entrepreneurship company which thus contributes to the improvement of transformative diaconal services in the church it serves. Thus, from the previous research above, the sixth hypothesis is determined about the influence of the Servant of God leadership through entrepreneurship with transformative diaconies.

The Influence of Congregational Citizens on Transformative Diakonia through Entrepreneurship

To find out how the members of the congregation play a role in the ministry, it must be proven by the existence of media or service facilities. According to Blevins et.al (2020) the congregation makes entrepreneurship a place to serve by innovating, imagining, taking risks and being constructive. Meanwhile, Zedadrah et.al (2019) emphasized that entrepreneurial congregation members also influence their faith beliefs, affecting self-confidence when making decisions to develop their businesses. Likewise, Martin at.el (2010) stated that congregation members were able to introduce church service programs as a novelty in changing their lives and changing their quality in real actions. From the description of the research above, it reflects that the influence of the role of the congregation through entrepreneurship means that the congregation participates in serving in an innovative, imaginative and risk-taking and constructive manner. Entrepreneurial congregations are also better able to develop their businesses and introduce church service programs through entrepreneurship itself. Thus, from the previous researcher above, the seventh hypothesis is the influence of church members on transformative diakonia through entrepreneurship.

RESEARCH METHOD

This type of research is quantitative research with a structural equation modeling approach. The hypothesis is proven by using the Partial Least Square (SEM-PLS) software. The aim is that there is a relationship to one variable, namely the explained variable (The Explained Variable) with the explanatory variable and with the aim of testing existing theories and proving hypotheses. Determining the level of explanation using descriptive data collection that tests the hypothesis so that this research is described completely and accurately. A description of a certain situation in order to test multiple regression (Multiples) on the independent and dependent variables using a sample size with data collection analyzed by testing the adequacy of the sample = 0.05. The population in this study were Servants of God and members of the congregation in the BKAG member Church of Pematangsiantar which consisted of 200 churches. The sampling technique used in this study is simple random sampling which provides equal opportunities for each element (member) of the population to participate as a member of the sample. Simple random sampling does not take into account the gender and social strata of the existing members. The number of samples used were 80 people on the basis of 5 times the number of indicators of all sample variables as stated by Hair (2019).

RESULT AND DISCUSSION

PLS Algorithm Research Model

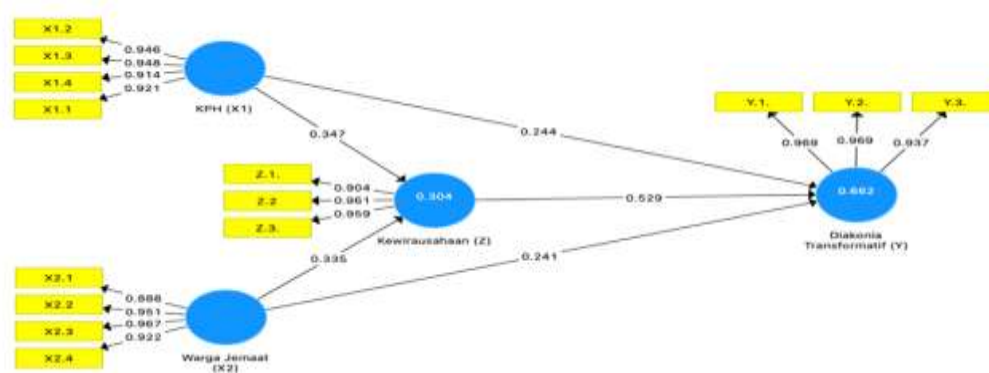


Figure 1 PLS Algorithm Research Model, Source: Smart PLS Output, 2021

	Transformative Diakonia (Y)	KPH (X1)	Entrepreneur (Z)	Congregational Citizens (X2)
X1.2		0,946		
X1.3		0,948		
X1.4		0,914		
X2.1				0,888
X2.2				0,951
X2.3				0,967
X2.4				0,922
Y.1.	0,969			
Y.2.	0,969			
Y.3.	0,937			
Z.1.			0,904	
Z.2			0,961	
Z.3.			0,959	
X1.1		0,921		

The results are displayed with the coefficient of determination (r-square).

The results from the figure and table above give results for the five indicators having a loading factor > 0.5. The value of the coefficient of determination owned by Entrepreneurship or Z is equal to 0.304, thus the Servant of God Leadership (X1), Jama'at Community (X2) has been able to influence transformative diaconia (Y) by 30.4% with the indicator that members of the congregation are salt and light. , has a work ethic based on God's Word, has high motivation and cares for others. Thus, there is a 59.6% opportunity for other independent variables to affect Z which is not tested in this research model.

The coefficient of determination owned by the transformative diakonia or Y is 0.662, which means that X1 the leadership of the Servant of God and X2, namely the Jama'at, has been shown to influence Y, namely the transformative diakonia with a value of 66.2% with indicators of the Servant of God leadership, namely creativity and innovation, able to motivate, create concrete ideas and maximize service. Thus, there are 33.8% as opportunities for other independent variables in influencing Y which were not tested in this study.

Validity Test based on:

Table 2. Average Variance Extracted (AVE)

	Cronbach's Alpha (CR)	rho_A (RA)	Composite Reliability (CA)	Average Variance Extracted (AVE)
X1	0,950	0,955	0,964	0,869
X2	0,950	0,960	0,964	0,870
Y	0,956	0,956	0,971	0,919
Z	0,936	0,940	0,959	0,886

Source: Output Smart PLS, 2021

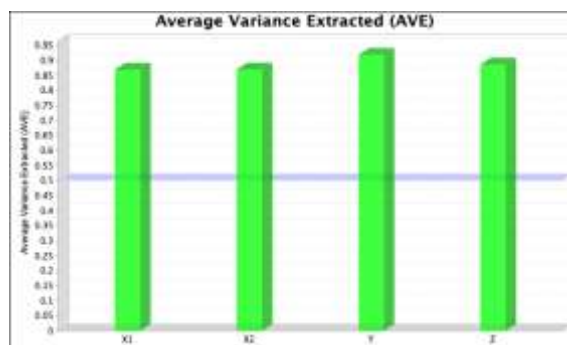


Figure 2 Output Smart PLS, 2021

From Figure 2 above, based on the validity testing of the loading factor > 0.7, which means it has fulfilled the requirements for the validity of the loading value through validity testing based on the average extracted (Ave) value and reliability testing (CR). Thus, it has fulfilled the validity requirements based on AVE > 0.05, which means that it has fulfilled the existing validity requirements, said Haryanto (2020). Furthermore, reliability testing was carried out based on the composite reliability (CR) value.

Reliability Test

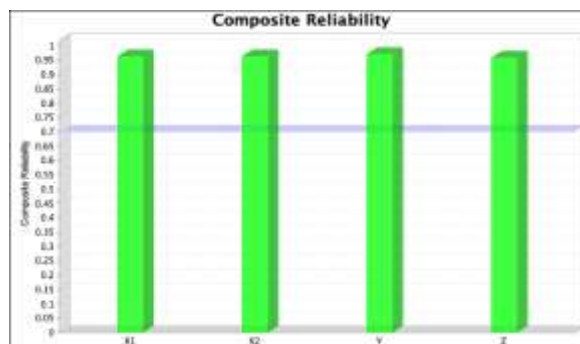


Figure 3 Composite Reliability (CR), Source: Smart PLS Output, 2021

Based on Figure 3 above, there are CR values for all of the above variables > from 0.7. So it can be said that all CR values > 0.7 have met the reliability requirements based on CR according to Heryanto (2020). Furthermore, reliability testing was carried out based on the value of Cronbach's alpha (CA)

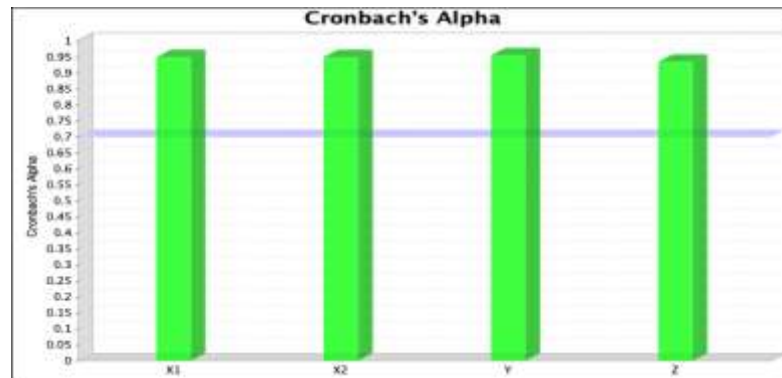


Figure 4 Cronbach's Alpha (CA), Source: Smart PLS Output, 2021

Based on Figure 4, the recommended CA result is a value > 0.07, so the results based on the reliability test based on the CA value approach have been declared valid. So the results based on CA and CR show that all the instruments used by researchers in this study can be believed to be correct and reliable as a data collection tool and reveal information in the field (Heryanto & Sembiring, 2020).

Direct Influence

Table 3

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
X1 -> Y	0,244	0,243	0,095	2,574	0,010
X1 -> Z	0,347	0,353	0,071	4,867	0,000
X2 -> Y	0,241	0,247	0,085	2,850	0,005
X2 -> Z	0,335	0,331	0,095	3,520	0,000
Z -> Y	0,529	0,531	0,096	5,488	0,000

The image above produces:

First, the Servant of God Leadership (X1) results in a positive influence on Transformative Diakonia, namely Variable Y with a T-Statistic value of 2.574 > 1.96 and the most significant P-Values, namely the value of 0.010 < 0.05. Thus the first hypothesis in this study is proven and can be accepted. The results of this study strengthen and complement the research that has been carried out by (Heryanto & Sembiring, 2020; Robbins, 2006; Zeitler, 2014). The impact of Servant of God Leadership on transformative diakonia is positive. That is, every time an effort is made to improve the Servant of God's Leadership, it has a major impact on the transformative diakonia. Second, Leadership towards Entrepreneurship with a T-statistic value of 4.867 > 1.96 and a P-value of 0.000 < 0.05. This means that every effort made in improving the Leadership of Entrepreneurship will have a big impact. (Barlian & Kristen, 2020; Rey & Sudarmanto, 2020; Tanasyah et al., 2020) strengthens this research where the impact of Servant of God Leadership on Entrepreneurship is very large. Third, the role of the Jama'at on the transformative diaconal variable with a T-Statistic value of 2.850 > 1.96 and a P-value of 0.005 < 0.05. Entrepreneurship with a coefficient value on the path of 4.867 > 1.96 in the T-Statistics column and the P-Values value which has a very

significant value of $0.000 < 0.05$. This means that efforts to increase the role of the Jama'at have a major impact on the Transformative Diakonia. The results of this study strengthen and complement the research conducted by (Iwamony, 2019; Jegalus, 2020; Ka'pan, 2009). Fourth, on the variable of the role of members of the congregation or X2 on entrepreneurship with a T-statistic value of $3.520 > 1.96$ and a P-Value of $0.000 < 0.05$. This means that every effort to increase the role of members of the congregation will have a very large impact on transformative diakonia. The results of this study strengthen and complement previous research. (Astuti, 2016; Julianto, 2017; Ngedi, 2019). Fifth, the Entrepreneurship variable (Z) on transformative diakonia with a T-statistical value of $5.488 > 1.96$ and P-values of $0.000 < 0.05$. This means that every effort made from entrepreneurship will have a very large impact on transformative diakonia. The results of this study strengthen and complement research by (Blevins et al., 2020; Kusni, 2020; Zedadra et al., 2019).

Indirect Influence

Table 4.

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV P Values)	
X1 -> Z -> Y	0,183	0,181	0,045	4,073	0,000
X2 -> Z -> Y	0,177	0,182	0,063	2,826	0,005

Sixth, From Figure 4 above, the results explain the indirect effect above resulting in the hypothesis that the leadership of the Servant of God is very influential on transformative diakonia through Entrepreneurship, which is proven and acceptable. This is evident from the T statistic $4.073 > 1.96$ and the P-Values $0.000 < 0.05$. The results of this study strengthen and complement the research conducted (Kusni, 2020; Reid et al., 2018b; M. Sari et al., 2017) so that the research hypothesis is proven and highly acceptable.

Seventh, Proving the hypothesis that the role of the Jama'at has an effect on transformative diakonia through the effective use of entrepreneurship. This is evident from the T statistic value of $2.826 > 1.96$ and the value contained in the P Values of $0.005 < 0.05$. The results of this study strengthen and complement the research conducted (Blevins et al., 2020; Carree & Thurik, 2010; Zedadra, Quarda, Gueneuri, Antonio Jouandeau, 2019), so the research hypothesis is proven and can be accepted.

CONCLUSION

This research provides a real picture of the church service model capable of providing answers to problems that occur in the midst of the covid-19 pandemic. First of all, this research has proven that the leadership of the Servant of God and the role of the members of the congregation have a very large and effective impact through entrepreneurship in realizing transformative diakonia. The influence of the Servant of God is great through entrepreneurship in realizing transformative diaconies. Likewise, the role of members of the congregation is very large and significant through entrepreneurship in realizing transformative diakonia. This is important to note because the church must pay attention so that its members have the capacity for entrepreneurship. This means that the church through the influence of the leadership of the Servant of God pays attention to the members of the congregation in creating concrete creative and innovative ideas on how to improve the ability of the congregation in entrepreneurship. This can be met by realizing transformative diaconal services through entrepreneurship programs by holding entrepreneurship trainings in collaboration with the government and other related parties. Thus, the members of the congregation are able to increase their capacity to deal with the problems of life they face. Second, the role of members of the congregation through entrepreneurship is very large and significant for the realization of transformative diakonia. This indicates that the role of the members of the congregation must also receive special attention in the church service program. The role of

members of the congregation through entrepreneurship is a factor that determines the realization of transformative diaconia. So for that how the church makes entrepreneurship as a means of service for the congregation become salt and light and proves a work ethic based on God's word, becomes a means of education and education and cares for others. Because with the role of members of the congregation in entrepreneurship, the effectiveness and significance of the realization of transformative diaconia is increasingly evident. Transformative diaconia through entrepreneurship which is influenced by the role of the members of the congregation indicates that the presence of the church is able to be a solution and answer to problems that bring about change for both the members of the congregation and the church ministry itself.

From this research, it can be seen several important things to be discussed and recommended to further researchers. First, entrepreneurship is indeed proven to have the most significant impact in realizing transformative diaconies. However, there are still many churches that are not aware of it and use it as a means of learning and self-actualization of their congregation members to be directly involved. Then the next researcher can continue his research in this issue. Second, the quality of transformative diaconia is still very limited in processing inputs and processes. So it is important for other researchers to explore it because the outcomes and outputs can be a measure of how to improve services in the church. So it is necessary and very important to be discussed and researched further and in depth.

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