

## The Influence Of Christian Leadership Strategy And Financial Management On The Effectiveness Of Church Ministry In GMIM Tomohon Tiga Region

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### Abstract

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*This study investigates the influence of Christian leadership strategies and financial management on the effectiveness of church ministry in GMIM Tomohon Tiga Region. Utilizing a quantitative associative approach with a survey method, the study analyzed data from church leaders and members across multiple congregations. Findings revealed that Christian leadership strategy has a significant positive effect on ministry effectiveness ( $p < 0.05$ ), as does financial management. Simultaneously, both factors strongly predict ministry effectiveness, with  $R^2 = 0.979$ , indicating that 97.9% of variations in ministry effectiveness are explained by these variables. These results suggest that strengthening spiritual leadership and implementing professional financial management practices are crucial for enhancing the quality and impact of church ministry.*

**Keywords:** Christian leadership strategy, financial management, ministry effectiveness.

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## INTRODUCTION

Churches are not only places of worship but also function as key institutions that nurture spiritual life, provide moral guidance, and foster social development. They are tasked with translating Christian values into programs and services that impact both congregants and the wider community. Within this broad mandate, leadership and financial management become foundational elements that determine whether the church can effectively fulfill its mission.

The GMIM Tomohon Tiga region presents a microcosm of both the opportunities and challenges faced by churches today. While the region benefits from a rich Christian heritage and strong community ties, many congregations struggle with issues of leadership coordination, transparency in financial reporting, and alignment of ministry goals with available resources. Church leaders are expected to exhibit servant leadership qualities—demonstrating humility, empathy, and vision—while simultaneously ensuring that the church's financial stewardship is accountable and well managed. These dual demands create a complex environment where gaps in either area can undermine the church's ability to deliver effective ministry.

Globally, scholarship on church effectiveness has emphasized either leadership (e.g., servant leadership models) or financial management (e.g., stewardship theory) as discrete variables. However, few studies have explored their

combined impact on ministry effectiveness, particularly in the Indonesian context. This research addresses that gap by examining how Christian leadership strategies—deeply rooted in biblical principles and servant leadership philosophy—work alongside structured and transparent financial management systems to strengthen ministry outcomes.

By framing these elements as interconnected rather than isolated, the study provides fresh insights for both academia and church practitioners. The results are expected to contribute to developing frameworks that churches can adopt to ensure spiritual integrity and operational excellence, ultimately enhancing the relevance, trust, and impact of their ministries.

## **RESEARCH METHOD**

This study used a quantitative associative design with a survey method. The population consisted of all special ministers (pelayan khusus) in the GMIM Tomohon Tiga region. A stratified random sampling technique was applied to ensure representation from all congregations.

Instruments: Questionnaires with Likert-scale items were developed to measure three constructs: Christian leadership strategy (X1), financial management (X2), and ministry effectiveness (Y). The instrument validity was tested using Aiken's V formula, while reliability was measured using Cronbach's Alpha with acceptable values above 0.7.

Data Collection: Data were collected via distributed questionnaires and verified for completeness. Ethical considerations, including consent and confidentiality, were observed throughout.

Data Analysis: Multiple linear regression was used to examine the effects of Christian leadership strategy and financial management on ministry effectiveness. Statistical tests included t-tests (to assess the partial effect of each independent variable) and an F-test (to assess simultaneous effects), with the significance level set at  $\alpha = 0.05$ . All analyses were conducted using SPSS software.

## **RESEARCH RESULTS AND DISCUSSION**

The descriptive findings from the survey illustrate that Christian leadership strategy (X1) in the GMIM Tomohon Tiga region was assessed as moderately high by respondents. This suggests that many church leaders have embraced servant-leadership practices—showing humility, care, and vision—yet there remains space for further development to fully embody these principles. Financial management (X2) was also rated moderate to high, indicating that certain structures for transparency and reporting are in place. However, inconsistencies in planning and the application of budgeting practices still persist. Ministry effectiveness (Y), as perceived by respondents, reflected positive indicators overall, but some programs within congregations lacked coordination and alignment with broader church objectives.

Inferential analysis further strengthened these descriptive insights. Regression analysis demonstrated that Christian leadership strategy significantly influences ministry effectiveness, with a coefficient of  $\beta = 0.603$  ( $p < 0.05$ ), confirming a strong positive relationship. Financial management also exerted a notable effect, with a coefficient of  $\beta = 0.484$  ( $p < 0.05$ ), showing that the more

transparent and structured the financial systems, the more effective the ministry becomes. When considered together, the regression model— $Y = 7.714 + 0.603X_1 + 0.484X_2$ —achieved an impressive F-value of 1839.157 ( $p < 0.05$ ) and an  $R^2$  of 0.979. This indicates that nearly 98% of the variation in ministry effectiveness can be explained by the combined influence of leadership strategy and financial management.

These findings are deeply aligned with Servant Leadership Theory (Greenleaf, 1977), which posits that leaders who prioritize serving others foster healthy organizational cultures. In the context of the church, such leaders inspire trust, unity, and commitment. At the same time, the findings resonate with Stewardship Theory (Davis et al., 1997), which highlights the role of leaders as responsible stewards of resources entrusted to them. Transparent and accountable financial management builds credibility and trust among congregants, reinforcing the spiritual and organizational mission of the church. Together, effective leadership and solid financial stewardship create a synergistic foundation for sustainable and impactful church ministry.

## CONCLUSION

The results of this study underscore the crucial role that Christian leadership strategy and financial management play in the effectiveness of church ministry in GMIM Tomohon Tiga. The statistical evidence shows that these two factors not only exert independent, positive influences but also work together to create a powerful synergy that explains nearly all observed variations in ministry effectiveness.

This finding carries several important implications. First, it highlights that leadership within the church cannot be reduced to merely spiritual guidance; it must be grounded in servant leadership principles that emphasize humility, service, and integrity. Leaders who embody these qualities create a culture of trust and engagement, empowering congregants to contribute actively to ministry initiatives. Second, financial management is revealed not merely as an administrative function but as a ministry in itself—transparent stewardship fosters accountability, strengthens confidence among members, and ensures that resources are allocated to support the church's mission effectively.

The combination of these elements presents a holistic model for church growth and sustainability. Churches that integrate visionary, servant-based leadership with structured, accountable financial practices are better equipped to respond to the evolving needs of their communities. They can deliver programs and services that are both spiritually enriching and operationally sound.

For GMIM Tomohon Tiga, and similar church contexts, this means that intentional investment in leadership training and financial system development will yield long-term benefits in ministry effectiveness. On a broader level, this study contributes to the academic discourse on organizational leadership in faith-based institutions and provides a practical roadmap for church leaders who seek to enhance their impact.

Ultimately, the conclusion reinforces the message that effective ministry is not solely about spiritual vision or administrative efficiency in

isolation—it is about weaving these threads together to create a vibrant, resilient, and trustworthy church that can thrive in its mission and service.

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