

# **Spiritual Gifts and Servant Leadership on the Growth of Small Group Ministries in Selected Places in Indonesia as Basis for Program Development**

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## **Abstract**

The phenomenon of increasing number of baptism but decreasing church members has plagued almost all churches including the Adventist churches in Jakarta Local Conference. Most of the baptized people came from the front door and went out to the back door. To solve this problem, the researcher suggested small group ministry. To utilize small group ministry, people need to understand the variables that contribute to its success. Therefore, this study determined the relationship between servant leadership and spiritual gifts on small groups in selected places. Descriptive survey design utilizing purposive sampling was employed to discover the relations among three variables (small groups, spiritual gifts, and servant leadership). Each variable is composed of four aspects: (a) spiritual gifts = teaching, evangelism, giving, and hospitality; (b) servant leadership = service to others, holistic approach, promoting a sense of community, and sharing of power in decision making; (c) small group growth = discipleship, nurturing, retaining, and reclaiming. Two hundred fifty questionnaires were distributed among small group leaders in Jakarta Local Conference but only 143 were retrieved and analyzed. Result showed that there is a significant relationship between spiritual gifts and servant leadership on small group growth. The most dominant aspect of spiritual gifts is teaching; while the highest aspect for servant leadership is the willingness to share their power. Based on the result, the author proposed a program to help the small group ministry. This study verifies that small group ministry could reverse the trend of decreasing church membership; identifies aspects which lead to the success and growth of small group ministry; and the proposed program helps the local pastors in developing an ideal and healthy small group ministry.

**Keywords:** *spiritual gifts, small group ministry, evangelism*