

OBSERVATION GUIDELINES

Aspects Observed	Indicator
Sunday worship service	Inclusion in Sunday worship services
Church Council and OIG Management	<ol style="list-style-type: none">1. Duties and responsibilities of the Church Council and the OIG Board2. The Church Council and OIG Management's role in building relationships with congregation members, especially for Generation Z.
Generation Z	Observing the attitudes, behaviors, and lifestyles of Generation Z

INTERVIEW GUIDELINE

A. For Generation Z

1. What do you understand about spiritual leadership?
2. What is your biggest digital challenge today?
3. How do you understand and build spiritual well being, namely calling and membership in the church community today?
4. Do you have a sense of belonging to each other in this fellowship?
5. What best efforts can be made so our Fellowship can live and continue to be managed well?

B. For Church Assemblies & OIG Management:

1. What do you understand about spiritual leadership?
2. How to build an impactful vision in the era of digitalization, especially in responding to the needs of the congregation
3. What are the expectations or forms of faith that should be possessed in facing digital challenges in the era of technological disruption?
4. How leaders declare their stance and existence to answer today's digital challenges?

5. How do people understand and build spiritual well being, namely calling and membership in the church community today??

TRANSKIP WAWANCARA

A. Council of Gereja Toraja Jemaat Londa

Name : Rev. Marthinus Patambing, S.Th

Age : 56 years old

Occupation : Congregational Pastor

1. What do you understand about spiritual leadership?
2. How to build an impactful vision in the era of digitalization, especially in responding to the needs of the congregation
3. What expectations or forms of faith should be possessed in facing digital challenges in the era of technological disruption?
4. How do leaders declare their stance and existence to answer today's digital challenges?
5. How do people understand and build spiritual well-being, namely calling and membership in the church community today??

On December 3, 2024, the author conducted interviews to obtain information about the church assembly's understanding of the concepts and aspects of spiritual

leadership. On this occasion, the author conducted an interview and met with the leader of the Toraja Church assembly of the Londa congregation, Mr. Pdt. Marthinus Patambing, S.Th, as the leader of the church assembly of the congregation. On this occasion, the author and he discussed how essential aspects of spiritual leadership are built in a leader. MP explained that spiritual leadership is an important aspect that must be owned and built at all times in a leader, especially when the leader is in a place with members of a plural group, not just one group or category. He continued that amid the digital era, which significantly impacts the sustainability of church life, especially youth (Generation Z), a fundamental goal is needed that can move and unite them in beautiful harmony.

The goal is that youth are not lost and alienated from the church. Christ was an exemplary leader who truly impacted the lives of His followers. This can be witnessed clearly in Christ's ministry when He was able to reach out and embrace the lives of each of His followers, all circles and groups Jesus entered. Especially marginalized people who were not considered in the understanding and context of life at that time. He further asked what an obstacle is at this time. Our hope, especially as a leader, is that in today's rapid technological era, Generation Z should be able to place themselves and declare their existence in the middle of the church. I hope the youth will be much more sensitive in understanding their calling amid the congregation. MP stated that for now, in expressing a stance as a church leader by

looking at the various digital challenges that exist, by looking at several indicators and factors that exist, especially since I have only been in the congregation for a few months, there are so many things that I have to learn first and understand well why youth are increasingly degenerating in terms of their relationship with our community and worship. Therefore, the first concrete step I can take is approaching the youth and building a much closer and stronger relationship. For now, I don't think that understanding spiritual well-being, namely calling and membership, has been well-embedded and awakened in the youth. This is because if this had been well-established, it is unlikely that the youth would have experienced such a significant decline in faith as witnessed in the congregation today. The youth are still too busy and indifferent to building intense relationships in the fellowship. Individualism and FOMO are still so tightly embedded in them that they have been unable to create accurate self-awareness to see this phenomenon.

B. Chairman of PPGT Jemaat Londa

Name : Affrianto Sarra, S.Pd

Age : 34 years old

Occupation : Teacher

1. What do you understand about spiritual leadership?
2. How to build an impactful vision in the era of digitalization, especially in responding to the needs of the congregation

3. What expectations or forms of faith should be possessed in facing digital challenges in the era of technological disruption?
4. How do leaders declare their stance and existence to answer today's digital challenges?
5. How do people understand and build spiritual well-being, namely calling and membership in the church community today??

On the same date, December 3, 2025, the author interviewed the chairman of the PPGT Londa congregation, who is also the Church Council. In his understanding, he said that spiritual leadership is certainly an important thing in a leader. This is certainly something that must be part of a leader. As a youth leader, I believe that building an impactful vision in the digital age starts with understanding the technological, social, and spiritual needs of our congregation. The first step is to conduct an assessment of the congregation's potential through open discussion and needs assessment. Next, the vision should be inclusive, relevant, and encourage cross-generational cooperation. Utilizing digital platforms such as social media, apps, or church websites to hold daily devotionals, online Bible classes, or interactive online discussion rooms are examples. Consequently, this vision meets the spiritual needs of the congregation and is appropriate for the technological age. The congregation must have a firm and responsive faith. The congregation should not be afraid to face the digital age. In addition, as leaders, we must set an example by utilizing technology for

ministry. They should be proactive in starting digital programs such as online worship, technology training, and virtual communities.

C. Church Youth (Generation Z)

Name : Datu Mirring Tangdierra

Age : 17 years old

Occupation : Student

1. What do you understand about spiritual leadership?
2. What is your biggest digital challenge today?
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4. Do you have a sense of belonging to each other in this fellowship?
5. What best efforts can be made so our Fellowship can live and continue to be managed well?

Furthermore, in this research the author interviewed youth who belong to generation Z. Spiritual leadership, in my opinion, is similar to helping others to get closer to God. Spiritual leaders are not just people who lead prayers or worship, but they also set an example in their daily lives by showing compassion, kindness, and helping others understand their faith. Spiritual leaders are also attentive to people's spiritual needs and help everyone feel

welcome in the church, although I don't fully understand it yet. Keeping focused on the right things and building faith amidst a lot of distracting digital content is my biggest challenge. I often feel too preoccupied with worldly things, such as comparing myself to others, because of social media. It's also hard to find dedicated time to read the Bible or pray because you're often tempted by games or videos. Being part of a church community is about learning together and supporting each other, in my opinion. I try to participate in youth activities, such as attending worship or mutual aid events, although I don't fully understand the calling yet. I believe that spending more time getting to know God and learning from people in the church community can improve spiritual well-being. I sometimes feel present, but sometimes I don't. When everyone is friendly and engaged with activities, I feel welcome. However, because I haven't gotten too close to many people, I sometimes feel awkward. Maybe it's because I'm new to this fellowship.

D. Assembly of Gereja Toraja Jemaat Londa

Name : Mediana Sorongan

Umur : 46 years old

Occupation : Teacher

The next informant is a board member of an ecclesiastical organization.

He shared that the call to serve the congregation with love, example, and

integrity is known as spiritual leadership. It is not just about giving direction; they must also be a role model in faith, maintain a relationship with God, and pay attention to what the congregation needs. The ability to accompany the congregation on their spiritual journey is another part of spiritual leadership. I try to fulfill this role with prayer, support, and service where I can, even if I am not always directly present in the community. An effective vision must keep up with the changing times, including when we are in the digital age. One can use digital platforms to gain access to worship, Bible study, and spiritual discussion spaces.

I want this congregation to have a faith that is able to discern strong faith from false ones in the digital world and be ready to learn and adapt to changes without losing its values. As a leader, I believe the attitude to have is humility to learn and admit that I may not understand technology well, but am willing to learn from more expert people, including the younger generation. Consequently, the congregation must realize that spiritual well-being is a shared responsibility that can be achieved through vocational awareness. They should also realize that each member of the congregation has a specific role in the body of Christ, both in physical and digital form.

E. Chairman of SMGT

Name : Dalma Lambi Lebang

Age : 54 years old

Occupation : Teacher

1. What do you understand about spiritual leadership?
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3. What are the expectations or forms of faith that should be possessed in facing digital challenges in the era of technological disruption?
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Serving the congregation sincerely and leading with a heart directed towards God is the definition of spiritual leadership. As a Sunday school principal, I realize that this leadership entails modeling faith for the children in addition to teaching them. However, I also recognize that there are times when I lack sensitivity to current needs or circumstances. Nonetheless, I continue to strive to lead with love, understanding, and commitment to help the children draw closer to God. That technology can

enhance ministry must be understood before building a significant vision in the digitalization era. This can be achieved by providing digital creative materials, such as Bible stories in videos, hymns, and interactive activities that can be accessed anytime in Sunday school. I hope the community, especially the younger generation, has a strong and unwavering faith, so that they are not easily influenced by negative content that is widespread on the internet. creative in using technology to show their faith, such as by posting spiritual materials on social media. Making the Bible a guideline for life in the midst of the information wave, and continuing to seek and build relationships with fellow believers, both physically and virtually. As a leader, I realize how important it is to support children and parents regularly in Sunday School classes and on digital platforms. be a digital role model by using social media or online platforms to share relevant and constructive spiritual messages and be open to listening to the ideas of others, including the younger generation, to develop better ministries.