

Empowering Leadership According to 1 Samuel 22:1-5 and its Relevance to Today's Leaders

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Abstract

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The purpose of this study was to obtain data on Empowering Leadership According to 1 Samuel 22:1-5 and its Relevance to Today's Leaders. The author uses the research method used is In describing this research, the author uses qualitative research research methods. The results of the research show that: A leader must also have good life values that can be taken from David's life, namely he realizes that he is called by God to be king, so that he as a leader is a leader who serves not being served, and in his leadership he shows courage as a value that is upheld in leadership and humility as a leader who wants to be criticized, these are things that a leader must have.

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INTRODUCTION

Leadership in human minds is power and wealth. Being a leader is a calling that can be envied. There are several models of Christian leadership, such as in the authoritarian or autocratic leadership style where the leader orders his followers to do the task and in this style there is little delegation of authority and the leader does not provide explanations about what to do. Democratic or participative style in which the leader encourages his followers to participate in group activities and decision making, and in this leadership a close relationship is established between group members. The paternalistic style is where the leader of this model leads to local customs, for example respecting elders because they are considered more experienced and wise. John MacAtur said, a leader is someone who has life and character that can encourage others to emulate him. That is, leadership is closely related to setting an example, and this must be practiced from an early age. Meanwhile, J. Oswald Sanders emphasizes leadership in terms of giving influence. And, according to Lord Montogomeri, Leadership is the ability and will to move men and women for a common goal and character that inspires trust. (Djadi, 2009)

Jonathan Willy S, said leadership is a person or group who leads and directs the group towards a goal together. Soejono Iamy emphasizes leadership as a process when a person influences others in terms of beliefs, behavior and habits, so that they are in accordance with what is needed, and in accordance with the norms and beliefs of the organization. In Allb's perspective, especially the Old Testament, Sanders said, that when God really finds someone who is in accordance with His spiritual demands, who is willing to fulfill all the demands of leadership, He uses

them regardless of all their real weaknesses and limitations. The task of leadership is to determine the steps that must be carried out or see and achieve the vision and mission of the leadership journey. According to Kenneth and Linda Schatz, the leader's job is to provide support and move members. Members need to be encouraged by believing that they have the independence and resources necessary for the successful discharge of their responsibilities.

Yacob Tomatala said that: Leadership plays an important role, leadership determines the progress of an organization. From this statement it is evident that leadership influences the life of any organization in the world. Evaluating the leader must check whether the idea or plan is going according to plan or not. (Kristen, 2009) The things that need to be evaluated are the performance of groups, individuals, and even the performance of their own leadership. So, when viewed from the importance of leadership in the church so that there are ideal leaders in leading an organization or in leading a group, both in the spiritual and physical fields, a change can occur so that every church leader today can lead an organization or can direct its congregation in a better direction.

According to Fredsmith, there are several criteria for a good leader, namely: Spiritual life, namely people who want to become leaders must have good character in their spiritual life; Personal life, i.e. what the leader does when he is not in the pulpit will determine what should appear in the pulpit. What happens in life influences what happens in public. Being a leader must take good care of his spiritual life; Social life, he must have a good character in his social life. (Rumiyati et al., 2018)

The life of a leader must not only have a high spiritual life but must also be supported by self-integrity in his leadership. The weight of leadership is not determined solely by the level of education or the number of hours of service in the ministry, but by self-integrity. One of the reasons is the inadequate leadership factor. According to the observations of researchers, the problem of leadership is still an obstacle in the development of Christian organizations and missions in Indonesia. The problem of leadership and leaders is a necessity in an organization today. Trust in leaders is experiencing a crisis because of the many conflicts that have occurred within the scope of changes in human rights in the political, economic and social arena as well as in education. Leaders should invite and influence someone to live righteously and fear God to achieve a goal.

One of the biblical figures and in the historical record of Israel's successful leadership is David. In his leadership he brought the Israelites at that time to their heyday. One of the keys to the success of David's leadership is the awareness of a leader who wants to lead those who are led to the right path, just as David wanted to be reprimanded, willing to be guided on the right path. The true path is that there is no cheating and God Himself gives direction so that leaders must be sensitive and carry it out with the fear of God. 1 Sam 18:13-14 David was appointed commander of the army by Saul, and David was successful in all his journeys.

This is why we study leadership because we see that David always succeeds by relying on God, and David knows God's will. The researcher focuses on David's leadership because he is a respected king and always succeeds in every way. David became an example of a leader who was not corrupt so that the people of Israel and Judah really set an example and role model for life (1 Sam 18:14). And in the

leadership of Daud will be applied to the head of the Dimembe Anugerah Special School.

Based on the background above, the writer formulates a research problem, namely: how is Christian leadership empowering based on 1 Samuel 22:1-5? The purpose of this research is to find Christian leadership based on 1 Samuel 22:1-5. The benefits derived from the results of this research are: firstly developing Christian leadership based on 1 Samuel 22:1-5.

METHOD

The author uses the research method used is In describing this research, the author uses qualitative research research methods. Qualitative method is descriptive analysis. This paper uses approach qualitative method begins processing the raw data, namely coding the raw data. Furthermore, the researcher will trace patterns, themes, and relationships between ideas. The data collection in this paper is a literature study of Old Testament Bible texts and reference books. With a literature study, the author tries to find data from the Holy Scriptures and books related to the subject of research, so that this paper can prove and develop history related to the subject of research. The approach to searching for Bible texts is carried out by using a textual approach so that it can reveal the meanings of David's leadership based on the Old Testament. Textual studies are then used to link related verses so as to obtain good results. Interpretation requires historical analysis and interpretation so that interpretation can occur and get maximum results.

RESULTS & DISCUSSION

Leaders are people who guide and direct others. Leaders are people who can move others to follow in their footsteps. A leader is a person who succeeds in creating a feeling of participation, a feeling of being responsible for his subordinates for the work being done under his leadership. So what is meant by a leader is a person who carries out activities or activities, influences other people in a certain situation, through a communication process, which is directed to achieve certain goals. The Meaning of Leadership Leadership (leadership) is the process of influencing between individuals or between people in a certain situation, through directed communication activities to achieve a certain goal or goals. In leadership there is always an element of the leader (influencer), namely those who influence the behavior of his followers (influencers) or his followers.

From the various definitions above, it can be concluded that leadership is a process of influencing by setting an example for the person being led in an effort to achieve a target or goal. Therefore a leader must have the ability, skills, skills, integrity and exemplary leadership, both in the secular and spiritual fields, both in small groups and large groups. The following is David's attitude in carrying out his leadership duties.

According to J. Oswald Sanders, the responsibility of a leader is to care about the welfare of others, not their own comfort or position. Strengthening and uplifting, directing the faith of others to God. Good and loving discipline to maintain godly, moral, and ethical standards. Dare to start new businesses. Initiate new plans and recognize the good plans of others. From the several points above, David has carried

out a big responsibility which according to the author is not an easy thing, namely Mentoring people who have various life problems.

LEADERSHIP

David had a striking character. He is the composer of the songs that are most loved by the Israelites in the Psalms. David became king by choice of God himself or God himself. God chose him because he is a sincere person in doing the work or in carrying out the task that has been given to him (1 Sam. 16:1-13). God chose David as king or leader for the Israelites not because of his beautiful appearance because it was not the appearance that God saw in a leader. That is, to be a leader, it is not his good physique and material or wealth that is seen, but God himself who says that what a leader looks at is his heart.

Calling

when he was young. He lives in the small town of Bethlehem. His grandfather was Obed, son of Ruth and Boaz. Do you still remember them? And David's father was Jesse. David's job was to look after his father's sheep. David was born 10 years after God chose Saul as king. The time came when God said to Samuel, Take some special oil and go to Jesse's house in Bethlehem. I have chosen one of his sons to be king. When Samuel saw Eliab the eldest son of Jesse, he said to himself, Surely this is what God has chosen. But God said, Do not look at the tall stature and appearance. I didn't choose him as king. So Jesse summoned his son Abinadab and brought him to Samuel. But Samuel said, No, he was not chosen by God either. Later, Jesse brought his son named Shama. No, God didn't choose him either, said Samuel. Jesse brought his seven sons to Samuel, but God chose none of them. Are these all your sons? he asked.

There is still the youngest, said Jesse. But he was out tending the sheep. When David was brought in, Samuel could see that he was a handsome young man. This is it, God said. Pour the oil over his head. And Samuel did the same. The time will come later for David to become king of Israel.

David became king is through God's call in David. God saw David's humble heart and willing to be shaped by God. So that being a leader requires a vocation or being known at this time, namely the potential and ability in oneself that God has set in each person, and also through the longing of the heart to serve others and bring everyone to better things.

A good leader is a leader who understands God's call in Himself not for self-interest he becomes a leader, not for power and wealth but God's call to serve and bring everyone to a better process and self-development.

The leader who served

David had a patriotic spirit. David was a mighty warrior as well as a soldier (1 Sam. 16:18). From a physical perspective, David is no match for Goliath, because Goliath's body is stronger than David's. But in this case because David is a hero who relies on God. David is said to be worthy of being a hero because of the recognition of the people he leads. His authority did not come from himself, but because God intervened in the process of selecting him. If God chooses, then his leadership always assumes the task of shepherding.

This is in line with the concept of a king in Israel who plays the role of a shepherd, not just a political leader. In addition, David was someone who had careful planning in every action. After being anointed as king by the elders of Israel,

David's ability to lead was tested by taking the city of Jerusalem. And what is no less important is recognition from other countries. Hiram king of Tiro also paid homage to him. David's leadership is evident in his actions to the point where there is recognition from neighboring countries.

In carrying out the duties of a leader he becomes like a shepherd to his sheep in view of the background of David's life who used to be a shepherd. Carrying out the task of shepherding means serving every community without discriminating against one another, and bringing everyone to know God more and more in their lives. That's what David did to the 400 exiles in the Cave of Aram. He serves, guides people who are full of pain, disappointment, despair to become a brave hero. This is difficult to do if you don't have a heart that serves as a leader, so this is what is really needed to become a leader, namely a heart that serves.

Courage

David was a brave leader or king. In David, personal courage was very well integrated with skill as a commander and with this talent he led the Israelites to subdue their enemies on a regular basis, namely the Philistines, Canaan, Moab, Arnon, Aram, Edom and Amalek so that his name was written in history, completely independent of his personal meaning in God's plan of deliverance (1 Sam. 27-30). So soon there was evidence of David's zeal for religious matters. He brought the ark of the covenant from Kiryath-Jearim and placed it in the tabernacle specially built for it in Jerusalem. The religious regulations that enriched the later Temple services began with the order of the services in the Tabernacle, which were made by David at this time.

Humble

David was a poor and humble man. David's humility can be seen when he is caring for his father's sheep, he does not grumble. Even though he was the only one who spelled it out, he was still serious and with a sincere heart carried out his duties (1 Sam. 18:23). Fifth, God's inclusion in David's leadership has been proven when David fought his enemies, and especially when he fought Goliath (1 Sam. 17:40-50). David defeated Goliath not with swords, but only with slings and stones. Likewise, when Saul was chasing David, God still protected him and did not allow David to be killed by Saul. Saul really hated David because of his success in leading the Israelites, but God was still with him so that all the Israelites and Judah loved him (1 Sam. 18:16).

God chose David as king or leader because of his unique perspective. David saw everything through the eyes of his great God. God who makes everything possible, God who makes nothing exist, God who is just, God who is true, God who is faithful to his promises, God who loves humans and God who chose the Israelites to be His chosen people. This foundation is firmly held by David in every life.

David's leadership has been recognized by the Israelites since Saul became king. However, the authority that is in him does not come from himself, but because God intervened in the process of selecting him. If God chooses, then his leadership always assumes the task of shepherding. David also had careful planning in every action. (Tubagus, 2020) After being anointed king by the elders of Israel, David's ability to lead was tested by taking the city of Jerusalem. The Jebusites, the inhabitants of the city, had despised him. But David managed to take the stronghold of Jerusalem, namely Zion. From the above, the leadership that is very suitable to

be applied is David. David was chosen and anointed to be king because God saw that David's heart was full of sincerity and obedience and humility in guiding his people.

EMPOWERING LEADERSHIP BASED ON 1 SAMUEL 22:1-5

What David did was empower the soldiers, he encouraged each of his followers to have the same goal and become new leaders. 1 Samuel 22:1-5 Then David left there and fled to the cave of Adullam. When his brothers and all his family heard this, they went there to find him. Also gather to him everyone who is in trouble, everyone who is being chased by creditors, everyone who is hurt, so he becomes their leader. Together with him were about four hundred people. From there David went to Mizpah in Moab and said to the king of the land of Moab: Let my father and mother stay with you, until I know what God has done to me. Then he brought them to the king of Moab, and they stayed with him while David was in the stronghold. But Gad the prophet said to David: Do not stay in that stronghold, go and return to the land of Judah. Then David went and entered the forest of Keret. (1 Samuel 22:1-5). Adullam in Hebrew means the closed area of the cave of Adulam, a place in the Judah garden where David fled from Saul's pursuit. He hid in a nearby cave and there he gathered a force of supporters consisting of troubled people, among others, people who were disappointed and hurt.

The end result of David's responsibility is to explore the potential of these troubled people, they become brave and David's war heroes. The sacrifices of these troubled people (1 Chronicles 11:15-19). Once three of the thirty heads came to the rock to find David near the cave of Adullam, while the Philistines were encamped in the valley of Rephaim. At that time David was in the stronghold and the occupying force of the Philistines was in Bethlehem at that time. Then a desire arose in David, and he said: If only someone gave me to drink water from the Bethlehem well which is near the gate! Then the three men entered the camp of the Philistines. They drew water from the Bethlehem cistern which is near the gate, picked it up and brought it to David. But David would not drink it, but offered it as a drink offering to the LORD, saying: Far from me, O God, to do this! Should I drink the blood of these people's lives? Because risking their lives they took it. And he doesn't want to drink it. That's what the three heroes did.

Here it is very clear that it is David's responsibility and role to train people who were previously in trouble to become reliable soldiers. It turns out that David's leadership is real, not only when he has a position but even when in bad conditions he is able to be a leader who influences others. David was on the run from Saul. In a psychological condition of fear and anxiety, maybe also stress, not to mention being physically alone, hungry and poor. He was hiding in a cave called Adullam. In a state of helplessness and having nothing many people came and followed him. What follows are troubled people, stressed people. (people in debt, hurt, stressed, poor.). There were 400 people in total and David was in trouble and surrounded by troubled people.

David did not expel them and even made them friends and brothers in arms. David served their needs and turned them from losers into war heroes who succeeded in annihilating their enemies. In II Samuel 23:8-39 they are called the heroes of David. Throughout time and time people vying to be a leader. Try all

kinds of ways. David gave an example of leadership, leadership is the ability to serve and the ability to change followers in a better direction. And that leadership is also an example that is passed down, a leader who is able to make an impact. This attitude should be possessed by every leader, namely being able to create or produce new leaders.

The challenge for today's leaders is to be able to recognize differences in attitudes or changes in attitudes so that they can be motivated to continue to be close to God and become spiritual leaders. The goal is to help Christian leaders. Quality leadership is not easy to produce, instead it requires time, experience, and repeated maturation processes. Mature service flows from a mature character, which is built in the university of life. Ministry can succeed by relying solely on talent, but a leader whose ministry skills go beyond character building will eventually falter. A mature ministry flows from someone who has both ministry skills and character that has been honed, developed, and matured by God's maturing process. The formation of character is very basic, because service flows from the being of the servant. Spiritual leadership is a noble task, that is, God himself gives the task and responsibility. The end result of David's responsibility is to explore the potential of these troubled people, they become brave and David's war heroes.

However, the joy of a leader is when he sees others succeed. However, there is something better than that, namely taking part in other people's success. This talks about how a leader does something which implies that the leader does not just talk, but intervenes and works with the people he leads. He also contributed to the people he led. In it he is working on something that is not seen as something that stands out. (Djadi, 2009)

Leadership is an instrument to achieve the goals of an organization. With leadership, there is a driving force (human factor) towards the goals that have been planned. So leadership is a process in which the leader influences, determines, invites, directs, organizes, empowers members through the art of cooperation, fulfilling needs, and the art of training the trainer to do something that is believed to be done. (Tari et al., 2019) Empowerment is an effort to make humans empowered, to have the power to be able to do something and furthermore to reveal the various potentials that exist within them. Anwas said that empowerment does not only emphasize results but also processes, therefore the measure of the success of empowerment is how much participation is made by empowered members.

In an organization, there is always a position or positions related to human resources which are increasingly being declared as business partners for the production process of an organization. When viewed from the etymology used, namely human resources, it is clear that humans are a source of strength, a resource that drives organizational life. Humans who have power so that the organization can grow sustainably. The general flow that appears is about the importance of people and their development in an organization. One of the derivatives of the term development is empowerment, namely people are made empowered, made to have power, made able to do something as required by the organization. For example, those who used to be unable to speak in public are now made able to. Those who are unable to express their ideas logically and in an orderly manner are now made able to express their opinions properly. So empowerment is an effort to make people able to do something. Those who can't become able. Those who can, now become

experts. Those who are ordinary become extraordinary. that is the essence of the concept of empowerment. Finally, it is these empowered people who will become important actors in the wheels of the organization. (Sunarta, 2013)

There has been much discussion, from a management and psychological perspective, about how empowerment is carried out as a leadership training process, such as the concept of situational leadership which emphasizes participatory techniques and delegation within the organization. According to Yukl, in this technique the leaders involve their subordinates to take part, even make decisions, in an action that determines the development of the organization. This is what David did, he became a successful leader because he empowered others. It produces new leaders by empowering them. There are 4 things that David did in empowering the 400 exiles, the first was Character Empowerment, he started educating them about the character of a leader, second, knowledge, third, their psychology and lastly their potential.

Character Empowerment

Character development can be carried out by a leader to its members, this can be started by first instilling the concept of character theoretically. Chandra Suwondo in his writings says that character is self-quality, character is inner personality, and character is inner desire/desire/will. So it can be concluded that the character is the original figure that describes the mind. Character is what determines who you really are. Christian leaders are formed with the basic factors that exist in every individual, namely: basic character. Character is an important part of the totality of the leader's life, that's why an understanding of character must be owned by a leader. Frank Damazio concludes in his book, saying: God knows that in order to be effective and long-lasting, a ministry must be built through character. This is the reason why God invests time in His leaders, disciplines them, stretches them, and develops in them the character they need to become the vessels He uses for a glorious purpose. From Frank's writing above, it can be understood how much the personal character of a leader contributes in carrying out his responsibilities as a leader.

Optimizing basic character cannot be attempted only through teaching methods or conveying theory, but needs to be accompanied by training methods. Teaching is only the cultivation of knowledge, facts, or information. While the exercise aims to change lifestyles. The training method will not be implemented if the leader does not teach first. Ron Jenson and Jim Stevens in their book say: teaching is a vital part of the training process but this can happen without results in training. Instilling quality teaching cannot absolutely optimize character changes, therefore training methods must be balanced with teaching. Theoretically practice is an application of truth that is done repeatedly. Practice produces life changes which is a threefold process. There is knowledge which is the accumulation of information, understanding which is application in life, and wisdom which is the change of heart and character which produces results.

In this process a leader not only gives instructions, but demonstrates what he is teaching his members. Based on the views expressed by Warren Bennis and Burt Nanus, character is something that constantly evolves. The process to become a leader is more or less the same as the process to become a complete human being. Character is the nature and expression of a person's personality which is expressed

through speech and behavior in the environment or context in which he lives. So character can only be seen from the words and behavior or actions of a person. Five important things will be seen from optimizing human resources, namely the stability of self-integrity, maturity, positive mentality and high commitment. The purpose of character development is to create good leaders. Because a good leader has good character, and good character controls all behavior and leadership performance.

Knowledge Empowerment

The definition of knowledge based on the Big Indonesian Dictionary is everything that is known, intelligence, everything that is known with regard to subjects (subjects). In the process of optimizing knowledge, knowledge development can be done through non-formal or informal coaching. Knowledge factors that need to be developed can be formal, non-formal or informal knowledge. Comprehensive knowledge development is the foundation for building members into leaders with high capacity. According to Tomatala, what a person knows well will lead him to do it well too; whereas what one knows more makes one think of it more. So the mind is the center of human action.

This knowledge factor can be developed by looking at the following items, namely; He understands and uses his mind well. He understands well the uses and benefits of being proactive and synergistic. He understands how to think complete, systematic and complete, which allows him to know how to use his mind to think planned and strategic. He understands how to think carefully and precisely which helps him to make the right predictions and decisions as well. With the ability of knowledge, the leader is considered or called knowledgeable, which gives more value and social acceptance. Warren Bennis and Burt in their writings say that: Learning is a fundamental talent for leaders, a source of high-power energy that maintains momentum by constantly sparking new understanding, new ideas, and new challenges. Knowledge will prove superior when facing difficult conditions, where knowledge frees its owner from the difficulties they face.

A leader needs to know everything, but he needs some special knowledge to do it better. Extensive knowledge makes someone easy to understand about many things. And a person can only do what he knows. So how far can someone think and understand something, as far or as good as that, someone can do it. A person needs to know many things to broaden his horizons, but he needs to know one thing (a superior mind) to do it better than others, then he will prove himself as a leader.

Psychological Empowerment

Psychological empowerment is a form of an individual's belief in his ability to carry out certain activities with the skills and competencies he has. Psychological empowerment is a form of depiction of an individual's experience of the process of motivation and how to enhance their self-development. Psychological empowerment is a process of improving self-understanding through identifying conditions that encourage powerlessness both formally and informally. Psychological empowerment consists of four indicators: Meaning (Meaning), this indicator can be measured from an individual's perception of the work he does and will get an assessment of the results of his performance carried out by the organization where he works. Competence, this indicator can be measured from an

individual's perception of the competence possessed by an individual on his own ability to accept or carry out tasks and be able to complete any work given by superiors or organizations. Self-determination, this indicator can be measured from a respondent's perception of a belief in himself in making a decision and being able to solve any problems in the workplace. Influence (Impact), this indicator can be measured through a respondent's perception of the influence that the respondent has on his role in carrying out a job and being able to influence departments in an organization.

Potential Empowerment

Only an empowered person can reach his potential. There are many leaders who think that the most important thing is the progress of the organization. The most important thing is how an organization can survive amidst the difficulties that hit the situation and the times. It should be noted that all of this will never materialize when the main part, namely the members of the organization, is not empowered. Not improved quality and performance. In other words, a leader who does not empower the people he leads is a leader who hinders the true potential of his followers and obscures their purpose in life.

John Maxwell said, if this goes on long enough, then people will either give up, or they will move to another organization where they can maximize their potential. What leaders really need to know about their subordinates is that there are many people who do not realize how much potential is within them. There may even be many people who have been with a leader, but they don't know that they are being taught to develop the potential that is within them. The role of a leader is to develop the potentials in the people he leads.

CONCLUSION

A new responsibility when someone has a decision for himself to become a leader. Because after all, a leader is responsible for the people he leads. Not just leading, but leadership capacity must cross boundaries and dimensions that are different from other people's leadership. A leader knows exactly what his goal is to lead. Not just carrying out responsibilities that complete administration and share the results of a business that is developed and managed.

A leader must also have good life values that can be taken from David's life, namely he realizes that he is called by God to be king, so that he as a leader is a leader who serves not being served, and in his leadership he shows courage as a value that is upheld in leadership and humility as a leader who wants to be criticized, these are things that a leader must have.

And the success of a leader can be judged by how much the people he leads experience lifestyle changes that are different from before. As David did, empower people with impossible circumstances to become mighty heroes, by developing each member's self through developing their character, knowledge, psychology and potential.

It should be known for sure that David has taught a very simple example of leadership but has a great impact, more than just world leaders. There are many leaders in this world. But David has contributed a different example of leadership, he was able to do that based on the foundation of his life's character. A leader has

not had a significant effect on the situation and even for the people he leads. That means you have to learn more about developing your own potential so that something has changed when the leadership concepts were raised. The Bible is a part that cannot be let go when choosing to be a leader.

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