



Creativity of Three Female Figures Who Change the Gender Rules of Leadership in the Church

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ABSTRACT

An issue that is always a hot topic of discussion that needs to be discussed in more depth is women's leadership. The issue of gender equality, which claims that women are only sex slaves for their husbands, is all interesting to examine more deeply. The issue of whether or not women should hold leadership positions has long been debated in the public arena of Christianity in the church, therefore this research aims to inform that some churches can accept it as long as the woman has the ability and is flawless in the eyes of the law and humans, and focuses on the glory of God, the woman could become a leader in the church. The research method uses descriptive qualitative data based on various literature. The results provide information, every woman can become a leader in the church where the woman is a leader who focuses on God in all aspects of her life and in conclusion, several churches can tolerate female leadership in their church.

INTRODUCTION

Discourse on leadership women are always a topic of conversation warm, good in international circles, as well as in Indonesia. In Indonesia discussion about abilities or whether or not a woman becomes high officials, or leaders in a church and the country has become a new hot topic of conversation recently reappeared. Discussion around Women's leadership is one of the studies that never goes away in the world of science and theology, especially in the church. Even though it's deep many seminars, discussions already and frequently discussed many times, but it is always there refreshing efforts and thoughts for discuss the study.

Seeing the situation that is happening in society now, issues are spreading among people church denominations originate from the phenomenon of female leaders. Women's progress in church and government are no longer new, because many women are trusted as leaders. A female leader means recognition and trust in women occupying top positions in a church or government. Socio-cultural barriers still exist the biggest obstacle for women to be able to participate in politics. Culture patriarchy is still an obstacle found in all Asian countries, and these views are held not only by many men but also some women as the truth. In Indonesia, these cultural obstacles are increasing strengthened by the interpretation of religious teachings. Decentralization of democracy in many areas, women are again marginalized and created rules laws that re-limit women's public roles.

In ancient times women had minimum abilities due to insight and relatively low experience. However, currently women are experiencing an increase which is encouraging. Proven success in achieving positions and achievements and career advancement. The position of leader is obtained by women in no way which is easy because to make it happen requires insight and experience broad, accompanied by creativity, confidence, skills and the main thing is competence. The reality is that women are not leaders without abilities, rather, it is an elected leader who meets the standards of competence as a leader.

Facts on the ground show that a female leader is capable of carrying out her mandate well, his career continued to climb as a leader. He was able to finish very hard work but still plays the role of wife and mother. These female leaders include Megawati Soekarnoputri as president, Queen Balqis, Cleopatra, Margaret Thatcher, Benazir Bhutto and Corie Aquino (Hayana, 2023a).

Other phenomena include female church leaders such as Iin Tjipto as the founder of the Bahtera Ministry (Iin Tjipto, 2017), Indri Gautama, the founder of the Apostolic Generation Church (Indri Gautama, 2024), and Darniaty Pariadji as the founder, pastor and synod chairman of the Tiberias Church (Darniaty Pariadji, 2024).

Women's leadership in the church and government has received a lot of positive responses at this time. Individuals who say that it is not in the nature of women to lead have begun to be educated, especially with the gender equality movements. With so much support and movement towards gender equality, there should no longer be any prohibitions or limitations for women to work and lead in various aspects of life.

METHOD

Research on women's leadership is very important to do, considering that there are many media that exposes women less proportionally. So women need to demonstrate his ability to be recognized and trusted. There are many experts predicts that the 21st century will be a century of growth in leadership woman. Researchers consider phenomena this is a challenge to examine issues regarding women's leadership, with the title: Creativity of Three Female Figures Who Change the Gender Rules of Leadership in the Church. In this research, researchers used library research or study the literature and facts that exist and are currently taking place in several church denominations.

DISCUSSION RESULT

Gender equality based on Pancasila and the 1945 Constitution

Indonesian state wants social justice for all its people, both men and women, as stated in the fifth principle of Pancasila. And all Indonesian people, both men and women, have the right and obligation to participate in efforts to defend the country in accordance with article 30, all citizens, both men and women, have the right to receive instruction in accordance with article 31 as stated in the 1945 Constitution.

Gender equality according to the Book of Genesis in the Bible

Book of Genesis explains that the first woman was created from flesh first human. Women were taken from men, pointing to the fact that men lose something without the presence of women, and these two initially are one. Additionally, what God set apart He intended for united again through sex, as a way to procreate, and also an expression of love and enjoying mutual pleasure between the two of them depend.

Biblical phrases about women, women like like men, created in the image of God. "So Allah created man in His image, in the image of God He created him; men and women He created them" (Gen. 1:27).

The Bible explains that God created Adam before He created Eve, and this is indeed a fact of spiritual significance (Tim. 2:3). Matter this does not prove the superiority of men over women. Allah created animals before humans (Gen. 1:24-28), and no one else argue that animals are superior to humans. Wife was created as helper of her husband (see Gen. 2:18). This also does not prove it a lower position than the wife, but only expresses the wife's role in marriage.

Women's Leadership According to the Koran

The history of women's leadership has been immortalized in the Koran. The leader of the country of Saba' is a woman named Ratu Balqis. His leadership is noble, wise and wise. At that time, Queen Balqis's power was compared and compared to the power of Prophet Solomon. This history gives us an idea that a woman's leadership does not necessarily have a negative impact on society.

The word of Allah SWT above is clear, that caliph means every human being has the right to be a leader regardless of gender. However, the meaning is not just to be a leader in government, but also to be a leader in education, leader of an institution or organization, family leader, even a leader for oneself. This verse is reinforced by the hadith narrated by Ibn Abbas, "Each of you is a leader. And each of you is responsible for those he leads."

From the perspective of gender equality, it is believed that Islam does not place the rights and obligations of the human body in opposing positions, these rights and obligations are always the same in the eyes of Islam for two different genders. Islam upholds the concept of justice for all, regardless of gender. Islam is at the forefront of efforts to free tyrannical slavery, demanding equal rights and never giving prestige to only one gender. Islam was born as a religion that spreads love and compassion for all (Hayana, 2023b).

Women's Leadership According to the Bible

Bible never eliminates the differences between men and women. They the same in some ways, but they are also different in many other ways. In His absolute sovereignty, God has appointed men above women in terms of authority, especially in the church and home. Determination of authority this does not mean

eliminating the role and optimizing women's talents. God is necessary establish the order of authority in everything, because otherwise there are no rules clearly, humans will use standards that actually disrupt the order even more public. Women are still given certain space in the church. They are used by God to prophesy or engage in other works of God. Existence some Christian women in the New Testament demonstrated exceptionalism their role in the Gospel message. Women may also be allowed teaching, as long as it is not based on the concept or motivation of wanting to dominate men.

Women's Leadership in the Old Testament

For Christians, both men and women, the Bible functions as a source of teaching, a source of morals, a source of inspiration. In the creation that Allah carried out over six days, Allah created humans on the sixth day after everything existed. Humans were created to protect the contents of this world. The culmination of all this, God created the first human male and female, namely Adam, but he was not alone, because Allah also created the first female human, namely Eve, who was the mother of all living things. In the Old Testament, there is a tension between the dynamic of God liberating His people and viewing men and women as equals.

In Genesis 1:27, there were men and women, created equal to each other, in the image of God. From this verse, it is clear that men and women are created biologically and sexually different, but have the same divine attributes and powers (Jeanne Becher, 2004).

Bible shows that women have the same leadership role as men. The Old Testament reveals several female figures who played leadership roles (Deborah in the Book of Judges, Esther in the Book of Esther, Sifrah and Puah in the Book of Exodus), (Karssen Gian, 2009).

Women's Leadership in the New Testament

In Paul's letters, Paul mentions women as Paul's co-workers who preached the gospel. He also gave women missionary titles such as co-workers (Priscilla, Acts 16:3), Diakonos (Phebe, Romans 16:1) and Apostle (Yunia, Romans 16:7). Paul also acknowledged the equality of the women who worked with him, such as Euodia and Syntyche, who had "struggled with him" (Phil 4:2-3). The fact that Paul allows women to play a role in the congregation and recognizes the position and role of women in the family is certainly a positive thing, Christianity views all humans as having the same position. Paul also argued about marriage which emphasized the true unity and equality of men and women in marriage. 1 Corinthians 7:15 clearly says that one

of the most abused areas in patriarchal society is sex. New Testament also reveals many examples of women's roles in leadership (Mary Magdalene and Joanna in the Book of Luke 8:1-3, Luke 24, John 20, Galatians 3:28), (Marwah D. Ibrahim, 2021).

Story of Three Female Figures as Leaders in the Early Church

Three female figures who were active in the early church were Lidia, Priscilla, and Yunia. Some of their roles in the early church included:

1. Lydia

Lidia in church history worked as a purple cloth seller. The purple cloth sold by Lidia was a sign of nobility. Meanwhile, her role in the early church was that Lidia was the pioneer and development of the church in Philippi, which was considered the main city in the Macedonian region.

2. Priscilla

Priscilla was always associated with her husband named Aquilla. In her duties in establishing the early church, Priscilla helped her husband and Paul to spread the gospel and other preaching activities in various areas, one of which was Ephesus.

3. Yunia

In Romans 16:7, Junia had an important role in the early church. One of her roles is that she and Andronicus are considered apostles. Although Yunia's gender is still questionable whether she is male or female

Apart from the three above, there is Dorcas who carries out charity activities in Joppa and widows in the church.

Implications of Women's Leadership in the Church

By looking from the perspective of the image of God in humanity, the church opens up that women and men basically both have intelligent brains, both have noble minds and also both have very noble ideals. , women and men also have dreams and hopes, and also have worries and fears about the future. Therefore, both men and women have a scientific burden to fulfill the basic needs of potential, authority and charisma in leading. In the past, Indonesian women and three female figures from the early church were able to demonstrate their abilities as leaders, at least being able to lead themselves. The meaning of leading yourself is that women know and are happy with the path of life they choose and also realize the purpose of why women were created. Women have activities, independence, and also

the ability to live their lives with optimism that is built from their self-confidence. If men can and are capable of leading themselves, then women are also capable or at least have the potential to carry out leadership tasks (Marie Claire Barth, 2023).

Women as leaders are often underestimated and considered incapable of leading. In this regard, it can be seen that women are still under the shadow of a patriarchal culture that places men as rulers. This ideology considers women as second class citizens. In various fields, women's space for movement is limited, such as in the world of leadership. Because there is an assumption that men have the right to lead. This happens not only in the secular world, but also in the Christian world. Often this is the reason for limiting and even lack of space for women to become leaders. Deborah as a judge in Judges 4-5 represents how a woman was chosen by God to be a leader.

One fact that must be acknowledged is that issues regarding gender are motivated by the social system or social structure in society and the hierarchical system has deep roots, thus limiting the space for women to become leaders. Not a few women tend to step back and give up on becoming leaders, considering their background and of course the stereotypes circulating in society. For centuries, women have been treated discriminatorily in almost all aspects of life. Women do not have the same opportunities as men in positions and public life such as: education, politics, economics, military. This is motivated by the assumption that women's work is in a private environment, while men's work is in a public environment, as organizations are generally led by a man. Being a female leader is not an appropriate domain for a woman. This dominant attitude on the part of men has been deep and widespread and embedded in the cultures of many nations. Causing a woman's leadership to be hindered. In particular, in the Christian environment there are still few women as leaders, because there are still restrictions for women to become leaders.

In the Old Testament, it can be seen that leadership was dominated by men. But in the midst of the context of the Israeli people who still adhere to a patriarchal culture, which does not provide space for women. God actually provided space for women to lead the nation of Israel, one of whom was Deborah. Therefore, to respond to this problem, the author will analyze the leadership of Deborah who dared to lead amidst the patriarchal culture found in Judges 4-5.

As is known, the Old Testament is very strong in its patriarchal social structure, which is a term understood by men in power. This term is usually used to show leadership in a family dominated by a man. However, later this term

was widely used to refer to men's power over women. In the Old Testament itself, almost all areas were dominated and controlled by men, so that a view emerged which assumed that men were born to rule and women to be dominated. This traditional view emerged because seeing the biological conditions of men and women are different, social roles should also be different. One example of patriarchal culture can be seen in the Old Testament in the books of Numbers 3 and 4.

In religious duties in the tent of meeting, women were not given space, apart from that, in Numbers 1-4 and 26, when the Israeli army was counted or the population census carried out by Moses twice, women were not included in the count. And also in the field of holiness law, the Jews were very discriminatory against women. For example, when a mother gives birth to a boy, the mother is considered unclean for seven days. The size is not the same as when a mother gives birth to a girl, she is unclean for 14 days (Lev. 12). Even in the midst of this very patriarchal situation, there was a woman who dared to become the leader of the Israelite nation. Deborah was the leader chosen by God to lead His people and show that a woman can lead. This view has long been where women are considered second class citizens and has also experienced a process of internalization within women. As a result, women themselves have a low self-concept, consider themselves passive and incapable. Many women feel they do not have the ability to work. This culture has existed for so long that it is difficult for some people to be open to change.

Judges 4:4-5 describes Deborah's identity as a prophet and also the wife of Lapidot. This verse also shows Deborah's social identity as a judge which is different from the other judges described in the book of Judges. This was because Deborah was not directly on the battlefield to lead the war. However, Deborah's position as a judge was more administrative in nature, namely resolving disputes that occurred 18. Where she helped the Israeli people who came to her to resolve their problems. They came asking for advice and consideration. Despite his fame as a judge, the people of Israel also came to him for protection when they were oppressed by Sisera.

In Judges 8:8-9 it is described how Barak responded. Barak responded to Deborah's call, but he put forward a condition. Several interpreters stated that the conditions proposed by Barak showed that Barak was a coward. However, there is another interpretation that Barak is not confident in carrying out this mission.

He told Deborah that he would go only if she accompanied him. Barak's response cost him his honor. However, through this narrative, the narrator wants to imply that Deborah's role is indeed prophetic and legal and at the same time she is also the savior of the Israeli military.

Discrimination against women's position causes women to often receive unfair treatment. Not only that, the stereotype of women as second-class citizens places women in a position that is vulnerable to discrimination. The role of women in the church or women as servants in a church is still minimal and uneven. But most have provided opportunities for women to serve or become leaders in a church. However, on the one hand, there are still several churches that do not yet provide space or opportunities for women to stand in the pulpit. Based on the reality that the author found in the field, there are several churches that restrict women from serving in the church. Women are only limited to being praise leaders or conveying information and even ushers. Standing in the pulpit preaching the Word, women are not given the opportunity to do this. Seeing this reality is of course also inseparable from different theological understandings that form such patterns.

Another example from a Biblical figure in the Old Testament regarding the role of women in the Old Testament is often a debated topic. Although women in the Old Testament are rarely mentioned in a social or political context, their role in the history of Judaism and later Christianity is still important to understand. Women in the Old Testament were often considered objects, not subjects, and were often referred to in the context of family and marriage. However, there are several women mentioned in the Old Testament who played important roles in Jewish history and were role models for women.

In the Old Testament, women had an important role in the history of the Jewish religion. Although in some cases, women are considered objects and not given equal status to men, there are several women who are respected and have a significant role in the history of the Jewish religion. The following are several examples of women mentioned in the Old Testament and their roles and contributions.

Sarah - Abraham's wife and mother of Isaac, the offspring of God chosen to fulfill His promise. Sarah was also called a prophet and was rewarded by God for her beliefs (Genesis 17:15-19, Hebrews 11:11).

Ruth - A Moabite who was part of David's family. Ruth was known for her loyalty and obedience to her mother-in-law Naomi, as well as her involvement in the lineage of David and Jesus Christ (Ruth 1-4, Matthew 1:5).

Huldah - A prophet who was commanded by King Josiah to check the authenticity of the Torah books found in

the Temple, and to give prophecies regarding the punishment that would come due to the Israelites' deviation (2 Kings 22:8-20).

Esther - A Persian queen chosen by God to save the Jewish people from the evil plans of Haman, the great minister of king Ahasuerus (Book of Esther).

Overall, although women in the Old Testament had a limited status in Jewish society at that time, they played a very important role in the stories. They became pioneers, prophets, leaders and drivers in the development of religion and culture at that time. They made significant contributions to the development of religion and culture at that time.

Examining further the role of women as leaders can be seen in the New Testament which is a collection of Christian holy writings which contain the teachings of Jesus Christ, the apostles and his early followers. In the New Testament, women often appear in important and significant roles in Christian history, although in some cases they were often overlooked or neglected by the patriarchal society of the time. One example of a woman who is given honor in the New Testament is Mary, the mother of Jesus. Mary is considered a woman who was very devoted to God and dedicated herself completely to serving Him. In the Gospel of Luke, he is described as pious, humble, and obedient to God's will. She accepted the task given to her to give birth to the Son of God with great joy and faith.

Apart from Mary, there are several other women who are honored in the New Testament, such as Martha and Mary, the sisters of Lazarus. Martha is described as someone who works hard and is very attentive to the guests who come to her house, while Mary chooses to sit at Jesus' feet and listen to His teachings. These two sisters show that women can play an important role in serving and listening to Jesus' teachings.

There were also women who directly served Jesus Christ, such as Mary Magdalene, one of Jesus' most faithful disciples. He is known as the first witness to the resurrection of Jesus and was later given the task by Him to tell the disciples about the resurrection. Apart from that, in the book of Acts, there are several women who were active in early church ministry, such as Priska and Maria, who collaborated with Paul in preaching the Gospel.

However, on the other hand, there are several passages in the New Testament that are controversial and show discrimination against women. For example, in several verses in the apostolic letters, women are required to submit to their husbands and are not

permitted to teach in public services. However, many theologians and scribes have pointed out that interpretation of these verses must be done with caution and take into account the social and cultural context of the time.

Overall, women in the New Testament show that they can play an important role in serving God and society, even though they sometimes have to face discrimination and injustice. However, the teachings of Jesus Christ and his followers provide a positive example of the importance of respecting and valuing women in society, as well as recognizing their role in serving and presenting God's message of love to the world. Therefore, it is important for us to pay attention to and appreciate the role of women in Christian history and promote gender equality in the church and society.

As times change and views become more open, many modern Churches are starting to open up opportunities for women to hold certain positions in the Church. For example, the United States Episcopal Church has allowed women to be priests since 1976, and the Church of England has allowed women to be priests since 1994. In fact, several modern Churches have had women as bishops or vicars general.

However, although much progress has been made in allowing women to hold certain positions in the Church, there are still many challenges to be faced. The main challenges are gender stereotypes and gender discrimination. Gender stereotypes still often view women as inappropriate or incompetent to hold certain positions in the Church. Meanwhile, gender discrimination occurs when women are treated unfairly or unequally in the Church. Another challenge faced by women in the Church is sexual violence and sexual harassment. Cases of sexual abuse and sexual violence in the Church are not uncommon, and the victims are often women. This is very detrimental to women and damages the image of the Church as an institution that should protect and protect its people.

However, although there are still many challenges to be faced, women have shown significant progress in their existence in the modern Church. Women have become powerful Church leaders, such as Catherine Booth of the Salvation Movement, and Teresa of Avila, a mystic and founder of the Carmelite order. They have proven that women are capable of playing an important role in the Church. The existence of women in today's church is recognized in various aspects of church life. In many churches, women are given the opportunity to be involved in liturgical activities and serve as clergy or deacons. Apart from that, many churches also provide opportunities for women to become church leaders as bishops, pastors, or church heads. However, even though there has been

significant progress in recognizing the existence of women in the church, there are still some churches that still limit the role of women in church life.

Some churches still consider women unsuitable to hold leadership positions in the church because they are considered weaker or less experienced than men. Additionally, some churches still believe that women should be subordinate to men in the church and only fulfill certain roles. Although there are still some challenges in recognizing the existence of women in the church, many positive things have been achieved in recent decades. Many churches have expanded opportunities for women to be involved in church life and hold leadership positions. This provides many benefits, including enriching church life with different perspectives, as well as establishing a better gender balance in church life.

Role of women in the church today has become an important topic of discussion and debate in recent decades. There are several different views regarding the role of women in the church, from different points of view. However, basically, the role of women in the church is to make valuable and important contributions to church life, as well as to strengthen a better relationship with God. The role of women in the church has actually existed since the time of Jesus Christ. In the Gospels, there are many examples of women supporting and serving Christ, even becoming Christ's disciples. Mary Magdalene, Mary the mother of Jesus, Martha and Mary the sisters of Lazarus, and many more women are found in the Gospels. They played an important role in serving Christ, and in His teaching and mission.

However, in some places and in some church traditions, women's roles are still limited, especially in the areas of leadership and teaching. Some denominations even consider that only men can be church leaders or teachers. However, this view contradicts the basic understanding of equality and equal human dignity before God. In several denominations, the role of women in the church is increasingly recognized and appreciated. There are churches that provide equal opportunities for women to become church leaders, teachers, and elsewhere in church life. They are no longer considered mere followers or spectators, but as equal partners in building the kingdom of God.

Role of women in the modern church also includes forms of social and humanitarian service. Many women are involved in church social activities, such as missions, food service, humanitarian aid, and service in

places of need. In this case, the role of women is not only to help the church but also to help other people and strengthen their relationship with God. Of course, there is controversy related to the role of women in the church. Some people still believe that women cannot be church leaders or teachers, while others argue that women's roles should be the same as men's roles in the church. However, it is important to remember that God created men and women with equal equality and dignity, and that the role of women in the church must be respected and recognized. The role of women in the modern church is very important in building the kingdom of God. They have the same potential and talents as men and must be recognized and appreciated in the church. The role of women in the church is not only limited to service or leadership, but also includes ministry.

Responsibilities of women in today's church is a topic that is still hotly discussed. In recent years, there has been a debate about the role of women in the church and how they can actively contribute to church services. There are those who believe that women should have a greater role in the church, while there are those who maintain traditional views that require women to remain in a more passive role. One of women's primary responsibilities is to strengthen their relationship with God through prayer, worship, and studying God's Word. Women must also strengthen their relationships with family, friends, and the church community. This can be achieved by strengthening positive and healthy relationships with the people around him.

In addition, women also have a responsibility to lead by example in the church. As leaders, women must be good examples in carrying out their duties and provide inspiration for others to do the same. Women can also help shape the character and personality of those around them by providing wise advice and guidance. However, not all churches allow women to hold leadership positions. Some churches still hold traditional views that require women to remain in a more passive role. However, I believe that everyone, including women, has the potential to lead and actively contribute to church ministry.

Therefore, the church must provide equal opportunities for women to participate in church services. Churches must also ensure that women have equal access to the education and training necessary to become effective leaders. This will help strengthen the role of women in the church and expand their contributions in serving God and the community.

In the context of women's responsibilities in today's church, quoting one of the church leaders, namely Jo Saxton. She said, "Women must learn to take responsibility and not wait to be allowed to do the things they should do." This is a call for women to rise up and be active in serving God in the

church. Women's responsibilities in today's church are very important and broad. Women must strengthen their relationships with God, family, and church community, lead by example, and contribute actively to church ministry.

Churches must also provide equal opportunities for women to participate in church services and expand their contributions. In strengthening the role of women in the church, there needs to be an open and inclusive dialogue between the church and women. In this dialogue, women must be given the opportunity to speak and share their experiences, as well as listen to the church's views on the role of women in the church. Apart from that, the church must also open itself to learning from the experiences and skills of women in leading, teaching and serving. This will help the church to enrich church services and achieve church goals more effectively. Women have a very important role in helping churches to become more inclusive and reflective of the needs of the church community. In an effort to serve God and the church community, women must work together with church leaders and the congregation as a whole to strengthen the role and contributions of women in the church.

In their position, women are considered second class citizens in the cultural system of society in Indonesia. Patriarchal culture which upholds the value of men has an effect on Indonesian women who have to struggle to achieve equality with men. The struggle of Indonesian women to free themselves from male domination, especially those originating from the structure and culture of society, natural conditions and customs, has given rise to resistance in the position of Indonesian women. The patriarchal system owned by Indonesian society positions Indonesian women as a model of "lowly workers".

Indonesian women face these challenges in mastering their roles as producers, consumers, educators and communicators towards preserving Indonesian culture and nature. Indonesian women have energy that has great potential in maintaining integrity and equalizing the position of women and men, as well as taking a social role in making the Papuan people aware of protecting their culture, customs and environment. In general, Indonesian people have helped pastors who serve in their hometowns, but on the other hand, they are also hesitant to accept female pastors or female congregations to lead them in the church. In fact, society is a group of people who interact with each other in a unified life, both within the scope of the community:

village, church so that they have feelings of mutual love and mutual support between one citizen and another.

Bible clearly states that women are capable of becoming leaders. You can see figures who are role models in faith, who always teach loyalty, struggle, patience, present goodness and strengthen faith in God. The figures of these women are taken from the Bible, even though the events took place thousands of years ago, the figures of these female leaders are still current and contextual today. In fact, there are several female leaders recorded in the Bible, but what the author wants to dig deeper into is the leadership of Deborah, which can be used as a starting point for thinking in order to deconstruct the mindset of absolute patriarchy that cages women in society in her hometown.

Women's leadership in the Bible is one model that shows that God is not selective when choosing someone to carry out His will. And this to strengthen the capacity of women. In the Bible, Deborah is both a role model and a person who is intelligent when standing becomes a leader. Deborah changed society's paradigm Women can also lead amidst patriarchal domination. Deborah aroused women's enthusiasm to prove their independence without having to support men's power.

In the Bible Genesis 1:26-27, God created humans in His image and likeness. This matter indicating that there is no difference between men and women.

Another case in the Church is that there is conflict regarding the role of women. There are even issues regarding congregations rejecting female pastors or proponents. This is because many people consider women to be weak, indecisive and not very reliable. Perhaps it is the same as the influence of social stratification in selecting and appointing leaders in the church, namely that a leader must be smart, brave, rich and have considerable status. So that in determining servants it is not the spirit of the mission that has been received but rather the dominant social stratification that becomes the basic reference in receiving services in the Church. So what is prioritized is not their readiness to serve but their social status. It is time for the Church to change the old leadership pattern where women are considered weak and unable to hold leadership positions. What should be seen is not whether a woman is strong or weak but how she believes in her calling. The fact is that a person's belief or faith is influenced by the way of thinking, behavior, attitudes, values that are reflected in a person or in other words culture, not from a person's weakness or strength.

History records that more leadership in the Church is held by men than women. This is caused by three factors, namely theological reasons, cultural reasons and practical reasons. These three things have quite a high influence on the

understanding of the congregation members. For example, Toraja cultural practices tend to place women as weaker than men. In Toraja society, it is rare to find women who serve as leaders, such as *parengnge'*, to *mina* and so on, because it is men who are considered to best understand customs and *aluk*. Therefore, now a new idea must begin that men and women have equality. Each person must be given the opportunity to speak and listen in an equal and equal capacity and aware that each party is expressing the truth that is worthy of consideration.

In the Bible, both the Old Testament and the New Testament, women have indeed been given duties and responsibilities commensurate with men because both were created to manage God's creation. There is no distinction between men and women. However, because the mindset of members of the congregation is influenced by theological, cultural and practical factors, eventually there is quite significant gender differentiation in leadership in the Church. Women's services are considered weak and less assertive than men's services. The duties and responsibilities of every Christian must begin with a new attitude, namely fair treatment between men and women. What needs to be considered is that his readiness to serve is not based on his social status or ability in terms of strength or weakness in being a leader. A person's dignity and worth are a gift from God and no one should be able to reduce it or manipulate it. So, in today's developments, congregation members must be aware of the existence of equality between men and women so that there is no longer gender discrimination.

So that the congregation and society understand that it turns out that women also have quite an important role in serving the Church. This is studied so that people, especially congregation members, understand that women also have the potential and are able to become leaders and servants in the church environment. Because the dignity of women is no less important than men.

In the Bible, both the Old and New Testaments, there are teachings regarding the role of women which is no less important than the role of men. This shows that women have long been given responsibility in leadership and were considered special. At the beginning of creation, it was explained about the privileges of women, for example in Genesis 1:1-2:4a which explains the creation of men and women who were created in accordance with and in the image of God. Both are seen as good creations, one is not inferior

to the other, both are equally blessed by God. Being equal helpers means that both of them are equally given the task or mandate and responsibility for managing all of God's creation. So there is no distinction between the two. However, many people interpret or misunderstand the word: helper, they think that the word helper is helper.

The word helper means that women can be leaders as long as it comes back to the woman, whether she is able and brave to take responsibility for all the work she will face or not. But women are also not allowed to be higher than men. In societal terms, women do not have the right to lead men. Women are also always considered a weak nation, women cannot exceed men in leadership, all decisions taken must be based on considerations of men in their authority. From the story of Deborah who became a judge, it can be used as a benchmark that not only men have full rights to be leaders but women also have the same rights as men. It is clear from the Creation story that God made humans in His image and likeness, this means that women and men have the same opportunities to become leaders. Women and men must be partners in various aspects of life and service. The story of Deborah shows that Deborah not only worked alone but she involved Barak to defeat King Sisera. God was with Deborah and gave her the wisdom to defeat Barak.

Position of women in Betaf society is still related to patriarchal culture, where the position of women to become leaders is very small. Women carry out decisions made and planned by men, because in essence they are not involved in decision making. Men are always at the forefront of every community activity, speaking and receiving respect because they were born as men. That is the result of the struggle for life in a patriarchal system, when men become dominant and determine the direction of the lineage, women act as gatekeepers of the family. 19. In the Bible there is no difference between men and women, God created humans in His image and likeness so that women and men have the same rights. Women who want to become leaders must have the courage to face all conditions and situations that will occur during their leadership. What needs to be seen from the Bible is that several women participated in ministry together with Jesus but also from the story of Hannah, Esther, Deborah and Miriam. They are very great leaders, they do not exceed men in their leadership, but they make men their co-workers, their partners to help and assist them.

In leadership theory there is no difference in leadership between men and women. The Bible also openly says the same thing. Deborah fought for the nation of Israel to remain safe and comfortable. Deborah was brave and believed that God would accompany her in the war so that Deborah could

defeat the Canaanites with the help of a male judge, namely Barak.

Deborah received recognition for her leadership of the nation of Israel. Deborah, who acted as a prophetess and judge, together with Barak as the army leader, worked together to build good relations for the victory of the Israeli troops. Both of them led the Israelites well so they were able to defeat Sisera's troops. Deborah who provided direction, support and of course God's guidance to the Israeli troops together with Barak who acted as the military leader of the Israeli nation. Debora's collaboration encourages men to work for a bright future. This will have the effect of combining masculine and feminine traits, mentality and behavior which are embedded in the existence of male and female humans.

CONCLUSION

Based on the description above, it is clear that leadership is not talks about gender which has long been a problematic topic in the world leadership. Leadership talks about the function and role of each leader. Roles and functions are not only obtained from men. There is one element that is very essential in the world of leadership, that is "service". Leading means serving. Leading means serving, servant. Without this element of service, other elements of leadership only enables people to become a skilled leader leader). A capable leader (a capable leader).

Nowadays women have shown their role in various aspects life. It cannot be denied that even today women are not allowed to looked down upon. Women leaders have proliferated, not just in the business world, in politics but has also penetrated into the church. In the church and the role and function of women have colored all forms of service. It is important to understand the criteria for selecting leaders in the church is not just for pastors, elders or deacons. On the contrary, what Paul describes in his letters to Timothy and Titus are the characteristics of a mature Christian leader. Basically Paul stated, "if you want to be a spiritual leader in the church, that's fine very. But make sure that you are mature, whether you are a man or a woman. What is clear is that people serve as leaders in the church must mature in Christ.

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