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Letter of Acceptance

Dear **Ivana Krisantana** (Paper #131),

Congratulations!!! On behalf of the IConBEM 2020 program committee, we are pleased to inform you that your paper has been accepted for presentation at IConBEM 2020 conference. The conference will be held on February 01st, 2020, in Surabaya, Indonesia. Please follow the listed points to prepare your final version of your paper/abstract:

1. Please revise your abstract based on reviewers' comments below (if any). You should consider putting the affiliation name correctly.
2. Please update your revised version of the abstract to the EasyChair submission system with the full paper attached.
3. Please register for the conference according to the scheduled date. At least one author of each paper needs to register. The registration account is:
<https://ecommpg.klikbca.com/BCAPGW/Payment/Link?plid=3174>
4. Please directly inform us (Mrs.Anandita- +62-817-035-40-888, or Mrs.Muniroh- +62-851-3247-9080) after you complete the registration payment. Otherwise, we will assume that your paper will be withdrawn automatically.
5. Please visit the conference website to find all the information and updates about the conference venue, location, and conference program.
6. Please note that each accepted paper/abstract should be presented at the conference.
7. Please keep the updated information from the website: <http://bit.ly/iconbem>

We look forward to meeting you at the IConBEM venue.

Best Regards,



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Dr. Ir. Arman Hakim Nasution, M.Eng.Sc
IConBEM 2020 Conference Chair

Important Dates:

- Early Bird Registration: December 20th, 2019
- Final Paper/ Camera Ready Submission: January 03rd, 2020
- Late Registration: January 05th, 2020
- Conference Date: February 1st, 2020

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Reviewer's Comments

The author propose the research entitled "Servant Leader's Characteristics: Implications for Youth Christian Leaders in FS Community", which we found attractive. The author can project the overall research summary and explain some essentials aspects. The reader can grasp the idea from this abstract quite easily. Please update the information of the abstract in which we can project the result and insight a bit detail about methodology, and findings..

Servant Leader's Characteristics: Implications for Youth Christian Leaders in FS Community

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Abstract — The world knows many types of leadership, one of which is servant leadership pioneered by Greenleaf (1977). According to Spears (2010), servant leadership has 10 main characteristics that make it unique. These characteristics enable a leader to focus on his/her followers and strive to make them grow better, unlike other leadership styles that focus on organizational interests and goals (Rachmawati and Lantu, 2014). This practice of servant leadership started by Jesus Christ continues to be emulated and lived by many figures after Him. Unfortunately, not all people who claim to be Christians (followers of Christ) actually become servant leaders. This study aims to explore whether the main characteristics of servant leadership really emerge in leaders and still relevant to be practiced in church life today. We will focus on exploring servant leadership practices at FS Community, the youth community of GKA Gloria Pacar, using observation, interview, and document analysis. The ten characteristics that discussed in this research are listening, empathy, healing, awareness, persuasion, conceptualization, foresight, stewardship, commitment to the growth of people, and building community. These are not a requirement that all must be prominent in each leader, but rather are the traits of servant leaders. It means, the more these characters are seen in a person, the more he/she has a heart that is willing to serve, and the closer he/she is to the picture of a perfect servant leader. Although perfection is not possible because we are only limited human beings, these ten characters must be a dream to be pursued by leaders who claim themselves as servant leaders.

Keywords — Church; Leadership; Servant; Servant Leadership; Spiritualism.

1. Introduction

Rachmawati and Lantu (2014) said that the world of leadership today began to shift from 'leaders must have the power to organize followers' to 'leaders must be willing to serve them' [1]. The term 'servant leadership' was first introduced by Greenleaf in 1977, although researchers believe the practice of servant leadership was first started by Jesus Christ about 2,000 years ago (Rachmawati and Lantu, 2014) [1]. His example inspired many leaders who lived afterwards to become servant leaders: Mahatma Gandhi, Mother Teresa, Nelson Mandela, and many more (Perdana, 2018; Utomo, 2018; and Yasinta, 2018) [2-4]. Unfortunately, not all people who claim to be followers of Christ, or Christians, actually become servant leaders like Jesus. History has found many Christian leaders who committed corruption, collusion, nepotism, bribes, and even sexual harassment (Tindage, 2008; Fadhil, 2019; and Utomo, 2019) [5-7]. The gap between theory and concept of servant leadership with its practice inspire us to explore this topic. 'What are the main characteristics of servant leadership and whether these characters are really emerge in the lives of Christian leaders today?' are the main question needed to be discussed deeper.

This study will focus on FS Community, the youth community of GKA Gloria Pacar. GKA Gloria is one of the large and well-known churches in Surabaya, Indonesia, that has been established since 1928 and now has 5 branch churches and 5 future churches. Gloria also established schools and clinics to support its service in this world, especially in Surabaya. The youth community is chosen because youth is the future generation of the church, who determine to which direction this organization will move. As Kailash Satyarthi said,

"The power of youth is the common wealth for the entire world. The faces of young people are the faces of our past, our present and our future. No segment in the society can match with the power, idealism, enthusiasm and courage of the young people" (Satyarthi, 2018) [8].

1.1 Servant Leadership

Dobbins and Pettman (1997) said leadership is the ability to motivate people to strive to achieve common goals and to draw extraordinary performance from ordinary people [9]. Leaders inspire and motivate others, put meaning and purpose into work, communicate well, and build winning teams (Dobbins and Pettman, 1997) [9]. There are many leadership styles that can be adopted by leaders, for example autocratic leadership, democratic leadership, laissez-faire, transactional leadership, transformational leadership, authentic leadership, charismatic leadership, ethical leadership, spiritual leadership, and servant leadership (Lewin et al., 1939; Bass, 1990; Macik-Frey et al., 2009; Van Dierendonck, 2011; Eva et al., 2019; Huertas-Valdivia et al., 2019) [10-15].