



The Challenge of Church Leaders with the decline of Youth Spirituality during the period of the Society 5.0 Revolution

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Abstract

This research can provide theoretical advantages to provide new facts and important information about the progress of science in the field of Church leadership during the era of the 5.0 social revolution. This research will examine the problem which is a new phenomenon and has never been researched before. For this reason, a qualitative approach with a systematic literature review was chosen so that the results were more focused and in-depth. With this approach, researchers hope to gain a deeper understanding and produce a broader and more comprehensive picture of the issues researched. The paradigm shift towards digital integration in various fields, including education, social services, and churches, presents challenges and opportunities for conventional organizations, especially religious organizations. Church leaders must prioritize adaptability and agility to navigate the complexities of the new challenges of this era. Embracing technological advances and involving all church members, especially young people, is essential for effective religious ministry. By fostering strong relationships and promoting spiritual growth, Church leaders can guide their communities toward a prosperous and relevant future in the digital age.

Keywords: Church leader, youth spirituality, paradigm shift, adaptability, agility.

Introduction

Due to technological advances in the era of the 5.0 social revolution, the Church's ministry, especially for young people, has experienced a decline in the quality of faith and worship. This is allegedly the result of the Church not using technology as a standard of service and a solution to social problems in the millennial community that is integrated, virtually and physically.(Faulinda Nastiti & Aghni Abdu, 2020; Sukarno, 2020). Therefore, the Church needs leaders who are willing to change religious knowledge and practices that believe that



God has a role in the lives of the millennial generation. This will have a big impact on the future of the Church. Youth groups, often called millennials, are considered to have the potential to be easily misunderstood by the older community in the Church, especially regarding their presence and faithfulness in worship. A survey of the millennial population in America shows that many millennials abandon church worship. Between 59% and 70% of millennials have left the church. Researchers Amar Ahmad and Nurhidaya define the Millennial Generation as people born from the 1980s to the present. This generation is closer to the world of digital technology, using electronic devices in their lives.

Susenas BPS 2018 data shows that in the past month, around 73.27 percent of youth registered in the information system have used the internet. Approximately 83.82 percent of adolescents in cities use the internet, while 59.47 percent of adolescents in villages do. This shows that Indonesian youth in general integrate technology into their lives, which is difficult to separate. This condition shows that the young people of the Church cannot remove technology from their lives in any way (Ahmad & Nurhidaya, 2020).

This condition suggests that if Church leaders are not wise in responding to millennial complaints, especially regarding their freedom to communicate about the Christian faith, then this will be problematic in their attitude toward the Church (Puffer, 2017). Therefore, Church leaders can use technology as a medium to preserve human life as well as an instrument to continue the care of God. Therefore, technology must be approached with wisdom according to God's will (Ferreira & Serpa, 2018; Kodongan & Pandie, 2022). The Church currently faces the problem of a lack of youth involvement in the community, especially those under the age of 30. The future ministry of the church may be threatened by this absence. This difficult situation is likely related to technological advancements. This condition shows that young people who actively use technology tend to sadly have an apathetic attitude towards others, often find it difficult to communicate with parents because they prefer to interact online, and lack of respect and appreciation between them and their parents.

They also less understanding of religion when compared to their involvement in games (online games) or other entertainment platforms, such as YouTube, Facebook, and TikTok, etc., so they don't know much about religion.(Dalensang & Molle, 2021). The community of the younger generation is a vital resource for the church, serving as an asset and hope for its future growth, because the sustainable growth of the church can only be achieved through a community of religious people who continue the church's mission in the future (Magee, 2017).

Researcher Ahmad Fauzan stated that, without a doubt, advances in communication are also linked to advances in technology. The internet, central to contemporary technological progress, influences individuals' need for knowledge via electronic mass media and social media. Indonesian culture has evolved into an information society, including the millennial age (Fauzan, 2019). The millennial generation, which consists of young individuals of productive age, contributes positively to themselves and the surrounding environment. This is referred to as the "younger generation," which includes individuals between the ages of 0 and 30. In general, the character of the younger generation is influenced by technological advances, so they tend to become addicted to it. Therefore, technology is inseparable from the lives of the younger generation, especially those under thirty years old. Ironically, many of them are less nationalist, have no religious values, and are more antisocial (Faridah et al., 2021). The Church must remain open and allow young people to voice their desires, opinions, and ministry. If the Church closes itself to the current young generation, then the Church will lose millennials, who are greatly influenced by the daily life of information technology. The majority of millennials today (65.3%) use information technology to meet their personal needs, especially in terms of lifestyle-orientation communication (Dalyono, 2014).



The church must be recognized by all members, especially church leaders, as an organization that is influenced by the presence of technology, so that the needs of the younger generation in the ministry and progress of the church cannot be ignored. Every organization, including the Church, needs a competent and professional leader, because the strengths and weaknesses, as well as the continuity or emptiness of an organization, depend on a leader. This assertion aligns with the perspective of John Aloysius Da (Da, 2023), who posits that leadership constitutes an essential component within any organization, including the Church, as it significantly influences the advancement of the organization, or conversely, is influenced by it. This assertion is further corroborated by Andy Iwan Iswanto (2023), who posits that the advancement or regression of an organization is contingent upon the leader's capacity to ascertain the organization's success in fulfilling its objectives.

The above views and opinions indicate that every organization in the world, including the Church, needs a strong and professional leader. Without leaders, no organization can survive. A leader who directs the organization to achieve its goals. Agree with Willy Octavianus Mawa's statement (2020) that leadership can make things rise and fall. The Church as an organization formed through Biblical norms so that leaders in the Church must be believers and have character according to God's will. Everything that Church leaders do has only one goal: to glorify God. The statement of Dreitsohn Franklyn Purba and Yohanes Hasiholan Tampubolon (2023), which states that the importance of a professional leader in the Christian faith towards the Church, supports this opinion. A statement by Dreitsohn Franklyn Purba and Yohanes Hasiholan Tampubolon (2023), which states the importance of a professional leader in the Christian faith in the Church, supports this view.

It is frequently claimed that prayer and the impact of the Holy Spirit are of utmost significance in the existence of the Church. Nevertheless, in the absence of a leader embodying faith and character akin to Christ, the Church struggles to function effectively unless it aligns with divine will and serves the greater good of humanity. As a leader, Moses only did what God gave him to do. Moses' leadership faced many problems over time, especially during the development of the Israelites as a nation. They have been carefully centered on God since then; This clearly shows that a servant of God who has a righteous attitude of heart and loves God also requires additional skills and expertise, such as management and leadership skills. It would be easier for him to fulfill the Divine call. In addition, today's church leaders must learn and grow through useful management and leadership. If this can be done, God's will for his leaders and churches will be fulfilled according to His desires. It is imperative for all church leaders to comprehend and implement effective leadership and management strategies to enhance their current governance, preempt potential issues, and adeptly maneuver through the crises and challenges that may arise in the future (Exodus 18:1–27).

According to the account of Moses' experience above, two things are important for the leadership of the Church. First, every Church leader must know about the technological advances that are happening in their society so that they can bring their organizations and communities to adjust or balance with these advances so that this technology is not an enemy to the Church but should instead help them. Second, in the era of the 5.0 social revolution, every leader is faced with various changes in every aspect of humanity. This is in line with the statement made by Eli Wilson Ipag and Hengki Wijaya (2019) that the social revolution 5.0, or the era of digitalization, has resulted in changes in the current Church ministry. As problems and challenges become more complex and the level of competition is getting higher, Church leaders and ministers cannot rely solely on the power of the pulpit. Therefore, change always poses a problem for all organizations, including leaders. Thus, modern leaders are needed who have the ability to generate ideas and creative thinking to solve problems, difficult situations, and challenges. As Paul said to the Corinthians in I Corinthians 12:4–7, those who become Christian leaders must be those who have the gift



to manage and transform their parishes to be in line with current trends in operation. In the era of the 5.0 social revolution, many problems occur in the ministry of the Church, especially among the young people of the Church. Therefore, the Church needs leaders who not only prioritize authority but also seek to develop, encourage, and maximize their resources for the benefit of the Church and the organization (Mintzberg, 2020). The previously described research indicates a lack of systematic and comprehensive examination regarding the perspectives of church leaders on the condition of young individuals, particularly within the framework of the 5.0 social revolution era. Waruwu (2021), It is a widely held view that numerous churches in contemporary society fail to contemplate and equip emerging Christian leaders for their roles in the forthcoming generation within the context of society 5.0.

The issue previously discussed serves as the focal point of this investigation. This study must rigorously analyze and deliberate on the challenges confronting the Church, particularly as they pertain to the engagement and participation of young individuals in worship during the transformative period of the 5.0 societal revolution. This should allow Church leaders to actualize themselves in accordance with the progress in the era of the 5.0 society revolution. Moreover, it is essential to provide a comprehensive explanation of the approaches needed for Church leaders to build resilience as ministers within the framework of Society 5.0. They must enhance their information technology skills to effectively address the evolving needs of the Church's youth. The key question guiding this study is based on previous phenomena and research efforts: What attributes should Church leaders possess in today's context? This inquiry examined the existing literature from diverse sources to uncover insights pertinent to the aforementioned research. This study employed the Systematic Literature Review (SLR) methodology, incorporating a diverse array of references such as research articles, conference proceedings, online news sources, and YouTube content.

This research can hopefully provide theoretical advantages and provide new facts and important information about the progress of science in the field of Church leadership during the era of the 5.0 social revolution. It is essential to provide guidance to Church leaders on strategies they can adopt to effectively engage with the advancements of society 5.0 and enhance the worship experience for young individuals in the future.

Literature Review

Some researchers have explained how technology is used in Church ministry. According to I Putu Ayub Darmawan, et.al.,(2021), Naidoo GM et al., (2021) ; Lawrence Korsi, Vorvornator (2021) and Heidi A. Campbell (2023), the role of leaders, servants, and Christians in the modern era will be greatly influenced by technology. They should provide an online environment that is beneficial to the Church community, especially young people. This will foster healthy relationships and increase understanding of how believers in the Church relate to technology. Due to the power structure and perception of the digital age, the role of technology in contemporary communication and information systems will be crucial for leaders. Therefore, this opinion is important for leaders in the work and ministry of the Church because they must adapt to changes and take advantage of the realities of the digital age in their ministry. This condition shows how different conventional worship is from modern or abnormal worship. Wayne F. Cascio and Ramiro Montealegre (2016) Explain the global changes driven by technology, especially information and communication technology, changing the way we work, creating and capturing value, and the nature of work, such as interaction and communication. The technology in question includes computers, big data and machine learning, robotics, and environmentally friendly technology. These innovations sparked a new industrial revolution. For this reason, Church leaders must innovate in their ministry as they did during the pandemic. They must continue to innovate because advances in technology, industry, and society will affect their service systems in



the new era.

Furthermore, Kunle Badmos (2014) posited that the influence of social media on the church may be beneficial, as it facilitates the expansion of the community and draws in new individuals. People can now interact with others through a way never seen before with the existence of modern technology. This creates a sense of bonding and balance. Churches that use social media have the ability to attract and retain members who are actively involved in their faith.

Churches that use social media can effectively attract and retain members who are actively practicing their faith. One church that follows this approach is the United Methodist Church (UMC) which uses a community platform where members can create profiles, share photos, and exchange ideas with other users. Through UMC.org, members can expand their network with like-minded people from different locations, not just with local church members, and interact with friends who are already registered by commenting on content on their pages. Therefore, Church leaders must have a positive perspective on technology in their ministry so that they can better understand how important it is to improve technological knowledge and skills and boost their congregations. They must also appreciate the potential of the Church's young people—also known as millennials—who have the ability to manage technology, so that the quality of the Church's service to all ages of the community is maintained in the era of the 5.0 social revolution.

Church leaders encountered significant obstacles during the Society 5.0 revolution, as the standardization of technology influenced numerous facets of human existence and labor. In recent decades, the pace of technological advancements, particularly with the emergence of the Internet, has increased dramatically (Tavares et al., 2022). The influence of technological advancements, globalization, and social transformation on contemporary religious practice is profound. The manner in which individuals revere and uphold their traditions has evolved significantly in the era of computers and the internet. The advent of technology and social media has significantly streamlined and expedited access to religious materials. (Ulum, 2023). A new landscape is created by these innovations, which are transforming society, businesses, and church ministries.

Church leaders face challenges in understanding technology, especially how to use computers, mobile devices, especially artificial intelligence (AI) and Chat GPT (Transformer Pre-Training Movement) to encourage and equip Church leaders to innovate Church ministries in the era of the 5.0 social revolution. This condition is the desire and hope of the young people and millennials of the Church today. Church leaders who focus on future ministry goals rather than defending and being comfortable with past actions show innovative and flexible leaders, who are in line with good progress and change (D. Kimball, 2007; Hult et al., 2004; Ruvio et al., 2014). To do so, church leaders must have a clear understanding of the events happening in their environment, learn about those events, and build a culture of innovation within their own churches. Otherwise, the church will not be able to develop and implement new ideas (Dunaetz, 2021). Church leaders, including Pope Benedict XVI, developed new technologies that allowed God's word to be shared with congregations from generation to generation. Apps, social networks, blogs, Twitter, email, online confession, and the web are all technologies in this category. This shows that networking and networking are skills in using information technology that are needed by contemporary religious leaders. With information technology, a new era of unpredictable and controlled worship will begin.

To carry out transformations and innovations that are in line with this era, the Church needs young people and millennials who are dedicated, innovative, passionate, and have good technological knowledge. Organized religions may have a poor future if the younger generation of the Church does not have the opportunity to contribute. Moreover, the Church



is conservative and exclusive, irreconcilable, and unchangeable, so young people will leave it. Actually, religion can improve the spiritual experience of the younger generation by using information technology (IT). In addition, religious leaders use technology to reach the people widely and effectively by adapting the worship practices of the people in accordance with the progress of the times (Murumba & Omuya, 2017).

Church leaders must have the ability to apply new approaches or mindsets when they face the challenges that occur in the Church's ministry during the era of the 5.0 social revolution (Li, 2010). Church leaders must realize that the world is turning to digital platforms as a routine. This is in line with the mindset of most of today's younger leaders. Therefore, Church leaders must use digital media such as ChatGPT (artificial intelligence) and Facebook, Instagram, YouTube, and AI to serve and reach the wider community. Opportunities to expand ministry into new areas become easier as the Church transforms into a digital entity (Oentoro & Idayanti, 2022). Church leaders must be able to cope with generational shifts and societal values in this era. In particular, the Church's perspective must be friendly to the younger generation and millennials. The church can be considered rigid, irrelevant, and inflexible if its youth do not use the vast opportunities to convey creative ideas to leaders. Therefore, the younger generation feels isolated from the church culture, and young congregations, including some young leaders, will leave the church because authoritarian and dominant senior leaders show their encouragement.

They possess the capacity to guide in specific domains; however, their impact on the overarching framework of the church remains minimal. Leaders should also dispel the notion that all external influences to the Church and its doctrine are inherently negative or of malevolent origin. The awareness of ecclesiastical authorities ought to acknowledge that the divine is the origin of all existence. In Matthew 25:14-30 speaking of talents is focused on the responsibility of everyone who has received and used God's grace should glorify God and benefit the building of the body of Christ

God created and gave everything in this world, including resources for leadership, in the Bible (1 Peter 4:10-11), to perfect all work and ministry. In addition, God made this renewal to Saul, who was transformed into Paul in 1 Timothy 1:13. An encounter and acquaintance with Christ could have caused Saul to change his mind so that he had a whole new perspective. This change is clearly shown by Paul in Philippians 3:8. These words of God show how a person's mind changes, which has an impact on their attitudes and decisions. The findings of the aforementioned study corroborate the work of Neeley and Leonardi (2022), which posits that mindset shapes our perception and comprehension of the world, subsequently influencing our actions and emotions.

The attitudes and behaviors included in the digital mindset allow people and organizations to see the new potential unlocked by data, algorithms, and artificial intelligence and plan ways to succeed in this technology-defined business era. Leaders with a digital mindset can prepare their organizations to succeed and form strong teams. Companies that implement this way of thinking tend to be more sensitive to market changes and more prepared to accept new opportunities.

Furthermore, Benke (2013) posits that a mindset comprises a collection of insights shaped by experience, which a group of individuals employs to engage in uniform thought and action when interpreting information. It shows how a person reacts to circumstances. While it cannot be changed directly, it can be adjusted to meet the needs of the individual, affecting elements such as mental resilience, creativity, self-awareness, and self-esteem. Therefore, mindset is how we see the world, which has an impact on our actions and our feelings. The attitudes and behaviors that shape adaptation to technology, using data and artificial intelligence for business success are known as digital mindsets. Leaders with a digital mindset prepare organizations for success and build resilient teams to deal with changing



everyday situations. Churches and communities that embrace it are more responsive to changes in this era. A digital mindset is a skill needed by current and future Church leaders. How a person behaves and makes decisions is greatly influenced by their change in mindset. Because every thought and way of thinking will affect a person's behavior, as happened to Saul when he became Paul. According to Wegner and Wheatley, the mind must be present before the action and in accordance with the action, not accompanied by other reasons. In other words, the exclusivity of human thought as a source of behaviour or action from an external source. Carmeli (2006), says that the nature of mindset will influence behaviour and outcomes.

Methodology employed

This research will examine the problem which is a new phenomenon and has never been researched before. For this reason, a qualitative approach with systematic literature review was chosen so that the results were more focused and in-depth. With this approach, researchers hope to gain a deeper understanding and produce a broader and more comprehensive picture.

The investigation, particularly the analysis of data, was conducted in five distinct phases. Firstly, information is gathered from a range of secondary data sources. The sources encompass YouTube videos, online news platforms, Scopus Journals, and scholarly research articles. Secondly, the reduction process, which occurs subsequent to the autocoding or content review, entails data that is irrelevant to the research question. Nevertheless, if all the coding pertains directly to the research question, there is no necessity for any data reduction. Third, the act of engaging in coding serves as the solution to the research inquiry. All data sources, such as YouTube, online news, Scopus journals, and research articles, are encoded. The fourth aspect involves elucidating the coding visualization, which pertains to the articulation of the coding scheme that has been developed. Subsequently, the Coding Image and Conversation Hierarchy will offer validation of the encoding via the data source. Fifth, derive conclusions that are pertinent to the responses of the research inquiries.

Initial research has been conducted by researchers in Scopus indexed journals using the keywords leader OR bishop OR assembly OR pastor OR revered AND yout OR millennials OR generation AND revolution OR society OR technology OR knowledge OR Skill during 2018 to 2023. The results obtained were 21 documents but only 3 articles were relevant for use. In addition, efforts to dig up material are also carried out from YouTube, which concentrates on several video seminars, talk-shows, or lectures related to the leadership of the Church during the 2012–2023 research period, the same data was taken from several leading online news sites and several articles from Google Scholar. Subsequently, the researcher resolved to analyze the entirety of the data. Data sources include e-journals, pertinent research papers, online news, and YouTube videos centered on Church leadership within the framework of Society 5.0.

The study results were analyzed and represented in four stages using NVivo software: data entry, coding, visualization, and conclusion (Tambun, 2021). Internal sources consist of data residing on laptops that are not connected to the internet, intended for transmission to Nvivo. External data encompasses information sourced from Scopus software, news portals, YouTube, and e-journals. The informant's responses, characterized by brevity, serve as the foundation for addressing the research questions during the coding phase. Next, the visualization stage shows the code structure used as an answer to the research question. With this visualization, researchers will be able to see the code created as an answer to a research question, see how the code relates to each other, and verify the code from various sources researched (Farquhar et al., 2020). The code created at the conclusion stage is



sorted by the order of the most confirmations. As stated by (Moon, 2019), the coding is deemed robust if it is corroborated by at least three studied data sources.

Results

This study successfully compiled the necessary information to address the research question. The coded data reflects the information gathered during the study period from 2012 to 2023. Presented here is a further elucidation of the data sources: A total of 35 data sources exhibit relevant and mutually aligned coding standards. The dataset comprised two journals indexed in Scopus. (Črešnar & Nedelko, 2020; Pooja et al., 2022), the research article consists of 9 sources (Gultom, 2021; Gultom, Paat, et al., 2022; Kristen, 2021; Purwonugroho, 2023; Putra & Firmanto, 2022; Saingo, 2023a, 2023b; Sukamto & Personal, 2021; Tekwan & Firmanto, 2022), next, there are 10 data from online news (Vivian Bricker 2023; Dija 2012; Inspironi 2012; Lori 2020 ; Meilania Chen 2014 ; Tessa Landrum 2021 ; Mispan Indarjo 2012; Fr. Jery Mamput, CMF 2023; Handi Irawan D., Cemara A. Putra 2018; Superbook 2022). Finally, there are 14 data from You Tube, namely (Ignasius Jonan 2023; Dicky Abraham & Anastasia Satrio 2023 ; Leader's Mindset 2021 ; Tyan Yestenia 2020 ; Himahari 2023 ; Steven Bons Manengkei & Denni Shinta Rosari & Ps. Marsya Manopo 2023 ; Alex Nanlohy 2021 ; Ps. Petrus Suryajaya & Ps. Dieter Nicolas 2020 ; Abraham Pellokila 2020).

Table 1. A presentation of the research findings.

Description	Sum
- Number of Scopus journals available for processing.	2
- Number of online research articles available for processing	9
- The volume of online news available for processing	10
- Number of YouTube videos available for processing	14
- Number of data sources available for processing	35
- Coding	
- The coding in the proceedings is irrelevant and unverified for the research question	--
- The coding in e-books is irrelevant and unverified for the research question	--
- The coding in the journal article is irrelevant and unverified for the research question	--
- The encoding in YouTube videos is irrelevant and unverified for the research question	--
- The coding in online news is irrelevant and unverified for the research question.	--
Number of irrelevant codes.	--
Number of data sources with relevant codes. (35)	
Note : RQ is Research Question	
Source : Tabulated	

To find the answer to this research problem, a research question was crafted, namely what challenges do Church leaders face with the decline of youth Spirituality during the period of the Society 5.0 revolution?

Furthermore, the process of presenting the results of visualization and coding to answer the questions in this study focuses on: What qualifications do Church leaders need to improve themselves in serving youth in the Church in this era? Furthermore, the results of the coding visualization offer insight into social research questions :

Table 2. Process of Data Reduction for Research Inquiries

Information	Data Source			
	Article Journal	You Tube	News Online	Scopus
Amount of data processed at the beginning	9	14	10	2
(-) irrelevant code	(1)	(5)	(10)	-
(-)unconfirmed encoding	-	-	-	-
- The total amount of data processed.	8	9	0	2

Source : Tabulation by researchers (2024)

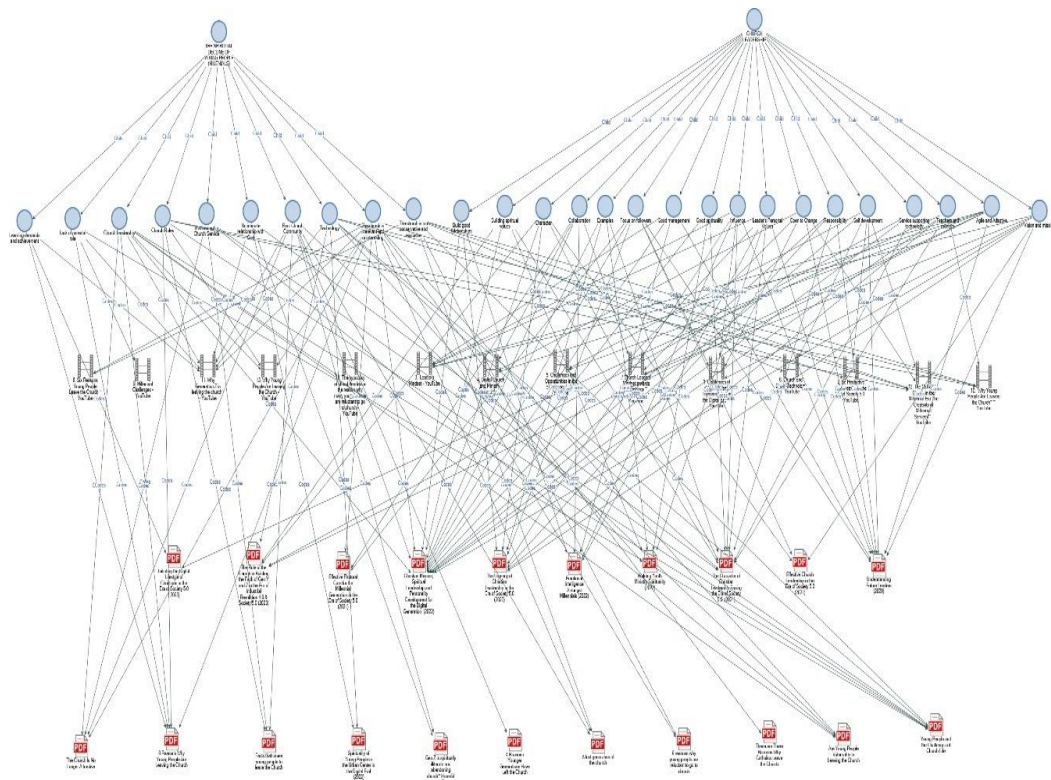


Figure 1 : Data Validity (Rooshenas et al., 2019).

A minimum of three data sources is essential to substantiate the coding process and ensure data reliability (Rooshenas et al., 2019). Figure 1 illustrates that every coding process has undergone verification on more than three occasions. As noted by Natow (2020) the robustness of validity is enhanced when the diverse data sources utilized originate from distinct subjects or groups. A range of methodologies, including journal articles, Scopus-indexed journals, YouTube, and online news platforms, have been employed to scrutinize the coding process undertaken. Consequently, one can ascertain that the coding process possesses considerable validity and has undergone scrutiny by numerous sources. Here, one can find confirmation tables pertaining to various references.

Discussion

An analysis to answering the question on qualifications needed by a church leader in dealing with technological problems in the era of social revolution 5.0 has led to the following seventeen issues that must be considered.



First, in Society 5.0, rapid advances in information technology show that the role of Church leaders is increasingly important. Society 5.0 shows a paradigm shift by incorporating digital technology into fields such as education, social services, and churches. In this era, conventional organizations, especially religious organizations, face new challenges and opportunities. Church leaders must make agility and adaptability to change an important aspect of their leadership if they want to ensure that their organization can survive in different conditions, full of new, more complex problems and challenges.

A Church leader needs to immediately adjust to the changes caused by the social revolution 5.0 so that Church leaders in solving problems that arise with various needs in the service of the people in the Church and a very dynamic society (Sukanto & Personal, 2021). Furthermore, the incorporation of technology signifies an enhancement of digital advancements within society. Consequently, it is imperative for Church leaders to amplify the utilization of technology by engaging all church members, particularly the youth, to ensure that the church fulfills its religious responsibilities effectively. (Dollija & Gura, 2022). With the advancement of technology, the situation is very changing and dynamic. Church leaders must adapt to situations like this by offering support and assistance and supporting Church members, especially youth, who have extraordinary potential and talents (Prasongko & Adiarto, 2019). Church leaders urgently need to adapt to the technological advances that are so advanced in this era. Digital integration in various fields, such as social, educational, and church ministry, has changed the existing paradigm. The Church needs leaders who are able to adapt to rapid and dynamic social change. In addition, the church must also utilize technology to optimize all the resources it has to maintain or improve its current ministry.

Second There is currently a major change in the way people serve and work, known as the Society 5.0 revolution. Leaders must have abilities such as building solid relationships that can foster trust and create an environment that supports innovation and creativity (Ellitan, 2020). To strengthen team performance in achieving ministry goals, church leaders need to build strong relationships with the younger generation (Deo & Jain, 2023). To experience liminality in accordance with God's will, So, The Society 5.0 Revolution requires leaders to build solid relationships to foster trust through example in leadership, preaching and personal life so that leaders are able to encourage innovation, as well as strengthen team performance through strong relationships with the younger generation.. Innovation, this striving for positive transformation, has its challenges and uncertainties, but it also fuels creativity and hope.

As stated by Andy Hale (2023), Church leaders and congregations pay great attention to the concept of liminality, which is the spiritual process in which a person leaves their comfort zone to find a new understanding given by God. Believing that God gives direction without having a full understanding leads to a change in the way technology works and interacts that can be contrary to the spiritual nature of this era. This shows that the Church needs leaders who can build relationships to lead the community and the Church into a good, strong, and relevant future in the current era.

Third, others must believe in Church leaders based on good spiritual values. Today's church leaders must be able to develop spirituality in accordance with current Technological advancements . Church leaders must build spiritual values as spiritual guides rooted in spiritual values so that members of the congregation strive to behave morally (Gultom, Widjaja, et al., 2022). In addition, Church leaders can increase community cohesion and promote social unity and harmony among other members of the Church community. The values of spirituality also help their personal growth, especially in terms of emotional well-being, such as compassion, empathy, and caring for others (Fitriyah, 2023). As a result, church leaders must build beliefs that are grounded in strong spiritual values and instill these



values, especially among the church's youth, to shape the moral and ethical behavior of the congregation today. As spiritual guides, church leaders have the ability to strengthen church community cohesion, promote unity, and realize social harmony. They also have the ability to thrive by applying spiritual values

Fourth, the influence of technological advances on the character of people, including Church leaders, is often inevitable. Church leaders must be aware of their role as spiritual guides, who teach morality, integrity, and accountability, all of which are important for building trust, because the caliber of their ministry in the context of Society 5.0 is intricately connected to the ethical, moral, and qualitative values that are vital for steering the congregation through the challenges and transformations of this era. (Topayung, 2022). With good character, a Church leader can guide the vision into the future and inspire the congregation to remain strong and adaptive to developments in society 5.0 (Sukamto & Personal, 2021). In addition, the character of Church leaders can be an example that strengthens the attitudes, behaviors, and moral development of the congregation in this day and age (Purba & Retno, 2023).

Fifth, Digitalization and societal change very dynamic shows that community 5.0 leaders must work together. For this reason, Church leaders face very challenging challenges, so a cooperative approach must be relied upon. Every human resource has the opportunity to work together. The Church leader's work team must be made up of a variety of disciplines, expertise, experience, potential, and passion because in most cases, exceptional performance can only be achieved by a work team that relies on the abilities and cooperation of each team member. To improve ministry in the Church, they must work together (Apdillah et al., 2022). In addition, church leaders and community members continue to hope that the church will continue to exist in the midst of this conflict-filled era. This hope can only be realized through innovations produced by cooperation between all parties. Thus, the success of organizations and services in the modern era is highly dependent on collaboration. This is due to the collaborative system that allows individuals or teams to develop innovative ideas to deliver the most modern services. Church leaders should provide opportunities to work together and support young people because they are intelligent people who can help use technology in ministry. In addition, cooperative ventures help each employee gain greater meaning from their role in the workplace, while eliminating services that are rigid, boring, boring, uninteresting, uncontemporary, and irrelevant to today's era (Bednar & Welch, 2020).

Sixth, the example of Jesus' leadership is an important asset for a church leader, especially for a congregation of young people. Jesus Christ was an example for leaders, and His leadership still functions today. He was of course the perfect leader, a God-man the *Theanthropos* (Nicolaidis, 2019) and "Jesus Christ as the chief figure of Christianity is a biblical mystery. As the incarnate Logos of God, He is one person in two natures, both fully divine and fully human, and both perfectly God (τέλειος Θεός) and perfectly man (τέλειος άνθρωπος)" (Nicolaidis 2019: 1-2).

He created a transformative leadership model that must be used to renew evangelism and the church throughout the ages (Darsana et al., 2021). Emulating the principles exemplified by Jesus Christ empowers us to lead effectively and bring about societal transformation. In Luke 24:19 it is described that a leader needs to have power through concrete deeds, not just words so that his followers can acknowledge and follow him. Of course, people want to accept and believe in a leader if the deeds and services of a leader are in accordance with the needs both spiritually and physically, then the leader must be creative and adaptive to progress in this era without having to abandon sacred things in religion.

In the book of Acts, one observes the disciples of Jesus assimilating His exemplar conduct and implementing His doctrines within the fabric of their quotidian existence. Individuals engage in this practice as they regard Jesus as a profound spiritual exemplar for both their personal lives and their communal existence (Wright, 2023). We can gather these examples



of Jesus' leadership as a collection of actions, behaviors, and traits that influenced His followers and encouraged them to achieve a common goal (Henson & Hemby, 2023). Church leaders must have strong spiritual example and integrity so that all members of the congregation, young and old, can maintain their faith in today's era of technological advancement. Leaders who have strong faith and integrity should be role models for the younger generation and in essence all generational groups in their spiritual journey. When youth see leaders exercising their beliefs in real life, they are more confident in the teachings and values of the Church (Krisantana, 2021).

Seventh, according to (Nicolas et al., 2022), Leadership may be characterized as the capacity or proficiency to sway an individual or collective towards the attainment of a specific objective. Therefore, Church leaders must concentrate on their followers and must not be separated from them. Church service not only needs servants but also needs support from church members. Church leaders must prioritize the needs and involvement of their followers if they are to improve Church ministry in the midst of the transformative Society 5.0 slum. Learning the potential of followers to take advantage of technological advances to improve services and create better community relationships. To focus on followers, Church leaders must use a key strategy. Leaders first want to listen to and understand the faithfulness of Church members, especially youth.

If Church leaders have hope in the progress of church service and congregational growth. Thus thinking is no different from every member of the congregation, especially, the younger members of the Church also have hope and desire for the progress of the Church. For that, they desire to be heard. Church leaders must focus on followers, hearing, understanding and accepting your people as the next generation of Church ministry. They should also respond to followers by listening and empathizing with them (Sukamto & Personal, 2021). In addition, leaders must create strategies to enable their followers to reach their potential and encourage them to actively participate in the service of the Church. This will increase the love and ownership of the Church (Jatmiko et al., 2021). Church leaders can meet the unique wants and needs of their followers if both of the above points are done well. This necessity primarily pertains to the application of technology and data analysis in order to tailor the Church's services to the contemporary societal landscape. 5.0 advancement. To support the service of the Church, Church leaders must prioritize the needs and involvement of their followers. By using strategies such as positive response, active listening, personalization, and empowerment, leaders can help their followers face challenges and grow spiritually.

Eighth, The transition from the past to Society 5.0 requires different approaches and strategies. This is crucial in building a robust Church management system, which can adapt to the digital age and meet the needs of the growing Church community. Therefore, Church leaders need to implement effective management services to fulfill their responsibilities and roles in this era. First, Leaders of churches and ministries must work closely with technology. To improve administration, services, and communication, they must use digital tools and platforms (Rifai, 2022). Furthermore, Church leaders must train and support communities and young leaders in using management tools, developing skills, and collaborating in ministry and leadership and also seek funding to help them in their ventures (Sukamto & Personal, 2021). Finally, decision-making capabilities must be based on technological advancements as well as the analysis of relevant data and services (Sihombing, 2023).

Ninth, The role of spirituality in building leadership in the ministry of church youth is very important and should not be ignored In this era that continues to change, marked by technological advances and social dynamics. Church leadership does not only apply to certain groups including the youth ministry of the Church; Rather, it is a leader for a variety of environments such as organizations and institutions. This includes offering support and guidance without holding back from doing things and staying committed to helping others as written in Philippians 2:3-4. As expressed by Junaedi & Waruwu (2020), spiritual leadership



serves to exemplify the values and doctrines of the faith, while also inspiring the younger generation to engage more deeply in spiritual practices both within and beyond the church. (Imbing & Pandie, 2023). Furthermore, spiritual leadership, characterized as the process of cultivating relationships within a Christian framework, assists individuals and groups in articulating and attaining objectives aligned with biblical principles, employing ethical influence to empower others (Kama, 2021). Herman & Hermanto (2023) It also emphasizes that service to the youth of the Church must be supported and valued, so that they can explore their journey of faith with support in leadership and service. Thus, strong spiritual leadership, based on Christian faith and values, can inspire and empower the younger generation of the church to actively participate and contribute to the church community.

Tenth In the midst of rapid technological developments in the digital era, digital transformation has become a key element in the world of business and church ministry.. In this case, the existence of technology is very important for the sustainability of the organization and its competitiveness. Strong leaders are needed to address change and improve organizational performance. To achieve the organization's goals and vision, effective leaders can take strategic actions and influence the behavior of team members. (Susanti et al., 2023). Leaders must be able to initiate changes in the organizational structure and the lives of individuals as a whole by influencing the morale and performance of their teams if they are to contribute to the progress of the organization or the Church. This is an important component of good leadership (Ali, 2012).

Every religious institution needs a skilled digital workforce, as this allows them to communicate, take initiative, manage, and adapt quickly to ongoing changes and overcome complex challenges (Antonopoulou et al., 2021) For example, in the condition of ministry in the Church. The change from manual to digital is becoming more and more real. 20 years ago, the Church's ministry maximized only using organs and guitars to lead praise in worship in contrast to today, the Church uses electronic devices, namely projectors, full bands and various technological tools in small and large capacities. For this reason, the Church must have quality leaders, skilled human resources, and sound finances in order to be able to adapt to changes and progress in accordance with the expectations of the Church's youth in the era of the social revolution 5.0 At the same time, digital leadership styles are becoming very important. Leaders must be able to leverage technology in the best possible way to increase innovation and collaboration, which will ultimately increase productivity and drive digital transformation (Turyadi et al., 2023). Therefore, it is imperative to maximize the potential of the Church's digital leadership to influence every Church community to achieve the progress the Church desires (farhana Lubis & Hayati, 2023).

Eleventh, personal values are considered to be relatively stable internal standards that influence social behavior and behavior, including decision-making (Rickaby et al., 2020). Consequently, personal values are derived from the objectives or criteria established by individuals, shaped by their degree of engagement with various situations, and serve to elucidate societal behavior (Calvosa, n.d.). As they work in leadership and public service, they must uphold these principles. With these values, it is easier for leaders to control the behavior of members and the organization. Church leaders are expected to have values related to leadership qualities and ethics that are deeply rooted in religious and cultural beliefs that influence the way leaders carry out their duties. These values include peace, addressing hunger, promoting harmony, being responsive, adhering to religious principles, fostering open relationships, working diligently to fulfill the church's vision and mission, and upholding impartiality. (Mutua & Kiruhi, 2021).

Twelfth, The advent of Society 5.0 arises from the necessity to leverage technological advancements in addressing critical challenges confronting Japan, including an aging population, diminishing birth rates, and waning competitiveness. Narvaez Rojas says



Society in this era is a creative and innovative society, so that every individual can overcome social problems including Church service by utilizing their own abilities supported by adequate technological capabilities (Narvaez Rojas et al., 2021). This concept is an advancement in society that combines technology with humanity. Society 5.0 changes the view of technology to an important part of humanity itself. The envisioned future presents a scenario in which sophisticated technology harmonizes with human principles, primarily aimed at addressing societal challenges and enhancing the quality of life by fostering connections between the virtual and physical realms (Ellitan, 2020). The main focus is on the interaction between humans and machines, where advanced technology aids in the advancement, social convenience, and sustainability of human work. This holds particularly significant relevance when considering the service rendered to the younger generation within the Church. The aforementioned perspectives present a persuasive rationale for ecclesiastical leaders to maintain receptivity towards contemporary transformations and advancements.

As per Grabowska (2022), three main elements demonstrate this: the fulfillment of human needs, the sustainability and resilience of the Church's ministry in the face of various problems and challenges. Therefore, church leaders who accept change are better equipped to understand and meet the ministry needs of young people. To increase the service and involvement of dynamic, passionate, and creative youth in the Church, it is critical to prioritize the ability to adapt, work together, and be relevant. This means that it is relevant in line with the mindset, the nature of young people's lives and also in accordance with the changes in life that are adhered to with technology

Thirteenth, leaders have a shared responsibility to oversee the growth of the organization and address the challenges arising from digital change. To accomplish this, it is essential to have a profound comprehension of digital transformation, equip the workforce with pertinent skills suited for the digital landscape, and embrace the changes that digital transformation entails with a readiness to adapt. It is essential for them to possess a profound understanding of digital transformation (Hai et al., 2021). Church leaders have a great responsibility to serve and nurture the younger generation so that they master technology and can develop digital skills in today's technological era. *First*, church leaders must instill spiritual values and teach everyone, especially young people in the Church, to always practice God. Obedience to the Bible as God's Word will lead everyone to live according to Christian values to navigate the lives of Christians in the age of digital technology.

Some argue that this is a false era, especially in the age of technology, where Christians face many changes and difficulties (Nicolas, 2022). Second, in order to remain holy and honor God, the younger generation of the Church must be guided based on the values of Christianity so that this technology can guide the Church's ministry towards God's purpose as written in Matthew 28:19-20 and bring the glory of God into the world. so that they are not influenced by the negative behaviors they engage in in their lives and beliefs in today's computer and internet age (Hutahaeen, 2021). In addition, they have a desire to contribute through innovative ideas, are able to build relationships and work together, and have a desire to give hope and meaning to the world. Not only do they want to hear directions like a person who understands, but they also want to be heard, appreciated, and accepted. Therefore, these qualities of youth will build and strengthen their spiritual values if they are well received by Church leaders (Mangape et al., 2023).

Fourteenth, The involvement of Church leaders in the cultivation and advancement of young individuals in ministry is crucial for fostering their spiritual development and equipping them



to become impactful leaders within both the Church and the broader community. The younger generation is a key asset to the sustainability of the Church's ministry, so leaders must be open to accepting them and provide opportunities to develop their potential in ministry. Young people need personal growth, and Church leaders should encourage them to spend time building relationships with God through service to others. They need guidance from seniors in the Church in order to be actively involved and not just be spectators (Bergler, 2020). In addition, leaders need to provide opportunities for the younger generation to manage and hone their talents through service. Creating active lines of communication and an open environment is essential for the younger generation to feel engaged and not alienated (Erzikova & Martinelli, 2020). Focusing on ministry development for the younger generation and opening up leadership opportunities for them is also essential, because through intergenerational collaboration, the church can empower the younger generation and involve parents as experienced people in ministry, have strong faith, know God's Word, to be mentors guiding young people in building faith in the Church (Wennar & Mukti, 2024).

Fifteenth, church leaders in today's computer and internet age are utilizing technology to improve their ministry in youth fellowship programs; This results in tremendous success and effect. Church leaders can use technology to succeed in a number of ways. First, It is essential for them to comprehend the significance of technology in the contemporary digital era. They can help churches become relevant and useful in serving the digital society by reinforcing biblical values and implementing transformative leadership. Church leaders can lead firmly and prepare their teams to face and take advantage of the ongoing digital transformation through active engagement, authentic ministry, and a willingness to adapt (Ronda et al., 2023). Creating interesting service resources as well. Resources can come from communities within the Church, such as Church youth, and online curricula that engage youth to deepen their understanding of the faith (Cabaniss, 2023), then promote the community virtually or through the internet. Fellowship activities, Bible studies, prayer meetings, and a greater sense of community also increase the sense of belonging among fellow Church youth through virtual platforms (Imbing & Pandie, 2023).

Sixteenth, Due to the rapid development of today's society and the various consequences it entails, especially the emergence of the technological age, the spirituality of the young generation of the Church is a major concern for all churches around the world. It is evident that Church leaders bear a significant responsibility in guiding and nurturing the spiritual development of the youth within the congregation. Therefore, Church leaders in all denominations are also to role models, educators, pastors and mentors responsible for the spiritual development of church members, especially the youth in the Church. Only in this way can the nation of God or His 'Laos' grow spiritually (Nicolaidis, 2010; 2019).

Jesus Christ is described as the Supreme Teacher who is able to inspire confidence in His disciples and providing them with a strong foundation of faith rooted in God (John 13:1-17). Additionally, 1 Timothy states that anyone aspiring to be an overseer, including church leaders, must possess the ability to teach. It is stated that every church leader appointed as a teacher should realize how important it is to bring the younger generation into Christ-honoring unity through formal and informal teaching. Furthermore, the role of a church leader is as a mentor, that is, someone who works to develop talents, establish good relationships, and support people who want to work together (Nicolaidis, 2010). These three meanings show that church leaders must be able to be good mentors to all congregations, especially the younger generation of congregations, which is the key to the success of ministry in this digital era (Erzikova & Martinelli, 2020). Consequently, the role of church leaders is pivotal in steering and cultivating the spiritual development of young individuals. They focused on their duties as teachers and mentors who emulated Jesus Christ. Church leaders must



deepen their faith so that they can teach Christian values to the younger generation. In addition, as mentors, leaders should prioritize talent development, building relationships, and supporting collaboration, demonstrating how important it is to best mentor young people in the service of the Church in the digital age.

Seventeenth, the organization needs a new leader. Leaders who have a vision and can see where technology will go, hire employees who can adapt, and can quickly change direction if needed, like the Church today (Friedman, 2020). A true leader needs to have a visionary outlook. This allows them to realize innovative ideas and have a long-term perspective on the organization's goals, actions, and direction. Effective leaders are characterized by diverse visions and the ability to look far into the future. It is as if they are driven by an internal vision that encourages them to abandon the old mindset and inspire others to make changes. This characteristic also reflects the aspirations of the younger generation in today's church environment. According to Bourne and Foster (2023), they aspire to create new routes. For the continuity of Church service, building cooperation between Church communities, and achieving the goals to be achieved, youth coaches must provide their youth with a vision for the future as long as they serve the youth of the Church (Pasaribu, 2020). The church today requires leaders of vision, not merely those with the innate capacity to assemble teams, harmonize talents, establish objectives, and oversee advancements toward those objectives. Effective visionary leaders need people who can help, work hard, and work together to develop skills, even if these abilities are not yet naturally possessed (Matsi, 2020).

Church leaders must realize that Christ's mission to be carried out by the Church can be accomplished by the Church by utilizing this technology. This mission includes accomplishing and accomplishing everything that the Church does according to the image of God's vision. Therefore, vision serves as a motivation that drives the Church to achieve God's purpose through God's mission (Nicolaidis, 2010; Brosius, 2021). Every area of the Church's ministry is influenced by God's vision and mission because it comes from the Bible and can direct the Church's leadership in accordance with the current circumstances without eliminating or rejecting God's Truth.

The role of the young generation is also an important part of society for the Church and the state. The involvement of the younger generation is essential in advancing sustainable church services. They need support and guidance so that their potential can be harnessed for the glory of God. This statement encourages the Church to comprehend the true identity of the youth as its members. However, the Church often ignores the participation of young people. Young people's involvement in church service may seem significant, but they are often perceived as lacking in deep thinking or adequate experience, so their opinions are sometimes overlooked. As a result, many young people leave the Church and fellowship because their opinions are not recognized; They feel they don't have the space to express their aspirations, except to fulfill their obligations, and are not even given the opportunity to speak. This often happens when the Church seems rigid and ignores the rights of young people. Opportunities to contribute to the service and progress of the Church seemed limited to them and it is important for all believers to be encouraged into the *Ekklesia* or House of God since all are part of God's nation or *laos* (Nicolaidis, 2010).

This situation is highly concerning to them and adversely affects the Church's future ministry. Yet Church leaders are less concerned with the need for mentoring and guidance to help the spirituality of the younger generation of church activists and guide them according to their calling to serve according to their potential (Darmawan et al., 2021). The church is a community that continues to live and work to continue Christ's ministry in the world as written in the Bible in Paul's writings in 1 Corinthians 12 and Ephesians, where the church is described as a tool to spread God's mission of salvation through Jesus Christ. Thus, the



church's goal is to provide this information to the public. How can the Church function as a spreader of God's goodness in the age of technological advancement? With the advancement of technology in this era, everyone has the opportunity to colour these advances or at least be able to participate in the use of technological facilities resulting from these advances for the information needs of both users and recipients.

To attract more youth to the Church needs a leader to address their issues, interests, and concerns while maintaining the basic values of faith. There must be a blend of traditional elements with modern music, language, and themes that resonate with the youth to make the services and worship more engaging. Incorporating interactive discussions, Q&A sessions, and even multimedia presentations that relate spiritual teachings to daily social issues, personal development, or moral dilemmas relevant to young people, is very important.

Conclusion

The Church leadership in Society 5.0 must engage with youth on digital platforms like Instagram, YouTube, and podcasts and share inspirational content, sermons, and stories of faith. Online community spaces can help youth connect with each other and Church leaders, and share their experiences, and discuss their faith. Promoting family participation and intergenerational activities that involve the whole family is vital, reinforcing the Church as a family-centered community. By making the Church relevant to their lives, providing spaces where they feel valued, and creating opportunities for meaningful engagement, Church leaders can help attract and keep more youth in active participation in the faith community.

The rapid advancement of information technology highlights the growing importance of Church leaders in Society 5.0. The paradigm shift towards digital integration in various fields, including education, social services, and churches, presents challenges and opportunities for conventional organizations, especially religious organizations. Church leaders must prioritize adaptability and agility to navigate the complexities of the new challenges of this era. Embracing technological advances and involving all church members, especially young people, is essential for effective religious ministry. By fostering strong relationships and promoting spiritual growth, Church leaders can guide their communities toward a prosperous and relevant future in the digital age. It is imperative for Church leaders to maintain a balance between spiritual values and technological advancements to ensure the growth and sustainability of their congregations in the ever-evolving Society 5.0 landscape.

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