

Spirituality and Business in Harmony: Case Study of Saints Movement Community Church

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ABSTRACT: This research aims to eliminate the duality perception found in human lives. Prior researchers found that spiritualism and materialism are two opposite things. Human nature chases successes in life, and it cannot be limited by material or even spiritual achievements only (Osei-Tulu *et al.*, 2018). Saints Movement Community Church (SMCC) is an organization that aims to harmonizing spiritualism and business or materialism. Interview, observation, and document analysis will be done to explore deeper into SMCC about what initiate the movements and how they move. Begins from a vision that can only be found in GOD, humans often being sent to be involved in the materialistic world to fulfill their destiny (Affolter, 2007). SMCC defines success as reaching the divine goals with divine principles (servant leadership, love, and mindfulness). Specifically, SMCC is trying to create superior leaders' generation by making some movements such as ELT Indonesia, Dinamika, Yayasan Pandhega Jaya, etc.

Keywords: Spiritualism, Materialism, Harmony, Vision, Success

1 INTRODUCTION

"We are not human beings having a spiritual experience; we are spiritual beings having a human experience" (Pierre Teilhard de Chardin). Human beings are often trapped in the dilemma of duality perception between spiritual aspect and other life aspects. But it is undeniable that human beings are part of this world and even Jesus didn't deny that fact in Matthew 4:4 "... *It is written, 'Man shall not live by bread alone, but by every word that proceeds from the mouth of God.'*" (NKJV) and even preaches that His disciples are "salt" or "light" of the world. So, Jesus' teachings are directing people to be a blessing to the world, by being a part of it using divine principles.

Becoming the "salt" and "light" of the world is actually achievable by fulfilling God's purpose or calling. Weber (1930) stated that Christians are actually fulfilling that purpose by working in their daily lives. Although some people are called to work in different places such as business, government, ministries, etc. but they are actually fulfilling the specific calling that God has set for them. But it is only fulfilled by harmonizing spiritualism in humans' daily lives. There are some people and organizations that chase after their calling. One of them is Saints Movement Community Church, which make movements in many aspects such as business (PT. Pilar

Dinamika Integra), sports (Seijinkai and Five School), and education (Yayasan Pandhega Jaya).

The highest leaders in SMCC are also involved in many other movements. ISRA (Indonesia Sejahtera) is a social organization that is led by one of SMCC leaders. Another movement is FireBiz, which is a Christian-based business community, etc. These phenomena are proofs that SMCC is living according to their values, such as empowering, networking, and impacting. They believe that by being involved, they are actually making live impacts throughout their surroundings.

There is a gap to be discussed in this research between the findings of Wibowo & Kristanto (2017) and the reality in SMCC's movements. Wibowo & Kristanto (2017) found that lack of internal control in churches' finance leads to corruption in some churches, whereas SMCC is trying to fund their surroundings that is lacking in money. SMCC is funding small churches, primarily so that they keep on being home for the church members. These are examples of harmonizing spiritualism and materialism that is going to be dug deeper in this paper.

2 LITERATURE REVIEW

2.1 *Vision (God's Purpose)*

"Purpose theory is the view that a life is meaningful insofar as one fulfils a purpose that God has as-

signed” (Metz, 2000). Everything is made to fulfill their reason of existence (Affolter, 2007). It is only God who knows the intention or meaning of every human life. While everything has its own purpose and function, not everything is used correctly according to their reason of existence. In life, human could be doing something unfittingly to their best ability, but it’s just a part of life that could lead to a better version of them.

A perfect God will create everything to fit His purpose and plans (Affolter, 2007). What he has set for men is not only end goals, but He also insert meanings in those lives. A Creator designs the things He made, He will plan the reason and prepare the interaction that is necessary to perfect it. Affolter (2007) concludes that the meaning of all lives can be found in God, for He has ordained the purpose of everything, and He has made everyone unable to not doing what they are made for. It is confirmed by Gombis (2004) that explains Paul’s letter for the Ephesians. Ephesians 2 (v.10) states that every good thing men has done are actually the works of the Holy Spirit dwelling inside of the believers. Men should not boast their good doings, but instead humble themselves and ask God to use them to do good works in this world.

2.2 Servanthood and Pluralistic Leadership

Greenleaf (1977) defines servanthood or servant leadership as a natural feeling inside a specific person to serve proactively. Sendjaya & Sarros (2002) found that when James and John argue who is the greatest of them all in the Gospel of Mark, Jesus (as the founder and role model of servant leadership) called them and taught them that whoever wants to be the greatest should initiatively serve others. Jesus was teaching them that the greatness of a leader is measured by their commitment to serve other people (Sendjaya & Sarros, 2002).

The world often describes a leader as someone who controls or commands other people at the top seat (Gronn, 1995; Yuki, 1989); a managerial position that is able to control others (Senge, 1990). But a servant leader has a tendency to prioritize other people, sacrifice themselves for the well-being of others (De Cremer, 2006). De Cremer (2006) found that self-sacrifice will motivate the team members to dedicate themselves to reach the team goals and vision. This means that servant leadership could positively influence organization performance. Rivkin *et al.* (2014) added that servant leadership practices could positively influence employees’ psychological well-being.

Pluralistic leadership is based on the principle of democracy and not fulfilling personal ego. Wenham & Moses (1994) found that early churches were led

by Cephas, James, and John. Adapted for the modern world, the pluralistic leadership could help human limitations. Kuhn (2019) found that there are many single leaders leading high up alone, to found themselves being lonely later. Bender *et al.* (1999) found that the feeling of loneliness is one of the main reasons why people are having suicide, that is because they have no one to share their problems. This pluralistic leadership could be a method to solve those problems.

2.3 Finance according to the Bible

Money is actually a tool to help the world better. Money is good if it is used for a divine cause, that is to help other people, not for the sake of fulfilling personal desires (Mundey *et al.*, 2011). But it is still not easy to understand the intention behind the use of money, so Friedman & Adler (2011) shared some principles of finance according to the bible:

Principle One: Material Wealth, Not Greed. It is not necessary for men to hate money. The bible said that there are rich and poor people. The problem is not the money. The problem is greed. It is actually normal for people to gain profit and spend those profit to live. The bible has taught that generosity could win against greed and ego. For example, Jubilee years are second opportunities that God has gracefully given for the poor. This implies that bible encourages people to manage money morally and keep on being mindful to help the poor.

Principle Two: Industriousness. Work hard is an important piece to have to live a good life. Even God depicted that He loves hard working person from the story of Creation, that is He worked for six days and take rest in the seventh (Schnall, 2011). Another proof is at the Book of Isaiah chapter 2 (v.4): “... *They shall beat their swords into plowshares, and their spears into pruning hooks...*” (NKJV).

Principle Three: Social Responsibility. Bible teaches people to build economy system based on social responsibility. Genesis 1 (v.26) wrote that God had authorized men to rule over the earth. The key is to honor all people in the wider scope. God wanted men to help the poor and oppressed, the fatherless, the widowed, and strangers. The uniqueness in this idea is that wealth does not imply personal riches. It must be used to fulfill the divine God-given goals in human lives.

Principle Four: Human Dignity. God wants men to have a holy life. And the way to achieve holiness is not by running from the world, but to bless the world by showing affection/compassion, fairness, being truthful, and loving others. Practically, humans should simply avoid exploiting others to benefit themselves (predatory capitalism). Respect and hon-

or would come out automatically when men live by God's principles. That way, human could restore their dignity as a creature who is created in God's image.

2.4 True Success: Spiritualism & Materialism

The term "success" is defined as many things nowadays, and it really is a complex word. In a wider scope, Osei-Tulu *et al.* (2018) defines success as fulfilling a few life aspects: religious dimension, educational dimension, social dimension, and material dimension. But true success can be achieved by finding and doing life purpose (Affolter, 2007). Concluding from the findings of Petchsawangsa & Duchon (2009), Efferin (2016) found that there are four necessary elements to reach success: compassion (the feeling of empathy for the joy or suffering of others); mindfulness (the awareness of mind and actions to control emotions and behavior); meaningful works (the experience to find self-identity), and transcendence (the experience beyond normal or connection with the superior beings). These elements showed that spirituality does not necessarily different than religion, but cannot be likened as one for it transcends religion institutions (Efferin, 2015). Spirituality will help people to find their complete selves and happiness for the world.

3 RESEARCH METHODS

3.1 Interview

Using judgmental sampling method, some SMCC leaders that are involved in more than one movements are interviewed. The interviewees are the top ranked leaders in SMCC, which are directly involved in business areas, and the others are the person in charge of Yayasan Pandhega Jaya and ELT Indonesia. These interviewees in charge of other movements are directly under the leadership of the co-founders of SMCC. We also interview the co-founders of SMCC as a mean to ensure the facts as close as possible. The interview takes place at SMCC office or the interviewees' house.

3.2 Observation

The observed activities are preaching, seminary or coaching activities and their daily work life. The weekly preaching is observed to ensure the teachings of SMCC to their members. We also participate in the seminary or coaching held by one of the leaders to ensure the working principles in daily work. An-

other observation is done at PT. Pilar Dinamika Integra to understand how they implement the values taught at the church.

3.3 Document Analysis

We collect SMCC main values, visions, and join the movements to ensure the teachings they share. We also analyze the documentary of their movements, activities, and the blue print that they have.

4 DISCUSSIONS

4.1 Vision: the Beginning of Movement

"Gambaran visi yang paling sederhana itu adalah begini: ketika aku ngajak kamu, kamu tanya 'mau ke mana sih ko?', 'oh kita mau ke Jakarta!' Nah, itu pandangan ktia terjauh bahwa visi kita itu adalah ke Jakarta itu."

BU (initials) explains that a vision can be defined as a goal that a leader has in mind to get it done together with people that are called for the same thing together. BU continues:

"Firman TUHAN mengatakan bahwa TUHAN itu sudah dari awal memberikan pekerjaan baik buat setiap orang. Dari semula, supaya orang itu hidup di dalam-Nya... Pekerjaan baik itulah visi yang unik-unik di dalam diri manusia. Ya TUHAN itu punya rencana unik bagi setiap orang... Orang itu akan fulfill ketika orang menemukan tujuan yang TUHAN berikan dalam hidupnya. Nah, kalo dia ngga menemukan tujuan, dia ngga akan fulfill di hidupnya. Sudah! Dia mau punya 10 pabrik, mau punya 100 rumah, terus pertanyaannya: 'BUAT APA?' Dia akan mengalami sebuah titik kejenuhan dan menganggap bahwa itu semua ndak ada berarti karena, memang TUHAN ciptakan manusia dengan sebuah pekerjaan baik, visi secara unik dan khusus."

Based on BU's statements, the goal of a man is not to collect as many wealth as he can, but to finish what God has planned for him to do. He quoted and used Paul's letter to the Ephesians as the basis of human's purpose. Therefore, it is in line with Gombis (2004) and Affolter (2007) that the purpose of life or men's vision can only be found and led to be done by God.

SMCC focuses on finding God's purpose in the lives of young generations. BU said: *"kalo kita mau menebar sebuah pengaruh, ya kita harus siapkan dia*

sebagai pemimpin”, which means that preparing young leaders to create a better future for the world is the ultimate calling of SMCC and its leaders. With this mindset, they are trying to empower, create network, and impact the world positively. Bourassa (2017) found that young leaders will be more involved and aware about what happened around them and participate to eliminate bad things around them. Young leaders are more likely to create change, so the future of the world is on them: good or bad.

These movements to create superior young leaders are somehow materialist because it concerns the secular world. The world needs a generation of leaders to create a better future. Therefore, what SMCC aims is not to be a greater church, but to become a blessing for the world. AD (initials) added that the bible clearly noted that God often gives secular purpose to His chosen people,

“Yusuf itu spiritual atau dunia?... Daniel spiritual atau dunia?... Daud spiritual atau dunia? Daud itu Presiden di zaman sekarang... Itu cuman mindset kita. Banyak paham dikotomi: gereja (ya) gereja, dunia (ya) dunia. Lho gereja ada untuk dunia kok. Yesus datang bukan untuk gereja. Yesus datang untuk dunia. Justru gereja itu adalah bagian dari dunia... Jadi jika dianalogikan, gereja dengan dunia bisnis itu gini... gereja itu adalah hatinya, dunis bisnis itu adalah tangannya. Kita punya hati baik tapi nggak punya tangan. Kita nggak bisa melakukan apa-apa. Ya, gerejanya baik, tapi ngdak mau meng-... tapi yang bisa merubah dunia, itu adalah dunia bisnis. Gereja nggak bisa merubah dunia, bisnis yang bisa merubah dunia... Gereja mengubah dunia bisnis, gereja mengubah dunia...” – AD

This statement is the foundation of their mindset to harmonize spiritualism and materialism. Vision is about making the world better, based on the feeling of love, not ego (Efferin, 2016). If it only concerns for our well-being, then it is not counted as vision. It is counted as wants, said the SMCC leaders.

4.2 Spiritualism and Materialism in Unity

“Jadi intinya itu... intinya itu kita itu sudah tidak memandang adanya batasan gitu lho. Tidak ada istilah sekuler-rohani, tidak ada. Jadi... dan kita percaya bahwa TUHAN itu kan... TUHAN yang kita sembah itu kan TUHAN yang menciptakan segala sesuatunya... Jadi TUHAN kita itu bukan TUHAN yang ‘ngertinya’ ibadah ger-

eja...Padahal Dia itu adalah Pencipta langit dan bumi, sehingga kita percaya bahwa kalo Dia adalah TUHAN, Yesus menyebut Dia adalah Bapa, Dia adalah Sumber, berarti Dia itu... Sumber segala-galanya. Sumber Kehidupan, namanya aja Sumber Kehidupan, berarti segala hal yang, issue yang ada di muka bumi ini, itu TUHAN concern.” – AP

SMCC teaches that the church can’t change the world, but business and companies can make a change in the world. Like Paul the Apostle, making positive impacts in the market by working as tent maker (Acts 18 v.3) and teaching in Tiranus (Acts 19 v.8-10). Klein *et al.* (2016) findings support this claims, that RMEs (Religious Motivated Enterprises) are good for the macro-economy and humanity.

“Kita ajarkan rohani semuanya tetepan. Semua rohani. Lho karena kita percaya bahwa alkitab itu adalah referensi semua kehidupan... Apanya yang bertentangan sebetulnya, gitu kan? Ayo sekarang ngomong jujur. Dunia luar pun juga mengajarkan bahwa keberhasilan seseorang itu kan jujur. Kalo mereka ngomong gini: ‘ndak lho, dunia luar itu mengatakan kalo perlu kita boleh bohong.’ Pertanyaanku: apakah hasil dari kebohongan itu akan, satu hari kalo orang, orang dunia ngerti aja dia bohong, dia mau berbisnis dengan orang itu misalkan? Nah ternyata kebenaran-kebenaran alkitab itu sangat relevan dengan kebenaran-kebenaran yang ada di luar point-nya di situ.” – AP

AP pointed that one of the spiritual values, honesty, is very practical in the workplace. People loved honest people. This claim is supported by De Vries & Gelder (2015) that a high level of honesty will reduce criminality in the workplace. Padhi & Mishra (2017) also found more effective performance by making honest reports.

AP said that Jesus didn’t teach His disciples to stay at the church and preach. He shows His disciples that He cares for the health of the people, their intelligence, and the government. *“Jadi TUHAN kita adalah TUHAN yang spiritual, betul. Tapi Dia selalu bekerja secara natural”*, said AP. Supporting this claim, Sanders (2007) even found that God’s work is more effective at work than inside the church. Kent (2017) states that working is God’s preordained activity and so it is natural that God’s values is inserted in the working environment.

“Jadi point-nya adalah sebetulnya bagaimana kita membawa kebenaran ini masuk di semua lahan dan menerapkannya cuman kita itu dasarnya itu cuman ngertinya orang-orang yang nggak ngerti itu ‘oh rohani itu pokoknya mengasihi, oh rohani itu pokoknya mengampuni apapun’, akhirnya jadi nggak profesional, nggak disiplin. Padahal, alkitab itu mengatakan mengajarkan itu semua.” – AP

A company will shift their identity according to its CEO (Giberson *et al.*, 2009). The culture of a company will follow the leader of the company, even their strategies and goals (Bradigan & Hartel, 2013).

4.3 The True Success

Successful is achieved by fulfilling the purpose God has preordained in every human life. The general idea of success from SMCC is to become a blessing for the world. Yet, it is not about results only, but also the means to get the ends. Because the means of achieving the ends can also bless the world. For example, the leaders of SMCC once sacrifice themselves to not take any pay for a few months so that the other members could take their salaries to live. This process is also a success itself, achieved by self-sacrificial attitude following the examples of the early churches as was told in the Book of Acts chapter 4 (v.32-36), and also an attitude of servant leadership (De Cremer, 2006). This sacrificial attitude is itself a form of blessing the world by helping their surroundings. This example could be followed and create a positive change in the family and workplace (Li *et al.*, 2019).

What motivates them to create a better world and sacrifice themselves is compassion. This compassion creates a spiritual culture within the organization (Efferin, 2016). These examples also imply that true success is about knowing when to say enough for themselves (the illusion of ego, Efferin, 2016) and managing money to support the family, support the surroundings, and empower the nation (Kingdom Business Community: Sukses Sejati). SMCC call it the sharing principle.

Sharing principles does not only talk about sharing material wealth, but also authority sharing by applying the pluralistic leadership. To become a blessing and example to the world, they are demonstrating the leadership principles by Jesus’ apostles, that is leadership by three people, Cephas, James, and John (Wenham & Jones, 1994). To achieve something big, they have to help and build each other, scraping away ego to complete God’s mission

(Efferin, 2016). This value is quickly shared and lived up by the strategy “small but many”, which applies to their small community strategies. Baines *et al.* (2007) found that this strategy could enhance willingness to study and social interaction, increasing ability to think and problem-solving (Springer *et al.*, 1999).

The means and ends must be able to bless the world. The means are the spiritual principles (Efferin, 2016) and the ends are God’s divine purpose (Afolter, 2007; Friedman & Adler, 2011; Munday *et al.*, 2011). That is the true success in life.

4.4 A Blessing to the World

“...Makanya kalo kadang-kadang gereja ndak bergerak keluar seperti itu, masak ada sampe hari ini gereja itu ngomong bahwa: “gereja itu ndak boleh berbisnis” misalkan. Lho, berbisnis untuk siapa? Sekarang gitu. Makanya kita punya mimpi bahwa, SMCC akan punya baanyak sekali unit bisnis nanti ke depan. Untuk apa? Untuk membiayai pergerakan, siapa lagi? Lho pergerakan itu butuh duit kok. Terus apakah kita mau minta-minta terus jemaat?” – BU

SMCC believes that their movements are answers for what the world needs. Some movements that they made are such as:

Excellent Leaders Training Indonesia. SMCC saw that the world always needs a servant leader (Rivkin *et al.*, 2014; Jaramillo, 2009). This organization are striving to create new leaders based on the principles of servant leadership.

PT. Pilar Dinamika Integra. This company is proof that SMCC not only encourage their members to find their purpose of life, but also help to provide the vision of their members (VJ) in the marketplace (Byfield, 2008; Ragnarsson, 2018). By helping VJ found this business, SMCC is encouraging him to be free from financial pressure (Chandra, 2017).

Yayasan Pandhega Jaya. The educational institution is built to help youngsters in Kupang having a proper education. It is actually one of the functions of the church to provide proper education in isolated domains (Somasekhar, 1970).

5 CONCLUSION

5.1 Research Summary

The perception that spiritualism cannot be united with business is not true according to SMCC. The purpose of life is found in spiritual relationship with

God (Affolter, 2007), and divine principles should help guide people to achieve them, such as love, mindfulness, meaningful works, and transcendence (Efferin, 2016). Only by the precise means, men are able to reach the ends. Only by learning and doing Godliness behaviors (De Cremer, 2006; Li *et al.*, 2019; De Vries & Gelder, 2015; Friedman & Adler, 2011, etc.), human can bless others as the general idea of achieving God's purpose or success in life (Affolter, 2007).

5.2 Implications

Finding the life purpose is very important for everyone. It is specific for every person but the main idea is to bless the world. Chasing the will of God to understand this life purpose specifically serves as the priority in life. It is not religiosity, but true success can be achieved by learning and doing Godly principles (De Cremer, 2006; Li *et al.*, 2019; De Vries & Gelder, 2015; Friedman & Adler, 2011, etc.). This notion and application of Godly principles will make the world better by living better and help others to become better.

5.3 Limitations and Future Research

This study is limited by its subjectivity. Some concepts are defined by SMCC itself and so it may unable to be generally known to other people or organizations. This research's exploration is also limited only to one church, so it may cannot represent the practice and views of the Christians in general.

Future researches are encouraged to explore this topic in other organizations, or maybe other religions. Not only it can awaken the awareness of spiritualism and materialism, but also to remind all that taking actions are necessary as the proofs of faith to God (James 2 v.17).

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