

# Christian Andragogy Approach for Independence of Golden Age Church Member in Services

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**Abstract**—Christian andragogy in the church is very important to equip believers (golden age), so that they can be effective and efficient. The gap that occurs between the church and the golden age, on the one hand the church considers the golden age to be unable to serve because of obstacles or crises both physically, psychologically, socially, and spiritually. On the other hand, golden age church members tend to depend on their immediate environment and are reluctant to empower and involve themselves in ministry. The purpose of this study is to find out the meaning and significance of andragogy as a solution to the problem of the golden age. To achieve this goal, this study uses a qualitative approach with ethnographic methods. Based on the theme analysis, it was found that andragogy is very effective in empowering the golden age church members. **Research Contribution:** This research is important to provide input in the form of understanding, guidance and the importance of Christian andragogy for the effectiveness of the ministry of church servants for the independence of the golden age church members in terms of understanding their own problems, solving their own problems, empowering themselves, and involving themselves in ministry.

**Keywords**—andragogy; church members; golden age; independence; empowerment

## I. INTRODUCTION

Christian education is not only a conscious effort to solve problems in the church and society, it is also to empower church members to become independent and can play a maximum role. Even though the golden age of church members is decreasing, the golden age is church members who deserve an appropriate and maximum Christian education. The pedagogical approach is not suitable and effective for golden age church members[1]. The andragogy approach is an appropriate and effective approach for church members of the golden age. The golden age is all adult men and women over the age of sixty.[2] The golden age has its own needs and problems, the way of learning and empowerment is different from the church members in general.

Churches have certainly played a role in education for all church members, including church members of the golden age, but the tendency of the approach used is a pedagogic approach.

The pedagogic approach is education that is appropriate for the age of children. Because pedagogy usually applies one-way education, namely from teacher to student and is oriented to the role of the teacher, students depend on the teacher. Golden age church members are mixed with church members in general, including early and middle adults, and there are almost no special activities for the golden age. As a result, church services are ineffective and golden age citizens are not understood, both the needs, problems and patterns of empowerment of the golden age.

The gaps that occur between the church and the golden age, among others, the church does not utilize the golden age in ministry, due to inappropriate views, such as the golden age is old, unable to serve anymore, time to retire or rest, and so on. On the part of the citizens of the golden age also tend to avoid being empowered in ministry by the church. Because the golden age feels less or no longer cared for, feels alone, is often disappointed with the reality around it, the golden age experiences an identity crisis along with physical changes.[2] The golden age struggles with its own problems, the more limitations, incompetence and the golden age feel old.

Many efforts have been made by many parties to help the golden age citizens, especially educational and religious institutions. Many scientists and educators, including Christian educators, have discussed the andragogic approach [2][1]. Andragogy has been widely studied and applied both in high schools in general and theological high schools in the direction of community empowerment.[2][3][4]. There are those who discuss the change from pedagogy to andragogy, [5] and especially Islamic andragogy[6]. There is also a discussion about andragogy in a Christian perspective for adult education[7]. There are many more that discuss andragogy, but no one has specifically discussed the "Christian Andragogy Approach for Self-Reliance of the Golden Age Church Members". That is why this research is important and urgent. Because with an andragogy approach, golden age church members can become independent and efficient and effective, both for themselves and for church services.

## II. METHOD

The paradigm of this research is naturalism, which is an effort to understand the framework of thinking and behavior naturally from the informants. In connection with that, this is a qualitative research approach, as holistic, complex, whole, dynamic, natural, descriptive and insightful.[8][9][10] In accordance with the qualitative approach, the method used is ethnography.[11] The ethnographic method intends to describe a culture, especially to understand the way of life of a human group from the point of view of its members, in this case, the mindset and life (culture) of the church and the golden age.

By paying attention to the problem, research objectives and characteristics of the qualitative approach, this ethnographic research method follows Spradley's steps as follows: *First*, the researcher sets focused questions or domain analysis, *second*, taxonomic analysis and *third*, component analysis, and *fourth* is theme analysis.[9] This ethnographic method was applied to seven golden age church members (informants) and five church servants at a church in Batu, East Java, Indonesia. The data collection tool used is interviews.[12] This interview contains questions that are structured according to a theoretical study that is built according to the sub-focuses. However, this interview is still open according to the informant. The data obtained, then managed and served.

## III. FINDINGS AND DISCUSSION

Adult education is not pedagogy, but andragogy. The term andragogy comes from the Greek words *aner* or *andra* which means adults and the word *gogi* (guidance) or *agogus* which means to guide, to lead.[13][1] Andragogy is the art and science of helping adults learn.[14] Andragogy is more precisely an approach or method of educating adults.[15] Learning in adults cannot be separated from the role of pedagogy. Both are used side by side.[16] Andragogy has the meaning of guidance that leads to the ultimate goal of an education given to adults. It is hoped that adults can learn on their own and can become teachers for themselves. The ultimate goal of adult education is to achieve a process of maturity which is marked by the existence of equivalence or harmony in one's life.[17]

In particular, andragogy is very effectively applied as an educational approach for the golden age. Andragogy for the golden age has a definite goal. Through the andragogy approach, the golden age is helped not to be too dependent on other parties, including the coach (teacher). The golden age will understand and use learning and training resources independently. The golden age determines their personal learning needs, makes their own choices, puts forward learning and training techniques to describe and study a problem that is active and creative and encourages continuous or continuous learning, so that they are always looking for or longing for knowledge and can wisely use it. knowledge acquired in his life.[17][18] With regard to andragogy for the golden age, a number of sub-focuses of research are presented which originate from the results of domain analysis based on

theoretical studies. Therefore, this research is not *grounded research*. From the sub-focuses, interviews were arranged for taxonomic analysis and then for component analysis to the theme analysis.

### A. Complexity of Needs and Problems for Golden Age Citizens

Education leaders have something in common regarding the age division of adults. There is a difference, but the difference is not that significant. Three age groups of adults, namely: early adulthood (18-40 years); middle adulthood, (40-60 years) and Advanced adulthood (60 years until death).[19][20] Three periods in the division of adult age: 1). Early adulthood (age 17-40 years).2). Middle adulthood (40-60 years), 3). Older adults (60-70 years). Meanwhile, Wilhoit classifies old adulthood or golden age as those between 65-80 years old (Late Adulthood) which is divided into two stages, namely: 1). 60 to 65 Late Adult Transition. 2). 65 to 80 Late Adulthood.[19] In this age stage, the authors set the study on old adults or the golden age, namely the age of 60-65 years. A period of status change or a transitional period, which is characterized by being more tense, less confident, afraid of failure, more self-aware, difficult to admit mistakes, more careful, slower, being resistant to change and renewal.[17]

The problems faced by the golden age are complex problems. *First*, the physical problem. The golden age experienced many setbacks or decreased physical strength.[21][22] This is because the organs of the body are increasingly fragile, shrinking, so that many experience a decline in physical strength, so that the golden age gets tired more quickly[23][20]; Prone to Pain; Retirement and declining income; Decreased Sexual Activity[23][21]. *Second*, psychological problems. Have memory loss. In particular, the things he has just learned, he quickly forgets, lacks clarity of attention and hearing, so that often occurs *miscommunication*[23]; Affection Crisis[24]; Feeling Use-less, due to a weak physical state, feeling unproductive. Maybe with people around them who don't want to care or don't want to empower anymore, appears *age-ism*. [21] The *third* is social problems. The golden age experienced isolation and loneliness, diminishing activity; reduced engagement with others; reduced social roles; increased mental use; decreased physical activity.[23][22] The cause of loneliness can be due to past bitterness, being an *introverted person*; abandoned by his life partner; the death of his friends which will add to his sense of solitude.[20][21] Retirement (Retirement), a transition period in his active life at work. This is a difficult time. New conditions that can cause new problems, both for himself and for the people around him or *Post Power syndrome*. [21] Reluctant to participate in community, feeling left out.[23] This can lead to depression or great stress. The golden age requires an appointment (trust) from the people around him, even recognition from the community. *Fourth* is a spiritual problem. Among the golden age there are those who are happy and active in spiritual activities, but there are also those who are not active because they are full of philosophical and theological questions as reasons for rejection.[22] Activity and

participation in church due to lack of interest is less than other factors. Physical limitations make it reluctant to participate in spiritual activities.[23] Concepts and attitudes about Death are usually individualistic. Facing death is not something easy for the golden age. This can cause a great deal of fear and uncertainty.[21] The right education for the golden age is Christian andragogy education.

#### *B. Christian andragogy approach to church members of the golden age*

##### *1) Church andragogy for dealing with golden age problems*

The church consists of living people, called believers or the body of Christ.[25][26] The church has a major role in Christian education, as a golden age for finding answers to all its problems. The role of the church acts in harmony with the shepherding principle of John. 10:10. Serving the golden age so that we can truly live in abundance, live meaningfully and full of meaning. The golden age is a gift from God (I Kgs. 3:14, Ps. 91:16 and Prov. 10:27), younger people should be able to respect, care for and maintain the golden age (Lev. 19:32; Prov. 23 :22 and I Tim. 5:1-2). In this case, God Himself promises, is present and takes care of His people (Isa. 46:4). Allah also wants the golden age to live a decent and constructive life.[27][21] The role of the coach of the golden age church community apart from being a teacher (paedagogos) should also be aware of the role of andragogy, namely, guiding or facilitating the golden age. The coach (facilitator) should have two strengths, namely: rich in knowledge about the Christian faith and a good attitude, namely: Empathy; fairness; respect; commitment and attendance; acknowledge the presence of others; and open up.[27]

Christian pastoral counseling, not only evangelism, teaching and discipleship, but also the church as a *healing community*. [28] Helping the counselee to be able to see the purpose of his life, which of course is in his relationship and responsibility before God.[29][30] Pastoral counseling is important for the golden age by using a Christian andragogy approach and not neglecting a pedagogical approach. In the direction of the andragogy approach, the handling of the problem of the golden age cannot be separated from the characteristics of the andragogy approach. The golden age are independent learners, they have a lot of life experience, and are ready to learn and apply what they have learned.[31] Example: Leading a golden age in repentance. repentance is the work of the Holy Spirit.[32]; treat the golden age as an adult; lead to find the core of the problem, find alternative solutions to problems in the light of God's Word; opens the space for deep and precise dialogue.

Christian andragogy for the golden age, should be adapted to his needs in dealing with life and his life in his old age, especially attention to providing service. Education, counseling and preaching that can help church members of the golden age to more easily adapt themselves to the situation and environment of their peers. Materials related to the golden age,

about: *Precious Age*, Gen. 2:31. Education leads to a teaching that the golden age of life is very meaningful, because the golden age is a noble and valuable age (Lev. 19:32), the golden age is humans created in the image of God.[21][33] *Life Process*. The golden age generally has plenty of time to reflect and ask questions about the past. Maybe in the past life, the golden age had many regrets and looked down on his past life.[34] The Christian andragogy approach is very important to help eliminate unwholesome attitudes. With the hope that the golden age can develop in a healthy manner.[21]; *Spiritual Needs*. The spiritual need is very urgent for the spiritual development of the golden age church members. Golden age spirituality is led to become like Christ.[34] Believe in God's love; protected life certainty; freedom from emotions (fear, guilt, grief, etc.); good spiritual growth, good living status and feeling as a useful human being.[35] In addition, helping the golden age to face the last moments of his life, even when facing his death. Death is not a threat to the golden age as a believer (Romans 14:8) The tendency of the golden age to reminisce about the past, should get the motivation to be able to enjoy the present life and can have hope for a happy future life. Finally, the golden age must still have confidence in the hope of living eternally with Christ -Jn. 14:1-6.[35][36]

##### *2) Christian andragogy approach for empowering church members of the golden age in service*

Church as a community of believers, including the golden age who have been spiritually united with Christ.[26][37] He is the center and final revelation and salvation.[38] God entrusted the church to build up the body of Christ (the golden age) by building, training and empowering His body (Rev. 21:3, I Cor. 3:16, 6:19, 3:9, I Pet. 5:2). Efforts to empower the golden age in ministry, the church helps the golden age to be efficient and effective, both for itself and the church's ministry. The church's efforts to empower the golden age: the church can delegate tasks to the golden age according to its ability; share (sharing) life experiences in ministry; encourage the golden age to find the truth by their own experience with God.[39] [40]

Based on taxonomic analysis, find the basic model in empowering and increasing interest in learning at the golden age. The Six Significant Steps to problem solving and empowering the golden age of ministry are: Something is bothering him; analyze the problem; encourage consideration of several alternatives (sources); collect additional materials to test the chosen alternative for problem solving (problem solving techniques); compare the results of the answers with the hypotheses stated previously; test one last time on the proposed solution, in a scientifically clarified way.[40][41][42] The cycle of helping the golden age is found with the andragogy approach as follows: golden age and its problems, andragogy approach, problem solving, self-awareness and empowerment in service. This golden age helping cycle continues throughout his life, as shown in the image below.[27]

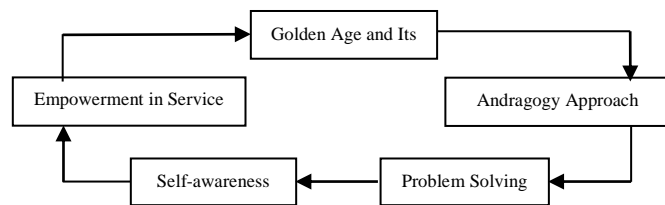


Fig. 1. Andragogy Approach Cycle for Golden Age Church Members

### 3) Christian Andragogy for Independence

Based on the component analysis, it was found that the church did not apply the Christian andragogy approach. 90% of church ministers stated that they did not know what andragogy was. One respondent stated that the method used by the church so far is still effective, there is no need for a new method. Church ministers recognize the golden age needs, including attention, affection, friends, feelings of respect and a recognized role. There were 83.3% of church servants stating that they did not know the right way to handle the golden age problem and 16.7% said the church did not have an empowerment program for the golden age. The church is lacking, in terms of fostering a golden age to be involved in empowering church services. The golden age is only involved in routine services such as collecting and receiving guests. Whereas the golden age according to the confession of 50% of church servants, they have more maturity and time. This explains that the church does not apply Christian andragogy for the golden age.

Component analysis results to the members of the golden age church, it was found that the church did not apply Christian andragogy. Longing for the golden age, the church can enforce and serve it according to their existence, including handling the problem of the golden age, worship activities separately, so that they can be effective. The golden age also longs to get coaching materials, including the methods according to their needs, so that the golden age can play a role in the church. There are 50% of the golden age barrier involved in the ministry, due to travel, health and fatigue. While the other 50% stated that there were no obstacles to getting involved in the service.

The role of Christian andragogy is very important for the ministry of the golden age. Through Christian andragogy, the golden age can direct itself and can become its own teacher. In addition, andragogy is important to increase independence and the quality of the golden age in life and ministry. On the church side, andragogy is important to improve the quality of church ministry to the golden age.

Based on the analysis thema, discovered five (5) the significance Andragogy for services to lay a golden age, namely: to become independent, understand Our Own problems, settling Our Own's problems, empowering Our Own's self and get involved in church ministry progressively, as seen in the picture below:

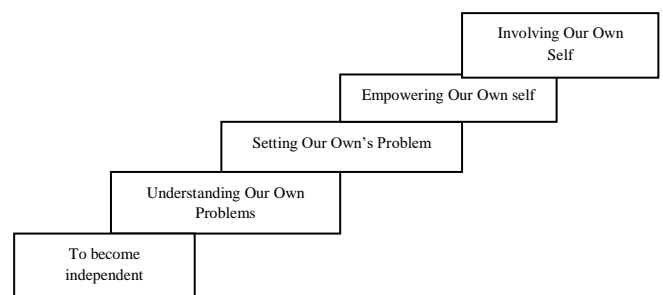


Fig. 2. Andragogy for Golden Age Independence

To realize the independence of the golden age above, the church should apply an andragogy approach in service to the golden age. This andragogy approach is outlined in a coaching program with the following elements: (1). Foun-dation of formation: God gave His commission to the church to build His people. (2). The purpose of coaching: The golden age can solve its own problems and for the empowerment of the golden age in service according to age and ability. (3). Coaching curriculum: adapted to the needs and development of the golden age, so that the curriculum can achieve the right target for the golden age. (4). Evaluation of formation: The church should also evaluate all completed training programs in order to determine the level of success of the program.

## IV. CONCLUSION

The Christian andragogy approach is very effective for church members of the golden age. The ultimate goal of Christian andragogy for the golden age is to reach a process of maturity which is marked by harmony as members of the community and members of the church. This Christian andragogy really helps the golden age in its role as a church member. The significance of andragogy can be seen in the following 5 (five) achievements: *First*, the golden age can be independent, not dependent on other parties. *Second*, the golden age understands their own problems. *Third*, the golden age can solve its own problems. *Fourth*, they can empower themselves. *Fifth*, they can involve themselves in the ministry of the church. Therefore, this Christian andragogy is very effective to be applied in the church.

The church can help the golden age to be able to know, understand and have the power to be able to help himself, even to be able to play a role in his family, community and nation. In particular, the age golden can play a role in church ministry. For this reason, with an andragogy approach, the church can recognize the needs of the golden age. If the church understands the needs of the golden age, then that understanding is very important to determine the right attitude and is very basic to serve the golden age effectively. If the golden age is living in a Christian way, then the way the golden age solves its own problems is based on the demands of the Word of God and the Holy Spirit. If the golden age is empowered with a Christian andragogy approach, then the golden age will be consciously and maximally empowered. If

the golden age is maximally empowered, the golden age will be involved in church services to the maximum as well.

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