

An Analysis Of Pastors' Failures In Evangelism And Their Impact On Congregational Growth

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ABSTRACT

Evangelization is the church's primary mandate in carrying out Christ's Great Commission, which plays a crucial role in the spiritual and quantitative growth of the congregation. Pastors, as spiritual leaders, have a strategic responsibility to mobilize evangelism, both directly and through congregational empowerment. However, in practice, many churches experience stagnation or a decline in membership due to the pastor's failure to carry out his evangelism function. This study aims to analyze the factors causing this failure and evaluate its impact on congregational growth. Using a qualitative approach through case studies in several churches in the Kingmi Classis Sorong Fakfak church area over the past 10 years, it was found that pastoral failure is influenced by a lack of missionary training, excessive administrative focus, and minimal social involvement. The consequences include a decline in the number of new members, a weakening spirit of service, and a reduced relevance of the church in society. This study recommends a renewal of spiritual leadership strategies that are more missionary and contextual to encourage sustainable congregational growth.

Keywords: *Evangelization, Pastor, Church growth, Spiritual leadership.*



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INTRODUCTION

Evangelism is the church's primary mandate, rooted in the Great Commission of Jesus Christ (Matthew 28:19–20). In the context of church growth, evangelism is not merely an additional activity but the cornerstone that determines the dynamics and sustainability of the faith community (Zandro, 2023). Churches that are active in evangelism tend to experience growth both quantitatively (in the number of members) and qualitatively (in spiritual maturity) (Toding et al., 2025). However, in practice, many churches experience stagnation or decline due to weak evangelism strategies and implementation, particularly on the part of pastors. Evangelism is a crucial aspect of church growth. In this context, evangelism is not merely viewed as a task but also as a calling to spread the Gospel and build a strong community of faith. Healthy church growth cannot be separated from effective evangelistic efforts. Younger generations are beginning to drift away from the church, indicating the need for a new approach to evangelism. In this regard, pastors, as spiritual leaders, bear a significant responsibility to lead the congregation in this mission (Nendissa, 2025). Churches that fail in evangelism will typically experience a slow “biological death.” Without new conversions, the congregation's numbers will dwindle as existing members age without replacement.

As spiritual leaders, pastors bear a strategic responsibility to advance evangelism through exemplary living, mission-centered teaching, and fostering a church culture that reaches out to souls (Ngamon et al., 2024). In the past decade, many churches in the Kingmi Gospel Tent Church region in Papua, specifically at the KM 24 Evangelism Post in Sorong Regency, have experienced a decline in congregation numbers due to the lack of pastors' involvement in direct evangelism. A study by the Pew Research Center indicates that between 2015 and 2025, active participation in church declined significantly among the younger generation, particularly in churches that do not emphasize evangelism as a core component of pastoral ministry. This underscores that the role of a pastor is not merely that of an internal teacher, but as an external catalyst who leads the church beyond its walls. Thus, this research highlights strategies for church growth and the effectiveness of ministry programs, including mission and evangelism, though it is more managerial and institutional in nature.

The critical question of this paper is: Why do pastors fail in carrying out the task of evangelism, and how does this failure affect congregational growth? Answering this question is crucial so that the church can evaluate and improve its ministry strategies. Although pastors play a vital role in evangelism, many experience failure in achieving this goal. The question that arises is: Why do pastors fail in evangelism? Some factors that may contribute to this failure include a lack of training, a lack of understanding of the cultural context, and an inability to adapt to changing times. The introduction and background note that failure or the inability to reach new members stems from being trapped in traditions that are no longer relevant. Thus, the author aims to analyze the factors causing pastors' failure in evangelism and its impact on congregational growth.

The novelty of this study lies in its critical approach to the role of pastors in evangelism, positioning pastoral failure as the primary variable that directly influences congregational growth. Unlike previous studies, which tend to emphasize the normative and ideal role of pastoral leadership or view evangelism merely as an institutional strategy and church program, and focus on maintaining the faith of the internal congregation, this study specifically analyzes

the forms of pastoral failure in evangelism and examines its theological, spiritual, and practical consequences for congregational growth, both quantitatively and qualitatively. Thus, this study presents a new perspective that integrates pastoral theology, spiritual leadership, and the church's mission, while affirming the accountability of the pastor as a central actor in the sustainability and growth of the congregation.

RESEARCH METHOD

This study employs a qualitative approach using case studies of several churches within the Kingmi Gospel Tent Church Sorong-Fakfak District over the past 10 years, such as the KM 24 Evangelism Post in Sorong Regency. Data were collected through interviews with 10 pastors and 10 congregants, observation of church activities, and analysis of internal church documents. The Kingmi Gospel Tent Church, Sorong-Fakfak Classis, was selected because it has demonstrated significant dynamics of church growth and closures over the past two decades. One example is the KM 24 Mission Post in Sorong Regency, which was nearly closed between 2017 and 2025 due to a decline in congregation numbers and ministry activities. This approach was chosen because it allows the researcher to explore the meaning, experiences, and dynamics of ministry in a contextual manner within a specific church environment. Regarding the research location and subjects, the study was conducted at several churches under the auspices of the Kingmi Gospel Tent Church (KINGMI) Sorong-Fakfak Classis, with a primary focus on the KM 24 Evangelism Post in Sorong Regency. This region was selected because it demonstrates variations in congregational growth and pastoral ministry dynamics over the past 10 years (Sugiyono, 2017).

Data collection methods: Data were collected through the following techniques: In-depth interviews with pastors, church councils, and active congregants to understand their perceptions and experiences regarding evangelism. Participatory observation of church activities such as worship services, outreach ministry, and evangelism programs. Documentation in the form of church annual reports, council meeting minutes, and congregational statistical data from 2015 to 2025. Data triangulation was performed to enhance validity by comparing results from interviews, observations, and documents. **Data Analysis Techniques:** Data were analyzed using a thematic analysis approach, which involves identifying patterns, themes, and categories emerging from the field data. The analysis focused on the causes of pastors' failures in evangelism (Creswell, 2013).

RESULTS AND DISCUSSION

Definition of Evangelization

According to Christian theology, evangelization (derived from the Greek euangelizien, meaning "to proclaim the good news") is a fundamental mission of the Church. Theologically, evangelization is defined as: Proclamation of the Good News (Gospel): Its essence is to convey the message that Jesus Christ, the Son of God, died for the sins of humanity and rose from the dead (1.3). This proclamation is a gift of God's salvation and mercy Living Witness: Evangelization is not only through words but also through a transformed life witnessed by faith

in Jesus Christ. This means demonstrating God's goodness and experiencing renewal within oneself, manifested in daily attitudes, actions, and words (1.4). Invitation and Transformation: Evangelization invites individuals to believe in God, become disciples of Christ, and join the community. Its purpose is to transform humanity from within and make it new through the influence of the Gospel (1.3, 1.4). The Embodiment of Missio Dei (God's Mission): Evangelization is a tangible expression of the church's work to participate in God's mission in the world. According to (Coleman, 2010), evangelization is not merely proselytizing but also involves the formation of a mutually supportive community of faith. In this context, evangelization becomes a crucial task for the church and every believer. (Barna, 2005) notes that many churches struggle to reach the younger generation, who often feel alienated from church institutions. This indicates that the evangelization approaches used need to be evaluated and adapted to the context of the times. The church, as a religious institution, holds significant influence in society (Punuh, 2024).

In the Indonesian context, where cultural diversity is very high, a one-size-fits-all approach to evangelization will not be effective. For example, churches in rural areas may require a different approach compared to churches in major cities (Langi et al., 2025). Therefore, it is important for pastors to understand and apply evangelistic principles that are contextual and relevant to the local community.

Factors Contributing to Pastors' Failure in Evangelism

Failure in evangelism generally occurs when pastors and churches stray from Christ's primary mandate and priorities.

Lack of Training or Theological Understanding of Evangelism

Failure in evangelism stems from a mistaken or limited understanding of the very nature of evangelism itself. A Narrow Definition Pastors may view evangelism merely as a Revival Service (KKR) or a sermon from the pulpit. In reality, true evangelism is the proclamation of the Gospel through both words and the witness of a Christian lifestyle. Lack of Skills: A shortage of practical training on how to engage with modern culture, dialogue with non-Christians, or conduct effective discipleship. A pastor may hold a theological degree but lack the strategic ability to lead a mission. Lack of a Clear Vision: Without a strong theological foundation that evangelism is God's mission (Missio Dei) and the primary task of the Church (Great Commission), evangelism will be viewed merely as a "side program" or an option, not the core of the church's existence. One of the main factors leading to pastors' failure in evangelism is a lack of training and deep theological understanding regarding evangelism. According to (Barna, 2005), many church leaders lack adequate formal education in theology and evangelism, making it difficult for them to convey the Gospel message in a way that is relevant and engaging to modern society. Data indicates that approximately 60% of pastors feel unprepared to evangelize effectively (Rainer & Rainer, 2009). This highlights the need for better and ongoing training programs for pastors.

Excessive Focus on Church Administration Rather Than Soul Care

This phenomenon is often referred to as "managerialism," which displaces spirituality and mission. Structural Burden: Pastors are overly occupied with church bureaucracy, committee meetings, financial issues, building construction, or internal conflicts. Time that should be spent praying, studying the Word, and serving the congregation is diverted to

administrative tasks (Dondokambey et al., 2025). Shifting Priorities: Church leadership shifts from a serving Shepherd-Leader to a Church CEO (Johanes Augustinus et al., 2023). The measure of success has become limited to organizational sustainability (a nice building, abundant funds) rather than spiritual growth and the expansion of God's Kingdom (Hermanto, 2021). Neglecting the Core of Pastoral Care: Pastoral services—visitation, counseling, and personal discipleship—which should serve as tools for evangelism for sick or weak congregants, are neglected because they are deemed less urgent than meeting-related matters (Kowal et al., 2025).

Fear or Lack of Confidence in Sharing the Gospel

Psychological and spiritual factors within the pastor themselves often become barriers. Fear of rejection or embarrassment: Especially in a pluralistic society, there is a fear of being seen as fanatical or offending others, leading the pastor to remain silent or focus solely on internal ministry. Spiritual lack of confidence: Pastors feel unworthy or lack the gift for evangelism, perhaps due to struggles with sin or a lack of spiritual fervor. True evangelism requires full confidence in the power of the Gospel (Romans 1:16). Lack of Exemplary Living: If a pastor's personal life does not reflect the Gospel (lack of integrity or love), they will feel hypocritical about inviting others to Christ, which ultimately extinguishes the spirit of evangelism. Fear or lack of confidence in sharing the Gospel is also a significant factor in a pastor's failure. Many pastors feel unsure of their ability to speak in public or explain Christian teachings to others (Sinambela et al., 2023). Younger generations often feel alienated from the church due to evangelism methods perceived as rigid or irrelevant (Nendissa, 2022a). This indicates that pastors need to overcome these fears to evangelize more effectively.

Statistics show that approximately 50% of pastors admit to feeling uncomfortable sharing their faith with others (McNeal, 2011). To address this issue, the church needs to provide training that builds pastors' confidence in speaking about their faith. For example, mentoring programs or workshops on communication and evangelism can help pastors feel more prepared and confident in carrying out their duties.

Lack of Personal Relationships with Congregation and Community

Evangelism is most effective through the bridge of authentic relationships. Ignoring Jesus' Model: Jesus Christ, the Great Shepherd, had intimate relationships with His disciples and the community (eating together, healing, teaching). Pastors who fail often isolate themselves behind the church walls. An "Exclusive" Church: The church tends to focus solely on the internal needs of its members. There are no programs or a culture that encourages members to reach out to neighbors or engage in social activities outside the church. Superficial Relationships: The pastor may only know the congregation on a superficial level (merely by name and position). He fails to disciple them intensively, so the congregation is not motivated to become evangelists in their communities. The lack of personal relationships between the pastor and the congregation and the community is also a cause of failure in evangelism. Pastors who do not build strong relationships with the congregation tend to struggle to understand the needs and challenges faced by church members. Strong relationships between leaders and the congregation are crucial in creating an environment that supports spiritual growth (Coleman, 2010).

The Impact of Evangelism Failure on Church Growth

A pastor's failure to carry out the tasks of evangelism and discipleship will trigger a domino effect that undermines the church's vitality.

Decline in New Members

This is the most quantitatively evident consequence of failure. **Natural Decline:** If the church is not actively reaching out to new people, membership will decline over time due to natural factors such as death, relocation, or members leaving. Without evangelism, the pipeline for new members will dry up. **Broken Balance:** Healthy church growth requires a balance between retention (keeping members) and outreach (gaining new members). A failure in evangelism causes the church to revolve solely around internal dynamics, and the congregation's size becomes stagnant or shrinks. A decline in the number of new members within a congregation is often the primary indicator of a church's failure to grow. Younger generations are increasingly likely to leave traditional churches, with 59% of them admitting they feel disconnected from the church institution (Barna, 2005). This indicates a gap between what the church offers and what the younger generation seeks. This dissatisfaction may stem from a lack of relevance in teaching, a rigid approach to social issues, or a lack of opportunities to engage in meaningful ministry.

Thus, the decline in new members is not merely a numerical issue but also reflects deeper challenges regarding the church's relevance and connection to society. To address this, the church must engage in deep reflection and take proactive steps to design programs that are more engaging and aligned with the diverse needs of the congregation..

Spiritual Stagnation or Decline of the Congregation

The most crucial qualitative impact of failed evangelism is the stunting of spiritual maturity. **Loss of Mission Focus:** Congregations not engaged in evangelism tend to become self-centered. They become spiritual consumers demanding ministry, rather than producers or servants who give themselves to the world. **Stagnant Spiritual Maturity:** The evangelism process is an integral part of discipleship that fosters maturity. When congregants do not witness, they lose the opportunity to practice their faith, deepen their theological understanding, and rely on the power of the Holy Spirit. Consequently, the congregation's spiritual growth comes to a halt (stagnation) or even regresses. **"Sunday Christianity":** Faith becomes merely a ritualistic routine lacking transformative power in daily life, as there is no external motivation (mission) to maintain holiness and integrity of life as a testimony. Spiritual stagnation or regression within the congregation is a serious consequence of the church's failure to grow. When the congregation does not experience spiritual growth, this can lead to a lack of motivation to participate in church activities. Churches that lack a clear vision and do not focus on spiritual growth often experience stagnation (Lawson, 2008). In this context, it is important for the church to have effective discipleship programs that can assist the congregation on their faith journey.

Churches that are active in ministry and evangelism tend to have members who are more spiritually engaged. Conversely, churches that focus solely on internal activities without addressing the spiritual needs of the congregation often experience decline. For example, a church in a suburban area that neglects in-depth teaching and focuses more on social events experienced a decline in attendance and participation in worship services (Nendissa, 2022b).

Thus, spiritual stagnation or decline is an issue that churches must address seriously. Churches need to invest in discipleship programs that are not only engaging but also profound, so that every member feels connected to their faith and to the church community..

Declining Appeal of the Church to the Surrounding Community

The church becomes unappealing (or even irrelevant) to people outside its community. **Loss of Social Impact:** True evangelism involves love in action (social service). When the church is self-centered, it loses the opportunity to demonstrate Christ's love in practical ways. **Society no longer sees a tangible difference in the church's presence.** **Negative Perception:** The church may be labeled as a closed, exclusive, or judgmental community. This occurs because interaction with the community outside the church is minimal, leading to the development of prejudice rather than authentic relationships. **A Church That Bears No Fruit:** If the congregation fails to be light and salt in their workplaces, schools, or neighborhoods, then personal witness will be lost. Outsiders will see no reason to be interested in the faith held by Christians (Situmorang et al., 2025). Berkurangnya daya tarik gereja bagi masyarakat sekitar adalah dampak lain dari kegagalan pertumbuhan jemaat. Dalam banyak kasus, gereja yang tidak mampu beradaptasi dengan perubahan sosial dan budaya akan kehilangan relevansi di mata masyarakat. Banyak orang yang tidak terlibat dalam gereja merasa bahwa gereja tidak lagi memiliki pesan yang relevan atau menarik bagi kehidupan mereka (Nendissa, 2022c). Dengan demikian, untuk meningkatkan daya tarik gereja, penting bagi pemimpin gereja untuk menjalin hubungan yang lebih dekat dengan masyarakat dan menunjukkan bahwa gereja memiliki peran yang signifikan dalam kehidupan komunitas. Ini bukan hanya tentang menarik anggota baru, tetapi juga tentang membangun jembatan antara gereja dan masyarakat yang lebih luas.

The Church's Loss of Relevance in the Social Context

This impact relates to the loss of the church's prophetic and transformative role. **"Ivory Tower":** The church becomes detached from the real issues facing society (poverty, injustice, corruption, environmental problems). **Leadership fails to connect the Gospel with the contextual needs of humanity.** **Failure of Incarnation:** The church fails to emulate Christ, who took on human form and interacted deeply with the world. Without evangelization, the church does not know how to "speak" the culture or language of the surrounding community, so its message is perceived as outdated or irrelevant. The loss of the church's relevance in the social context is an increasingly urgent issue in this modern era. A church unable to respond to rapid social and cultural changes tends to lose its influence and vital role in society (Sunariyanti et al., 2022). The church must understand the social context in which it operates to function effectively.

Data indicates that many churches struggle to reach the younger generation because they fail to offer a message relevant to the challenges faced by this generation. (Rainer & Rainer, 2009) note that many young people feel the church does not address issues important to them, such as social justice, climate change, and human rights. This creates a disconnect between the church and society, ultimately leading to a loss of relevance (Bram M et al., 2025). Thus, to address this loss of relevance, the church must commit to understanding and engaging with its social context. This involves renewal in teaching, ministry, and approaches to the community, so that the church is not merely a place of worship but also a positive agent of change within the community.

Potential Internal Conflict Due to Congregational Dissatisfaction

Failure to fulfill the mission often becomes a source of internal strife within the church. Jealousy and Power Struggles: When there is no outward mission focus, the congregation's energy is diverted toward internal matters. Attention becomes centered on church politics, rivalry over spiritual gifts, and the struggle for positions. Burnout and Despair: Congregants who are active but see no fruit from their service (spiritual growth and numerical growth) will experience burnout and lose their enthusiasm. They may blame the leaders, or conversely, blame fellow members, which triggers conflict and division. Congregants Leaving the Church: Members hungry for a greater vision and meaning in ministry will seek out other churches with a stronger spirit of evangelism and discipleship, leading to unhealthy congregational migration (Kumowal, 2025). These impacts demonstrate that evangelism is not merely a program, but a key indicator of the church's overall spiritual health and the vitality of its mission. The potential for internal conflict due to congregational dissatisfaction is one of the serious consequences of a church's failure to grow. When members feel dissatisfied with the church's direction or leadership, this can lead to division and tension within the community. Internal conflict often arises when there are differences in vision or when members feel their needs are not being met.

Thus, the potential for internal conflict resulting from congregational dissatisfaction is an issue that must be addressed seriously. The church must be committed to listening to and responding to the needs of the congregation, as well as creating an environment conducive to dialogue and conflict resolution. This will help maintain the unity and spirit of the congregational community, as well as support healthy and sustainable growth.

Case Studies and Supporting Data on Evangelism Failure

Churches Experiencing Stagnation Due to Evangelism Failure

Although it is difficult to name specific churches that explicitly acknowledge evangelism failure as the sole cause of stagnation, theological studies identify common patterns of failure:

Internal Focus and Ministry Stagnation: Many churches experiencing stagnation do not focus on outward mission (evangelism) but on internal maintenance. **Conceptual Case Study:** In the context of ministry, total stagnation is often caused by dogmatic theological issues and personal egoism among leaders. Stagnation occurs when the church is preoccupied with internal conflicts, disagreements, or unresolved leadership issues, so that the energy that should be used for outward mission is instead wasted on internal failures. **Social Relevance:** Many churches in Indonesia, for example, remain fixated on concepts of spiritual revival such as KKR or prayer mobilization, but are reluctant to engage directly with the realities of life in society, such as the issue of poverty. This failure disconnects the church from the realities of life and causes it to miss opportunities to demonstrate the Gospel through tangible acts of love—which are, in fact, integral to evangelism. In essence, a church that fails to innovate in evangelism and becomes trapped in ritualistic routines or internal problems will experience total stagnation because it has forgotten its primary mandate to reach the world.

Failure in evangelism is often caused by several interrelated factors. First, a lack of understanding of the cultural context in which the church operates can be a major obstacle. This underscores the importance of contextualization in evangelism, where the Gospel message

must be conveyed in a way that is relevant to the congregation (Rumangu & Tamaweol, 2025). Without a good understanding of local culture, pastors may struggle to reach the hearts of the congregation and the surrounding community. Second, failure to build strong relationships with the congregation is also a major cause. Church growth is heavily influenced by the interpersonal relationships formed between the pastor and the congregation. If the pastor is unable to build good connections, the congregation will feel alienated and less motivated to participate in church activities. Third, the inability to adapt to changing times is also a key factor. Churches that are unresponsive to social and cultural changes tend to stagnate. In this digital age, many churches still rely on traditional methods of evangelism, failing to leverage technology and social media to reach a broader congregation. Churches active on social media experience a 30% increase in congregational engagement compared to those that do not utilize these platforms. Fourth, a lack of training and development for pastors also contributes to the failure of evangelism (Hendarwin & Setyanto, 2023). Effective leadership requires continuously updated skills and knowledge. Pastors who do not receive sufficient training may lack the necessary tools to address the challenges faced in evangelism.

An Effective and Contextual Evangelism Model: A Proposal

An effective and contextual evangelism model is an approach that seeks to connect normative theological truths with the diverse and ever-changing dynamics of human life. Evangelism is no longer understood merely as a one-way proclamation of the Gospel, but as a dialogical process involving a deep understanding of the social, cultural, psychological, and spiritual conditions of society. Therefore, an effective model must be grounded in a solid theology while remaining sensitive to the context.

Evangelization is rooted in the divine mandate that positions the church as the agent of God's mission in the world. However, the fulfillment of this mandate must heed the principle of incarnation—that is, how the Gospel is tangibly present in human life. This approach emulates Christ's ministry, which not only taught but also lived among and interacted with diverse groups. Therefore, hermeneutical skills are needed to interpret the context of the times and translate the Gospel into relevant language and symbols.

An effective evangelization model must integrate several key dimensions. First, the relational dimension building sincere and empathetic relationships, as the witness of life is often more powerful than words. Second, the cultural dimension, which requires an understanding of local culture so that the Gospel is received as good news, not a threat. Third, the transformational dimension, where evangelization focuses not only on personal conversion but also on social change that reflects the values of love, justice, and peace.

An effective evangelism model emphasizes the importance of discipleship as a continuation of evangelism. Without targeted discipleship, the results of evangelism risk being short-lived. Therefore, the church needs to develop a comprehensive discipleship system, covering aspects of knowledge, attitude, and daily practice, so that faith is not only understood but also lived out in daily life.

According to the author, an effective and contextual evangelism model must be integrative, participatory, and adaptive. Integrative means combining theology and context; participatory means involving the entire congregation; and adaptive means being able to respond to the changing times. With this approach, evangelism becomes not merely a church

activity but a transformative movement that has a tangible impact on the growth of faith and the church's relevance within society..

Analysis of Pastors' Failures in Evangelism

An analysis of pastors' failures in evangelism is a profound reflection on the dynamics of church ministry, which does not always succeed in presenting the Gospel in a contextual, relevant, and transformative way (Toding et al., 2025). According to the author, the mandate of evangelism is rooted in the Great Commission in Matthew 28:19–20, which emphasizes discipleship as the core of the proclamation of the Gospel. However, in practice, many pastors have not been able to effectively implement this mandate, whether due to internal factors or external influences.

One of the main causes of failure is the narrowing of the meaning of evangelism to merely verbal activities or ceremonial church programs. In this context, the approaches used tend to be cognitive and informative, failing to address relational aspects and individual life experiences (Kambong et al., 2024). Consequently, evangelism loses its transformative power because it fails to address the congregation's real needs. This situation is further exacerbated when there is a lack of alignment between the preaching of the Word and the pastor's real-life conduct, leading to a disconnect between message and example.

Failure can also be viewed from the perspective of pastoral leadership that is unresponsive to the changing times. In the context of a digital and pluralistic society, evangelization demands sensitivity to the diversity of human backgrounds, values, and experiences. When pastors continue to use rigid and non-contextual approaches, the Gospel message becomes difficult to understand and accept (Ngamon et al., 2024). The inability to read the dynamics of the times indicates a weakness in the capacity for reflection and analysis within pastoral leadership. Additionally, another contributing factor is the lack of spiritual formation and theological depth among pastors. True evangelization does not depend solely on the ability to speak, but also on the quality of spiritual life and a mature understanding of faith. When spiritual growth stagnates, ministry tends to become a routine devoid of transformative power. This indicates a crisis in spirituality and awareness of the call to ministry.

Thus, the failure of pastors in evangelism is a complex issue, encompassing theological, spiritual, methodological, and contextual dimensions. To address this, a comprehensive approach is needed, encompassing the renewal of spiritual life, a deepening of theology, and the development of relevant and contextual evangelism methods. Pastors are called not only as messengers of the Gospel but also as role models who embody the values of the Kingdom of God in the reality of congregational and societal life.

CONCLUSION

Based on the analysis conducted, this study concludes that pastors' failure to carry out their evangelistic duties is not merely a technical issue of ministry, but rather a matter of spiritual leadership and theological responsibility that directly impacts congregational growth. The failure of pastors to carry out the task of evangelism is fundamentally rooted in weak spiritual integrity, a lack of contextual theological understanding, and a lack of exemplary

living in ministry. When a pastor does not prioritize evangelism, the direction of the church's ministry becomes unclear and loses focus on the Great Commission. Furthermore, an approach that is irrelevant to the congregation's context exacerbates the ineffectiveness of evangelism, resulting in the Gospel message failing to be conveyed in a living and transformative way.

The consequences of this failure are significant for the growth of the congregation, both quantitatively and qualitatively. Quantitatively, the church experiences stagnation or even a decline in membership due to the absence of new souls being won. Qualitatively, the congregation's faith becomes shallow, fails to grow, and lacks a missionary spirit. The congregation tends to be passive, uninvolved in ministry, and loses its identity as witnesses of Christ in the world. Therefore, a renewal is needed in Christ-centered pastoral leadership, re-emphasizing the importance of a life of prayer, sound teaching of the Word, and contextual and relevant evangelism strategies. Pastors must be role models in evangelism, build a culture of mission within the congregation, and encourage the active involvement of all church members. In this way, the church can experience holistic growth that is, growth in numbers, maturity of faith, and social impact within the community.

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