



Conclusion

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This book utilizes empirical research methods to examine God's calling through the lived experiences of Biblical leaders using multiple phenomenological approaches. The chapters vary from one another both in research style and approach, as these approaches bring out the unique uses of phenomenological understanding in the analysis of God's calling that can be applied in our workplace and lives.

The diverse array of analyses stems from both descriptive and interpretive phenomenological methodologies that include methods such as qualitative investigation and coding, exegetical and socio-rhetorical, historical/contextual, content analysis, and societal observations in an effort to understand the phenomena of God's calling. As a result, a

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F. Wantante Settuba-Male and G. R. Tatone (eds.),
Leadership and Calling Through the Prism of Scripture,
Christian Faith Perspectives in Leadership and Business,
https://doi.org/10.1007/978-3-031-41409-1_13

rich array of new data and insights are gained that will benefit both the scientific community and practitioners.

PERCEIVING DISCERNING, AND SIGNIFICANCE OF CALLING

Wantante Settuba-Male explored the significance of divine empowerment and calling from a transcendent source among leaders. The study confirmed that hierarchical power dispersion promotes predictability and role clarity, thus minimizing the potential for group conflict. The findings also demonstrated that organizations that promote plural leadership and workplace spirituality where there is low-power variety have an increased risk of conflict. There is a greater need to clarify roles and tasks to limit the risk of role ambiguity and task conflict.

Styles and Knowles focused on the question, “How do we identify the significance of the source of Jeremiah’s calling?” The chapter examined the clarity of the call, with Jeremiah’s emergence as a prophet, initially punctuated with excuses, a phenomenon commonly experienced by many in ministry. Jeremiah’s inspiration and prophetic authority, though initially confessed as juvenile, come of age with a prophetic ministry of great significance during a time of moral decadence in the nation and, after that, immense tumult for the children of Israel in the Babylonian exile.

Rolle examined Samuel’s calling, the impact of the underlying meanings, and their modern relevance to understanding calling. This chapter underscored the process and nature of calling, which evolves and leads to specific actions and behaviors rather than being seen as a singular event. The chapter also noted the influence of others on a person’s calling and possible adverse emotional outcomes on other people’s lives.

PREDICTORS, SOCIAL-CULTURAL FACTORS, OUTCOMES, AND EVOLUTION OF CALLING

Kawuma issued the predictors of a divine call, specifically focusing on the life of Joseph, the eleventh son of Jacob. The chapter examined Pitt’s (2012) four characteristics of the divine call—altruism, authority, autonomy, and abstract expertise—and their relevance to Joseph’s experience in aligning with the predictors of the call on his life

from the Biblical record. His tests and trials were essential in unveiling the role that God had prepared for him to become Prime Minister of Egypt, where he stood out significantly in light of the various tests and remained faithful to the call of God on his life.

Dean presented the calling on the life of Solomon, the wisest and wealthiest king of Israel, and examines how a person with so much wisdom could make such a big mess of their life. The chapter guides believers to avoid the pitfalls of life while focusing on all of God's abundant blessings, contrasting with how Solomon wrestled with idolatry, power, and wealth despite his God-given wisdom. This chapter recommended how Christians can avoid sin, temptation, and worldly pleasures today and keep a keen eye on honoring and glorifying God.

Tatone investigated the phenomenon of Abraham's calling to understand how God's call evolves over time. Specifically, this text examined the chronological period in which God called Abraham at age 75 to leave his country, home, and people to go to a new land as well as his communication with God over the span over the next several decades of his life. Despite the limited information on what influenced Abraham to respond to God's call, this study successfully analyzed how communication between Abraham and God took place and transformed over the course of approximately thirty years in order for Abraham to fulfill his calling. The chapter concludes with both lessons and implications regarding communication with God for people today.

Phillip used the Socio-Rhetorical Interpretation and Inner-Textual Analysis to reveal the social-cultural context of the pericope Deuteronomy 17:14–20. A multi-dimensional investigation of the text disclosed the individual identity of the kingship and the sociocultural context of God's people in the diaspora. Hermeneutic exegesis investigation, the review of social psychology theories of the prototypical leader, and social development processes help identify the divinely ordained behaviors of kingship. The humility in human kingship and the commitment to abide by God's instructions provide the bedrock for the lived authentic behavior of espoused Christian values within leadership development.

Newton and Dean examined Saint Paul's epistles and documented interactions in the New Testament (NT) writings to identify links between life satisfaction, success, and a vocational sense to one's calling. Through textual analysis, the study of Paul's calling, his success, and life satisfaction provides significant insights into how he found his identity in Christ, surrendered and obeyed God, and picked up his own cross and followed

Christ. Paul's response to the divine call and obedience to the mission of sharing the Good News greatly impacted souls worldwide. This chapter showed how Paul's divine encounter with Christ closed his eyes to the darkness (evil) and radical transformation opened his eyes to the light of the world (Jesus). His lived experiences offer great encouragement and practical advice for the twenty-first century calling for divinely defined success and life satisfaction.

PERSONALITY, GENDER, HUMAN AND DIVINE WILL

Colls-Senaha explored Samson's type of followership in comparison with Kelley's (1992) followership typologies. The chapter examined how the Bible institutes a participatory organizational design based on a relational interaction intended to draw out the best practices to become effective followers in the organization. Lessons learned from Samson can help illuminate or avoid ethical blind spots impacting individuals and present-day institutions by identifying character traits required to be an exemplary follower.

Steinhoff sought to answer the question, "Can a specific call or mission upon a leader spill over to the next generation? Does the call cease to be in force with the death, disqualification, or refusal to accept the call?" The chapter examined the scriptures and the literature on God's generational callings with special focus on Kings David and Solomon and their sense of responsibility for leading Israel and completing the building of the temple. The literature showed that scholars are undecided about ceasing of a call upon the leader. King David finally realized it was time to bow out of leadership and prepared his son Solomon to take over the responsibility of governing a vast kingdom. Before relinquishing his royal duties, God told him that he would not be the one to build God's house but rather his son Solomon. Discussion of some modern-day examples shows the importance of a sense of duty.

Williams is a content analysis of Deborah's life and calling as a woman and the lessons of her leadership impact in Israel. It shed light on the significance of gender in leadership environments—how calling requires *forte*, bravery, and commitment. Leadership propels people to step forward, stretch their capabilities, grow and thrive in their vocations. As Christian leaders, the goal is to advance God's kingdom. The divine call requires leaders to respond in obedience and ascend to higher unfamiliar levels with the readiness for new responsibilities, standards,

practices, and resoluteness. Deborah answered the call to leadership and was anointed and appointed by God to serve the people of Israel.

Sejera provided an exploration and analysis of portions of the Biblical Exodus story that relate to the calling of Pharaoh and the hardening condition of his heart with a discussion of God's plans, purpose, and sovereignty. The textual analysis helped interpret the meaning and context of Israel's exodus from Egypt and God's call on Pharaoh. The chapter unpacked how God works in and through leaders by showing mercy, delivering justice, and provided insight into God's nature and character. It also examined how the presentation of God's calling, plan, and purposes reveals broader implications around Pharaoh's actions, highlighting leadership qualities and the basis of divine calling. This chapter will benefit those seeking to understand the spiritual mission and the relationship between human freedom and sovereignty and gain a richer understanding of scripture.

Throughout this book, the authors investigated God's calling from a phenomenological standpoint using Biblical text and related it to both the workplace and leaders today. These chapters offer useful teaching and talking points for those in faith-based and educational settings, as well as those interested in understanding more about God's calling in their lives. Conclusively, this can help contemporary understanding among those who are interested in understanding the mystery and significance of God's calling as well as how to discern God's call, the process of it, and the conflict that exists between human will and Divine calling.

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