

Alliance Theological Seminary

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### **Leadership Assessment**

From taking various assessments, I have discovered many of my capabilities, leadership skills, and spiritual gifts that will help me walk in the calling that God has placed on my life. I have also discovered my possible level of leadership. Throughout the body of this paper contains information that came from an interview with three people who have worked with me in ministry, and three people who know me very well. This is great because it reminds of John, James, and Peter, and it makes me wonder what they would have said about Jesus if they were asked these questions. However, throughout the three years of his public ministry he perfectly demonstrated what it means to be a leader. Furthermore, throughout my ministry I aspire to become more like Him as a leader.

From taking the spiritual gifts assessment, I discovered that my gifts were in healing, evangelism, teaching, discernment, mercy, and prophecy. For ten years I have been praying for the sick and seeing people healed, and I have possessed a heart for evangelism full of mercy to help point people to Jesus. For the past six years after moving to New York from Hampton, VA, I have grown more in discernment and prophecy. When I first started praying for the sick, I would come up to almost everybody I saw with crutches, but it did not feel authentic. I felt at the time like I was only focused on seeing the people healed, knowing that it would draw them to the Lord. But lately I have grown in hearing God's voice. I now listen to the Holy Spirit to see what else God is doing in the person besides the broken leg or bad back. Teaching is another gift that I have seen God use frequently in my life. I have a desire to teach people about healing, and about Jesus because of the victories I have seen him do in my life and in others. This has given me an authority to teach on healing. I personally believe that one cannot teach on the kingdom

without bringing up healing and reversing the after affects of sin. For four years I have been blessed to teach on healing, and on the Holy Spirit in churches, at school, Borough Manhattan Community College, and even in stores or markets when God uses me to pray for many people.

In ministry I led the young adults ministry at church. Here my strengths were in teaching, and creating an atmosphere for the presence of God where healing, and transformation could take place. My weakness was not having a solid leadership team there. People were coming, but there was no leadership team to keep things running when I was not present. In this position people were aware that I am truly passionate about this ministry, and that I was heavily invested in the lives of people who would come out. But it was not a stable team of people who regularly attended the church. My pastor wanted this to help bring more young people to my church context. I believe that if I had recruited a leadership team of young adults from church who held specific positions it could have been more successful. The last event that I had was a young adult conference where other young adults from the church wanted to help lead it. During this experience I had the chance leading and managing a group of people who were helping me to put this event together, and this event was very successful.

### **Summarize of your Leadership Assessment**

As far as my level of leadership; Jason says that I am on my way to level three because I am able to have relationships and help people get on board. He said because of my catalyst skills, people will start to come to me. Right now for a power evangelism group that I lead in Nyack, I have a team who is aboard, but getting stuff done can be a struggle because everyone is not showing up in the meetings or outreach. So I would say based off of that Jason is spot on. According to Nathan, I am a level four because the people who came to the meetings would show up and were highly influenced, and that I helped them in many ways. People were coming

but it was not a solid team to bring reproduction. Moving forward like I mentioned before I need to be sure to recruit a team of leaders before growing a group because with a solid team, the group can stand.

### **What are perceived strengths?**

My friend Jason says that my strength as a leader is in my faith, and that I have faith for the impossible. As a leader it is so imperative be a person of faith when it comes to leading people in ministry, because without faith and without the power of God being demonstrated or preached a ministry group is just a social club. I was also told that I possess a gift of hospitality because I am always looking for ways to serve and help people which is a great trait that a leader must have. He also said that I walk in meekness because even though I may walk in power and authority, I know how to remain humble. Another part of this humility is my willingness to learn more. Jason said that I am not afraid to make a mistake because I know that I can learn from it. Respecting authority is another strength that gives the capability to be able to function at a great capacity. Lastly, he said that I have integrity and accountability to help keep me in check as a leader; and that I am not afraid to say I am sorry when I do something wrong. Also when I am coaching and mentoring people, I need to be sure to give them a little more positive feedback. He said that my spiritual gifts are tongues, prophecy, healing, miracles. He said, “to cast out demons is miraculous.”

According to my best friend and ministry partner Eric Turcott, he says that as a leader I really love the people that I serve and minister to; and that I have a desire to fulfill the Great Commission by making disciples. To me loving the people through loving God is the framework to fulfilling the Great Commission and making disciples. Eric also said, “you genuinely want to hear from the Holy Spirit and get His direction. This is so important to me because without Him

I can do absolutely nothing. I must be aware of what the Lord is doing when I am discipling believers and ministering to people. For my spiritual gifts, Eric said that evangelism, healing, and words of knowledge are primary, while discerning of spirits and shepherding are secondary. Eric and I have preached healing services, done deliverances, preached a conference, he is helping me to lead a power evangelism team, and he has done tons of street ministry with me where we have seen many people encounter Jesus through us. From serving with me in ministry Eric Turcott said, "If I need to cast out a demon there's no one I would rather have on my team." This really touched my heart because I know that deliverance is something that I am still kind of new too. I just love it a lot and I am starting to see people get free which is amazing.

According to Nathan I carry a lot of joy and I have the ability to captivate people's emotion to get people involved and engaged. Another strength he mentioned was my ability to sing and express myself in song in a way that I get people motivated. According to Nathan, "When leading the young adults ministry, I noticed that he has the ability to speak into people's lives pointing them to Jesus. He is also a charismatic leader who is very influential. He also has a gift to make people laugh in ministry." Lastly he said that my spiritual gifts are joy, love, patience, kindness, gentleness (mercy), healing, shepherding, evangelism, prophecy.

### **What are perceived weaknesses?**

According to my ministry partner and friend Jason, my biggest weakness is not knowing my limit when it comes to ministry. Oftentimes I want to pray for a lot of people, but sometimes I do not know when to rest. He said that if I do not know my limits I could burn out in ministry. He also gave me advice to teach others how to pray for healing when I am not doing it. I also need to become more bold in every aspect. When I pray for healing for a stranger that takes boldness. Eric Turcott told me that my greatest weakness is time management. This is definitely

a problem at times, because sometimes I have an issue with procrastination, which is an issue in the soul suitcase that I need to tackle while moving forward in ministry. My brother in law and worship team member says that I can be overwhelmed by doing too many things, and to focus on one thing at a time. He said that multitasking is not my forte. Nathan also said that I have tendencies to lose the ability to understand the seriousness of a given situation. Nathan is definitely a confidant who confronts my greatest weaknesses more than anyone because he has been with me longest out of the three.

### **What implications does this assessment have for you leading in a church context?**

Leading in a church context, I will need be able to demonstrate all five levels of leadership. I will need to be a level one leader to plant a church; a level two to gain the trust of my new church members; a level three in assigning leadership responsibilities and in getting things done like evangelism, outreach, small groups, youth, and etc; level four so that the leaders will be able to reproduce in fruit and help grow the church; and lastly a level five leader to make leaders who can make leaders who multiply. My vision is to plant a church and raise up people to walk like Jesus healing the sick, raising the dead, casting out demons, preaching the gospel, and discipling others.

### **What needs to change in your life as a result?**

To grow as a leader, I need to work on creating a team of people who share the same vision as me. Right now I lead a power evangelism team called “power and love.” For this group we are a team of about eight. For this group Eric Turcott is the co leader, many voices are being developed, deliverances and healing is happening amongst the team, and people are getting more excited to share Jesus. But right now during this quarantine, we communicate in chat

group to stay connected and lift each other up. In the future I see myself leading a church and planting one here in New York after I graduate this year.

