

**DML 811 Spiritual Formation for Leaders  
Integrative Paper (Due 10/30)**

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This paper consists of three parts that pertain to my personal, emotional, and spiritual growth that will help me grow into deeper intimacy with God and do spirit-led ministry: part one highlights the areas of my growth; part two portrays the rhythm of life; and part three envisions a preliminary plan for spiritual formation reproduction at a local church.

**Part One: Areas of Growth**

Leading up to and during this module, it seemed as though the Lord was on a mission in the following four areas of my life: 1) character development; 2) healing of identity wounds; 3) deeper faith development and transformation of mind; and 4) social interaction and community development. A common thread in all four is the existential anxiety within my DNA that stems from deep identity wounds.

**1) Character Development**

As hard as it is to admit, many of my character flaws have been revealed to me in the weeks of preparing for this module. My immaturity and lack of wisdom in my dealings with people have finally gotten my attention this time. I naively thought I was a mature minister and leader, not realizing how my immaturity was sabotaging all my relationships, ministry, and my daily life. The light is shown to reveal the thick layers of false self which are deeply interwoven in the fibers of my DNA. I am reminded that I am on this journey of growth to maturity and that it is hard, painful, and very slow.

However, I don't feel discouraged as I would have two years ago. Instead, it actually highlights the loving grace of God who sees the real me with all my character flaws, yet truly loves me. This is a liberating experience and I welcome this new reality of being loved, welcomed, and valued as I cooperate with the Holy Spirit to grow more mature in character. In this light of grace, I can no longer allow my dysfunctions to rule my day, being easily triggered and swept in an internal tornado to perform, please people, and control circumstances. I finally became desperate to change during this module because I realize I won't be able to lead others with the current condition of my immature soul. The character development for me is intricately connected to my anxiety. I realize a daily routine of soul care would not be enough. In order to give full access to the Holy Spirit, it would require a number of long spiritual

retreats. Further, the disciplines of honesty, repentance, and confession would be most helpful for me to grow in character.

## **2) Healing of Identity Wounds**

According to the 16 PF assessment, I am identified with a high level of anxiety. It was shocking to hear it at first; however, my whole life began to make sense as I embraced this new discovery. My anxiety is existential and fundamentally connected to my identity wounds. My life story begins with my birth as a girl when my parents wanted a boy. Their desire was more than a simple wishful thinking or hope. It was demanded by the cultural expectation and the unspoken rules of life in Korea. In addition, there was the spiritual influence of misogyny in my lineage. This identity wound not only made me anxious, it also caused gender confusion, self-hatred, jealousy, and misogyny among other negative traits. My anxiety manifests in many forms, including obsessive and controlling behaviors. Without realizing, I began coping with my anxiety by controlling what I could do, such as checking my backpack countless times when I started school and asking many questions to complete one simple errand or homework assignment. In one particular memory, I asked many “what if” questions when my father was sending me on an errand. He became impatient and made a comment that I could not do a simple thing. Of course, his words were stuck with me all these years. This memory was healed during the ministry time in Dr. Reimer’s class. Nonetheless, the Lord’s healing presence needs to be applied to many such memories.

My identity wounds have direct correlation with all three false identity markers: performance, people pleasing, and control. The identity wound at the root of my anxiety drove me to perfection and performance and I began to demand to know all there is to know. This affects my relationship with God as I demand to know the things that belong only to Him. This obsession with knowledge and having the right information points to my fear of failure. I cannot fail because I will be rejected and abandoned when I fail. The lie that affects the motivation of my heart is that I will only be secure and safe when I do things right and do the right things. In addition, I often feel compelled to prove myself that I am good enough to belong. I realize I have wasted an enormous amount of time and energy on things that I cannot control. It makes sense now why I never felt happy in my entire life.

It also makes sense why I always appear as a seven-year old girl in spirit. Subconsciously, I think I wanted to be accepted as a girl in the new environment when I started school. However, all had failed and

left me more wounded; I sat in the back of the classroom; the teacher never noticed me; she never came near me; and she never called my name even once. Many of my dreams have to do with me not being picked by an authority figure in a school setting. ~~To~~In order to be seen, heard, and noticed of my existence in space and time, I did the only things that I could do; I became super obedient, kept my mouth shut, and followed all the rules. The only way to stand out among the sea of other girls in school was to put on the false-self as a “good” girl. Behind this mask of “good girl” did I hide my fear of rejection and even more fundamentally my fear of unwantedness. These fears manifest in anxiety and my anxiety dictates how I think, feel, and act immaturely, exhibiting a lack of character that are not the markers of the fruit of the Holy Spirit. This attitude of my heart coming from the deep existential seeking has affected my relationship with God in every possible way. The only way for me to move forward is to be immersed in God’s healing presence and live and lead, no longer as a wounded, but as a healed person.

As a step to deal with my identity wounds, the work of solidifying my identity in God Almighty is the key to my transformation. The depth of my identity wounds also requires more than routine silence and solitude retreats. Although I have concluded many years of counseling right before this module began, this time I would like to see a therapist. This thought has been on my mind for quite some time and now I admit the need for a deeper level of healing. Further, attending Soul Care conferences will be essential to my growth as a leader because the Lord always brings up a memory and heals that particular wound during ministry time. In addition, I will practice relentless forgiveness, release of all offenders and offenses, and blessing those who hurt me.

### **3) Deeper Faith Development and Transformation of Mind**

Developing deeper faith in God cannot be accomplished without the transformation of mind. Apart from the truth of God in scripture, I would end up trusting my fluctuating emotions. I have been severely, brutally, yet graciously tested by God to grow deep in my faith since 2019. All came crashing together, with a medical diagnosis, second car accident, physical pain, and emotional pain from marital struggle. At the beginning of 2019, the Lord told me to meditate on James. That is how I entered into the season of the dark night of the soul. When in doubt, confusion, pain, and fear, Scripture must speak to me.

Earlier this year, after wrestling with a weight of pain and suffering for two years, I came to rock bottom, to the point of giving up my faith altogether unless a breakthrough came. To make things worse, I

also had an identity crisis. In my utter desperation, I cried out and pleaded to God for help. Strangely, God said, “Romans.” Romans is my least favorite since it was used to shame and condemn people in a bounded, shame-based church where I grew up. In disbelief and desperation, I began reading and came to chapter 8. It looked as though it was my very first time ever reading it. Romans 8 does testify more than my identity! God always gives more than I ask for!

I wish there could be an easier way to grow my faith in God than going through pain and suffering myself. However, I confess that there is no other way but to keep on trusting God through it all. What has kept me going during these past two years of the dark times was God’s grace. In addition, practical help came from the teachings of Dr. Reimer. When I was stuck in despair or when I felt lost and alone, I strangely remembered his teachings. Reading through all his books again and attending his conferences literally pulled me through the dark times. It was the Lord himself reminding me of those timeless biblical principles. I lacked strength to go through it myself; it was more like the Lord put me on a wagon and pulled it. That is how I entered into this season and began the doctorate program.

Since this spring, I have been meditating on Psalm 27. I resisted at first when the Lord told me to meditate on Psalm 27 because I was on Psalm 23 at that time. However, now I see what it does to my soul; every verse in Psalm 27 pertains to my life. Being fear and anxiety stricken, despairing with the devastating skin condition on my face, and dealing with rejection and abandonment wounds, I begged God to take me home. That was my daily prayer in 2020. Ironically, the year 2020 was the most fruitful year in ministry with many people being delivered from demonic bondages and healed from their physical ailment; yet, I was severely tested and I had to deal with the enemy’s lies every day. My faith and conviction in God fluctuated hourly with these fundamental questions about God, “Is God a good God?” and “Can I trust God?” At the end of each struggle, however, he consistently brought me to a place of surrender, submission, and trust. As I continue to follow the Lord in this season, I need to trust Him as Scripture testifies. God is God Almighty whether he heals me of my skin problem or not. It doesn’t change who he is and he is a good God! The most beneficial and necessary discipline for developing faith and transforming mind is to read and meditate Scripture. God gets to have the final words in my life and in every circumstance! In addition, daily practice of transforming my mind with the truth, both Scripture and fresh revelation of God, is a must for me.

#### 4) Social Interaction and Community Development

My social anxiety must be dealt with and overcome. In order to do that, my past life experiences where I was deeply wounded must be revisited and receive healing from the Lord. At the root of social anxiety, there are three factors: being born a girl; moving around a lot while growing up; and being bullied and ostracized in middle and high school, at work, and even in ministry. With these traumas and deprived social interaction, I became an adult with emotional, social, and relational immaturity which affects all relationships. With my preference to be and do things alone, people became an annoyance and a stumbling-block to my performance. However, the truth is I chose to be alone to cover up the pain of rejection and unwantedness. All these eventually led to toxic shame that made me believe that I was fundamentally a defect. Soon, this toxic shame became a part of my identity.

When I began to develop an abnormal condition on my face (the initial diagnosis was pre-cancer in 2019), I was struck with sheer fear that my face would turn to be like that of a leper and I would be forever socially ostracized and rejected. After having three medical treatments that failed, I stopped seeking medical help altogether. It is my daily fight to speak the truth to myself and trust that the Lord is the stronghold of my life and my enemies who eat up my flesh will stumble and fall (Ps 27: 1-2 ESV). And I choose to wait for the Lord (Ps 27:14)! Two disciplines that seem necessary for me to grow in this area are community and celebration. I need to have more human contact in person, be with friends and family, and celebrate with gratitude for the present moment in time.

In conclusion, I am relearning to engage my human part when I am with God. I realize that I have lived all my life passively while falsely believing passivity is a virtue of faith and maturity and the engagement of human mind and spirit is sinful. Conveniently, my passivity stemming from the fear of failure and rejection made it easier to blame God when things don't go in the way I desire. The remorse of my heart, now knowing my faulty thought pattern and belief system, is huge. I began reading books on the topics of how the spirit of man can cooperate with the Spirit of God. However, it is a confusing area where I have never explored before. In order to finally grow up, I must actively cooperate with God! The next section illustrates how I plan to partner up with the Spirit of God for further transformation and growth.

#### **Part Two: Rhythm of Life**

The objectives of my rhythm of life are to love God with all my heart, mind, soul, and body and to love my neighbors as I love myself. As I make this plan, I commit to a simple, consistent rhythm that I can maintain to produce optimum outcomes that I seek. Consistency brings the desired results; however, I will give full access to the Holy Spirit to work within me. It has taken many trials and errors to find what works best for me.

I find engaging my mind makes me feel alive. Therefore, I will: 1) Read daily a variety of books (min. 2-3 books a month) and file; 2) Attend conferences for leadership, spiritual formation, and soul care (min. 3 x a year); 3) Listen to Podcasts by credible speakers (min. 3 x a week); 4) Have mind-enriching conversations with Steven and other people (min. 3 x a week).

For my heart and soul, it is of utter importance for me to stay emotionally healthy by dealing with all negative emotions, especially fear, anxiety, anger, disappointments, and hopelessness. As I step into a greater capacity in spirituality and leadership, I notice my fears of rejection and failure begin to act up. Therefore, I will: 1) Start each day with worship songs; 2) Meet with a peer mentoring group for soul care (1 x a month); 3) Process all emotions daily and journal; 4) Speak in agreement with God and replace negative self-talks and lies about God, myself, and others daily; 5) Grieve and celebrate regularly: quarterly grieving during the silence and solitude retreats and weekly celebration as part of personal Sabbath; 6) Hang out with soul-filling people who bring out the best in me (2 x a month); [and](#) 7) Attend Soul Care Conference (min. 2 x a year).

Since I quickly feel tired and lack stamina, I need to take care of my physical body. Tension, anxiety, and pain in my soul has affected my sleep and physical health. It has worsened since the Covid pandemic hit and my physical condition has been the greatest hindrance to the healthier rhythm of life. I sense the Lord's presence in nature and in order to overcome the fear of being outdoors due to the skin condition, I need to intentionally engage in outdoor activities. Therefore, I will: 1) Walk in nature and exercise for 40 + mins per day (min. 4-5 times a week); 2) Incorporate large movements and stretching throughout the day; 3) Make home cooked meals 3 times a week with more fish and vegetables; [and](#) 4) Resume physical therapy to address the pain coming from the herniated discs on the neck.

In this season, it seems the Lord is taking me back to the very basic spiritual practices that I have neglected for some time, such as prayer, scripture, and wonder/stillness. I first began to meet God many

years ago through these practices; however, I have lost the joy of them while I was going through the dark night of the soul. I absolutely love to wonder and dream wild in God’s presence. Most creative thoughts come during this time of wonder and stillness with the Lord. Therefore, I will: 1) Take mini “Silence and Stillness” breaks as often as needed (min. 3 x a day); 2) Pray daily until released and set times for intense prayer/intercession for the church (3 x a week); 3) Do a “night vigil” as the Holy Spirit leads me into it (1-2 x a week); 4) Journal all that the Lord is speaking to me, including the dreams he gives me at night; 5) Take a spiritual retreat every two months at the lake house; [and](#) 6) Meditate on Psalm 27 and Romans 8 until released and other scriptures that the Lord brings up (daily).

In order to love others better, I will: 1) Listen well and ask questions that cultivate a deeper connection with others; 2) Make phone calls rather than text with family and friends for real voice-contact; 3) Provide and receive mentoring/coaching (2 x for me and 2 x for others a month); [and](#) 4) Have a meal time with Steven (min. 5 x a week). We are on different schedules throughout the week, so it is necessary to plan for our meal time together.

Overall, I function best within a structure with room for freedom and creativity. It is important for me to keep a set routines to follow and consider the rhythm of my lifestyle of work, study, ministry, and free time. Therefore, the following will help me stay in the river: 1) Daily rhythm - work, exercise, rest, and be with the Lord with a weekly goal in mind; 2) Practice a weekly Sabbath for 24 hours - focusing on connection with Steven and enjoying life together; 3) Take 3-4 vacations for a couple’s and family getaways per year; [and](#) 4) Weekly Rhythm (below):

**\*R = replenishing**   **\*SD = self-development**   **\*M = ministry**

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Coaching (M. 2x mon) D.Min work (SD)	Empower (M.2 x mon) Mentoring (R) Prayer (R) D.Min work (SD)	Prayer (R) EHS/Soul Care (M) D.Min work (SD)	In-Depth Scripture Study (R, SD) Prayer at church (R) D.Min work (SD)	Dissertation (SD) Peer-Mentoring (R, 1 x mon.)	Dream/ Leadership /Enjoyment Day (R)

### **Assessment Tools**

In order to evaluate the condition of my heart and soul, I plan to: 1) regularly check on my emotions, including irritability, short-temper, and anxiety. When I feel one of these emotions, it signals the

misalignment of my soul; 2) ask my husband to alert me when I run empty-tanked. He often senses my empty tank before I realize it for myself; 3) watch my sleep quality because with an anxious heart I don't sleep well; 4) measure time-management by checking the weekly network usage on my phone; and 5) intentionally limit to a maximum of three ministry appointments per week.

**Part Three: A Reproduction Plan for the Holistic Spiritual Formation in a Church**

My church is a multi-site church with three campuses which are located in Nassau County on Long Island. The demographic majority (2/3) of my church is middle to upper class Caucasians who are former catholic believers. The rest (1/3) is a combination of black, Hispanic, and Asian ethnically. Spiritual formation discipleship plan entails four areas: Scripture, Soul Care, Mentoring/Coaching, and Prayer/Intercession. The table below displays the overall plan for this church. For this paper, I will mainly address the Soul Care discipline in detail with brief descriptions about the other three disciplines.

(**KeysAbbreviation:** \*EHD = Emotionally Healthy Discipleship \*EHS = Emotionally Healthy Spirituality \*EHR = Emotionally Healthy Relationships \*SG = Small Group \*SC = Soul Care)

Training in Scripture	Soul Care	Mentoring/Coaching	Prayer/Intercession
1) <b>Scripture Reading Tree</b> through the year - church-wide journey  2) <b>30 Days in the Bible</b> - 5 weeks for SG, 2 x a year  3) <b>Journey through the Old Testament and the New Testament</b> - 10 weeks each for SG, 2 x a year	1) <b>Emotionally Healthy Spirituality</b> - 8 weeks for SG, 2 x a year  2) <b>Emotionally Healthy Relationships</b> - 8 weeks for SG, 2 x a year  3) <b>Soul Care</b> - 8 weeks for SG leaders of the EHD; <del>to become the third required course in the church-wide EHD by 2023;</del> 2 x a year	Individual and group mentoring/coaching will be provided to SG leaders while the Soul Care course is in session	<del>Audience--the whole church</del> 1) <b>Prayer/Intercession gathering</b> - weekly  2) <b>A Monthly Worship and Prayer</b>  3) <b>Reopening of the Healing Prayer Room</b> by appointment  4) <b>Scripture Prayer</b> - 8 weeks for SG, 2 x a year

**Training in Scripture**

Helping the church to grow in the word of God is much needed when considering the majority of congregants has never read through the Bible even once. It is vital to know the truth of God when the

church journeys through spiritual formation and helps people fight for their healthier souls. For this reason, ~~1) I will suggest: 1) a Scripture Reading Tree to be placed at each site to display the number of books of the Bible read each week; -2) 30 Days in the Bible with Using the book, 30 Days to Understanding the Bible: Unlocking the Scriptures in 15 minutes a Day by Max Anders, -people will begin to learn about the Bible.~~ This is recommended for people who complete the Alpha program as their next step; and; 3) Journey through the Old Testament and New Testament as ~~will help train the church in a more systematic study of the Bible, using way.~~ Casket Empty Bible Study: Old Testament and Casket Empty Bible Study: New Testament by Carol M. Kaminski and John R. Moser ~~are suggested as resources.~~

### **Soul Care**

The spiritual discipline of Soul Care needs to be introduced slowly and incrementally to the whole church. After assessing the effectiveness of the EHS which is piloted this fall with 25 people, I plan to start a Soul Care Small Group in January 2022 with 12 people who will have completed the EHS course. It might take many years for my church to fully move in the Spirit and walk in the discipline of Soul Care, including active practice of deliverance; however, it would be worth the fight and journey to take the first step.

This targeted group will meet for eight weeks for two hours and go through the DVD teaching by Dr. Reimer. They will be required to independently read the book, *Soul Care*, and discuss and process in their triads. In addition, they will receive two small group mentoring and one individual coaching session which will be provided by me. This can be done by a team in the future and further training will be provided for the team. The objective of the Soul Care discipline is to raise and equip soul healthy leaders who can help others become deeply connected with God.

After assessing the success of the piloting method (small group) of Soul Care, I will speak with the lead pastor for direction and blessings for further Soul Care groups. The goal is to have the Soul Care discipline become a part of the church-wide EHD courses. The evaluation of the Soul Care SG will be done by using questionnaires that is similar to the EHS assessment. The participants will be asked to take this assessment prior to taking the course and after the course is completed. It is premature to project a church-wide Soul Care discipline at this point; however, I include a preliminary plan in the timeline below. In order to set the captives free at the conclusion of each cycle of the Soul Care SG, once it is fully approved and

blessed, it is essential to develop a team of people who will be able to do deliverance. This must be included in the implementation plan in order for the Soul Care discipline to become a part of the sustainable DNA of the church. The training will be done following Dr. Reimer's methodology and further hands-on training can be offered by me and Steven unless Dr. Reimer is invited to do so.

Disclaimer: The topics of the Soul Care SG can be determined by the church leadership. When facing resistance, the following non-negotiable topics will be first introduced to a small group: intimacy, identity, repentance, forgiveness, and healing of wounds. The required resources are: *Emotionally Healthy Spirituality* by Peter Scazzero; *Emotionally Healthy Relationship* by Peter Scazzero; and *Soul Care* by Rob Reimer.

The projected timeline of the Soul Care implementation plan is as follows:

**Fall 2021** - EHS course

**January - March 2022** - First Soul Care for a small group who will complete the EHS course

**April 2022** - Evaluation and Assessment of the first Soul Care SG + Consultation with the Lead Pastor

**April - June 2022** - 2nd Soul Care SG

**August - September 2022** - 3rd Soul Care SG

**October 2022** - Seminar # 1 on Intimacy and Identity for the entire church by Dr. Reimer/Dr. Sanders: open registration for the entire church + mandatory attendance required for all staff, elders, deacons, and other leaders (Topics can vary)

**November 2022** - Spiritual Retreat with the people who will have completed the Soul Care SG courses

**January 2023** - Seminar #2 on the Holy Spirit and Fear by Dr. Reimer for the entire church (Topics can vary)

**January - March 2023** - Soul Care SG cycle starts.

**April 2023** - Soul Care Conference by Dr. Reimer

**May 2023** - A church deliverance team training to start with those who have completed soul care courses

**September 2023** - Church-wide Soul Care course to be offered two times a year

### **Mentoring and Coaching**

A real life change happens with the discipline of honesty. In a small group, mentoring/coaching will be offered mainly to SG leaders of the EHD, including EHS, EHR, and Soul Care. In my experience, those

who have gone through mentoring/coaching experiences themselves can better offer such service to others. Further, mentoring/coaching experience will help these SG leaders to go deeper with God for themselves, become better self-aware, develop trusting relationships with others, and experience healing breakthroughs. As a result, SG leaders will be better equipped to reproduce the same in their respective small groups. Good questioning skills and listening habits can be learned during mentoring/coaching sessions and the following resources will be used: *River Dwellers* by Rob Reimer; *Why Do You Do What You Do* by Bobb Biehl; *The Power of Mentoring* by Martin Sanders; and *Can I Really Get Close to God* by Wanda Walborn.

### **Prayer and Intercession**

In today's American evangelical churches, we lack prayers and intercession. It is time to vitalize prayer and intercession within the church. There is no revival without prayer. Prayer must be reawakened as the vital discipline of spiritual formation at the church. For this purpose, I will 1) help the church restructure the Weekly Prayer and Intercession at each site to transition out of the glorified version of fellowship; 2) install a Monthly Worship and Prayer Night during which people can encounter God's presence; 3) reopen the Healing Prayer Room. This will require well equipped and trained prayer ministers who can discern the voice of God and listen to people's stories as they seek God's intervention. Potential prayer ministers who are identified will go through the entire spiritual formation discipleship modules; [and](#) 4) start Scripture Prayer SGs to teach people to pray according to the will of God. True spiritual formation cannot come apart from the work of the Holy Spirit who is ready to be poured onto those who pray (Acts 2:42). The scripture teaches to pray for the sick and the prayers of the righteous will be heard by God Almighty (James 5:16). A deep transformation comes when our spirits, souls, and minds are fully engaged.

In conclusion, it is imperative to train the church in the Word of God, to help find healing in the soul through Soul Care, to equip the saints through mentoring and coaching, and to pray and intercede for the Kingdom of God to come. It would take time and much prayer for these spiritual formation initiatives to be adapted and implemented by my church. Yet, I believe in God Almighty who loves his church and desires her to be fully revived and restored. No matter how slow the progress might be, I believe it is worth trying! I will keep teaching in any capacity my church gives to me and I trust God will do what is beyond me.