

**Specific Mentoring Based on Kadi Cole's Book (LE1B)  
DML 813: Selecting and Developing Leaders**

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**Benefits**

I view the integration of spiritual formation and leadership (ISFL) development as a priority for all spiritual leaders. Inadequately trained people in ministry roles have caused many to discredit God and Christianity. I agree with Cole that “both a strong spiritual foundation and a strong leadership foundation is vital to lead well in ministry” (59). Therefore, it is critical to develop and implement a good working model of ISFL when the churches and the world are missing authentic spiritual leadership. Such ISFL development is also beneficial to the prayer team under my current leadership, considering its unique position of spiritual influence and direct contact with congregants as a part of the Sunday worship service. Three benefits of ISFL I see are as follows:

1) The prayer ministers will become aware of self, God, and others by learning about their personality, giftedness, and limitedness; formulating the “right” theology about God as they encounter God’s presence in growing measures; and better connecting with people. Others-awareness is as crucial as self-awareness because relatability and connectivity are required to lead others in prayer.

2) They will replace their religiosity and legalism with humility and greater dependence on God. With increasing awareness of God’s greatness and their brokenness, they will humbly seek God for themselves before rushing to help someone else. I teach the team that the purpose of the prayer team ministry is to bring people to meet Jesus. Unless they meet Jesus for themselves, they will not be able to do so; think of the story of the Samaritan woman. She could only bring the town’s people to meet Jesus after her encounter with him.

3) A revival in the hearts of the people will result. One of the markers of heart transformation often appears in how people pray. Transformed people pray differently, and the prayer that comes from a place of increasing intimacy with Christ can release His presence, peace, and power.

**My Experience**

Unfortunately, I have not yet observed a good ISFL model well executed. Most churches quickly fill volunteer positions to run programs, and Sunday services fall into that category. Thus, training, if it happens, usually remains on how to do things but never equips people for life changes. When I started working at my church early this year, my responsibility was to get the prayer team going. Within the first few weeks, I identified several people, got a clearance from the campus pastor, and gave them a lanyard that said, "Prayer Team." There were neither team meetings nor training, but the slots were filled.

Then, I began modeling how to pray for people on Sundays. Finally, after five months, the very first training of many took place, in which I spoke on the biblical reason for equipping (Eph. 4:12-16), the purpose and mission of the team, and how to hear and discern the Holy Spirit. The result exceeded my expectation because many people wanted to hear more. It must have been like the rain after many years of drought because it was the first equipping of this kind in the 50 + years of church history. I take this as a sign that it is working and will work. At first, I was apprehensive about how the team would receive the training since many of them are seasoned church members with strong religious beliefs. Some of them remarked, "We know how to pray." when the invitation went out. In an ideal scenario, I would have done the training first. However, I realize an ISFL development can still happen when a leader takes the courage to move the team forward.

With my experiences in educational leadership and spiritual formation, I hope to function as a catalyst to help develop an ISFL curriculum that includes three essential components to developing a spiritual leader as follows: 1) a progressive and developmental leadership curriculum, 2) intentional personal mentoring, and 3) spiritual formation. In addition to the prayer team training, another ISFL initiative is being developed with three modules. It consists of all three essential components of the ISFL, and its first module on self-awareness is to begin this September. I pray to see all three benefits mentioned in this paper. The most risk-free way to implement ISFL is to start with restructuring existing but fragmented programs into a developmental sequence without introducing a brand-new discipleship course. However, I need to take a risk if I aspire to see the legitimate transformation in leaders.