

5 Levels of Leadership Paper

A.1 Current State-What level of leadership I currently attain?

Maxwell's book, "The 5 Levels of Leadership: Proven Steps to Maximize Your Potential", provided a practical game plan and tools to understand (1) How do we get a handle on leadership, (2) Leadership as a process, not a position, (3) How to break leadership down into understandable steps, (4) What is the game plan for leadership development, and (5) How do we align leadership practices, principles, and values¹. Through applying these leadership principles and tools, I discovered that I currently attain a leadership level of 3-Production.

A.2 Current State- What does this show you as a leader of others?

The most important thing I have learned from applying the principles from Maxwell's book is that leadership is about influence¹. That is, if we can increase our influence with others than our leadership is more effective. As a level 3 leader, I influence others because of my ability to drive for results. Not only have I been able to hit my goals and get things accomplished but also have been able to solve challenging problems and see lives transformed. Also, I have been able to help others on the team produce. This is alignment with Maxwell's statement that, "Production qualifies and separates true leaders from people who merely occupy leadership positions¹". The ability to produce and build solid relationships has resulted in me being an effective leader.

First, my experience at Bowery Mission as an Chaplain in East Harlem, NY demonstrates my ability as a level 3 leader. Through using 5 areas of my personal giftedness including teaching/preaching, prayer, worship, reading and meditating on God's word, and missions outreach, I was not only able to build relationships with the men's population faced with

¹ Maxwell, John. The 5 Levels of Leadership. Center Street, 2021.

challenges including trauma, anxiety and depression and homelessness but also was able to drive for results and see lives transformed. Through proclaiming and demonstrating God's word, prayer and worship, I was able to see men's lives change dramatically in a short period of time. Men that were previously angry were now loving. Men that were unforgiving were now forgiving. And men that were prideful were now humble. In addition, I was able to help my spiritual formation team deliver on results by teaching and coaching and mentoring them on using the spiritual disciplines to minister and help the men's population at the Bowery Mission. Also, through leveraging my teaching and preaching skills, I was able to help my team prepare and deliver sermons and bible studies to the men's population at Bowery Mission. This resulted in not only helping the team hit their goals but also see more men's lives changed.

My authority and influence as a leader in the church is also demonstrated by my personal victory over severe anxiety and depression. As a result of losing my job, financial situation and domestic violence that I suffered, I got really bitter and angry. This was left unprocessed and went inward. The deep loss and pain underneath the bitterness led me to turn to some bad coping strategies including drinking, eating and spending. I was struggling with fear of rejection and lack of love and severe anxiety and depression, and everything felt like it was moving in slow motion. It was not until I got to a place where I could process the pain and grieve the losses and forgive that I was able to get freedom from the anxiety and depression. I learned that forgiveness is a matter of obedience and not a matter of faith (Luke 17:1-10). With this season of restoration and healing from anxiety and depression that the Lord brought me through, he refined my calling to not only be a pastor of a church but also help those facing mental health issues and drug addictions. The Lord has given me a fire and a passion to stand alongside those

who are facing challenges with mental health issues and drug addictions with the help of the Holy Spirit's restorative and healing power to help them heal and recover.

Secondly, I have been successful at casting vision as a leader. This involved defining and communicating the current state and the future state and an action plan to attain where we should be. The current state is that with the COVID pandemic, people from around the globe are fearful and anxious about what is happening and asking questions like: (1) Am I going to get sick, (2) Am I going to make it through the pandemic, (3) Can I trust the vaccine, (4) Am I going to have a job tomorrow, and (5) How am I going to make ends meet and pay my bills? These are the lies that the enemy is trying to make us believe and not trust God. The future state or where we are going vision for our healing ministry is as follows. I want to cast the vision of a healing ministry to help people heal and recover from mental illnesses like anxiety and depression and drug addictions. So, what does this involve? This involves: (1) Identifying and rebuking the "lies of the enemy", (2) using spiritual disciplines like prayer, worship and meditating on God's word, (3) praying for healing from anxiety and depression and drug addictions, (4) Seeking God's presence through worship and praise, and (5) Meditating on God's word to replace the "lies of the enemy" with timeless truths from the bible. For example, Fear not, I am by your side (Isaiah 41:10), Be anxious for nothing but all things through prayer and supplication with thanksgiving, and God is the perfect love that casts out fear. To accomplish this vision, I have put together an action plan to implement a healing ministry to help heal those with mental health issues and drug addictions.

Third, through the Christian Church I attended, Living Word Fellowship, in Wellsboro, PA for 12 years, I had not only received a solid biblical foundation but also through practical ministry, I had received the hands-on experience that enabled and equipped me to become a future Christian

leader in the church. For instance, I can remember shortly after being saved attending a Christian retreat where I had the opportunity to pray and intercede for a teenage girl in the church. I called out to God and told him that I could not do this on my own and surrendered to him and asked him to give me a word. He told me that if I was obedient and laid hands on the girl that he would give me a word that would speak to her and heal her. Out of obedience to the Holy Spirit, I laid hands on the girl's shoulder and received not only a word to speak out to her but also experienced the healing power of the Holy Spirit flow through me into her. She responded shortly thereafter, the word I was given and healing power of the Holy Spirit was exactly what she needed to heal her and free her from captivity of a traumatic event that happened in her past.

B.1 Future State-Where I am going as a leader?

Currently, I am a level 3 leader but have the talent and passion to move up into a level 4 leader. In his book, Maxwell mentions some principles that a leader must take to advance to level 4- People Development while on Level 3¹. The desire I have is to grow and help others to grow. What does this involve? This involves: (1) Production is not enough-Developing people so they can lead with you, (2) People are an organization's most appreciable asset-How can I help the people on my team to improve themselves and tap into their potential, (3) Growing leaders- Invest in the people, and (4) People development is the greatest fulfillment for a leader-Train and develop people¹.

To achieve this goal of moving into a level 4 leader in church ministry, I need to move into an pastor's or associate pastor's role where I would be actively developing people and helping them to reach their potential. I am targeting Fall of 2023 to procure a position as a full-time pastor. I would develop career development plans for each of these people helping me in ministry to

understand where they are right now versus where they want to be in the future, the skills and experience they needed to get to get to the next level of leadership and an action plan to make it happen. This should be incorporated into the team's goals so it can be monitored and tracked to make certain that progress is being made. It should be reviewed during 1:1 meetings and if there are issues or gaps that come up, they should be discussed along with plans to close the gaps and keep the person on track with getting the skills and experience to get to the next level.

B.2 What are the lesson and checks God is teaching you?

God is teaching me to be "faithful with the little and he will put me in charge of many things". For instance, although I would like to be a pastor right now, I realize that I cannot put the cart before the horse and need to step out in excellence with what God has given me. I need to be a good steward with what God has given me. I am the manager but God is the owner. It is important with the ministry experiences that I have been given right now to not only build relationships but also deliver on results. God is calling me to step out in excellence with these opportunities.

God is also showing me the need to lead by example. With these ministry opportunities, it is important that if I make a promise to someone that I deliver on the promise. This helps to build trust and respect and influence. If people trust me, they will follow me as a leader.

B3. Strengths

1. Relationship Building
2. Communication (teaching/preaching)
3. Spiritual Disciplines (prayer, worship, reading/meditating on God's word)

Gaps-Training and experience in a pastoral role

B4. Plans to overcome gaps

1. Procure position as a full-time pastor or associate pastor by Fall 23'.