

Spiritual Leadership Development Plan

Part I: The Job of a Spiritual Leader-What have we learned and where do we need to develop?

A. Character- “Being Faithful with the Little”

In Clinton’s book, “The Making of a Leader”, the author asserts that, “Our greatest challenge as leaders is to develop Godly character¹”. The foundation of spiritual leadership is character.

There are 4 important process items that the Lord uses to test character: (1) Integrity checks, (2) Obedience checks, (3) Word checks, and (4) Ministry tasks¹. A word that the Lord gave me not only served as a word check but also an obedience check and an integrity check². The word that God gave me directly and confirmed through other Christian leaders is “If you are faithful with the little things, you will be faithful in the large ones” (Luke 16:10). Being faithful in the little things means not only being faithful with our money by using our resources to help others, but also being faithful with our time with ministry tasks that we are given.

For instance, I was given the ministry task of serving as an Assistant Chaplain at Bowery Mission in East Harlem, New York². Through being faithful with the ministry task of helping the homeless, and those with trauma and mental illness, I have seen a lot of good fruit come out of this experience. By ministering and helping the men’s population at the Bowery Mission through teaching and preaching God’s word and using the spiritual disciplines of prayer, worship, and reading and meditating on scripture, I saw men’s lives transformed²! Through proclaiming and demonstrating the gospel, prayer and worship, I was able to see men’s lives changed 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

¹ Clinton, R. The Making of a Leader. Colorado Springs, CO: Navpress, 2012.

² Stallone, K. Final Project for Master of Divinity Degree, Alliance of Theological Seminaries at Alliance University, New York, NY, 2023.

humble. In addition, I was able to help my spiritual formation team deliver on results by teaching, coaching and mentoring them on using the spiritual disciplines to minister and help the men's population at Bowery Mission². Also, through my teaching and preaching gifts, I was able to help my team prepare and deliver sermons and bible studies to the men's population at the Bowery Mission. By being faithful with the little, this resulted in me helping the team but also seeing men's lives changed².

By being "faithful with the little", God has put me in charge of more things including an Adult Small e-group Men's Bible Study for Elevation Church and a healing ministry to help those faced with mental health issues and drug addictions heal and recover². By hearing God's word, obeying God's command given through his word and putting God's into action, he has not only developed my character but also helped me to grow and develop with my ministry responsibilities.

B. Spiritual Authority is Founded in Identity

In Dr. Reimer's book, "Spiritual Authority", the author's main thesis is that spiritual authority is rooted in identity, expanded in intimacy, and activated by faith³. The second area that we want to discuss and analyze here is that spiritual authority is rooted in identity. To understand what is spiritual identity and why is it rooted in identity, let us study the story of Moses in the Bible. In Exodus 3, God commissions Moses to lead the people out of Egypt into the land flowing with milk and honey. With the humanly impossible assignment, Moses response was, "Who am I" because of his identity issues.

In Exodus 3:1-22, God commissioned Moses to free his people from Egyptian slavery by way of the miraculous "burning bush". The angel of the Lord appeared to Moses "in a blazing fire from

³ Reimer, R. Spiritual Authority. Carpenter's Son Publishing, 2020.

the middle of a bush” (Ex 3:2). Moses turned aside to see the burning bush. He was amazed that the fire did not consume the bush. Exodus 3:4-6 says, ‘When the Lord saw Moses coming to take a closer look, God called to him from the middle of the bush, “Moses! Moses!” “Here I am!” Moses replied. “Do not come any closer,” the Lord warned. “Take off your sandals, for you are standing on holy ground. I am the God of your father-The God of Abraham, the God of Isaac, and the God of Jacob”. When Moses heard this, he covered his face because he was ashamed. He felt that he was inadequate because of identity issues he experienced during his life. This included being abandoned as a baby and committing murder when he was 40 and then running off. These identity issues affected his spiritual authority. His shame made him hide his face from God. It also made him doubt his ability to carry out the assignment, God has given him. This is affirmed by his statements, “Who am I to appear before Pharaoh? Who am I to lead the people out of Egypt?” (Ex 3:11). He should have asked, “Who are you and are you going to fulfill your promises?” God answered, “I will be with you” (Ex 3:12). As long as he hid from God, he would not accomplish this God possible assignment. As he abided in God, his shame was healed, and he was able to free God’s people from Egypt and deliver them into the promised land.

Much like Moses, I had identity issues that were crippling my spiritual authority. Dr. Reimer mentions in his book that, “Our self-life is most strongly formed in our place of greatest wounding...This deep wounding is where we learn to become self-reliant, self-dependent, self-sufficient, self-centered, and self-pitying...Our most painful wounding as a child is where our self-life gets entrenched and until the self-life gets uprooted our identity in Christ is underdeveloped. God in his mercy, often brings about similar pain in our later years to give us

an opportunity to die to self in the very place where self was formed so the Christ life can be formed in us³". Let me give an example to illustrate this.

One of the most significant wounds that the Lord reminded me of and healed me from was the domestic violence that I experienced as a child. As Dr. Reimer mentioned in his book and in class, with this significant wound I needed to identify and overcome the lies of the enemy and rewrite the narrative of my life to strengthen my identity in Christ³. Through both the physical and verbal abuse that I suffered at the hand of my earthly father, I not only did not feel safe with my father but did not feel loved and felt a great sense of rejection. I can remember one memory that the Lord had me revisit and heal me from where I was getting ready for a sporting event that I was supposed to go with my dad to 2 hours later. I had gotten in the shower to get ready 2 hours in advance, when I heard my dad tell me, "You only better take a 5 minute shower and look presentable to the hockey game or I will beat the heck out of you!" Not even 2 minutes later, he came into the shower area and demanded, "Are you fucking done with the shower, you loser, I have to get ready as well and we have to get going before we are late!" I responded, "Dad, I am almost done and we have plenty of time, don't talk that way to me again."

Right after that my dad opened up the shower door and punched me in the mouth and gave me a fat lip. He said, "You better hurry up with your shower, that's not going to help you anyway, you look fucking ugly". I did not respond fearing that I would be punched again and finished my shower and went to get dressed for the event. After getting dressed, I went to meet my dad and he said, "Why the fuck are you dressed like that, you look like a fucking faggit. You are not going to go out with me dressed like that with jeans and a sweatshirt. Go get changed right now or you are not going with me, you loser. You need to dress up and wear dockers and a nice dress shirt. Go get this done right now or you are not going to the hockey game with me".

I revisited this major life wound and asked Jesus for help healing the wound. What I heard from Jesus was that my love and approval comes from my heavenly father and it does not come from my earthly dad or anyone else. My father in heaven approves of me and loves me for who I am. I felt his overwhelming presence and love flood my soul and felt the grief from the major wound leave. Through this experience with God, I not only came to realize that I was deeply loved and accepted by God, but also felt less anxiety and fear. My value is settled at the cross-If someone does not love me or like me, Oh, well, Jesus loves me and that is good enough for me. I got healed that day and not only had no more grief from the past wound but also was filled with more of the Holy Spirit. God healed my soul and set me free! So, by identifying the lies and overcoming the lies of the enemy and rewriting the narrative of my life, I strengthened my identity.

C. Spiritual Identity is Activated by Faith-Overcoming Fear

Another principle that Dr. Reimer mentions in his book is that to develop faith, we must surrender fear³. Fear causes us to not put our eyes on Jesus and instead, we put our eyes on us. Instead of stepping out of our comfort zone and having faith, we hesitate. A biblical example of this is shown in Isaiah 7:1-17. Isaiah says, ‘When Ahaz, son of Jotham and grandson of Uzziah, was King of Judah, King Rezin of Syria and Pekal son of Remaliah, the King of Israel, set out to attack Jerusalem. However, they were unable to carry out their plan. The news had come to the royal court of Judah: “Syria is allied with Israel against us!” So, the hearts of the King and his people trembled with fear, like trees shaking in a storm⁴. Because the Lord understands that the people of God are more likely to disobey when they are afraid, he sent Ahaz, King of Judah, a prophetic word to encourage and strengthen him⁴. God then encourages King Ahaz to ask for a

⁴ Stallone, K. SoulCare Personal Development Plan. Nyack Alliance of Theological Seminaries, New York, NY, 2020.

sign of confirmation to encourage him. Although Ahaz refused, God gave him a sign of confirmation anyway. The main point of the passage is that when circumstances seem greater than God, we have to choose to trust God because God is with us and he sent his son Immanuel- God is with us⁴!

So, why must we overcome fear? Let me provide a personal testimony to demonstrate this⁴. Back in 2019 after experiencing significant job loss and financial loss, I experienced severe depression and anxiety. My root fears were fear of not being loved and fear of rejection and failure. As a consequence, I left seminary for 6 months. In addition to the delay that the fear and anxiety caused with my seminary education, I also missed out on possible ministry opportunities at my church⁴. In short, as a result of not confronting my fear, I missed out on God's blessings. So, we must recognize and overcome our fears or forfeit our preferred future⁴. Second, God wants us to experience his perfect love⁴. John 4:18 says, "There is no fear in love, but the perfect love casts out fear". The perfect love of God is adequate no matter what circumstances we are confronted with. For example, when I was not feeling loved by my dad and rejected by him, I came to realize from a direct revelation from God that God's love is enough for me⁴.

Part II: Spiritual Reproduction Plan: How will you develop spiritual leaders around you?

The second part of this paper will describe a working plan to develop spiritual leaders around us. This plan focuses on and incorporates elements of a spiritual reproduction plan that were discussed in Dr. Reimer's Spiritual Leadership class⁵. See Appendix A below for the working plan for development of spiritual leaders around us.

⁵ Reimer, R. Spiritual Leadership Lecture: Job#5 Reproduce Spiritual Leaders. Alliance of Theological Seminaries at Alliance University, New York, NY, 2023.

Appendix A: Spiritual Reproduction Plan for developing spiritual leaders around us

1. Teach the Right Things (2 Tim 2:2-Paul taught Timothy and told him to pass it on)
 - a. Teach the people to abide (John 15)-We must show them how or model it for them.

- b. We must help people to get free in Christ-SoulCare-Id lies of the enemy, repentance, family sin patterns, forgiveness, healing wounds, overcoming fears, deliverance.
 - c. Call leaders to live holy lives (1 Tim 3:1-13)-Spiritual Leaders must show the way, lead by example (ie: Monkey See-Monkey Do!)
 - d. Anoint Spiritual Leaders who are living a life worth emulating (2 Tim 2:2)
 - e. We must model and call people to die to self, surrender, and go the way of the cross (Luke 9:23-24).
 - f. Teach Biblical Principles-Teach leaders through 2 Tim, weekly leadership time.
 - g. Give them key resources and take them to spiritual training events.
2. Mentor and Coach Spiritual Leaders
- a. Coach Spiritual Leaders in the works of the kingdom-Hearing God, gifts, deliverance, ministering to the sick, EGPs, dealing with difficult people, conflict in groups, multiplying cells, etc. *Use Jesus as the model.
3. Create development experiences-What kind of experiences do you need to craft for your potential leaders:
- a. Holy Spirit Weekends includes: learning to hear from God-prophecy, watching people who moved in it, healing: inner healing, deliverance, freedom.
 - b. Soulcare conferences/experiences
 - c. Retreats (Monastery; Christian Retreat Center)
 - d. Mission Trips (People come, serve and invest)
4. We have to empower (Mt 10:1)
- a. Begins with sharing knowledge-Share knowledge with leaders

- b. Give power away to others (ie: cell leaders-follow leading of the spirit)
 - c. Give people a safe place to fail; they can fail and learn (Mt 17)
 - d. Empowerment involves impartation (ie: Jesus imparting the spirit to his disciples- Acts 1:8).
5. Develop a leadership community (Jesus community-3,12,70, 120)
- a. Develop spiritual leaders who pass it on to others
 - b. Reproduce cell leaders and apprentices
 - c. Church staff focuses on developing leaders
 - d. Weekly leadership gathering (ie: teaching, experience, impartation, empowerment, etc.)