

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 word 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 authority 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, Mose's 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 of 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 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.

C. Spiritual Authority is Activated by Faith

The second area from Dr. Reimer's book that we want to discuss and analyze is that Spiritual Authority is activated by faith³. To understand why spiritual authority is activated by faith and how we develop faith, let us explore the following biblical account. The biblical account that we want to explore is about the faith of a Roman officer in Matthew 8. The Roman officer had a great love and compassion for his servant that was sick, and asked Jesus to come heal him, and Jesus agreed to come heal the servant of his illness. Jesus was in awe of what the Roman officer

said next: “Lord, I am not worthy to have you come into my home. Just say the word from where you are, and my servant will be healed. I know this because I am under the authority of my superior officers, and I have authority over my soldiers. I only need to say, “Go” and they go, or “Come” and they come. And if I say to my slaves, “Do this,” they do it”(Matt 8:8-9). In response to what the Roman officer said, Jesus asserted that he has not observed great faith in all of Israel.

Let us now bridge the gap between spiritual authority and faith. The Roman soldier understood authority. He is under the authority of his superior officers and he has authority over his soldiers. The officer makes the connection between military authority and spiritual authority. Similar to the Roman officer having authority over the Roman soldiers under him, Jesus had authority over sickness. In the previous passage of Matthew 8, Jesus healed a man that had leprosy. It is possible that that the Roman officer witnessed Jesus healing the man’s leprosy and other miraculous healings that Jesus performed.

The Roman soldier understands that just as he has superior officers that have authority over him, Jesus is doing his Father’s will. Jesus affirms this when he says, “Not my will, but yours be done” (Luke 22:42). Jesus knows that when he speaks out words of healing for the servant that God will activate these words and restore the servant’s body even though Jesus is not physically there. This act of faith resulted in the servant’s body being restored to perfect health. It is by faith that heaven is pulled down to earth and changes what is happening in the natural.

So, having gained an understanding about the connection between spiritual authority and faith, let us now understand how we can develop faith. Both in class and in the book, “Spiritual Authority”³, Dr. Reimer mentions that to develop faith, we must increase our level of intimacy

with God. To grow in our intimacy with God and develop faith, we can employ spiritual disciplines such as fasting and prayer, retreats and prayer watches at night.

To demonstrate the use of spiritual disciplines to activate faith, I would like to provide the following testimony of when I was in the hospital in January of this year. In the natural, I was faced with an impossible situation. I was admitted to the hospital with COVID-19 and a secondary bacterial infection in my blood. During this time, I heard Jesus tell me not to be afraid because, “I am with you”. He also assured me that if I trusted in him and prayed that he would fight my battle and heal me of the illness. God’s word says, “Ask and you will receive, seek and you will find, knock and the door will be opened”.

I decided to fast and pray for the next 72 hours. Laying in my hospital bed hooked up to an Penicillin IV, I prayed persistently and had faith that God would restore my body. After the 3 days of persistent prayer and fasting, my body was restored and I was feeling much better. In addition to Jesus restoring my body to perfect health, something else miraculously happened. During that time I also prayed and fasted for the other patients that were sick because of COVID-19 and had faith that they would be healed. I got news sometime later that the patients inflicted with COVID-19 had been healed completely. By growing in intimacy with God by employing the spiritual disciplines and through the experience of praying for other patient’s healing in the hospital, I developed my faith significantly and I saw myself and others miraculously healed.

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 class⁴. See Appendix A below for the working plan for development of spiritual leaders around us.

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

⁴ Reimer, R. Spiritual Leadership Lecture: Job#5 Reproduce Spiritual Leaders. Alliance of Theological Seminaries at Alliance University, New York, NY, 2023.

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.)