The Effectiveness of Servanthood Training

A Thesis Project Submitted to

the Faculty of Liberty University School of Divinity

in Candidacy for the Degree of

Doctor of Ministry

By

Shirley G. Peele

Lynchburg, Virginia

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Liberty University John W. Rawlings School of Divinity

The Effectiveness of Servanthood Training

Thesis Project Approval Sheet

___________________________
Dr. Al Sarno, Associate Professor

____________________________
Dr. Dwight Rice, Associate Professor, LUO Department Chair
THE DOCTOR OF MINISTRY THESIS PROJECT ABSTRACT
Shirley G. Peele
Liberty University John W. Rawlings School of Divinity, June 24, 2021
Mentor: Dr. Al Sarno

This thesis project researched the leaders at Divine Praise Ministries to determine the effectiveness of servanthood training. The leaders at Divine Praise Ministries were interviewed, trained, and equipped to serve a local homeless shelter in Washington, North Carolina. The leaders were informed of the biblical reason to serve based on Matt. 25:35-40. They were also informed of the physical reason to serve based on the needs of the homeless population. In addition, the need for this thesis project was fueled by the desire of the pastor to find out why the leaders at Divine Praise Ministries lack a desire to serve in ministry. It was also fueled by a desire to help those in the community that are less fortunate. The research data was collected through observation, training, and evaluation of the leaders at Divine Praise Ministries as they were trained and given an opportunity to serve in the community.

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Abbreviations

CDC Centro for Disease Control

DMIN Doctor of Ministry

LUSO Liberty University School of Divinity

NOW No Opportunity Wasted

WWJD What Would Jesus Do?
Chapter 1

Introduction

This researcher’s thesis project is designed to help pastors equip leaders in their local churches to commit to servanthood. It is a widely accepted fact that many gifted and talented lay people attend a church only to sit on their gifts without committing to leadership. This type of thinking and action is not in line with biblical teaching because serving is important in the Bible (I Pet 4:10, NIV). ¹ I Pet 4:10 declares, “each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms.”

Furthermore, the word “servant” occurs at least fifty-seven times in the New Testament and the word “serve” occurs at least fifty-eight times in the New Testament.² This fact shows that Jesus emphasized the importance of serving and becoming a servant.³ The Bible teaches that serving involves sacrifice and if people are not serving or committed to ministry, they lack consistency in their religious behavior.⁴ In addition, a commitment to leadership is essential because servanthood is needed in the local church and in the community. In turn, it takes people committed to leadership that will impact the lives of those in the church and in the community.⁵

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¹ Thom S. Rainer: I Am A Church Member (Nashville: B&H Publishing Group, 2013), 35.
² Ibid.
³ Ibid.
This thesis will also explore different methods of training and educating people about the importance of committing to serving in ministry. One of the methods that will be used is scripture. The people will reflect on the teachings of Jesus when it comes to servanthood. For example, they will be taught what the Bible says about gifts and talents. They will reflect on how Jesus taught his disciples to be committed to serving. Matt 25:14-30, is a great example of scripture that describes a master who entrusted his property to his servants before leaving to travel. The scripture says that he gave each servant a talent or talents according to their abilities and they were rewarded according to how they handled their talent. Another key scripture that will be taught is Matt 20:28 which describes how Jesus did not come to be served but instead, He came to serve and give his life as a ransom for many. This scripture will serve to teach the members the importance of humility in serving because although Jesus was the Son of God, He was not above serving. John 13:5 will be taught to further emphasize the humility that Jesus demonstrated as he washed his disciple’s feet. John 13:5 declares, “After that, he poured water into a basin and began to wash his disciples’ feet, drying them with the towel that was wrapped around him.” According to the culture and times when this scripture was written, the washing of feet was a humble act because the feet were seldom washed and usually very dirty.⁶ In addition, the people will be taught the parable of the Good Samaritan in Luke 10:25-37 where Jesus replies to an expert of the law who asks, “who is my neighbor.” In this parable, Jesus illustrates that a neighbor is anyone that shows love or is shown love.⁷ In other words, Jesus was teaching that man cannot live solely by the law but by love that shines forth from the heart and gives

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warmth like the sun or light so that nothing is hidden.\textsuperscript{8} Furthermore, the goal of teaching through the scriptures is to help the members see how God values servanthood. Moreover, this paper will help pastors, spiritual leaders, and lay members understand how their commitment to leadership will greatly impact the church and the community.

\textbf{Ministry Context}

The Holy Spirit instructed the pastor of Divine Praise Ministries to serve with an excellent spirit. As a result, the leaders and members of Divine Praise Ministries have been taught to do everything in a spirit of excellence. The members as well as visitors have been shown what excellence looks like once they enter the church or are exposed in any way to the ministry. The members are held accountable for making sure that whatever is done at Divine Praise Ministries is done to the glory of God and with a spirit of excellence. In addition, the members are taught and constantly reminded of the vision, mission, and culture of the church. For instance, the culture of the church is love. We love God and we love his people; therefore, everyone is shown love and treated with a high degree of love. Visitors and those in the community are shown love through our giving and acts of helping in the community. The people at Divine Praise Ministries do not have a problem helping or supporting what is asked of them but they fall short in their commitment to servanthood. The members seem insecure and fearful when it comes to leading a specific ministry or overseeing a ministry project.

Moreover, many of the members come from a background where they are more concerned about what others think than what God says. They are fearful of failure and embarrassment in the church and in the community. Many have experienced failure or rejection in their personal lives and are timid about taking on leadership positions. Many of the people

\textsuperscript{8} Ibid.
have been wounded or scarred through past life situations and need to become confident in their own abilities. They are very gifted and talented, but they lack confidence in their own abilities. Many of them are traditional thinkers who come from traditional backgrounds. Many of the members also have been surrounded in the past by people who would rather play it safe than take chances or dare to be different.

Additionally, Divine Praise Ministries consists of a mixture of age groups. The ages range from toddlers to senior citizens. Yet, there is not a large cluster of any age group. There seems to be a few of each age group which causes a divide in cultural, social, and economic thinking. This makes the task of the pastor challenging in trying to get people to work together and commit to leadership.

Another factor to consider is the ethnic group of the church. The church consists of a mainly African American ethnic group with about two percent of Caucasian or mixed ethnic groups. The city in which the church resides consists of 44.9 percent of the Caucasian ethnic group followed by 41.7 percent of African Americans and the other 13.4 percent consisting of Hispanics. ⁹ The different cultural, social, and economic backgrounds create challenges in teaching and training people to serve. On the other hand, the diversity of cultural backgrounds also creates greater opportunities for serving in the local community.

Lastly, there is a great need for the members to commit to leadership. There are people that have special needs in the church and in the community. Some people need housing, clothing, and food supplies. There is a great need for foster parenting due to the rise in opioid addiction and child abuse or neglect in the home. There is a great need to help the seniors with their everyday needs. There is also a great need to help feed and clothe the homeless community.

Overall, considering the endless demand for servanthood, this project is designed to motivate, encourage, train, and equip the leaders at Divine Praise Ministries to commit to serving in ministry.

Problem Presented

Divine Praise Ministries is a non-denominational church that was established in April 2013. It began as a small home Bible study with approximately seven people. The ministry quickly outgrew the home Bible study and the church started having worship services in a community center. Within three months, the ministry secured a building for regular worship services and the church began to grow. In addition, God gave the vision that the ministry would increase spiritually, physically, and financially. In turn, God instructed the ministry to prepare for a greater harvest of people to join the ministry. The ministry began to prepare for expansion by attending church growth workshops, monthly conference calls, and scriptural pledges on church membership. For example, one of the books the members were given to read was *I Am A Church Member* by Thom S. Rainer. One of the goals of the book was to encourage the members to commit to becoming a functioning church member. After each chapter of the book, the members were to make a pledge. For instance, the first chapter was about membership. It explained the biblical principles of membership and how all members are supposed to function in the church.\(^{10}\) After reading the chapter on membership, the members were to read the pledge that avowed, “Because I am a member of the body of Christ, I must be a functioning member, whether I am an ‘eye,’ an ‘ear,’ or a ‘hand.’ As a functioning member, I will give. I will serve. I will minister. I will evangelize. I will study. I will seek to be a blessing to others. I will remember that ‘if one member suffers, all the members suffer with it; if one member is honored,

\(^{10}\) Thom S. Rainer: *I Am A Church Member*, 16.
all the members rejoice with it” (I Corinthians 12:26). After reading the pledge, the members were asked to sign and date the pledge as an agreement to what was declared in the pledge.

Moreover, God began to prepare the ministry through preaching, teaching, workshops and church meetings to equip the members to receive the people that would attend the ministry. The ministry was to be a place where the hurting, the lost, the broken, or downcast could come to receive help, healing, salvation, and deliverance. For example, the following business meeting agenda is an example of what the members were taught and reminded of each month:

DIVINE PRAISE MINISTRIES
Business Meeting/Church Meeting Agenda
August 11, 2019
10:00 A.M.

1. Call to Order
2. Prayer
3. Roll Call
4. Approval of the minutes of the previous meeting and agenda for the current meeting
5. Reports
   A. Trustee Report
   B. Financial Report
6. Old Business
   A. Pastor’s Reflections
      a. Our culture – We love God. We may not be perfect, but we love God. Therefore, we got to always check our heart – our heart should not be evil. Likewise, we must love his people. God loves his people and we are to love his people.
      b. Our mission is to win the lost to Jesus Christ -
         1. Great Commission – Matthew 28:19-20 Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age.”
      c. Our Assignment – to pray for God’s people – We are hired to pray
      d. This is a healing and deliverance ministry
      e. Know my spirit – I have a spirit of excellence and whatever I do I do it in a spirit of excellence for the glory of God. In other words, we will do it right and to the best of our knowledge and under the dictates of the Holy Spirit.

11 Ibid., 18.
B. Teaching Moment
   a. Leaders – I am still praying for Leaders – not helpers but leaders – people that
      will take the lead and run with it – Also, a leader does not just work but they are
      concerned about growing spiritually.
   b. We do what we want to do. We go where we want to go? We sacrifice for what
      we want to sacrifice for.
      1. If we are going to grow in wisdom and receive all that God has for us,
         we must be built up spiritually. We need the Holy Spirit; discernment; be
         built up spiritually and living our best lives.
            a. We need to know the Word of God.
               i. Bible Study – sacrifice
               ii. Sunday School – Sacrifice
               iii. Worship Service – Sacrifice
      2. Keep Showing love. What do others see or should see when they see us?
         Love. Ask God to heal the holes in our soul – wounds and scars so we
         can forgive and love.
      3. Everyone that walks through the doors of this church is to be shown and
         treated with love – no matter what they look like; have done, etc. We are
         to show them love
            a. Smile – whether we an usher, choir member or not – smile -
            b. Greet People – before and after
            c. Go out of our way to speak to the visitors
            d. Speak and communicate with one another
   c. Are you a Son or Daughter of this ministry? Examine yourself? If I (Pastor) or
      other leaders can’t tell you anything; you don’t walk in obedience and/or even
      show signs that you are trying to come up to the level or meet the vision of the
      house, question yourself and ask am I a Son or Daughter of this ministry or am I
      just a church goer. I attend on Sundays, but I am not trying to serve, grow
      spiritually, give financially and even support worship services at this church and
      when the Pastor goes out to preach. Am I a Son or Daughter of this ministry?
   d. Reminder:
      ***The Red box – God told me it is for the people. It is not for me it is for the people.
      However, don't rob God. Be faithful in tithing. Don't spend God's money. He only asked for
      10% and trusts us with 90%. If we can’t be faithful with 10%, don’t expect him to trust us
      with more.

7. New Business
   A. New Member – Sis. Sonia Corey
   B. Making plans for 2020 – If you have something you would like to have on calendar
      please let us know no later than October 27.
   C. Pastor’s Aid – Sis. Vera
   D. Fall Festival for Youth – if interested please see me ASAP

   a. Upcoming Events
      i. Prayer Call – Every Wednesday at 6:30 a.m.; Bible Study (at least once a
         month); Sunday School
      ii. KCC Prayer Campaign – Aug. 21 – 500 men to pray - Aug 28. – 500 Women
          to pray
      iii. August 15, 2019 at 8pm – Goddard Hill – Preaching Appt
      iv. August 25 at 11:00 a.m. – Youth Service – Elder LaQuon Rogers
v. September 22, 2019 – Fellowship Service
vi. October 6, 2019 – Family & Friend’s Day
vii. October 27, 2019 – Pastor’s Aid Service – Apostle Gail Speight - Wilson
viii. Questions

Meet with Ushers – drill for seating people; taking up money; Ushers need to have a friendly demeanor - smile

Meet with Choir – sing to the glory of God whether we have music or not; usher in his presence; smile; sing with tracs; get here early enough to have prayer and be ready to minister through song.

Meet with those that work with youth – need spiritual things – Bible Study and Sunday School.

Fall Festival
Youth Outing

This outline serves as a guide for how the pastor met with the members every month to review past and current information. The pastor reviewed different events and trainings to equip the church to serve. In addition, as a ministry that is called to prayer, the members were led in fasting and prayer annually in preparation of serving. The following calendar is an example of how the members were guided each year in prayer and fasting:

<table>
<thead>
<tr>
<th>Sunday</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Saturday</th>
</tr>
</thead>
<tbody>
<tr>
<td>January *** DPM Prayer Calendar</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 New Year’s Day</td>
<td>2 Pray to always recognize the Godhead</td>
<td>3 Pray to have a constant prayer life</td>
<td>4 Pray to have a teachable Spirit</td>
<td>5 Pray for attentiveness to God’s Presence</td>
<td>6 Pray that we find joyfulness &amp; pleasure in small beginnings Zechariah 4:10</td>
<td>7 Pray for DPM &amp; other churches to walk in the newness of life Romans 6:4; 7:6</td>
</tr>
<tr>
<td>8 Pray for consecration</td>
<td>Ezekiel 43:26</td>
<td>9 Pray the prayer of Repentance for the Nation</td>
<td>10 Pray &amp; Fast for the people that Repentance is enjoined &amp; Destruction is avoided</td>
<td>11 Pray to draw near to God James 4:8-10 &amp; Psalm 51:10</td>
<td>12 Pray and confess our sins 1John 1:9-10</td>
<td>13 Pray for an open door to a deeper, more intimate relationship with the Lord Ps.42:7; Matt 17:21</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2 Chron. 7:14-15</td>
<td>Joel 1:14-15</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

8
<table>
<thead>
<tr>
<th>15</th>
<th>Pray to enter his gates with thanksgiving &amp; into His courts with Praise</th>
<th>16</th>
<th>ML King Day</th>
<th>Pray for those who have rule over you Hebrews 13:17-24-25</th>
</tr>
</thead>
<tbody>
<tr>
<td>17</td>
<td>Pray to be a bold witness for Jesus Christ. 2Corinthians 4:3</td>
<td>18</td>
<td>Pray for lost souls Ps 72:13; Luke 15:10</td>
<td>19</td>
</tr>
<tr>
<td>20</td>
<td>Pray &amp; have Faith in God of pulling down every stronghold 2Cor 10:4-6</td>
<td>21</td>
<td>PUSH—Pray Until Something Happens: no eye seen, no ear heard &amp; no mind has conceived 1 Corinthians 2:9</td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>Prayer Campaign Service “An Invitation to Come Higher” —“Push”—</td>
<td>23</td>
<td>Pray with thanksgiving to walk in love Matthew 16:18-19</td>
<td>24</td>
</tr>
<tr>
<td>25</td>
<td>Pray for the Believer s to make seeking the Lord a top priority Isa. 55:6; Matt 6:33</td>
<td>26</td>
<td>Pray for understanding on how to receive divine healing 3 John 1:2</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>Pray for eyes to be open to see that God has called us to be Faithful &amp; True Matthew 25:21</td>
<td>28</td>
<td>Pray for Spiritual Growth &amp; Maturity 1Thess. 4:1-2</td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>PRAY- for it is by grace you have been saved, through faith &amp; this is not from yourself Ephesians 2:8</td>
<td>30</td>
<td>Pray for those facing troubled Psalms 46:1;10</td>
<td>31</td>
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Furthermore, the ministry began to grow; yet, in spite of all the training and various activities some of the members did not have a desire to commit to leadership. The leaders seemed to lack an understanding of servanthood.

Likewise, Sir Walter Mack declared that kingdom assignments are not just for angels. Kingdom assignments are for passionate people or yielded vessels that will say, “Here am I, Lord; send me.”

Therefore, this thesis project is designed to address the problem concerning the leaders at Divine Praise Ministries who seem to lack an understanding of servanthood.

**Purpose Statement**

The purpose for this DMIN action research thesis is to educate, train, and inspire the leaders at Divine Praise Ministries to commit to serving in ministry. Leadership is very important in every area of life and church leadership plays a crucial role in fulfilling the mission of the church which is to win souls for Jesus Christ. Also, Peter White indicated that leaders are always

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on the move and guided by the Holy Spirit to participate in God’s mission.\textsuperscript{13} In turn, as Mack insists, leaders should be ignited with passion to serve; therefore, this study will serve to ignite the passion in the leaders at Divine Praise Ministries to assume their position in God’s kingdom and go to work.\textsuperscript{14} One way to achieve this goal is through teaching and training that will seek to change the way people think about serving. Joseph Walker exclaims that leaders were created to solve a problem; therefore, the leaders will come to understand that serving is the idea of God and God structured and created all human beings to solve a problem. Walker also insists that everything that God placed within man was designed with purpose in mind.\textsuperscript{15}

One of the goals to help the leaders understand servanthood is that the leaders will attend various workshops to help them develop a workable schedule that will assist them in managing their time wisely. For instance, Walker encourages leaders to start where they are and create a workable schedule. He discusses implementing the acronym “SMART” to set goals that are specific, measurable, attainable, and relevant.\textsuperscript{16} In addition, Walker encourages a person to invest in themselves through preparation. He asserts that preparation forces a person to invest in themselves by being strategic about how they will spend their time and resources.\textsuperscript{17} For example, Walker suggests doing a case study on one’s time by asking questions to determine what the most productive hours of a person’s day are. He challenges a person to list their priorities, their


\textsuperscript{14} Mack, Jr., Passion for Your Kingdom Purpose Passion for Your Kingdom Purpose, 2.


\textsuperscript{16} Walker, III., 128.

\textsuperscript{17} Ibid.
skills, and to think about how prepared they are to tackle the opportunities that are before them. In addition, he challenges a person to make sure they are connected or aligned with the right people that will help them achieve their destiny and reach their goals.\textsuperscript{18} Walker also encourages leaders to overcome procrastination and manage their time as it relates to their goals.\textsuperscript{19} Some of the steps Walker suggests overcoming procrastination is to balance one’s time by creating a work-life balance. This balance consists of:

1) Creating a realistic daily workable schedule of day-to-day activities.

2) Anticipating any delays or detours that may occur by allowing extra time in one’s schedule.

3) Being in control of one’s time by being on time and being committed to the time allotted.

4) Setting goals that are measurable.

5) Prioritizing the goals and establishing a method of achieving the goals.\textsuperscript{20}

**Basic Assumptions**

1. The first assumption is that the members will have a teachable spirit and desire to make the necessary changes to commit to servanthood.

2. The second assumption is that the members will have a desire to expand their knowledge of serving in the church and the community.

3. The third assumption is that the members will be willing to participate in the study on serving in the church and in the community.

\textsuperscript{18} Ibid.

\textsuperscript{19} Walker, III., 164-166.

\textsuperscript{20} Ibid., 166.
4. The fourth assumption is that the members will be willing to sacrifice at least two to four hours a week to serving in the church and the community.

5. The fifth assumption is that the community will be receptive to the members act of service in the community.

6. The sixth assumption is that the church will have the necessary resources to provide the teaching and training to the members.

7. The seventh assumption is that the church will obtain sponsorship with outside agencies to assist in providing essential needs to those in the community.

8. The eighth assumption is that the pastor will be granted permission to video, record and collect the necessary data that is required for the research project.

Most importantly, it is the assumption that the members will embrace the change and seek every opportunity to become a good steward for Jesus Christ. Also, there is the overall assumption that the members will have a hunger and desire to reach a new level in ministry. In turn, as the members begin to serve, they will embrace the scripture in Luke 10:2 that declares “the harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.” Then they will state as Isaiah declared in Isa 6:8, “Here am I, send me!”

21 Walker, III, 48.

**Definitions**

Character is defined as behavior on display. Joseph Walker asserts that good character is necessary to achieving a successful vision. He also affirms that people with good character can be trusted and will have a higher level of standards. 23

Burnout is defined as losing sight of purpose and a hinderance to destiny due to emotional, physical, and mental exhaustion. 24 Walker emphasizes some of the signs of burnout involve weariness, worry, wandering and withdrawal. 25 In addition, Alydia Rae Smith expresses that passionate leaders will at one point or another in their serving endure suffering in the form of stress or burnout. 26

Ambition is described as a strong desire to achieve something through hard work and determination. 27 Walker declares that when a person is ambitious, they are driven purpose and will make a great investment into their work. 28

Excellence is described as possessing the quality within of being very good or beneficial. For instance, McQuiston, Lawrence, and Downey state that a passion to serve with excellence comes from deep inside and is evident in one’s determination and optimism. 29

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23 Walker, III, 53.
24 Walker, 63-64.
25 Ibid., 65-68.


27 Walker, 8.
28 Ibid.

Servant Leadership is defined as the philosophy or mindset of a person that values serving others with a higher purpose in mind. Ayumi Nishii asserts that a person with servant leadership qualities does not seek personal gain or prestige but seeks to put others first.

Commitment is defined as the action of entrusting. It means to pledge oneself or to make a personal commitment to a course of action. Ben Cooper compares commitment to the teacher and discipleship relationship demonstrated with his disciples and those who followed him in the Gospels.

**Limitations**

One limitation is the Centers for Disease Control (CDC) restrictions due to the covid-19 pandemic. In order to prevent the spread of covid-19, the CDC ask that people refrain from large gatherings, wear a mask and stay within 6 feet of others who do not live within the same household. Another limitation is the lack of desire of the members to respect and submit to leadership authority. The pastor is limited if the members do not have a desire to learn and take the necessary steps to commit to serving. Robyn Gool affirms that sheep or members are to

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31 Ibid., 12.


33 Cooper, Ben. ""Commitment and Discipleship." Incorporated Servanthood: Commitment and Discipleship in the Gospel of Matthew."., 1.


submit and follow their leader. He uses the example of how King David led sheep and sheep follow whereas goats butt, kick, and bite when they do not submit to leadership authority. In turn, the pastor is limited if the members are not willing to submit or be open to change.

Also, the cooperation of businesses and those in the community that will allow the members to serve in various areas in the community is a limitation. One of the goals of the pastor is to contact a local homeless shelter and ask for permission to provide necessary hygiene items for those at the homeless shelter.

**Delimitations**

The delimitations in this project are the benefits and rewards that the pastor, members, and community will gain from the training and equipping of members to commit to serving. The members and the local community will benefit from the commitment to servanthood. For instance, there is a need for assistance with supplies and volunteers at the homeless shelter and food pantries. Likewise, there is a need for people to serve in various ministries in the local church such as the youth ministry.

The delimitations in this project will include serving people of all ages and all genders. The educating and training provided in this project will focus on serving whoever is in need. The focus will be on the Great Commission and the scripture in Matthew that exclaims, “for I was hungry, and you gave me food; I was thirsty, and you gave me drink; I was a stranger, and you took me in; 36 I was naked, and you clothed me; I was sick, and you visited me; I was in prison and you came to me.”

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36 Ibid.

37 Matt. 25:35-36
Thesis Statement

If the leaders at Divine Praise Ministries receive the proper instructions and training on servanthood, the level of commitment to serving in ministry will increase. As Walker maintains, the leaders will develop a sense of urgency to do ministry and they will not miss moments or opportunities to serve. The leaders will be eager to serve and ready for every opportunity that presents itself. 38

In addition, Mack affirms that the leaders will be ready and prepared to serve as they see the need and hear the call of God. 39 Mack also asserts that leaders will be ready and eager to serve when they develop a passion to fulfill their God-given purpose in life. 40 For example, Mack declares that leaders should be challenged to think about what drives them. Leaders will be asked to think about what they enjoy doing and what it is that they would do if no one was looking or if they were not getting paid to do it? Based on their answers, the leaders will be encouraged to use the gifts and talents that interest them the most to serve in ministry. 41

Furthermore, Walker declares that leaders are effective and eager to serve when they begin to live with purpose in mind. Walker asserts that leaders view serving differently when they see it as purpose. For instance, Walker describes purpose as a powerful perspective that causes one to enjoy serving when they recognize it as purpose. 42 Walker also asserts that leaders

38 Walker., 21.
39 Mack, Jr., 6.
40 Ibid.
41 Ibid., 7.
42 Walker, 18.
sense the urgency to serve when they recognize the opportunity and align their will with God’s will.\textsuperscript{43}

\footnotesize{\textsuperscript{43} Ibid.}
Chapter 2
Conceptual Framework

This research will consist of qualitative action research which serves to give greater clarity of a question or issue based on how participants describe their experience and how the experience affected them.\textsuperscript{44} For example, qualitative research focuses on the need to understand how and why things are happening. It causes the participants to perceive, interpret, and respond to the various issues being investigated.\textsuperscript{45} In addition, this qualitative research will focus on the experience of the participants and how the study affected them socially, physically, mentally, spiritually, and psychologically. It will serve and hopefully cause them to commit to servanthood as they gain a deeper understanding of serving through various events and activities that will impact the community. It will also serve to broaden their level of compassion for serving others and lead to effective remedial action.\textsuperscript{46} Moreover, this social action research will focus on the social lives of those serving and those being served. It will focus on the interpretation of activities and how people make meaning of the events that occur in their lives.\textsuperscript{47} It will also help the participants to develop constructive solutions on how to help those that are being served.

Literature Review

The literature review for this thesis is centered around serving God by imitating the person and character of Jesus Christ. Tan affirms that Jesus calls his followers to a life of servanthood by letting him lead and they follow him all the way.\textsuperscript{48} Also, Tan expresses that

\begin{itemize}
  \item \textsuperscript{45} Ibid.
  \item \textsuperscript{46} Ibid.
  \item \textsuperscript{47} Ibid.
  \item \textsuperscript{48} Tan, Siang-Yang. "Full Service: Moving from Self-Serve Christianity to Total Servanthood.", 18.
\end{itemize}
people cannot be more like Jesus by their own self-efforts. Servanthood or following Jesus means remaining and abiding in Jesus as well as striving to bear much fruit that will imitate a consistent life of Christ. 49

On the other hand, Ben Cooper asserts that servanthood requires a commitment to God and a thorough understanding of the teacher and discipleship relationship that Jesus shared with his disciples and those that followed him. 50 Cooper emphasizes that Jesus taught, demonstrated, and lived out the true meaning of commitment. 51 In addition, Cooper gives a definition of commitment which in the English language means the action of entrusting or to commit; pledge oneself; to make a personal course of action; or to remain in a long-term contract or relationship with someone. 52 In turn, Cooper describes Jesus as one that demonstrated his willingness to commit to servanthood. 53

Ramon Manila expresses that to understand servanthood, one must come to understand the servanthood of Jesus based on his life and teachings. She declares that leaders should be taught the attitude and behavior of Jesus as demonstrated in the Gospels. 54 She also indicated that leaders should strive to exemplify the behavior of Jesus. Manila also specified that a servant

49 Tan, Siang-Yang., 18.

50 Cooper, Ben. ""Commitment and Discipleship." Incorporated Servanthood: Commitment and Discipleship in the Gospel of Matthew.", 1.

51 Ibid.

52 Ibid., 2.

53 Ibid.

must be taught that serving requires sacrifice and to be effective in serving, a person should see the needs of others over themselves.  

In addition, Joshua J. Knabb, Joseph Pelletier and Anna Grigorian-Routon affirmed that according to theology and a study of biblical scripture, a person’s beliefs should lead to a life that imitates what they belief. For instance, if a person believes in the doctrines and teachings taught in the Bible, then they should demonstrate their believe by serving as Jesus served.  

Moreover, in the Gospel of Matthew Jesus utters that everyone that hears and follows his teachings as well as puts them into practice is considered a wise man who builds his house on a rock.  

With this in mind, Joshua J. Knabb, Joseph Pelletier and Anna Grigorian-Routon state that some of the common practices of self-sacrifice and servanthood in the Bible is to love one’s neighbor, take care of the poor, forgive their enemies, to evangelize, and serve in their local church.  

Furthermore, Joseph Walker III describes serving as a time to hear and fulfill the call of God. In turn, he views servanthood as an opportunity to solve a problem in which a person was born and created to solve. Walker emphasizes that God created people with a purpose and their purpose is the answer to someone else’s problem.  

In addition, Walker asserts that people will not commit to serving until they see themselves as a catalyst for change. He asserts that if one  

55 Manila, Ramon Ma. Nicolas V. Molano, 80.  
57 Matthew 7:24  
58 Knabb, Joshua J., Joseph Pelletier, and Anna Grigorian-Routon, 270.  
sees themselves in this manner, they will allow the purpose of God to be manifested in their lives.\textsuperscript{60} In other words, he says people will not take what God has placed on the inside of them to the grave. Walker also declares that when people commit to serve, they will make every effort to release into the earth what God has placed on the inside of them.\textsuperscript{61}

In addition, Walker declares that people must have a different mindset or a change of mindset to solve problems and fulfill their God-given purpose in the earth. He affirms that people cannot be the solution to someone else’s problem unless their thinking is elevated to the level to where they see themselves as the answer to someone’s problem. Walker also declares that when a person’s level of thinking changes, they will not miss the opportunity to serve. Walker says all a person will have to do is wait for the opportunity and the opportunity will present itself to them.\textsuperscript{62}

Walker also asserts that part of the wait involves getting prepared for the opportunity to serve. He conveys that God will often orchestra a series of test in a person’s life to reveal if they are spiritually mature enough or have developed the character, strength, or faith to handle the opportunity that is ahead of them.\textsuperscript{63} Walker uses the example of the three Hebrew boys that were thrown into the fiery furnace and how they were promoted after the test. He also uses the story of Job and the test that he went through to emphasize how Job received double for his trouble after the test. Thus, Walker emphasizes that the opportunity will present itself when all other factors are in place or in harmony with one another.\textsuperscript{64}


\textsuperscript{61} Ibid.

\textsuperscript{62} Ibid., 22.

\textsuperscript{63} Ibid.

\textsuperscript{64} Ibid., 25.
Walker also emphasizes that the opportunity to serve will never just be about an individual. Walker asserts that when an opportunity is presented by God it is always sent to bless others. Walker emphasizes that opportunities are sent to bless those around an individual or those in the sphere of influence in an individual’s life. For example, he describes how God promoted Joseph to be the head person under the King during a time of famine; yet, his position was not just to bless him, but it was to bless his family and others around him.

Likewise, as Siang-Yang Tan asserts servanthood is about denying oneself and taking up their cross and following Jesus. Tan says serving is about desiring to serve rather than being served and Jesus calls his people to a life of servanthood by them following him all the way.

Terry Nance affirms that the coming of the Lord is near and people need to get in place and get plugged into the power source so they can become hooked up with God’s vision and serve. He asserts that the only way people can fulfill God’s plan and purpose in their lives is to get connected with the church’s vision. Nance declares that people are to be a part of what God is doing in the earth that will allow Satan’s kingdom to stand back and look in awe at what God is doing through the church.

Also, Terry Nance agrees with Walker by stating that there is a waiting process and a time of preparation. Nance declares that gifts are not developed overnight and that there is a season of testing and preparation that must take place to bring out the best and worst in people. He uses for an example a football player that has to undergo hours of practice in order to develop

65 Ibid.
66 Ibid., 27.
mental toughness that will help them to press through many barriers and obstacles that they may encounter as they play the game of football. Likewise, Nance asserts that those that will serve in ministry should develop mental toughness to be mature enough to handle the opportunities of serving that lies before them. Also, Walker uses the NOW culture (No Opportunity Wasted) to encourage people to display the character and demonstrate the behavior of Christ as they serve.

Nance also agrees with Walker that people that serve and imitate Christ are people of character. Jesus served with a humble heart and people of character must serve in the same manner. This involves constantly talking with God and asking him to reveal how one is walking with him and serving him by serving his fellow man. Nance also declares that character is having a spirit of meekness and demonstrating mercy. Nance describes meekness as being kind and knowing how to treat others; yet Nance emphasizes that this character can only be done through the working of Christ in a person’s life. Siang-Yang Tan also agrees that it takes Christ abiding in a person in order for them to produce the fruit of kindness, mercy, and meekness.

Sir Walter L. Mack also agrees with Joseph Walker that in order for one to commit to serving, they should see the need and allow the passion for the kingdom and what God called them to do be driven by passion. Mack declares that God needs his people to do his will just as he needed Jesus to fulfill his will here on earth. Also, he asserts that passion produces fruit and empowers believers to birth out God ordained destiny. This thought of passion producing fruit

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69 Ibid., 46.
70 Joseph W. Walker III, 53.
71 Terry Nance, 140.
72 Tan, Siang-Yang, 17.
74 Sir Walter L. Mack, Jr., 1.
also coincides with the thinking of Tan and Nance. All authors believe that serving is a result of fruit demonstrated by imitating Christ.

In addition, Tan and Mack agree that a person must allow the Holy Spirit to work in them and through them to produce this fruit. Tan affirms that a person cannot be more like Jesus without the help and the guidance of the Holy Spirit. For instance, the author proclaims that several years ago, there was a statement that people used called WWJD (What Would Jesus Do?). The author emphasizes that many people tried to achieve or live by this statement with self-effort only to fail.\textsuperscript{75} Likewise, Mack believes that the Holy Spirit is ultimately in charge and when the Holy Spirit is in charge, it takes a person to the next level.\textsuperscript{76} Moreover, Mack stresses that the next level in the life of a person is when God’s spirit flows freely in the life of a person. Mack also agrees with Joseph Walker that everything must be in sync when going to the next level. When the Holy Spirit is the only person in charge, love, unity, and understanding are all in sync and those in the body of Christ are on one accord with the Spirit.\textsuperscript{77}

On the other hand, some of the differences in literature is how Walker discusses the vision and the method. He alleges that the needs of people change and what worked for one generation may not necessarily work for another generation. Thus, he quoted a statement from Bishop Paul Morton that says, “marry the vision, but date the method.”\textsuperscript{78}

\textsuperscript{75} Tan, Siang-Yang, 18.
\textsuperscript{76} Sir Walter L. Mack, Jr., 17.
\textsuperscript{77} Sir Walter L. Mack, Jr., 18.
\textsuperscript{78} Joseph Walker III, 109.
In other words, the vision that God gives should remain the same; however, the method of carrying out the vision may change over time.\textsuperscript{79} For example, he stresses that McDonald’s sells the Big Mac and although the burger itself does not change, the form of marketing for the burger may change.\textsuperscript{80} Walker also emphasizes that to remain relevant, a person must become a student of change or culture.\textsuperscript{81}

Mack promotes more of a passion assignment as the fuel for serving. Unlike Walker, Mack feels that people are driven by passion and what they love to do. He describes how a person who loves to drive finds pleasure in serving on the van ministry because they are fulfilling their passion which is driving. In turn, the author suggests that fulfilling one’s kingdom passion is discovering what is needed right where a person is.\textsuperscript{82} He also supports his theory of passion by doing a survey and asking people to identify at least three gifts or talents that they can do with ease and sharp understanding. He asks the people how they can best use their gifts and talents to help their community, church or even in their home. Next, he asks them to seek a ministry or organization in the church or community that would allow them to network and use their gifts and talents for the kingdom of God.\textsuperscript{83}

Nance talks more about being kingdom-minded. He says that God’s agenda must become the main agenda or format for people to follow in order to serve God to the fullest. For instance, he expresses that Jesus said, “I must be about my Father’s business.”\textsuperscript{84} God’s agenda was Jesus’

\textsuperscript{79} Ibid., 108
\textsuperscript{80} Ibid., 109.
\textsuperscript{81} Ibid., 108.
\textsuperscript{82} Sir Walter L. Mack, Jr., 6.
\textsuperscript{83} Ibid., 8.
\textsuperscript{84} Luke 2:49b.
agenda and for God’s people to be in alignment with the purpose of God, they must allow God’s agenda to become their agenda.\textsuperscript{85} Another example that Nance uses to emphasize being kingdom minded is when Jesus met the woman at the well. The disciples did not see Jesus talking to a Samaritan woman as a kingdom assignment. They were only looking through natural eyes and not spiritual eyes and seeing the harvest the way Jesus saw it. Likewise, Nance asserts that to fully serve God, a person must be kingdom minded and see through the eyes of Christ.\textsuperscript{86} Yet, Walker does agree with Nance that problems cannot be solved with the same level of thinking that they were created. He declares that it takes elevated thinking or kingdom minded thinking to tap into purpose and do what God created a person to do. Walker avows that mountain top thinking is crucial in being able to solve a mountain of problems in life.\textsuperscript{87}

Some of the gaps in literature are describing the methods needed to help people understand what it means to serve. Many people are hands-on, and they will grasp it if they can demonstrate it. Most of the literature discusses the problem without giving a lot of attention to the method. For instance, Walker discusses building a NOW team that focuses on at least four traits. He emphasizes that the number one characteristic that a person must display is character. He stresses that if a person does not have character, it will do significant damage to the vision.\textsuperscript{88} The author also affirms that competence is another important trait to consider when building a

\begin{flushright}
\textsuperscript{85} Terry Nance, 172.
\textsuperscript{86} Ibid.
\textsuperscript{87} Joseph W. Walker III, 172.
\textsuperscript{88} Ibid., 54.
\end{flushright}
team. He alleges that competence will raise the expectation of the team. All of these are great traits but the method of how this will be achieved is missing.

Likewise, Terry Nance talks about getting out of the comfort zone. He emphasizes that the comfort zone is the place where people are stagnated and no longer growing in their walk and calling with God. The author compares the comfort zone to a person sitting in the stands of a game spectating and not participating. Then he uses for an example how Paul left his comfort zone and moves into the gift zone, the challenge zone, and the end zone but he does not emphasize the method that was used to move him from zone to zone.

On the other hand, Mack does bring out a valuable point that emphasizes method when he proclaims that believers are more effective when they study scripture. Yet, the controversy is when he alleges to study the doctrine of their own ministry because the teachings and the doctrines of their ministry may be different from what the media airs or teaches. He also stresses that God leads people to the teachings that he wants them to hear and know. The diversity of teaching leaves the method in question.

Mack also proclaims that having a passion for the kingdom promotes evangelism. The author emphasizes that people with a passion for the kingdom seek to reach others for the kingdom of God. He uses the scripture in Matthew 28:19 which declares, “Go ye therefore, and teach all nations, baptizing them in the name of the Father, and the Son, and the Holy Ghost.” Yet, the author also claims that in this age that people live in, people do not invite others to

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89 Ibid., 55.
90 Terry Nance, 28.
91 Dr. Sir Walter L. Mack, Jr., 44-45.
92 Matthew 28:19
worship with them and many churches do not have programs in place that are designed to carry the Good News of the Gospel outside of the church.\textsuperscript{93}

Moreover, most of the literature agrees that serving involves hearing the call of God and walking in kingdom purpose. Mack stresses that people were created in the image of God but very few understand their image, purpose, or destiny as it relates to the image of God. In turn, he declares that people must humble themselves and have the attitude of Isaiah when he said, “Here I am, send me (Isa 6:8).”\textsuperscript{94}

**Theological Foundation of Servanthood**

All throughout the Gospels, Jesus exclaimed and taught his disciples that those that desire to follow him must deny themselves and “take up their cross and follow him” (Matt 16:24).

According to this scripture, Jesus was teaching his disciples what it meant to be a true disciple. Jesus taught that true discipleship involves denying of oneself by totally yielding one’s will to Jesus’ control. Jesus also taught that the taking up of one’s cross involved the willingness to suffer, endure shame, and even die to sin, self, and the world. Likewise, to follow Him meant to be willing to live as He lived when it came to poverty, showing compassion, demonstrating humility, love and grace.\textsuperscript{95}

In addition, Jesus also told the people that the purpose for his coming to the earth was to serve, rather than be served (Mark 10:45) and those that followed him imitated his life on earth.\textsuperscript{96}

\begin{footnotes}
\item[93] Sir Walter L. Mack, Jr., 50-51.
\item[94] Ibid., 2.
\end{footnotes}
Thus, this scripture emphasizes that Jesus was the ultimate example of servanthood as he demonstrated the greatest life the world had ever seen. Moreover, the Gospel of Mark describes Jesus as the Master Servant or the Servant par excellence where He ministers first as a servant to the crowds, then to disciples, and finally to the world as he gave his life on the cross for all humanity. Overall, the Gospel of Mark displays the chief characteristic of Christ as one that is busy. The book of Mark centers around the Greek word *euteos* which is translated as *straightway*, *immediately*, *anon*, or *forthwith*. These terms reflect the busyness of Jesus and appealed to the practical Roman audience.

Furthermore, Luke chapter nine verses one and two state that Jesus called the twelve disciples and gave them power and authority to do ministry. Power is described as integral ability to perform a certain duty and authority is the right to exercise that particular ability. Moreover, Luke chapter nine verse one and two also explains that Jesus sent the disciples out to proclaim the kingdom of God to the people and heal them of sicknesses and diseases. In addition, Jesus’ final instructions to his disciples were to go and make disciples of all nations and to teach them to obey everything that he had commanded his disciples.

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97 William MacDonald, *Believer’s Bible Commentary*, 1349.


102 Matthew 28:19-20
The book of Acts also depicts Jesus as the founder, leader, chief administrator and center of the church who instructs his disciples on how to move forward with his church.\textsuperscript{103} According to Acts 1:8, Jesus instructs his disciples to begin in their religious hometown of Jerusalem which was the center of Jewish history and worship.\textsuperscript{104} Jesus says, “But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth” (Acts 1:8). The Holy Spirit would come upon them and give them supernatural strength to share the Gospel throughout all the world.\textsuperscript{105}

Moreover, Christian theology, scriptures, and religious belief teaching emphasizes behavior and action. The Apostle James writes that faith without works is dead (James 2:17). In the Gospel of Matthew Jesus emphasized the importance of putting his teachings into practice and he describes them as a wise man that built his house on a rock (Matt 7:24).\textsuperscript{106} Also, the Lutheran theologian Dietrich Bonhoeffer asserts that “Jesus' Sermon on the Mount is there for the purpose of being done.”\textsuperscript{107}

**Theoretical Foundation of Research**

Jesus Christ is the model for servant leadership. His acts of love and sacrifice are demonstrated through his self-giving rather than self-serving.\textsuperscript{108} The Gospel of Mark testifies


\textsuperscript{104} Ibid.

\textsuperscript{105} Charles F Pfeiffer and Everett F. Harrison, *The Wycliffe Bible Commentary*, 1125.

\textsuperscript{106} Knabb, Joshua J., Joseph Pelletier, and Anna Grigorian-Routon, "Towards A Psychological Understanding of Servanthood”, 46.

\textsuperscript{107} Ibid.

that Jesus did not come to be served but to serve and to give his life as a ransom for many (Mark 10:45). In addition, Jesus did not use his power and position as other typical human leaders. Instead, Jesus portrayed the opposite of egotism and humbled Himself and took on the “very nature of a servant.”

Furthermore, Jesus' ministry was centered around the people. He loved and served the multitudes. Jesus had compassion on the people and healed them. Also, when the disciples wanted to send the people away hungry, Jesus said “do not send them away – feed them.” He then took two fish and five loaves of bread and feed the multitude (Matt 14:13-21). Jesus is an example of servant leadership that leads by example. Additionally, the servant leadership of Jesus is seen through his atoning and self-sacrificial death. When Jesus reached the appropriate age, he exclaimed “did you not know that I must be about my Father’s business (Luke 2:49).

Similarly, the Apostle Paul’s life depicts that of sacrifice and servant leadership. Paul demonstrated sacrificial leadership despite obstacles and hardships. Paul confirmed he had “been in prison, flogged, exposed to death again and again, received 39 lashes from the Jews, beaten with rods 3 times, pelted with stones, shipwrecked 3 times” and so on. (2 Cor 11:23-25). Despite the hardships, Paul served and groomed others to serve. Paul provided clear direction and instructions for Christian living and service to new believers. Again, Paul showed through his lifestyle, instructions, and teaching that he was a true servant of Jesus Christ.

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109 Ibid.
110 Ibid.
111 Ibid.
112 Ibid.
Chapter 3

Methodology

The leaders at Divine Praise Ministries will be trained, equipped, and exposed to serving at a local homeless shelter to influence them to commit to leadership. One of the main objectives of the researcher is to elevate the level of thinking of the leaders at Divine Praise Ministries through biblical training and hands-on servanthood. The purpose of elevated thinking is to help the leaders tap into their God-given purpose.\(^{113}\) In addition, elevated thinking is necessary to move the leaders to a higher level of thinking that will cause them to solve a stratosphere of problems.\(^{114}\) Moreover, the leaders at Divine Praise Ministries will be encouraged to begin asking God to give them eyes for the harvest and a deeper desire to serve.\(^{115}\) Matt 9:37 declares, “Then he said to his disciples, "The harvest is plentiful, but the workers are few." In turn, the leaders at Divine Praise Ministries will be encouraged to ask God to show them the harvest that is often right in front of them.\(^{116}\) They will also be encouraged to ask the Holy Spirit to help them become desperate for reaching a new level of servanthood.\(^{117}\)

Research Questions

Research determined that the leaders at Divine Praise Ministries lacked a desire to commit to servanthood due to four main components. The leaders at Divine Praise Ministries were given a research questionnaire that asked the following questions:

\(^{113}\) Joseph W. Walker III, 7.

\(^{114}\) Ibid., 8.

\(^{115}\) Terry Nance, 80.

\(^{116}\) Ibid.

\(^{117}\) Ibid., 86.
1. Why do the members at Divine Praise Ministries lack a desire to commit to leadership?

2. Is the lack of commitment due to fear?

3. Is the lack of commitment due to rejection?

4. Is the lack of commitment due to past or present offenses?

5. Is the lack of commitment due to a lack of spiritual foundation?

6. If the lack of commitment is due to fear, what steps can be taken to help the leaders overcome fear?

7. If the lack of commitment is due to rejection, what counseling, preaching, or teaching can be offered to help the leaders overcome or handle rejection?

8. If the lack of commitment is due to offenses, are the leaders willing to attend training and/or counseling to begin the process of healing from offenses?

9. If the lack of commitment is due to lack of a spiritual foundation, are the leaders willing to attend workshops and biblical training to develop their spiritual foundation?

Moreover, the survey revealed that the main component that contributed to a lack of spiritual commitment was fear. The leaders at Divine Praise Ministries expressed that they did not desire to commit to a leadership role because of fear. The type of fears fell into the following categories: fear of failure; fear of rejection; and fear of what others would say or think.

Another component that contributed to the lack of commitment to servanthood was offense. Many people have not healed from past or present wounds, hurts, and offenses. They carry around many internal scars which hinder them from serving or functioning properly in their
purpose or calling.\textsuperscript{118} In addition, one of the deceptive strategies of Satan is to cause people to harbor offense. For example, the danger of offense can be seen in Prov 18:19 which declares, “a brother wronged is more unyielding than a fortified city; disputes are like the barred gates of a citadel.” In other words, the deep animosity that can result from offense can cause a person to become unreachable, unteachable, and unwilling to view matters from a godly perspective.\textsuperscript{119} Likewise, many people that have been offended are handicapped and hindered from fulfilling their destiny and calling in life. Their understanding of servanthood is often darkened, and they miss opportunities to serve due to judging, assumptions, and hearsays.\textsuperscript{120}

Finally, the last component that hindered the leaders at Divine Praise Ministries from committing to servanthood was the lack of a spiritual foundation. Many people possess head knowledge or a mental understanding of the scriptures rather than possessing heart knowledge or a personal relationship with God.\textsuperscript{121} For example, when Jesus entered the region of Caesarea Philippi, he asked his disciples the following question: “Whom do men say that I, the Son of man am?” (Matt 16:13). The disciples shared who others thought that Jesus was by stating: “some say John the Baptist; others say Elijah; and still others, Jeremiah or one of the prophets.” (Matt 16:14). Then Jesus located the hearts and spiritual foundation of his disciples by asking them, “But what about you?” he asked. “Who do you say I am?” (Matt 16:15). He used this question to help them see if they really knew who he was or had established a personal relationship with

\begin{footnotesize}
\begin{enumerate}
\item John Bevere, \textit{The Bait of Satan: Living Free from the Deadly Trap of Offense} (Lake Mary: Charisma House, 2004), 177.
\item John Bevere, \textit{The Bait of Satan: Living Free from the Deadly Trap of Offense}, 178.
\item Ibid., 69.
\end{enumerate}
\end{footnotesize}
Him for themselves. In turn, many of the leaders at Divine Praise Ministries were guilty of living off the speculation of what others had said about Jesus instead of establishing a relationship with him for themselves.

**Intervention Design**

The intervention design will involve action research to address the problem of why there is a lack of commitment to servanthood amongst the leaders at Divine Praise Ministries. Several leaders from Divine Praise Ministries will be interviewed and chosen to participate in an action research study designed to increase their commitment to servanthood. The research study will begin with a 40-day spiritual fast to seek God’s supernatural intervention in their personal lives and the work of the church. The leaders will have weekly scriptures to confess over their lives during the fast. In addition, the following outlines gives the details of the fast:

**January 1 – February 9, 2021**

**40 day - Fasting and Prayer Assignment**

Make a sacrifice by giving up food, drink, or a habit for 40 days to believe God for supernatural breakthroughs, blessings, and protection for 2021. Pray for the atomic power of God to be released that will produce miracles, signs, and wonders. Also, confess the following scriptures over your life and the lives of your family members:

Week 1 (Jan. 1-9) – Pray for spiritual cleansing – Psalm 51:7-12; I John 1:9
Week 2 (Jan 10-16) – Pray for healing – Isaiah 53:5; Jeremiah 17:14
Week 3 (Jan. 17-23) – Pray for financial breakthroughs – Psalm 112:3; Isaiah 45:3
Week 4 (Jan 24-31) – Pray for salvation – Acts 26:18; Romans 10:1

After the fast, the Pastor will meet with the leaders to discuss how the fast impacted their personal and spiritual lives. The leaders will be asked to elaborate on any physical changes that took place during the fast. They will also be asked to elaborate on any spiritual changes that

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122 Ibid., 68.
occurred as a result of the 40-day fast. Next, the Pastor will ask the leaders to complete the following personal growth survey:

“What will he say?”

Matthew 25:21 “His lord said unto him, Well done, thou good and faithful servant: thou hast been faithful over a few things, I will make thee ruler over many things: enter thou into the joy of thy lord.”
Matthew 25:30 – “And cast ye the unprofitable servant into outer darkness: there shall be weeping and gnashing of teeth.”

Pass or Fail (How is my commitment level to God – Am I passing or failing? Will he say well done or is he saying I am an unfaithful (uncommitted) servant – not using my gifts and talents and not doing what he asked or created me to do?)

1. Am I faithful in my walk with God?
2. Am I faithful in my personal prayer time?
3. Am I faithful in my personal Bible reading?
4. Am I faithful in attending worship service?
5. Am I faithful in Bible Study?
6. Am I faithful in Sunday School?
7. Am I faithful in tithes and offerings?
8. Am I faithful and supportive of my local church?

Once the personal growth survey is complete, the leaders will meet with the pastor to have an open discussion about their present commitment level to God and to serving at Divine Praise Ministries. Subsequently, the leaders at Divine Praise Ministries will be given the following Research Questionnaire:

RESEARCH QUESTIONNAIRE

1. Why do members at Divine Praise Ministries lack a desire to commit to leadership?
2. Is the lack of commitment due to fear?
3. Is the lack of commitment due to past or present offenses?
4. Is the lack of commitment due to rejection?
5. Is the lack of commitment due to a lack of spiritual foundation?
6. If the lack of commitment is due to fear, what steps can be taken to help the leaders overcome fear?

7. If the lack of commitment is due to offenses, are the leaders willing to attend training and/or counseling to begin the process of healing from offenses?

8. If the lack of commitment is due to rejection, is the leader willing to attend counseling sessions to heal from the rejection.

9. If the lack of commitment is due to a lack of a spiritual foundation, are the leaders willing to attend workshops and biblical training to develop their spiritual foundation?

After the surveys are complete, the study will begin by giving the members the details of the project. The members will be informed of the problem that involves a lack of commitment to leadership and how this project is designed to train, equip, and strength their leadership qualities. The leaders will be informed that the project will involve a six week voluntarily commitment to serving at a local homeless shelter. They will be informed of the volunteer schedule of providing men’s socks and toiletries to a local homeless shelter. The attached flyer highlights the personal items that the leaders at Divine Praise Ministries will provide to the homeless shelter:
Divine Praise Ministries

Helping the Homeless

FEB 8, 2021 through MAR 19, 2021

JOIN US TO HELP THE HOMELESS

Matthew 25:40
"The King will reply, "Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me."

We will be collecting the following items for the homeless:

- Mens Socks
- Mens Underwear
- Tooth Brushes
- Tooth Paste
- Deodorant
- Soap
- Shampoo
- Conditioner
- Combs
- Brushes

Donations can be mailed to:
519 Tranters Creek Road
Washington NC 27889

or
Cash App
@divinepraisemin

info@divinepraisemin.org
In addition, the leaders will be given a gift assessment quiz to help them understand their personal gifts and talents. They will also attend at least two training sessions to learn what it means to commit to serving and how to serve in excellence. After the training is completed, the members will be asked to review the following homeless shelter needs list:

**Homeless Shelter Needs List**

**Financial**

- Cash donations for utilities
- Cash donations for food and personal hygiene

**Other**

- Socks (men)
- Ziplock bags (Quart and Gallon size)

**Bedding (all twin sizes)**

- Mattresses
- Mattress covers
- Sheets
- Pillows
- Zippered vinyl pillow covers
- Blankets

**Cleaning supplies**

- Paper items (paper towels, toilet tissue and napkins)
- Garbage bags, large (39gal)
- Floor cleaner
- Mops and sweepers
- Laundry detergent
- Odor control products
- Cleaning pads
- Bathroom and disinfectant cleaner
- Toilet bowl cleaner

**Personal hygiene**

- Hand sanitizers
- Mouthwash
• Toothpaste and toothbrushes
• Men deodorant and lotion
• Body Wash (men)
• Hand soaps and bar soaps
• Shaving gel and razors
• New hair combs
• Underwear (men)
• Towels and washcloths
• Shaving shoes (flip flops)
• Foot powder

Once the list is reviewed and discussed the members will be given a spreadsheet that will list what service Divine Praise Ministries members intend to provide. The spreadsheet will have categories to check off what days the socks and personal hygiene items were delivered to the homeless shelter. Also, before the project begins the leaders will be given a consent form to fill out and return to the church office. The consent form will give them permission to serve at the homeless shelter and list the benefits and any risk involved in serving. A consent and liability form will also be received and signed from the homeless shelter that will give the leaders permission to serve without any liabilities.

**Implementation of the Intervention Design**

Once the intervention plan is approved, the project will start within the next two weeks and will be in effect for six to eight weeks. The leaders and homeless shelter will be given a start date and an estimated completion date of the project. All consent forms will be signed and filed in the church office. Next, the members will be given the goal of serving and meeting the needs of at least ten homeless people per week. The members will work with the homeless shelter officials to assess the specific personal hygiene and clothing needs of the people. Next, the members will inform the church and other church members of the needs and a box will be set out weekly to gather the items and deliver the items at the end of the week to the homeless shelter.
Also, the members will be asked to meet at least fifteen minutes before their assigned work schedule to pick up items that will be delivered to the homeless shelter.

In addition, the leaders will meet with the pastor weekly to express their personal concerns or address any questions. The pastor will also use the weekly meeting times to measure the enthusiasm and attitude of the leaders as they meet the needs of the people at the homeless shelter. For instance, the pastor will observe if the leaders felt joy as they served or if over time, they lost their zeal for serving. The pastor will also monitor the attitude of the leaders toward the Pastor and toward one another during their time of serving or meeting the needs of the homeless shelter.

Moreover, qualitative tools will be used to measure the effects of the intervention process. Videos and pictures will be used to capture the progress of the project from start to finish. A photo album will be used to display the effects of serving and hard work that will be put into the project. Also, all collection of items and field work will be documented, and a journal will be kept of any significant highlights of the project.

Surveys will be used to collect data that will identify the pros and cons of the project. Questionaries will be used to measure the interest of the people and graphs will be used to show the percentage of leaders that were willing to serve and completed the project.
Chapter 4

Results

The researcher evaluated fourteen leaders to participate in the research study. One resigned from the ministry before the research study was complete and another one was hospitalized which left only twelve leaders to evaluate as part of the research study. The names of the leaders are as follows: Al, Robert, Lonnie, Sonia, Tanisha, Nerrissa, Dominique, Vera, Iresa, Wardell, Nakia and Kevia.

The researcher began the study by leading the leaders on a 40-day spiritual fast that began January 1 through February 9, 2021. During the fast, the leaders were asked to go without eating a specific food, drinking a specific drink, or practicing a specific habit of their choice for 40 days. They were also instructed to stand in faith and believe God for supernatural breakthroughs, blessings, and protection for the year 2021. In addition, the leaders were given the following scripture schedule to confess over their lives daily:

Week 1 (Jan. 1-9) – Pray for spiritual cleansing – Psalm 51:7-12; I John 1:9
Week 2 (Jan 10-16)- Pray for healing – Isaiah 53:5; Jeremiah 17:14
Week 3 (Jan. 17-23) – Pray for financial breakthroughs – Psalm 112:3; Isaiah 45:3
Week 4 (Jan 24-31) – Pray for salvation – Acts 26:18; Romans 10:1

After the fast, the Pastor met with the leaders following the morning worship service to discuss how the fast impacted their personal and spiritual lives. The leaders met in the sanctuary where they could spread out and follow Centers for Disease Control (CDC) guidelines for safety during the pandemic. In turn, the leaders shared personal testimonies of how they experienced a deeper sense of God’s presence during the fast and they were eager to move forward in the things of God. For instance, Nerrissa and Sonia shared how they both experienced relief from
anxiety and were able to relax as a result of the fast. Tanisha specified that she was able to handle the stress of additional responsibilities on her job and new leadership. Robert expressed how he was able to reduce his cravings for sugar and lose weight. Vera confirmed that the fast gave her a deep sense of God’s presence in her spiritual walk with God. Wardell indicated that the fast helped him to commit to daily devotions and Bible readings. Overall, the leaders also shared how they experienced physical and mental healing of anxiety and other ailments in their bodies as a result of the fast.

In addition, during the meeting, the pastor encouraged the leaders to make prayer a lifestyle. The leaders were informed that everyone has busy schedules, but prayer saves time because God can do more in days, hours, minutes, and seconds than people can accomplish in months or years.\textsuperscript{123} The leaders were also encouraged to make Jesus their primary example of prayer. Jesus was a man of prayer who was often found praying on several occasions.\textsuperscript{124} Jesus also made prayer a part of his daily activities and was often found praying first thing in the morning.\textsuperscript{125} Furthermore, the pastor encouraged the leaders to establish a prayer time; choose a designated place to pray and commit to making prayer a lifestyle. The pastor also encouraged the leaders to commit to being a part of the weekly Intercessory Prayer Call every Wednesday at 6:30 a.m. where they would connect with other prayers warriors to pray about various situations. The following flyer lists the date, time, and prayer call numbers.

\begin{center}
\end{center}

\begin{center}
\textsuperscript{124} Ibid., 18.
\end{center}

\begin{center}
\textsuperscript{125} Ibid., 19.
\end{center}
Divine Praise Ministries

Invites you to join our

PRAYER CALL

WED FEB. 03

6:30 AM

CONFERENCE CALL:
515-606-5144
515-606-5284

ACCESS CODE:
978608

FOLLOW US ON
facebook

https://www.facebook.com/pages/divine-praise-ministries
https://www.facebook.com/pages/shirleygpeelee

Pastor Shirley G. Peele

519 Tranters Creek Road | Washington NC 27889  Ph:252-217-4363
Next, the researcher met with the leaders to discuss the details of the research study. The researcher met with leaders in the sanctuary following the morning worship service. The meeting was held in the sanctuary where the leaders could spread out and abide by CDC guidelines for safety practices during the pandemic. The researcher reminded the leaders of the 2019 January 13, 2019 meeting where the pastor announced that she would begin studying for her Doctorate Degree in Ministry (DMIN) with a concentration in Pastoral Counseling. In turn, the leaders were informed that it was time to move forward with the research study as part of degree requirement. The researcher also shared the purpose for the DMIN action research thesis with the leaders to help them understand what will be required of them as leaders. The leaders were informed that the research study is designed to educate, train, and inspire the leaders at Divine Praise Ministries to commit to serving in ministry. In addition, the leaders were informed of the thesis problem that the leaders of the Divine Praise Ministries lack a desire to commit to servanthood. They were also informed that data would be collected during the research study to evaluate the problem in an effort to help the leaders commit to servanthood. Furthermore, the leaders were informed that they would have weekly meetings with the researcher and participate in training and servanthood in order to collect the data needed for the research study.

Another meeting was held between the researcher and the leaders following a morning worship service in the sanctuary. The meeting was held in the sanctuary where the leaders could spread out and abide by the CDC guidelines for safety during the pandemic. During the first official research study meeting, the leaders were given a personal growth survey which detailed:

“What will he say?”

Matthew 25:21 “21 His lord said unto him, Well done, thou good and faithful servant: thou hast been faithful over a few things, I will make thee ruler over many things: enter thou into the joy of thy lord.”
Matthew 25:30 – “And cast ye the unprofitable servant into outer darkness: there shall be weeping and gnashing of teeth.”

Pass or Fail (How is my commitment level to God – Am I passing or failing? Will he say well done or is he saying I am an unfaithful (uncommitted) servant – not using my gifts and talents and not doing what he asked or created me to do?

9. Am I faithful in my walk with God?
10. Am I faithful in my personal prayer time?
11. Am I faithful in my personal Bible reading?
12. Am I faithful in attending worship service?
13. Am I faithful in Bible Study?
14. Am I faithful in Sunday School?
15. Am I faithful in tithes and offerings?
16. Am I faithful and supportive of my local church?

The results of the research were as follows:

Table 1 - Personal Growth Survey

<table>
<thead>
<tr>
<th>Leaders</th>
<th>With God</th>
<th>In Prayer</th>
<th>Bible reading</th>
<th>Worship Service</th>
<th>Bible Study</th>
<th>Sunday School</th>
<th>Tithes &amp; Offerings</th>
<th>Supporting the Church</th>
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<tr>
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<tr>
<td>Janie</td>
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Number of Leaders Passed

| Passed | 12 | 3 | 7 | 11 | 6 | 6 | 10 | 11 |

46
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</tr>
</tbody>
</table>

** Resigned from Ministry
*** Hospitalized and could not finish research

**Personal Growth Survey**

**Commitment Level**

![Bar Chart](chart.png)

**Number of Leaders Passed** vs **Number of Leaders Failed**
Personal Interviews

The pastor conducted personal interviews with each leader to discuss the results of the personal growth survey. In addition, the pastor discussed the following Ministry Leadership Staff Evaluation form:

MINISTRY LEADERSHIP EVALUATION FORM

Every member, department coordinator, leader and laity of Divine Praise Ministries should know and understand the mission and vision of the Pastor and the ministry. As a member of the leadership staff, you are responsible for making sure you function with a spirit of excellence in your assigned area. Failure to fulfill the assigned duties as a member of the leadership staff and ministry could result in unproductivity in the ministry and the loss of souls to the Kingdom of God.

Divine Praise Ministries Theme – Moving Forward with the Spirit based on Philippians 3:14 which declares “I press on toward the goal to win the prize for which God has called me heavenward in Christ Jesus.”

Divine Praise Ministries Mission – to win the lost to Jesus Christ based on the Great Commission in Matthew 28:19-20 which declares, “Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age.”

Divine Praise Ministries Vision – to demonstrate the love of God through serving based on Matthew 25:35-40 which asserts “for I was hungry and you gave Me food; I was thirsty and you gave Me drink; I was a stranger and you took Me in; I was naked and you clothed Me; I was sick and you visited Me; I was in prison and you came to Me.” 37 Then the righteous will answer Him, saying, ‘Lord, when did we see You hungry and feed You, or thirsty and give You drink? When did we see You a stranger and take You in, or naked and clothe You? Or when did we see You sick, or in prison, and come to You?’ 40 And the King will answer and say to them, ‘Assuredly, I say to you, inasmuch as you did it to one of the least of these My brethren, you did it to Me.”

Divine Praise Ministries Culture – the culture of Divine Praise Ministries is love based on I John 4:8 which expresses “Whoever does not love does not know God, because God is love. In turn, Divine Praise Ministries love God and love his people.

Evaluation Questions

1. Do you understand the mission and the vision of Divine Praise Ministries?

2. Do you understand your leadership role at Divine Praise Ministries?
3. What are you currently doing to support the vision and the mission of the church?

4. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?

5. What are your strengths and weaknesses?

6. What are you currently doing to enhance your leadership skills?

7. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?

The pastor scheduled one-hour time slots with each leader on Saturday mornings. The leaders met with the pastor in the pastor’s office at Divine Praise Ministries. The leaders maintained a safe distance and masks were worn to abide by CDC guidelines for the pandemic.

Al’s Personal Interview

The pastor met with Al in the pastor’s office. A safe distance was maintained, and masks were worn to abide by CDC guidelines. The pastor began the interview by explaining the theme, mission, vision, and culture of Divine Praise Ministries. Pastor asked Al the following questions:

a. Do you understand the mission and the vision of Divine Praise Ministries?

b. Do you understand your leadership role at Divine Praise Ministries?

c. What are you currently doing to support the vision and the mission of the church?

d. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?

e. What are your strengths and weaknesses?

f. What are you currently doing to enhance your leadership skills?
g. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?

Al expressed his understanding of the mission and the vision. He also affirmed that he understood his leadership role as a Trustee of Divine Praise Ministries. In addition, Al acknowledged that his strengths are his ability to work in the business and administration of the church and his weaknesses pertained to his spiritual development. He confirmed he lacked discipline in commitment to Bible Study, prayer, and personal devotion time. Also, at the current time, Al was not doing anything to enhance his leadership skills and on a scale of one to ten (with one being the lowest), Al scored an eight on fear as being a hinderance to serving; he scored a five on rejection; he scored and eight on offenses and a five on spiritual development as a hinderance to serving in ministry. In addition, he acknowledged that he supports the vision and mission of Divine Praise Ministries through the giving of his tithes, offerings, and sacrificial gifts. He also acknowledged that he supports the vision and mission of Divine Praise Ministries through the sacrificing of his time in working with the Financial Department. Al also expressed a desire to be faithful serving at Divine Praise Ministries. Thus, due to the pandemic, brother Al does not attend the in-services but continues to support financially and watch the services online. He also did not participate in the collecting of the items for the homeless shelter.

Chandra’s Personal Interview

The pastor met with Chandra in the pastor’s office. A safe distance was maintained, and masks were worn to abide by CDC guidelines. The pastor began the interview by explaining the theme, mission, vision, and culture of Divine Praise Ministries. Pastor asked Chandra the following questions:

a. Do you understand the mission and the vision of Divine Praise Ministries?
b. Do you understand your leadership role at Divine Praise Ministries?

c. What are you currently doing to support the vision and the mission of the church?

d. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?

e. What are your strengths and weaknesses?

f. What are you currently doing to enhance your leadership skills?

g. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?

Chandra expressed her understanding of the mission and the vision. She indicated that she understood her leadership role as a Minister, Youth Sunday School Teacher and Choir Member of Divine Praise Ministries. In addition, she acknowledged that her strengths are her ability to work minister the word of God; minister through song and teach the word of God. She acknowledged her weakness was handling offenses. She confessed that she struggled with how to properly handle offenses. Chandra was striving to enhance her leadership skills by attending trainings online and attending one-on-one training with the Pastor. In addition, on a scale of one to ten (with one being the lowest), Chandra scored a seven on fear as being a hinderance to serving; she scored a seven on rejection; she scored an eight on offenses and an eight on spiritual development as a hinderance to serving in ministry. Also, during Chandra’s personal interview, she expressed her desire to serve faithfully in ministry. She asserted that she was interested in learning more about the word of God and using her gifts and talents to glorify God. She also affirmed that she desired to support the ministry in any way that she could; yet, before the collecting of items for the homeless shelter began, she decided that the ministry was not for her. She emailed the pastor her resignation letter to thank her for all the training and support that she
had been given. The pastor called her, and she confessed that she needed to resign because she felt as if she was not doing enough in ministry or did not have enough opportunities to use her gifts and talents during the pandemic. The pastor informed her that Divine Praise Ministries was continuing to go forth with kingdom ministry during the pandemic. She was reminded that she was given opportunities to use technology to advance the Kingdom of God during the pandemic, but she always came up with excuses. Thus, at the end of the conversation the pastor informed her that people are called to serve for the glory of God, and they flourish when they are in the place and position that God called them to serve.

Rob’s Personal Interview

The pastor met with Rob in the pastor’s office. A safe distance was maintained, and masks were worn to abide by CDC guidelines. The pastor began the interview by explaining the theme, mission, vision, and culture of Divine Praise Ministries. Pastor asked the following questions:

a. Do you understand the mission and the vision of Divine Praise Ministries?

b. Do you understand your leadership role at Divine Praise Ministries?

c. What are you currently doing to support the vision and the mission of the church?

d. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?

e. What are your strengths and weaknesses?

f. What are you currently doing to enhance your leadership skills?

 g. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?

Rob expressed his understanding of the mission and the vision. He also acknowledged that he understood his leadership role as a Trustee of Divine Praise Ministries. In addition, Rob
acknowledged that his strengths are his ability to maintain the upkeep of the building and grounds of the church. He admitted his weaknesses pertained to his spiritual development. He admitted he lacked discipline in commitment to reading the Bible and prayer. Also, Rob expressed that he is reading different material to enhance his leadership skills. In addition, on a scale of one to ten (with one being the lowest), Rob scored a seven on fear as being a hinderance to serving; he scored a seven on rejection; he scored a two on offenses and a five on spiritual development as a hinderance to serving in ministry. Also, during Rob’s personal interview, he confirmed that he was willing to support the ministry in all aspects whether, physically, spiritually, financially, or whatever. In turn, Rob has been faithful in all worship services online and in-person. He has been faithful in supporting the church financially as well as physically through the upkeeping of the building and lawn care. Rob also assisted with the collection of items for the homeless shelter by contributing money to purchase personal hygiene items for the homeless shelter.

Lonnie’s Personal Interview

The pastor met with Lonnie in the pastor’s office. A safe distance was maintained, and mask were worn to abide by CDC guidelines. The pastor began the interview by explaining the theme, mission, vision, and culture of Divine Praise Ministries. Pastor asked the following questions:

a. Do you understand the mission and the vision of Divine Praise Ministries?

b. Do you understand your leadership role at Divine Praise Ministries?

c. What are you currently doing to support the vision and the mission of the church?

d. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?

e. What are your strengths and weaknesses?
f. What are you currently doing to enhance your leadership skills?

g. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?

Lonnie expressed his understanding of the mission and the vision. He also acknowledged that he understood his leadership role as a Trustee of Divine Praise Ministries. Lonnie also acknowledged that his strengths are his ability to maintain the upkeep of the building and assist in the counting of the finances. He affirmed his weaknesses pertained to his spiritual development. He confessed that he lacked discipline in commitment to Bible Study, reading the Bible and prayer. Also, Lonnie expressed that he is not currently doing anything to enhance his leadership skills. In addition, on a scale of one to ten (with one being the lowest), Lonnie scored a seven on fear as being a hinderance to serving; he scored a five on rejection; he scored a two on offenses and a five on spiritual development as a hinderance to serving in ministry. Also, during Lonnie’s personal interview, he expressed his willingness to help and support the ministry in any way possible. He declared that he loved the ministry and would do whatever was necessary to help it succeed. In turn, Lonnie has been faithful in attending the in-person worship services and giving of his tithes and offerings. Lonnie demonstrates his faithfulness by going over and above what was required of him. He sacrificed his time and resources to make sure the hospitality items were stocked and distributed after the morning worship services. Lonnie also demonstrated his support of the ministry by assisting with the collection of the items for the homeless shelter.

Sonia’s Personal Interview

The pastor met with Sonia in the pastor’s office. A safe distance was maintained, and masks were worn to abide by CDC guidelines. The pastor began the interview by explaining the theme, mission, vision, and culture of Divine Praise Ministries. Pastor asked the following questions:
a. Do you understand the mission and the vision of Divine Praise Ministries?

b. Do you understand your leadership role at Divine Praise Ministries?

c. What are you currently doing to support the vision and the mission of the church?

d. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?

e. What are your strengths and weaknesses?

f. What are you currently doing to enhance your leadership skills?

g. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?

Sonia expressed her understanding of the mission and the vision. She also declared that she understood her leadership role as Secretary of Divine Praise Ministries. She also acknowledged that her strengths were her ability to work in church administration and her main weakness was how to overcome fear in serving in ministry. She admitted that she often feared what others would think or say about her as she served. Thus, Sonia expressed that she is reading different literature and attending church trac webinars to enhance her leadership skills. In addition, on a scale of one to ten (with one being the lowest), Sonia scored a seven on fear as being a hinderance to serving; she scored a seven on rejection; she scored a two on offenses and a seven on spiritual development as a hinderance to serving in ministry. Also, during Sonia’s personal interview, she expressed her desire to serve faithfully in the ministry. She acknowledged that she had a strong desire to use her gifts in administration to assist in the ministry. She also worked diligently in creating flyers, sending out text and coordinating meetings between the pastor and the leaders at Divine Praise Ministries during the pandemic. Sonia also worked hard at making sure the items for the homeless shelter were collected and sorted before delivering them to the
homeless shelter. In addition, she demonstrated her faithfulness through giving and attending both online and in-person services.

Tanisha’s Personal Interview

The pastor met with Tanisha in the pastor’s office. A safe distance was maintained, and masks were worn to abide by CDC guidelines. The pastor began the interview by explaining the theme, mission, vision, and culture of Divine Praise Ministries. Pastor asked the following questions:

a. Do you understand the mission and the vision of Divine Praise Ministries?

b. Do you understand your leadership role at Divine Praise Ministries?

c. What are you currently doing to support the vision and the mission of the church?

d. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?

e. What are your strengths and weaknesses?

f. What are you currently doing to enhance your leadership skills?

g. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?

Tanisha expressed her understanding of the mission and the vision. She asserted that she understood her leadership role as helper of Divine Praise Ministries. She also acknowledged that her strengths were her ability to organize events and fundraisers. She admitted her main weakness was a lack of discipline when it comes to developing a spiritual foundation. She acknowledged that she is not disciplined in personal Bible reading and studying. She also admitted that she lacks discipline in her personal devotion and prayer time with God. Tanisha did express that she is reading different literature and attending online training to enhance her
leadership skills in organizing events and fund raising. In addition, on a scale of one to ten (with one being the lowest), Tanisha scored a three on fear as being a hinderance to serving; she scored a five on rejection; she scored a two on offenses and a five on spiritual development as a hinderance to serving in ministry. Also, during Tanisha’s personal interview, she expressed her love for serving in the ministry. She asserted that she loved to give financially and donate to the various projects of the ministry. She also acknowledged that she loved to discuss with her friends and coworkers the different projects that Divine Praise Ministries hosted. In turn, she invited others to join her in supporting and giving to the various projects at Divine Praise Ministries. As a result, Tanisha has always given over and above what was required. She gave financially and she donated several items for the homeless shelter. She also collected money from friends and coworkers to purchase personal hygiene items for the homeless shelter. Tanisha was also very faithful in attending online and in-person services.

Nerrissa’s Personal Interview

The pastor met with Nerrissa in the pastor’s office. A safe distance was maintained, and masks were worn to abide by CDC guidelines. The pastor began the interview by explaining the theme, mission, vision, and culture of Divine Praise Ministries. Pastor asked the following questions:

a. Do you understand the mission and the vision of Divine Praise Ministries?

b. Do you understand your leadership role at Divine Praise Ministries?

c. What are you currently doing to support the vision and the mission of the church?

d. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?

e. What are your strengths and weaknesses?
f. What are you currently doing to enhance your leadership skills?

g. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?

   Nerrissa expressed her understanding of the mission and the vision. She affirmed that she understood her leadership role as the Beautification Leader at Divine Praise Ministries. She also acknowledged that her strengths were her ability to maintain the beautification of the facility. She confessed that her main weakness is fear. She acknowledged that she has a fear of rejection as well as a fear of what others will think or say about her. Nerrissa also declared that she watches various YouTube videos to enhance her leadership skills and obtain different ideas on beautifying the church. In addition, on a scale of one to ten (with one being the lowest), Nerrissa scored an eight on fear as being a hinderance to serving; she scored an eight on rejection; she scored a five on offenses and a five on spiritual development as a hinderance to serving in ministry. Also, during Nerrissa’s personal interview, she expressed her love for the ministry and how she was grateful to be a member of Divine Praise Ministries. Nerrissa asserted that she enjoyed serving in the ministry by making sure that the church is always clean and smelling good. In addition, Nerrissa professed that she loved helping with the various projects at Divine Praise Ministries and she often invited her family members to participate in the various projects at Divine Praise Ministries. As a result, Nerrissa demonstrated her love for the ministry by being faithful in supporting the worship services online and in-person. She also demonstrated her faithfulness and love to the church by giving of her tithes, offerings, and sacrificial gifts. Nerrissa was also very instrumental in collecting and distributing the items for the homeless shelter.
Dominique’s Personal Interview

The pastor met with Dominique in the pastor’s office. A safe distance was maintained, and masks were worn to abide by CDC guidelines. The pastor began the interview by explaining the theme, mission, vision, and culture of Divine Praise Ministries. Pastor asked the following questions:

a. Do you understand the mission and the vision of Divine Praise Ministries?

b. Do you understand your leadership role at Divine Praise Ministries?

c. What are you currently doing to support the vision and the mission of the church?

d. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?

e. What are your strengths and weaknesses?

f. What are you currently doing to enhance your leadership skills?

g. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?

Dominique expressed her understanding of the mission and the vision. She acknowledged that she understood her leadership role as helper at Divine Praise Ministries. She also acknowledged that her strength was cooking and serving in the kitchen committee. She confessed her main weakness is her health issues. Dominique declared that she would love to serve more but her health issues limit her from serving at full capacity. Currently, Dominique was not doing anything to enhance her leadership skills. Thus, on a scale of one to ten (with one being the lowest), Dominique scored a six on fear as being a hinderance to serving; she scored a three on rejection; she scored a two on offenses and a five on spiritual development as a hinderance to serving in ministry. Also, during the interview, Dominique shared her love for the
ministry and how she was grateful to be a member of Divine Praise Ministries. Dominique shared that for 50 years of her life, she never had a church home and is happy to be able to serve and be a member of Divine Praise Ministries. In addition, Dominique has been faithful in giving of her tithes, offerings, and sacrificial gifts. Dominique has been faithful in attending some in-person services but mainly watched the online services during the pandemic. Dominique also served diligently in the collection of the personal hygiene items for the homeless shelter.

Vera’s Personal Interview

The pastor met with Vera in the pastor’s office. A safe distance was maintained, and masks were worn to abide by CDC guidelines. The pastor began the interview by explaining the theme, mission, vision, and culture of Divine Praise Ministries. Pastor asked the following questions:

a. Do you understand the mission and the vision of Divine Praise Ministries?

b. Do you understand your leadership role at Divine Praise Ministries?

c. What are you currently doing to support the vision and the mission of the church?

d. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?

e. What are your strengths and weaknesses?

f. What are you currently doing to enhance your leadership skills?

g. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?

Vera expressed her understanding of the mission and the vision. She confessed that she understood her leadership role as Kitchen Committee Leader and Pastor’s Aide Leader at Divine Praise Ministries. She also acknowledged that her strengths were cooking and serving in the kitchen committee as well as making sure the pastor was supported physically and financially.
She acknowledged her weaknesses were fear and rejection. She confessed that she wrestled with fear and rejection of people. She emphasized that she has experienced several incidents of rejection that caused her to contemplate resigning from her leadership duties. On the other hand, Vera attends off-campus events to get ideas in working in the kitchen and serving the pastor to enhance her leadership skills. Thus, on a scale of one to ten (with one being the lowest), Vera scored an eight on fear as being a hinderance to serving; she scored a six on rejection; she scored a six on offenses and an eight on spiritual development as a hinderance to serving in ministry.

Also, during Vera’s personal interview, she affirmed that she was excited about being a member of Divine Praise Ministries. She emphasized that she was willing to serve in any area that she was needed; yet she expressed that she loved to cook and serve in the kitchen ministry. Due to the pandemic, Divine Praise Ministries has not cooked or served any food; therefore, Vera has been inactive in the kitchen ministry. On the other hand, Vera has been faithful in giving of her tithes, offerings and sacrificial gifts. Vera has also been faithful in attending in-person and online services; however, Vera did not participate in the collection of the personal hygiene items for the homeless shelter.

Iresa’s Personal Interview

The pastor met with Iresa in the pastor’s office. A safe distance was maintained, and masks were worn to abide by CDC guidelines. The pastor began the interview by explaining the theme, mission, vision, and culture of Divine Praise Ministries. Pastor asked the following questions:

a. Do you understand the mission and the vision of Divine Praise Ministries?

b. Do you understand your leadership role at Divine Praise Ministries?

c. What are you currently doing to support the vision and the mission of the church?

d. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?
e. What are your strengths and weaknesses?

f. What are you currently doing to enhance your leadership skills?

g. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?

Iresa expressed her understanding of the mission and the vision. She affirmed that she understood her leadership role as Youth Leader at Divine Praise Ministries. She also acknowledged that her strengths were planning social events and assisting with arts and crafts. She stressed that her weakness was a lack of discipline in developing a spiritual foundation. She admitted that she was not committed to reading the Bible, having a personal devotion and prayer time with God. On the other hand, Iresa emphasized that she attends off-campus events and googles youth events to get ideas to enhance her leadership skills as a Youth Leader at Divine Praise Ministries. Also, on a scale of one to ten (with one being the lowest), Iresa scored a five on fear as being a hinderance to serving; she scored a five on rejection; she scored a four on offenses and a four on spiritual development as a hinderance to serving in ministry. Also, during Iresa’s personal interview, she expressed her excitement for serving in the ministry. Iresa shared that she loved serving at Divine Praise Ministries and especially enjoyed working with the youth department. Iresa also participated in the collection of personal hygiene items for the homeless shelter.

Wardell’s Personal Interview

The pastor met with Wardell in the pastor’s office. A safe distance was maintained, and masks were worn to abide by CDC guidelines. The pastor began the interview by explaining the theme, mission, vision, and culture of Divine Praise Ministries. Pastor asked the following questions:
a. Do you understand the mission and the vision of Divine Praise Ministries?

b. Do you understand your leadership role at Divine Praise Ministries?

c. What are you currently doing to support the vision and the mission of the church?

d. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?

e. What are your strengths and weaknesses?

f. What are you currently doing to enhance your leadership skills?

g. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?

Wardell expressed his understanding of the mission and the vision. He acknowledged that he understood his leadership role as an Usher at Divine Praise Ministries. He also acknowledged that his strengths were working with his hands and building different materials. He confessed that his weakness was talking. He acknowledged that he had a tendency to talk too much and get off the subject during church meetings. In addition, Wardell confessed that he was not doing anything to enhance his leadership skills as an Usher at Divine Praise Ministries. Also, on a scale of one to ten (with one being the lowest), Wardell scored a two on fear as being a hinderance to serving; she scored a two on rejection; she scored a two on offenses and a six on spiritual development as a hinderance to serving in ministry. Also, during Wardell’s personal interview, he expressed his love for serving in the ministry. He also demonstrated his love for the ministry by attending on-line and in-person services; yet Wardell did not participate in the collection of personal hygiene items for the homeless shelter.
Janie’s Personal Interview

The pastor met with Janie in the pastor’s office. A safe distance was maintained, and masks were worn to abide by CDC guidelines. The pastor began the interview by explaining the theme, mission, vision, and culture of Divine Praise Ministries. Pastor asked the following questions:

a. Do you understand the mission and the vision of Divine Praise Ministries?

b. Do you understand your leadership role at Divine Praise Ministries?

c. What are you currently doing to support the vision and the mission of the church?

d. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?

e. What are your strengths and weaknesses?

f. What are you currently doing to enhance your leadership skills?

g. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?

Janie expressed her understanding of the mission and the vision. She acknowledged that she understood her leadership role as a Kitchen Committee Leader at Divine Praise Ministries. She also acknowledged that her strengths were cooking and planning social events. She that she loved to cook over twenty-one course meals for her family and friends on a regular basis and enjoyed catering different events at Divine Praise Ministries. She also confessed that her weakness was a lack of discipline in developing a spiritual foundation. She admitted she is not committed to reading the Bible, having a personal devotion and prayer time with God. Janie also admitted that she was limited to serving because of health challenges and at the present time, she was not doing anything to enhance her leadership skills as a Kitchen Committee Leader at Divine Praise Ministries. Also, on a scale of one to ten (with one being the lowest), Janie scored
an eight on fear as being a hinderance to serving; she scored a seven on rejection; she scored an eight on offenses and a four on spiritual development as a hinderance to serving in ministry. Also, during Janie’s personal interview, she expressed her excitement for serving in the ministry and being a member of Divine Praise Ministries. Unfortunately, shortly after the project began for collecting items for the homeless shelter, Janie passed from covid-pneumonia.

Kevia’s Personal Interview

The pastor met with Kevia in the pastor’s office. A safe distance was maintained, and masks were worn to abide by CDC guidelines. The pastor began the interview by explaining the theme, mission, vision, and culture of Divine Praise Ministries. Pastor asked the following questions:

a. Do you understand the mission and the vision of Divine Praise Ministries?

b. Do you understand your leadership role at Divine Praise Ministries?

c. What are you currently doing to support the vision and the mission of the church?

d. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?

e. What are your strengths and weaknesses?

f. What are you currently doing to enhance your leadership skills?

g. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?

Kevia expressed her understanding of the mission and the vision. She declared that she understood her leadership role as a Youth Leader at Divine Praise Ministries. She also acknowledged that one of her main strengths was that she loved working with children. She declared that she especially loved holding and playing with babies. On the other hand, she confessed that her weakness was a lack of discipline in developing a spiritual foundation. She
admitted that she was not committed to reading the Bible, having a personal devotion and prayer time with God. Kevia also indicated that she was limited to serving because of financial and marital challenges in her personal life; however, Kevia took online classes to assist in advancing her personal career and to enhance her leadership skills as a Youth Leader at Divine Praise Ministries. Also, on a scale of one to ten (with one being the lowest), Kevia scored an eight on fear as being a hinderance to serving; she scored a four on rejection; she scored a four on offenses and a five on spiritual development as a hinderance to serving in ministry. Also, during Kevia’s personal interview, she expressed her excitement for serving in the ministry and being a member of Divine Praise Ministries; yet Kevia did not participate in the collection of personal hygiene items for the homeless shelter.

Nakia’s Personal Interview

The pastor met with Nakia in the pastor’s office. A safe distance was maintained, and masks were worn to abide by CDC guidelines. The pastor began the interview by explaining the theme, mission, vision, and culture of Divine Praise Ministries. Pastor asked the following questions:

a. Do you understand the mission and the vision of Divine Praise Ministries?

b. Do you understand your leadership role at Divine Praise Ministries?

c. What are you currently doing to support the vision and the mission of the church?

d. Are you satisfied with your commitment level to your ministry assignment at Divine Praise Ministries?

e. What are your strengths and weaknesses?

f. What are you currently doing to enhance your leadership skills?

g. On a scale of one to ten (with one being the lowest) what are some of your personal hinderances to serving in each of the following areas: fear, rejection, offenses, and spiritual foundation?
Nakia expressed her understanding of the mission and the vision. She denoted that she understood her leadership role as a helper at Divine Praise Ministries. She also acknowledged that one of her main strengths was using social media and working with technology. She implied that she enjoyed posting flyers and Divine Praise Ministries worship service information on social media. On the other hand, she indicated that her weakness was a lack of commitment to giving of her tithes and offerings. She specified that she possessed the main income in the home and that is why she was not consistent in her giving of tithes and offerings. Nakia also indicated that she is limited to serving because of financial and marital challenges in her personal life; however, Nakia took online classes to assist in advancing her personal career and to enhance her leadership skills as a helper at Divine Praise Ministries. Also, on a scale of one to ten (with one being the lowest), Nakia scored a five on fear as being a hinderance to serving; she scored a three on rejection; she scored a three on offenses and a five on spiritual development as a hinderance to serving in ministry. Also, during Nakia’s personal interview, she expressed her excitement for serving in the ministry and being a member of Divine Praise Ministries; yet Nakia did not participate in the collection of personal hygiene items for the homeless shelter.

Moreover, the following table lists the hinderance to serving scores for the Divine Praise Ministries leaders:
Table 2 –
Divine Praise Ministries Leaders Evaluation
Hinderances to Serving

<table>
<thead>
<tr>
<th>Leaders</th>
<th>Fear</th>
<th>Rejection</th>
<th>Offense</th>
<th>Spiritual Foundation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Al</td>
<td>8</td>
<td>5</td>
<td>8</td>
<td>5</td>
</tr>
<tr>
<td>Chandra</td>
<td>7</td>
<td>7</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>Rob</td>
<td>7</td>
<td>7</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>Lonnie</td>
<td>7</td>
<td>5</td>
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<td>5</td>
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<tr>
<td>Sonia</td>
<td>7</td>
<td>7</td>
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<td>7</td>
</tr>
<tr>
<td>Tanisha</td>
<td>3</td>
<td>5</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>Nerrissa</td>
<td>8</td>
<td>8</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Dominique</td>
<td>6</td>
<td>3</td>
<td>2</td>
<td>5</td>
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<tr>
<td>Vera</td>
<td>8</td>
<td>6</td>
<td>6</td>
<td>8</td>
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<tr>
<td>Iresa</td>
<td>5</td>
<td>5</td>
<td>4</td>
<td>4</td>
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<tr>
<td>Wardell</td>
<td>2</td>
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<td>6</td>
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<td>Janie</td>
<td>8</td>
<td>7</td>
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<tr>
<td>Kevia</td>
<td>8</td>
<td>4</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Nakia</td>
<td>5</td>
<td>3</td>
<td>3</td>
<td>5</td>
</tr>
</tbody>
</table>
Divine Praise Ministries
Leadership Evaluation Chart

Hinderances to Serving:
- Fear
- Rejection
- Offense
- Spiritual Foundation

Legend:
- Red: Fear
- Blue: Rejection
- Orange: Offense
- Green: Spiritual Foundation
Proper Attitude Toward Leadership Training

The pastor conducted several leadership trainings for the leaders at Divine Praise Ministries. The training was held in the sanctuary where the leaders could spread out and abide by CDC guidelines for safety practices during the pandemic. The first leadership training focused on the proper attitude toward leadership with many points taken from Robyn Gool’s book on *Proper Attitudes Toward Leadership*. The pastor declared that the pastor and ministry is limited if the leaders do not have a desire to learn and take the necessary steps to commit to serving.\(^\text{126}\)

The pastor emphasized that sheep, members, or leaders are to submit and follow their leader as specified by Robyn Gool. In addition, the pastor used Gool’s example of submission to leadership by stating how King David led sheep and the sheep follow whereas goats butt, kick, and bite when they do not submit to leadership authority.\(^\text{127}\) The pastor also affirmed that the pastor is limited if the leaders or members are not willing to submit or be open to change.

Furthermore, the pastor began with training with prayer and shared the following information:

- a. Leaders must develop and maintain a proper attitude toward those in leadership - toward those God has chosen to watch over your soul

- b. A leader’s attitude toward God and his word must be in line with the word of God

- c. A leader’s attitude toward their brothers and sisters in Christ must also be in alignment with the word of God.

- d. The gifts God has placed in a leader must be used in accordance with the word of God. For instance, a leader should not operate out of a spirit of jealous, anger, animosity, envy, or strife. A leader should not be one that causes division by sowing seeds of discord or strive among other leaders or members in the body of Christ.

\(^{126}\) Gool, Robyn. *Proper Attitudes Toward Leadership*, 72.

\(^{127}\) Ibid.
e. Not touching God’s anointed one – God is the one that called Pastors and placed them in the church as written in Jeremiah 3:15 which declares, “Then I will give you shepherds after my own heart, who will lead you with knowledge and understanding.” The Bible also says in Psalm 105:15, “Do not touch my anointed ones; do my prophets no harm.” The Lord placed Pastors in the church, and they are to be viewed and treated as a gift from God. In turn, make sure make sure to keep your mouth off the pastor because they are a gift to the body of Christ.

f. The Pastor and leaders may not always agree but leaders are to pray for their Pastors and desire to work with them.

g. The leaders should see the Pastor as a gift – not just a man or woman but a gift.

h. The leaders should see the Pastor as God’s mouthpiece - one that hears from him and gives instructions, direction, encouragement, and correction to the people from God.

i. The leaders should see the Pastor as one that brings warning and correction out of love that keeps one from walking in error.

j. The leaders should not fight or rebel against the leadership of the Pastor. When one fights against their leaders, they are actually fighting against God’s gift to the church and God himself.

k. The leaders and lay members are to take care of the gift that God has given them. They are not to worship the gift but make sure the gift is protected, loved, and supported.

l. God called Shirley G. Peele to be the Prophet of Divine Praise Ministries. – The Pastoral assignment is based on Jeremiah 1:10 which declares, “See, today I appoint you over nations and kingdoms to uproot and tear down, to destroy and overthrow, to build and to plant.”

m. The Pastor is not always right, but the leaders are to pray for the Pastor and not criticize or stand in judgment of the Pastor. The Pastor needs love and support – not rebellion and disobedience.

n. Each leader is to ask God to help them to receive the Pastor as the gift that has been placed at Divine Praise Ministries.

o. Each leader is to examine if they are in the right church? If not, that is okay. Ask God to show the leader where they need to be so they can grow, serve, give, and work to bring the vision to pass.
Servant Leadership Training with Elder Christy Jones

The Pastor hosted a Servant Leadership Training for the leaders at Divine Praise Ministries. The training was held in the sanctuary at Divine Praise Ministries and only seven leaders attended the training. A safe distance was maintained, and mask were worn to abide by CDC guidelines. Elder Christy Jones of Koinonia Christian Center was the facilitator, and the following agenda was followed:

AGENDA

LEADERSHIP – “SERVING WITH EXCELLENCE” TRAINING

February 20, 2021 – 10:00 a.m. – 12:00 p.m.

Elder Christy Jones – Facilitator

Welcome/Prayer Pastor Shirley G. Peele

Introduction Appointed

Leadership Training Part I Elder Christy Jones, KCC

Break – 10:50 – 11:00 a.m.

Leadership Training Part II Elder Christy Jones, KCC

Questions and Wrap Up – 11:50 a.m.

Elder Christy Jones began the meeting by stating that it is the job of the leader to investigate who and what is around them. In turn, the Servant Leadership training focused on the following five points:

I. The Purpose of Your Church
II. The Position and Purpose of Your Pastor
III. The Purpose of the Vision God Gives You
IV. The Posture of a Servant Leader
V. The Power of Team work to bring the Vision to Pass

In point one, Elder Christy Jones discussed the role of the church as described in Eph 3:10 which expresses, “his intent was that now, through the church, the manifold wisdom of God
should be made known to the rulers and authorities in the heavenly realms,” (Ephesians 3:10, NIV). Jones state that the church is God’s idea, and he intends for the church to evangelize to the loss. Jones also argues that God called the church to manifest His wisdom in the earth and the church is to show the love of Christ. In addition, Jones declared that God anointed leaders to stand against adversity, share Christ, and equip members of the church.

In point two, Jones discussed the position and purpose of the pastor. Jones specified that the purpose of the pastor is to communicate God’s love for the church and for his people. Jones uttered that God called pastors to feed the church the word of God as declared in Jer 3:15 which declares, “Then I will give you shepherds after my own heart, who will lead you with knowledge and understanding” (Jer 3:15, NIV). Moreover, Jones declared that pastors cover the flock in prayer, corrects, counsels, and connects the members to the vision of the church as identified in Acts 20:28 which asserts, “Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood” (Acts 20:28, NIV). Furthermore, Jones denoted that God gives the vision to the pastor and the pastor relays the vision from God to the members of the church. The pastor also helps to develop the members through teaching, training, and speaking blessings over the lives of the members. On the other hand, Jones iterated three things God expects the leaders/members to do for their pastor:

1. Pray for their pastor
2. Sow their time and money into their pastors
3. Listen and obey the teaching and instructions from their pastor
In point three, Jones discussed the purpose of the vision. She stipulated that the purpose of the vision is to communicate the direction from God that the church is to follow. Jones declared that the vision is what God has placed in the heart of the pastor to carry out in the earth.

In point four, Jones discussed the posture of a leader. Jones indicated that a servant is committed and positions themselves to be a servant that works over and above what is required of them. In turn, Jones listed the following characteristics of a servant leader:

1. A servant leader is not self-centered
2. A servant leader will give without expecting anything in return
3. A servant leader is empathetic – they know how to step into someone else’s shoes
4. A servant leader is honest and dependable
5. A servant leader is committed – they will put their hand to the gospel plow and not look back

In point five, Jones discussed the power of teamwork to bring the vision to pass. Jones indicated it takes teamwork to make the vision come to pass. Finally, Jones ended the servant leadership training with an exercise that revealed the personality traits of the leaders. The leaders completed a series of questions to determine which category best described their personality trait. The following colors describe the different personality traits:

1. Orange – risk takers, adventurers, performers, freedom and action, hands-on, results-oriented.
2. Green – thinkers, problem solvers, emotional, feel anxious, does not like a lot of small talk
3. Blue – care takers, care about people, do not like conflict or broken promises
4. Gold – planners, detail-oriented, traditional, loyal, enjoy family time

I Am A Church Member Training

The Pastor conducted a leadership training for the leaders at Divine Praise Ministries based on the book by Thom S. Rainer, *I Am A Church Member: Discovering the Attitude that Makes the Difference*. The training was held in the sanctuary where the leaders could spread out and abide by CDC guidelines for safety practices during the pandemic. The pastor led the leaders in a discussion of the following introduction, chapters, and pledges as discussed in the book:

A. Introduction: A Tale of Two Church Members

B. Chapter 1: I Will Be a Functioning Church Member

   a. Pledge: I am a church member.

      i. “I like the metaphor of membership. It’s not membership as in a civic organization or a country club. It’s the kind of membership given to us in I Corinthians 12, “Now you are the body of Christ, and individual members of it.” (I Cor. 12:27). Because I am a member of the body of Christ, I must be a functioning member, whether I am an “eye,” and “ear,” or a “hand.” As a functioning member, I will give. I will serve. I will minister. I will evangelize. I will study. I will seek to be a blessing to others. I will remember that “if one member suffers, all the members suffer with it; if one member is honored, all the members rejoice with it.” (Cor. 12:26-27).”

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128 Thom S. Rainer: *I Am A Church Member*, 17.
C. Chapter 2: I Will Be a Unifying Church Member

a. Pledge: I am a church member.

i. “I will seek to be a source of unity in my church. I know there are no perfect pastors, staff, or other church members. But neither am I. I will not be a source of gossip or dissension. One of the greatest contributions I can make is to do all I can in God’s power to help keep the church in unity for the sake of the gospel. (John 13:35, Philippians 2:14)”129

D. Chapter 3: I Will Not Let My Church Be about My Preferences and Desires

a. Pledge: I am a church member.

i. “I will not let my church be about my preferences and desires. That is self-serving. I am a member in this church to serve others and to serve Christ. My Saviour went to a cross for me. I can deal with any inconveniences and matters that just aren’t my preference or style. (Mark 9:35, Romans 12:10)”130

E. Chapter 4: I Will Pray for My Church Leaders

a. Pledge: I am a church member.

i. “I will pray for my pastor every day. I understand that the pastor’s work is never ending. His days are filled with numerous demands that bring emotional highs and lows. He must deal with critics. He must be a good husband and father. Because my pastor cannot do all things in

129 Ibid., 30.

130 Ibid., 41.
his own power, I will pray for his strength and wisdom daily. (Romans 15:30, Colossians 4:3)”131

F. Chapter 5: I Will Lead My Family to Be Healthy Church Members

a. Pledge: I am a church member.

i. “I will lead my family to be good members of this church as well. We will pray together for our church. We will worship together in our church. We will serve together in our church. And we will ask Christ to help us fall deeper in love with this church because He gave His life for her. (Ephesians 6:4)”132

G. Chapter 6: I Will Treasure Church Membership as a Gift

a. Pledge: I am a church member.

i. “This membership is a gift. When I received the free gift of salvation through Jesus Christ, I became a part of the body of Christ. I soon thereafter identified with a local body and was baptized. And now I am humbled and honored to serve and to love others in our church. I will pray that I will never take my membership for granted but see it as a gift and an opportunity to serve others and to be a part of something so much greater than any one person or member. (1 Corinthians 12:27-28)”133

131 Ibid., 52.
132 Ibid., 52.
133 Ibid., 75.
The training began with the Pastor discussing the difference in the two church members that attended the same church as discussed in the introduction of “A Tale of Two Church Members.” One of the members was happy with the church, whereas the other member had become critical of the church. In turn, the unsatisfied member and his wife had decided to leave the church. In addition, the pastor shared the reasons for the unsatisfied members decision to leave the church. The unsatisfied member felt that sitting in the Sunday services were a waste of time. They were not getting fed the word of God and the church was full of hypocrites. On the other hand, the satisfied church member emphasized to the unsatisfied church member that church members need to take a look in the mirror and examine the purpose of becoming a church member. The satisfied member affirmed that God placed people in churches to serve, learn, teach, give, care for other people and to pray for leaders. In addition, the satisfied member expressed that instead of complaining about what is wrong with the church, one should be seeking to help make the church better and healthier in order to advance the Kingdom of God. Furthermore, the pastor asked the leaders at Divine Praise Ministries could they relate to the satisfied or unsatisfied member. If they related to the satisfied member, what were some of the steps they could take to help the unsatisfied member. On the other hand, if they related to the unsatisfied member, what are some things they could do to become a satisfied member. Most of the leaders affirmed that they were satisfied members; however, before the training was complete, one of the leaders resigned from the ministry.

134 Ibid., 3.
135 Ibid., 5.
136 Ibid., 6.
137 Ibid., 7.
The Pastor continued the training by discussing what it means to be a functioning church member as expressed in chapter one of Thom S. Rainer’s book, *I Am A Church Member: Discovering the Attitude that Makes the Difference*. The pastor emphasized that church membership is built on a biblical foundation and is not to be compared to a social club.\(^1\) Rainer asserts that church membership consists of a body of believers with a common attitude and action as declared in I Corinthians chapter twelve.\(^2\) Moreover, Rainer affirms that membership is based on the biblical foundation of love as listed in I Corinthians chapter thirteen.\(^3\) In addition, the Pastor indicated that church membership is a functioning membership that is unified in its purpose, mission, activities and giving.\(^4\) Furthermore, the Pastor emphasized that the church is made up of many parts as specified in I Cor 12:12-26 which declares:

\(^{12}\) Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. \(^{13}\) For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. \(^{14}\) Even so the body is not made up of one part but of many.

\(^{15}\) Now if the foot should say, “Because I am not a hand, I do not belong to the body,” it would not for that reason stop being part of the body. \(^{16}\) And if the ear should say, “Because I am not an eye, I do not belong to the body,” it would not for that reason stop being part of the body. \(^{17}\) If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? \(^{18}\) But in fact God has placed the parts in the body, every one of them, just as he wanted them to be. \(^{19}\) If they were all one part, where would the body be? \(^{20}\) As it is, there are many parts, but one body.

\(^{21}\) The eye cannot say to the hand, “I don’t need you!” And the head cannot say to the feet, “I don’t need you!” \(^{22}\) On the contrary, those parts of the body that seem to be weaker are indispensable, \(^{23}\) and the parts that we think are less honorable we treat with special honor. And the parts that are unpresentable are treated with special modesty, \(^{24}\) while our presentable parts need no special treatment. But God has put the body together, giving greater honor to the parts that lacked it, \(^{25}\) so that there should be no division in the body, but that its parts should have equal concern for each other. \(^{26}\) If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it.

\(^{138}\) Ibid., 10.

\(^{139}\) Ibid., 11.

\(^{140}\) Ibid., 13.

\(^{141}\) Ibid., 15.
The pastor implied that everyone is different, but everyone is necessary. For example, Rainer affirms that the church is to be unified and church members are to function in their perspective places.\textsuperscript{142}

After the training on chapter one, the pastor led the leaders in the confession of the first pledge: “I like the metaphor of membership. It’s not membership as in a civic organization or a country club. It’s the kind of membership given to us in I Corinthians 12, “Now you are the body of Christ, and individual members of it.” (I Cor. 12:27). Because I am a member of the body of Christ, I must be a functioning member, whether I am an “eye,” and “ear,” or a “hand.” As a functioning member, I will give. I will serve. I will minister. I will evangelize. I will study. I will seek to be a blessing to others. I will remember that “if one member suffers, all the members suffer with it; if one member is honored, all the members rejoice with it.” (Cor. 12:26-27).\textsuperscript{143}

The pastor continued the training by discussing chapter two of I Am A Church Member by Thom S. Rainer. The pastor emphasized that unity is important and critical to the health of the church. The church is weaker if the members do not work together.\textsuperscript{144} Thus, every church member has a responsibility to display unity and not diversity. Church members may not always agree with one another, but they should love one another unconditionally.\textsuperscript{145} In addition, a unified church is powerful but imperfect because it consists of an imperfect pastor and imperfect members. Consequently, forgiveness is necessary to maintain unity in the church.\textsuperscript{146}

\textsuperscript{142} Ibid., 16.
\textsuperscript{143} Ibid., 17.
\textsuperscript{144} Ibid., 22.
\textsuperscript{145} Ibid., 23.
\textsuperscript{146} Ibid., 28.
After the training on Chapter two, the pastor led the leaders in the confession of the second pledge which declares: “I will seek to be a source of unity in my church. I know there are no perfect pastors, staff, or other church members. But neither am I. I will not be a source of gossip or dissension. One of the greatest contributions I can make is to do all I can in God’s power to help keep the church in unity for the sake of the gospel. (John 13:35, Philippians 2:14)”

The pastor continued the training by discussing chapter three of *I Am A Church Member* by Thom S. Rainer. The pastor specified that church membership is not about self-preferences or desires but sacrifices and servanthood. For example, when the disciples were arguing about who was the greatest, Jesus quoted Mark 9:25 which says, “If anyone wants to be first, he must be last all and servant of all.” Furthermore, Jesus served. The Bible declares that “just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many” (Matthew 20:28, NIV). Likewise, church membership is about servanthood and Jesus is our greatest example of servanthood because He gave, and He put others before himself.

After the training on chapter three, the pastor led the leaders in the confession of the third pledge which declares: “I will not let my church be about my preferences and desires. That is self-serving. I am a member in this church to serve others and to serve Christ. My Savior went to a cross for me. I can deal with any inconveniences and matters that just aren’t my preference or style. (Mark 9:35, Rom 12:10)”

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147 Ibid., 30.
148 Ibid., 34.
149 Ibid., 39.
150 Ibid., 41.
The pastor continued the training by discussing chapter four of *I Am A Church Member* by Thom S. Rainer. The pastor emphasizes the importance of praying for the pastor and all church leaders as specified by Rainer. Pastors and leaders lead busy lives filled with valley and mountaintop experiences. Also, the enemy sees the pastor and leaders as a threat so one of his greatest desires is to take the pastor and leaders out by devising wicked plans and setting traps for their downfall.¹⁵¹ In turn, pastors and leaders need people praying and interceding on their behalf for their spiritual, physical, and mental well-being.¹⁵²

After the training on chapter four, the pastor led the leaders in the confession of the fourth pledge which declares: “I will pray for my pastor every day. I understand that the pastor’s work is never ending. His days are filled with numerous demands that bring emotional highs and lows. He must deal with critics. He must be a good husband and father. Because my pastor cannot do all things in his own power, I will pray for his strength and wisdom daily. (Rom 15:30, Col 4:3)”¹⁵³

The pastor continued the training by discussing chapter five of *I Am A Church Member* by Thom S. Rainer. The pastor discussed the relationship of families and church. Rainer implied that families should be faithful to the church and find joy in serving the church. Rainer also suggested that church members are to strive to love their families more deeply and encourage their families to love the church more deeply as well.¹⁵⁴ In addition, Rainer denoted that church

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¹⁵¹ Ibid., 49.
¹⁵² Ibid., 50.
¹⁵³ Ibid., 52.
¹⁵⁴ Ibid., 59.
members are encouraged to lead their entire family to worship together in church by teaching the family to love the church.\textsuperscript{155}

After the training on chapter five, the pastor led the leaders in the confession of the fifth pledge which asserts, “I will lead my family to be good members of this church as well. We will pray together for our church. We will worship together in our church. We will serve together in our church. And we will ask Christ to help us fall deeper in love with this church because He gave His life for her. (Eph 6:4)”\textsuperscript{156}

The pastor continued the training by discussing chapter six of \textit{I Am A Church Member} by Thom S. Rainer. The pastor discussed seeing church membership as a gift to be treasured because it serves as an opportunity to give and serve others.\textsuperscript{157} Jesus’ death included the forgiveness of sins, the adoption by God the Father, the indwelling of the Holy Spirit and membership in the body of Christ. In turn, church membership is a gift from God based on the sacrifice that Jesus made on the cross.\textsuperscript{158} It is also a gift to always be thankful to receive and demonstrate our appreciation through overflowing joy of servanthood.\textsuperscript{159}

After the training on chapter six, the pastor led the leaders in the confession of the sixth pledge which asserts: “This membership is a gift. When I received the free gift of salvation through Jesus Christ, I became a part of the body of Christ. I soon thereafter identified with a local body and was baptized. And now I am humbled and honored to serve and to love others in our church. I will pray that I will never take my membership for granted but see it as a gift and

\begin{itemize}
\item \textsuperscript{155} Ibid., 60.
\item \textsuperscript{156} Ibid., 52.
\item \textsuperscript{157} Ibid., 69.
\item \textsuperscript{158} Ibid., 71.
\item \textsuperscript{159} Ibid., 73.
\end{itemize}
an opportunity to serve others and to be a part of something so much greater than any one person or member. (1 Corinthians 12:27-28)\textsuperscript{160}

Kingdom-Minded Leadership Training

The pastor conducted a kingdom-minded leadership training for the leaders at Divine Praise Ministries based on the book \textit{Vision of the House: Charting Your Course to Destiny} by Terry Nance. The training was held in the sanctuary where the leaders could spread out and abide by CDC guidelines for safety practices during the pandemic. The training was based on chapter six entitled, “It’s Time to…Become Kingdom Minded Leaders.”

The pastor began the training by emphasizing the author’s quote from John C. Maxwell which asserts, “everything rises and falls on leadership.” In other words, everything in ministry will be based on the quality of leadership.\textsuperscript{161} Moreover, God has called everyone to lead in some way or another and God has especially called Christian leaders to a higher level of leadership for his church.\textsuperscript{162} In addition, it is equally important that leaders understand their role in the body of Christ in order to mature and develop their leadership skills.\textsuperscript{163} For instance, I Cor 12:28 declares, “And God has placed in the church first of all apostles, second prophets, third teachers, then miracles, then gifts of healing, of helping, of guidance, and of different kinds of tongues.”

These callings and leadership positions were given by God and leaders are accountable to God for how they serve in their leadership roles.\textsuperscript{164}

\textsuperscript{160} Ibid., 75.

\textsuperscript{161} Terry Nance, 123.

\textsuperscript{162} Ibid.

\textsuperscript{163} Ibid.

\textsuperscript{164} Ibid., 124.
Furthermore, the qualities of kingdom-minded leaders include their ability to minister and encourage others to reach their full potential in the things of God. Kingdom minded people are investors and are always looking for ways to invest in the lives of others.\textsuperscript{165} In addition, kingdom minded leaders seek to please God and they understand according to scripture what it takes to please God. For instance, Terry Nance uses the example of how Enoch walked with God for 300 years and had the testimony of being a God pleaser.\textsuperscript{166} Nance also uses an example of what pleases Him as a Father to discover what pleases God. Some of the things that Nance pointed out that pleases Him as a Father are:

1. When his children do things around the house without having to be told
2. When his children are respectful and honor him without any obligation
3. When his children treat the home he provided for them with respect
4. When his children show love and appreciation for his sacrifices
5. When his children receive instruction as well as correction
6. When his children ask him for help
7. When his children desire to know the will of God
8. When his children walk in holiness and purity
9. When his children sit in his lap and tell him that they love him

Nance suggested that all these acts of his children please Him and it pleases God when we do these things for Him.\textsuperscript{167}

\textsuperscript{165} Ibid., 133.
\textsuperscript{166} Ibid., 134.
\textsuperscript{167} Ibid., 135.
Another quality of a kingdom-minded leader is that they have an apostolic mindset which means they know how to train, equip and release those they train to go out and expand the kingdom of God. Thus, kingdom-minded leaders must follow the example of Jesus of leading, training, mentoring, and equipping people in order to advance God’s kingdom in the earth. Kingdom-minded leaders must also embrace the Great Commission which declares, “Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age” (Matthew 28:19-20). Nance affirms that the Great Commission is still in effect and kingdom-minded leaders are to train people, equip them, bless them, and send them out to advance the kingdom of God.

Likewise, kingdom-minded leaders display the character and heart of God. Nance discussed how crowds of people followed Jesus to see the signs, wonders, and miracles; yet Jesus taught his disciples that it was not the miracles that make a person. It is the attitude of the heart. In turn, Nance describes the following characters of a kingdom minded person:

1. Kingdom-minded leaders display an humble heart
2. Kingdom-minded leaders have a repentant heart
3. Kingdom-minded leaders have a spirit of meekness
4. Kingdom-minded leaders hunger and thirst after God
5. Kingdom-minded leaders show mercy
6. Kingdom-minded leaders walk in purity of heart and mind

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168 Ibid., 136.
169 Ibid.
170 Ibid.
171 Ibid., 139.
7. Kingdom-minded leaders are peacemakers

Again, kingdom-minded leaders are people of character who display the heart and attitude of God. 172

Finally, kingdom-minded leaders are people of prayer. Kingdom-minded people understand the importance of prayer and do not do anything without seeking the guidance of the Holy Spirit. 173 Also, Nance asserts that kingdom-minded leaders stay before God. They lead, teach and pray from the vein of prayer. They also stay before God to represent God to those they lead. 174 Moreover, Nance asserts that a leader’s prayer life reveals their true dependency or reliance on God rather than themselves. 175 Nance also declares that for a kingdom-minded leader to maintain a fresh anointing, they must have a freshness in their prayer life. 176

Prayer Leadership Training

The pastor conducted a leadership training on prayer. The training was held in the sanctuary where the leaders could spread out and abide by CDC guidelines for safety practices during the pandemic. The pastor taught the leaders at Divine Praise Ministries on the importance of developing a prayer life based on the book, Lord, Teach Us To Pray: Praying For Results by Lucille Walker. The pastor began by explaining what prayer is. Lucille Walker asserts that prayer is humbling oneself in worship and acknowledging God as Father, Creator and the holy God of heaven and earth. 177 Prayer is also talking to God, listening to God, praising God, loving

172 Ibid., 139-140.

173 Ibid., 141.

174 Ibid.

175 Ibid.

176 Ibid.

177 Lucille Walker, Lord, Teach Us to Pray: Praying for Results (Cleveland: Pathway Press, 1986), 25.
God, obeying God, and waiting on God. Prayer is also crying to God for help and allowing the word of God to move in us and flow through us.\textsuperscript{178}

In addition, prayer is a privilege and means by which people touch God but several scriptures in the Old and New Testament emphasizes God’s command for his people to pray.\textsuperscript{179}

Some of the scriptures in the Bible that command people to pray are as follows:

1. I Chronicles 16:11 – “Look to the LORD and his strength; seek his face always.”

2. Joel 1:14 – “Declare a holy fast; call a sacred assembly. Summon the elders and all who live in the land to the house of the LORD your God and cry out to the LORD.

3. Matthew 26:41 – “Watch and pray so that you will not fall into temptation. The spirit is willing, but the flesh is weak.”

4. Luke 18:1 – “Then Jesus told his disciples a parable to show them that they should always pray and not give up.”

5. I Thessalonians 5:17 – “Pray without ceasing.”

6. John 16:23 – “In that day you will no longer ask me anything. Very truly I tell you, my Father will give you whatever you ask in my name.”

7. 2 Chronicles 7:14 – “if my people, who are called by my name, will humble themselves and pray and seek my face and turn from their wicked ways, then I will hear from heaven, and I will forgive their sin and will heal their land.”

Furthermore, prayer was a very important part of Jesus ministry on earth. Jesus was found praying early in the morning. He prayed all night before choosing the twelve disciples. He prayed in the Garden of Gethsemane. He prayed for himself, his disciples and all believers

\textsuperscript{178} Ibid.

\textsuperscript{179} Ibid., 12.
before heading to Gethsemane. Moreover, prayer is the main work of Jesus as sits on the right hand of the Father making intercession for his people (Rom 8:34).\textsuperscript{180}

The pastor also discussed several hinderances to prayer. Satan hinders prayer by trying to keep people praying or by causing doubt so a person will stop praying.\textsuperscript{181} Also, people can become their own hinderance to prayer. Below is a list of ways people can hinder their prayers:

1. By failing to ask. James 4:2 declares, “You desire but do not have, so you kill. You covet but you cannot get what you want, so you quarrel and fight. You do not have because you do not ask God.” Walker asserts that people complain, wish, or would like to have but never ask.\textsuperscript{182}

2. By asking amiss. James 4:3 declares, “When you ask, you do not receive, because you ask with wrong motives, that you may spend what you get on your pleasures.” In turn, a person’s prayers can be hindered by praying with a selfish motive.\textsuperscript{183}

3. Through unbelief. James 1:6-7 declares, “But when you ask, you must believe and not doubt, because the one who doubts is like a wave of the sea, blown and tossed by the wind. 7 That person should not expect to receive anything from the Lord.” A person’s prayers can be hindered due to a lack of faith.\textsuperscript{184}

4. Through unconfessed sin. Isaiah 59:2 declares, “But your iniquities have separated you from your God; your sins have hidden his face from you, so that he will not

\textsuperscript{180} Ibid., 13.
\textsuperscript{181} Ibid., 61
\textsuperscript{182} Ibid., 64
\textsuperscript{183} Ibid.
\textsuperscript{184} Ibid.
hear.” It is crucial that people confess and repent of their sins so that their prayers will not be hindered.\textsuperscript{185}

5. Through unforgiveness. Mark 11:24-25 declares, “Therefore I say unto you, what things soever ye desire, when ye pray, believe that ye receive them, and ye shall have them. \textsuperscript{25} And when ye stand praying, forgive, if ye have ought against any: that your Father also which is in heaven may forgive you your trespasses.” Unforgiveness will hinder a person’s prayer life.\textsuperscript{186}

6. Forgetting to give thanks. Philippians 4:6 declares, “Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God.” The Bible tells people to pray with thanksgiving.\textsuperscript{187}

7. By ignoring the poor. Proverbs 21:13 declares, “Whoever shuts their ears to the cry of the poor will also cry out and not be answered.” Prayers can be hindered by failing to help those in need.\textsuperscript{188}

8. Trouble in the home. I Peter 3:7 declares, “Husbands, in the same way be considerate as you live with your wives and treat them with respect as the weaker partner and as heirs with you of the gracious gift of life, so that nothing will hinder your prayers.” Walker declares that wrong relationships can hinder a person’s prayers.\textsuperscript{189}

9. Having idols in the heart. Ezekiel 14:3 declares, “Son of man, these men have set up idols in their hearts and put wicked stumbling blocks before their faces. Should I let

\textsuperscript{185} Ibid.
\textsuperscript{186} Ibid.
\textsuperscript{187} Ibid.
\textsuperscript{188} Ibid., 65.
\textsuperscript{189} Ibid.
Son of man, these men have set up idols in their hearts and put wicked stumbling blocks before their faces. Should I let them inquire of me at all?” Walker affirms that putting other things before God and making them priority over God will hinder a person’s prayers.190

In addition, the leaders at Divine Praise Ministries were given a copy of the attached flyer with the prayer call numbers to join the pastor in prayer every Wednesday morning at 6:30 a.m. Moreover, only six out of the twelve leaders at Divine Praise Ministries were faithful in participating in the prayer call on Wednesday mornings at 6:30 a.m. The following flyer lists the date, time, and prayer call numbers:

190 Ibid.
Exhibit 3

Divine Praise Ministries

Invites you to join our

PRAYER CALL

Pastor Shirley G. Peele

WED FEB. 03

CONFERENCE CALL:
515-606-5144
515-606-5284 Call Back

ACCESS CODE: 978608

FOLLOW US ON facebook

6:30 AM

https://www.facebook.com/pages/divine-praise-ministries
https://www.facebook.com/pages/shirleygpeelee

519 Tranters Creek Road | Washington NC 27889 | Ph:252-217-4363

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Homeless Shelter Serving Project

The pastor met with leaders at Divine Praise Ministries to discuss the homeless shelter serving project. The meeting was held in the sanctuary where the leaders could spread out and abide by CDC guidelines for safety practices during the pandemic. The leaders were informed that the project will involve a six week voluntarily commitment to serving at a local homeless shelter. The leaders were also informed that the project will involve the collection of providing men’s socks, and personal hygiene items to Zion Homeless Shelter in Washington, North Carolina. In addition, the leaders at Divine Praise Ministries were informed that the city in which the church resides consists of 44.9 percent of the Caucasian ethnic group followed by 41.7 percent of African Americans and the other 13.4 percent consisting of Hispanics.191 Also, many of the people in the city are one paycheck away from being homeless and Zion Homeless Shelter was established to help those in the community have a safe place to sleep. They also provide daily food along with clothing and personal hygiene. Likewise, it is Divine Praise Ministries desire to partner with God through scripture which declares,

For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, 36 I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me.’37 “Then the righteous will answer him, ‘Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? 38 When did we see you a stranger and invite you in, or needing clothes and clothe you? 39 When did we see you sick or in prison and go to visit you?’40 “The King will reply, ‘Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me” (Matt 25:35-40).

It is also Divine Praise Ministries desire to partner with Zion Homeless Shelter in Washington, North Carolina to provide the necessary clothing and personal hygiene items to help the homeless population of Washington, North Carolina.

A copy of the attached flyer was given to the leaders at Divine Praise Ministries to highlight the personal items that the leaders at Divine Praise Ministries will provide to the homeless shelter. A copy of an additional homeless shelter needs list was given to the leaders at Divine Praise Ministries for additional information on the needs of the homeless shelter.
Divine Praise Ministries

Helping the Homeless

FEB 8, 2021 through MAR 19, 2021

JOIN US TO HELP THE HOMELESS

Matthew 25:40
"The King will reply, "Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me."

We will be collecting the following items for the homeless:

Mens Socks and Mens Toiletries:
Tooth Brushes
Tooth Paste
Deodorant
Soap
Shampoo
Conditioner
Combs
Brushes

Donations can be mailed to:
519 Tranter's Creek Road
Washington NC 27889

or
Cash App
$divinepraisemin

@ info@divinepraiseministries.org

Pastor Shirley G. Pride
Homeless Shelter Needs List

Financial

- Cash donations for utilities
- Cash donations for food and personal hygiene

Other

- Socks (men)
- Ziplock bags (Quart and Gallon size)

Bedding (all twin sizes)

- Mattresses
- Mattress covers
- Sheets
- Pillows
- Zippered vinyl pillow covers
- Blankets

Cleaning supplies

- Paper items (paper towels, toilet tissue and napkins)
- Garbage bags, large (39gal)
- Floor cleaner
- Mops and sweepers
- Laundry detergent
- Odor control products
- Cleaning pads
- Bathroom and disinfectant cleaner
- Toilet bowl cleaner

Personal hygiene

- Hand sanitizers
- Mouthwash
- Toothpaste and toothbrushes
- Men deodorant and lotion
- Body Wash (men)
- Hand soaps and bar soaps
- Shaving gel and razors
- New hair combs
- Underwear (men)
- Towels and washcloths
- Shower shoes (flip flops)
• Foot powder

Seven of the leaders at Divine Praise Ministries collected and distributed 836 items valued at approximately $1,200 for the Zion Homeless Shelter in Washington, North Carolina. During the six-week collection period, a table was set up at Divine Praise Ministries to receive men socks and personal hygiene items. Each week items were placed on the table and sorted according to their various categories. At the end of the six-week collection period, three of the leaders at Divine Praise Ministries boxed up the items and distributed them to the homeless shelter. The following chart gives a breakdown of the items collected and distributed to the homeless shelter in Washington, North Carolina.

Table 3 - Charitable Gifts Assessment

<table>
<thead>
<tr>
<th>DONATION</th>
<th>DATE GIVEN</th>
<th>Number of Items</th>
<th>Estimated Value of Items</th>
<th>Condition of Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men's Socks</td>
<td>2/12/21</td>
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Chapter 5

Conclusion

The purpose of this DMIN action research study was to examine why the leaders at Divine Praise Ministries lack a desire to commit to serving in leadership. It was also designed to educate, train, and inspire the leaders to commit to serving in ministry and in the community. Also, as revealed in Chapter one, many of the leaders came from backgrounds where they experienced fear and rejection. Many of the leaders were overly concerned about what others thought about them rather than what God says concerning their lives. Many of the leaders also experienced past hurt and discouragement. In turn, they feared failure and embarrassment if they stepped out to serve in ministry. Several of the leaders also experienced failure and rejection in their personal lives which caused them to be timid about taking on leadership positions in ministry. Although many of the leaders were gifted and talented, they lacked confidence in themselves and thought with a traditional mindset.

In addition, as denoted in Chapter two, the conceptual framework of this DMIN thesis research project consisted of qualitative research to determine how and why things happened as a result of teaching, training, fasting, prayer and instructions given on serving in ministry. The research focused on how the leaders at Divine Praise Ministries responded to the teaching, training, prayer, fasting, and instructions to motivate them to serve in ministry. The research also was designed to stir, motivate, and broaden the level of compassion in the members of Divine Praise Ministries to serve in ministry.

Moreover, as specified in Chapter three, the leaders at Divine Praise Ministries lacked a desire to commit to leadership due to the following research questions: 1) Is the lack of commitment to leadership due to fear? 2) Is the lack of commitment to leadership due to
rejection? 3) Is the lack of commitment due to past or present offenses? 4) Is the lack of commitment due to a lack of spiritual foundation? The leaders were given a research survey based on the research questions and it determined that that the main component that contributed to a lack of spiritual commitment was fear. The leaders at Divine Praise Ministries expressed that they did not desire to commit to a leadership role because of fear and the types of fears fell into the following categories: fear of failure; fear of rejection; and fear of what others would say or think.

Another main component that contributed to the lack of commitment to servanthood was rejection. Five out of twelve of the leaders rated a seven on the hinderances to serving survey for not serving in leadership due to rejection. At least seven of the twelve leaders admitted that they did not desire to serve due to past or present rejection in ministry and in their personal lives. Likewise, offense was another major component that caused at least three of the leaders to leave the church. All three of the leaders returned within a year; yet one died due to covid-pneumonia and another one of the three that returned left again because of offenses. This is a clear example of not healing from offenses or how to properly handle offenses according to scripture. Furthermore, the pastor preached and taught on the following scripture on handling offenses:

If your brother or sister sins, go and point out their fault, just between the two of you. If they listen to you, you have won them over. 16 But if they will not listen, take one or two others along, so that ‘every matter may be established by the testimony of two or three witnesses.’ 17 If they still refuse to listen, tell it to the church; and if they refuse to listen even to the church, treat them as you would a pagan or a tax collector” (Matt 18:15-17, NIV).
Finally, the last component that hindered the leaders at Divine Praise Ministries from committing to servanthood was the lack of a spiritual foundation. As indicated in chapter four, the pastor conducted trainings, workshops, prayer, and fasting sessions to build a spiritual foundation for the leaders at Divine Praise Ministries. After the trainings, workshops, prayer, and fasting sessions, the pastor led the leaders at Divine Praise Ministries in participating in serving at a local homeless shelter. Seven of the twelve leaders seized the opportunity to participate in the collection and distribution of clothing and personal hygiene for the homeless shelter.

Research Insights

The research study shows that the leaders at Divine Praise Ministries were counseled, educated, and trained to serve in a biblical and spiritual manner. The leaders were given the vision, mission, and culture of Divine Praise Ministries. The leaders were counseled individually as well as ministered to and taught corporately. They were led on a forty-day scriptural based fast and encouraged to participate in a weekly prayer call. The leaders were also given opportunities to sit in workshops and training sessions led by the pastor and an outside source. Yet only seven out of twelve of the leaders chose to participate in all the trainings, teachings, prayers, fasting, and serving opportunities offered to them. In turn, the statement holds true that Sir Walter Mack declared that kingdom assignments are not just for angels but they are for passionate people or yielded vessels that will say, “Here am I, Lord; send me.”192 In addition, Mack asserts that leaders should be ignited with passion to serve because passion moves, produces fruit, and brings fruit.193 He also declares that passion is ignited by revelation from God that causes a person to become one with purpose where the heart and mind are transformed

192 Sir Walter L. Mack, Jr., Passion for Your Kingdom Purpose, 8.

193 Ibid., 1.
by God’s will and word.\textsuperscript{194} In turn, leaders must understand that kingdom assignments begins with a need. God gives the need and the passion to meet that need is fueled by a passion to do God’s will.\textsuperscript{195} With this in mind, there must be a passion that is stirred by God for leaders to desire to serve in a leadership position. If there is a passion that is ignited by God, the leaders will persevere through fear, rejection, offenses, and a lack of a spiritual foundation to obey the will of God. For example, Gideon was afraid when God called him to save the people of Israel from the evil attacks of the Midianites. According to Judges 6:15, Gideon said, “Pardon me, my lord,” Gideon replied, ”but how can I save Israel? My clan is the weakest in Manasseh, and I am the least in my family” (Judg 6:15, NIV). Gideon was afraid but after signs from God, Gideon moved with passion to do what God commanded him to do. Likewise, Nehemiah moved with passion to rebuild the Jerusalem wall despite opposition, threats, ridicule, mocking, and lies. Instead of moving in fear, he cried out to God in faith stating, “Hear us, our God, for we are despised. Turn their insults back on their own heads. Give them over as plunder in a land of captivity. \textsuperscript{5} Do not cover up their guilt or blot out their sins from your sight, for they have thrown insults in the face of the builders” (Neh 4:4-5, NIV).

Also, Joseph Walker III says that people will not commit to serving until they can see themselves as a catalyst to change and if they see themselves as a catalyst to change, they will not give in to hinderances to serving.\textsuperscript{196} Walker also maintains that people must have a change of mindset to fulfill their God-given purpose in the earth. He also asserts that if a person’s level of thinking does not change, they will miss the opportunity to serve.\textsuperscript{197}

\textsuperscript{194} Ibid.

\textsuperscript{195} Ibid., 1.

\textsuperscript{196} Joseph W. Walker III, 7.

\textsuperscript{197} Ibid.
Again, research shows that training, workshops, fasting, prayer opportunities as well as serving opportunities were given to the leaders at Divine Praise Ministries but only seven out of twelve of the leaders committed to serving in leadership. This proves that it must be a desire and stirring from God that will propel the leaders to serve.

**Areas of Further Research Needed**

Additional research needs to be conducted on how to counsel, teach, and train leaders that lack a desire to serve due to fear, rejection, offense and a lack of a spiritual foundation. For instance, some people suffer from these issues due to past or present trauma and crisis in their life. In turn, the leaders need someone that will learn to listen and properly interpret what they hear.\(^{198}\) For instance, there are several factors to consider when determining how well a person hears or listens to another person. The factors are age, sex, education, past experiences, perception of failed expectations and goals, current emotional and physical feelings as well as personal feelings about those in authoritative roles.\(^{199}\)

In addition, further study needs to be conducted on insecurity. The leaders at Divine Praise Ministries lack a desire to serve due to fear, rejection, offenses, and a lack of a spiritual foundation. In turn, the leaders lack confidence and feel that they never measure up to serving in a leadership role. These feelings describe insecurity which is a feeling of uncertainty or a feeling of never being as good as other people.\(^{200}\) Thus, further study to help the leaders deal with

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insecurity will be beneficial to a leader’s personal and spiritual well-being as they are taught to rely on God’s love.\textsuperscript{201}

Another area of further study that needs to be conducted is on how to deal with anxiety. Many of leaders at Divine Praise Ministries lacked a desire to serve in ministry due to fear. Many of the leaders expressed that they dealt with anxiety which is a state of uneasiness, distress, worry, apprehension, and fear.\textsuperscript{202} Consequently, no two people are the same and they handle situations in different manners. What is stressful to one person may not be stressful to another person and further study needs to be conducted on how to help a person overcome anxiety. For example, a person’s background, neurological structure, and previous experiences are factors that can determine how well a person deals with anxiety and stressful situations.\textsuperscript{203}

Similar Studies

A servant leadership study was conducted on several pastors and church members to examine various leadership types and styles in the church. The data gave both qualitative and quantitative results to compare how Jesus Christ modeled servant leadership.\textsuperscript{204} The study revealed that many of the leaders were not familiar with their leadership styles or some of the leaders were using a combination of leadership styles.\textsuperscript{205} In addition, many of the leaders did not understand what it meant to be a servant leader. They did not understand that a servant leader is a

\textsuperscript{201} Colleen Birchett, Ph.d, \textit{God’s Power to Help Hurting People}, 49.

\textsuperscript{202} Ibid., 113.

\textsuperscript{203} Ibid.


\textsuperscript{205} Du Plessis, A.L. & Nkambule, C.M., 2020, “Servant leadership as part of spiritual formation of theological students in contextualization of 21\textsuperscript{st} century theological training”, 3.
servant first and must possess a servant nature. They also did not understand that a servant leader is one that can listen and comprehend what is being said. In other words, a servant leader is one that puts others before themselves.

Moreover, the study revealed that effective servant leadership consisted of implementing a biblical theme that models the example of Jesus and other successful leaders in the Bible. Also, a proposed servant leadership model that distinguishes a clear vision of servant leadership was displayed to include: style, character, competency, function, and principles. Overall, the study showed that Jesus set the bar high for leaders; yet, if leaders commit to serving in leadership, they will strive toward fulfilling their God-given assignment.

Another study on spiritual formation among Latino believers in Protestant Churches was conducted. The study showed that Latinos express their faith and religious involvement in similar ways to those in the United States. Most Latinos incorporate a spiritual formation to develop the leaders in their congregation. The spiritual formation includes Sunday worship services, Sunday school, Bible study, prayer, discipleship programs, cell groups, men, women and youth groups, evangelism, and leadership training. As a result of implementing spiritual

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206 Ibid., 6.
207 Ibid.
208 Ibid., 8.
209 Ibid.
210 Ibid., 9.
formation principles among Latino leaders, the Latino Protestant has grown and spread to Anglo-American churches and other theological institutions.\textsuperscript{213}

Conclusion

As a result of this DMIN thesis project, the leaders at Divine Praise Ministries were trained, equipped, and motivated to serve in a leadership role. Seven of the twelve leaders trained, equipped, and motivated continue to move forward in serving. Also, because of the project, many of the leaders have a deeper hunger and excitement for serving. In addition, several leaders expressed their excitement to the pastor and acknowledged that they were eager to serve in the Kingdom of God. Also, the pastor has seen an increase in attendance for virtual Bible Study, Worship Services (online and in-person), and in giving to the ministry.

Moreover, one of the greatest aspects gained from the research project was the development of stronger relationships between the pastor and the leaders at Divine Praise Ministries. The research project, interviews, training, and prayer sessions allowed the pastor to get to know the leaders on a personal level which helped the pastor to understand things from their perspective. It also helped the pastor to discern between what is best or what really matters as stated in Phil. 1:10.

Finally, the leaders at Divine Praise Ministries were encouraged to serve with the following scripture in mind, “Whatever you do, work at it with all your heart, as working for the Lord, not for human masters,\textsuperscript{24} since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving” (Col. 3:23-24).

\textsuperscript{213} Ibid., 428.
Bibliography


APPENDIX A

PERSONAL SPIRITUAL GROWTH SURVEY

What will he say?

Matthew 25:21 “21 His lord said unto him, Well done, thou good and faithful servant: thou hast been faithful over a few things, I will make thee ruler over many things: enter thou into the joy of thy lord.”

Matthew 25:30 – “30 And cast ye the unprofitable servant into outer darkness: there shall be weeping and gnashing of teeth.”

Pass or Fail (How is my commitment level to God – Am I passing or failing? Will he say well done or is he saying I am an unfaithful (uncommitted) servant – not using my gifts and talents and not doing what he asks or created me to do?

1. Am I faithful in my walk with God?
2. Am I faithful in my personal prayer time?
3. Am I faithful in my personal Bible reading?
4. Am I faithful in attending worship service?
5. Am I faithful in Bible Study?
6. Am I faithful in Sunday School?
7. Am I faithful in tithes and offerings?
8. Am I faithful and supportive of my local church?
APPENDIX B

Homeless Shelter Financial Help and Supplies Needed

Financial

- Cash donations for utilities

Other

- Bus Passes
- Baby diapers and wipes
- Baby corn starch/powder
- Socks (men and women)
- Ziplock bags (Quart and Gallon size)
- Men's work gloves

Bedding (all twin sizes)

- Mattresses
- Mattress covers
- Sheets
- Pillows
- Zippered vinyl pillow covers
- Blankets

Cleaning supplies

- Paper items (paper towels, toilet tissue and napkins)
- Garbage bags, large (39gal)
- Floor cleaner
- Mops and sweepers
- Laundry detergent
- Odor control products
- Cleaning pads
- Bathroom and disinfectant cleaner
- Toilet bowl cleaner

Personal hygiene

- Hand sanitizers
- Alcohol-free mouthwash
- Toothpaste and toothbrushes (adult and child)
- Men and women deodorant and lotion
- Body Wash (for men and women)
- Hand soaps and bar soaps
• Shaving gel and razors
• Feminine sanitary supplies
• New hair combs
• Underwear (for men and women)
• Towels and washcloths
• Unisex shower shoes (flip flops)
• Foot powder

Food

• Grab-and-go breakfast items
• Juice boxes

Meals needed on Saturday and Sunday, enough food for 24 persons delivered between 5 and 6 pm.
APPENDIX C

Research Informed Consent

TITLE OF STUDY
Commitment to Servanthood Study

____________________________________________________________

PRIMARY RESEARCHER

Name - ___Divine Praise Ministries____
Department - ___Administration_____________________
Address - ___519 Tranters Creek Drive________________ City ___Washington___ State ___NC___
Phone - __________________________
Email - __________________________

PURPOSE OF STUDY

to address the problem of a lack of commitment to servanthood at Divine Praise Ministries.

PROCEDURES

Commit to collecting and distributing personal hygiene and clothing at the local homeless shelter in Washington, North Carolina.

______________________________________________________________________

______________________________________________________________________

RISKS

______________________________________________________________________
CONFIDENTIALITY

Please do not write any identifying information.

Every effort will be made by the researcher to preserve your confidentiality including the following:

- Assigning code names/numbers for participants that will be used on all research notes and documents
- Keeping notes, interview transcriptions, and any other identifying participant information in a locked file cabinet in the personal possession of the researcher.

Participant data will be kept confidential except in cases where the researcher is legally obligated to report specific incidents. These incidents include, but may not be limited to, incidents of abuse and suicide risk.

COMPENSATION
CONTACT INFORMATION

If you have questions at any time about this study, or you experience adverse effects as the result of participating in this study, you may contact the researcher whose contact information is provided on the first page. If you have questions regarding your rights as a research participant, or if problems arise which you do not feel you can discuss with the Primary Researcher directly by telephone at __________________ or at the following email address _____________________.

VOLUNTARY PARTICIPATION

Your participation in this study is voluntary. It is up to you to decide whether or not to take part in this study. If you decide to take part in this study, you will be asked to sign a consent form. After you sign the consent form, you are still free to withdraw at any time and without giving a reason. Withdrawing from this study will not affect the relationship you have, if any, with the researcher. If you withdraw from the study before data collection is completed, your data will be returned to you or destroyed.

Note: Please delineate the "Consent" section of the Informed Consent Form by drawing a line across the page (like this - Example). This delineation is important because the consent form grammar shifts from second person to first person, as shown in the example.

CONSENT

I have read, and I understand the provided information and have had the opportunity to ask questions. I understand that my participation is voluntary and that I am free to withdraw at any time, without giving a reason and without cost. I understand that I will be given a copy of this consent form. I voluntarily agree to take part in this study.

Participant's Signature ___________________________ Date __________

Researcher’s Signature ___________________________ Date __________
December 2, 2020

Shirley Peele
Albert Sarno

Re: IRB Application - IRB-FY20-21-358 The Effectiveness of Servanthood Training

Dear Shirley Peele and Albert Sarno,

The Liberty University Institutional Review Board (IRB) has reviewed your application in accordance with the Office for Human Research Protections (OHRP) and Food and Drug Administration (FDA) regulations and finds your study does not classify as human subjects research. This means you may begin your research with the data safeguarding methods mentioned in your IRB application.

Decision: No Human Subjects Research

Explanation: Your study is not considered human subjects research for the following reason: Your project will consist of quality improvement activities, which are not "designed to develop or contribute to generalizable knowledge" according to 45 CFR 46.102(l).

Please note that this decision only applies to your current research application, and any modifications to your protocol must be reported to the Liberty University IRB for verification of continued non-human subjects research status. You may report these changes by completing a modification submission through your Cayuse IRB account.

Also, although you are welcome to use our recruitment and consent templates, you are not required to do so. If you choose to use our documents, please replace the word research with the word project throughout both documents.

If you have any questions about this determination or need assistance in determining whether possible modifications to your protocol would change your application's status, please email us at irb@liberty.edu.

Sincerely,

G. Michele Baker, MA, CIP
Administrative Chair of Institutional Research
Research Ethics Office