

LIGHTHOUSE

LEADERSHIP

101

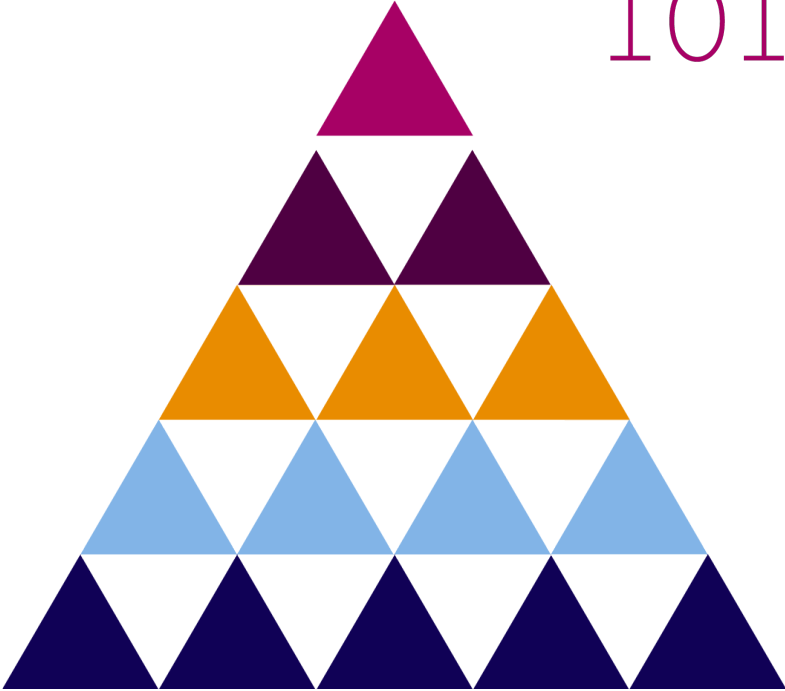


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WHY LEADERSHIP 101 & WHO IS IT FOR?

WHY LEADERSHIP 101?*

- ▶ In the spring of 2021, the Lord began speaking to Pastor Leigh Ann with this phrase, Leadership 101
- ▶ Through prayer, she began to discern & realize that the Lighthouse needed a clear teaching on leadership that would further develop unity of volunteers across all services & ministries of The Lighthouse Church
- ▶ Having a clear teaching will also help to further develop the capacity and quality of leaders
- ▶ She and Pastor Luis prayed about it & discussed the value this would bring & a deep study into biblically based leadership began
- ▶ After many weeks of research, study, prayer & editing, this Leadership 101 curriculum was completed

WHO IS LEADERSHIP 101 FOR? *

- ▶ Leadership 101 is for ALL volunteers of The Lighthouse Church!
- ▶ If you are serving as a volunteer, it is for you
- ▶ If you are serving, you are leading someone
- ▶ Leadership 101 is for volunteers serving in all services, all languages, all ethnicities and all generations at the Lighthouse Church
- ▶ Leadership 101 is for YOU!

L - LOVE

LOS BUENOS LÍDERES AMAN A DIOS A TRAVÉS DE LA ORACIÓN, LA ADORACIÓN Y LA PALABRA *

- ▶ “Love God” is the first pillar of The Lighthouse’s vision, so it is important that we as leaders take part in living our lives this way
- ▶ Matthew 22:37-40 Jesus replied, “You must love the Lord your God with all your heart, all your soul, and all your mind. This is the first and greatest commandment. A second is equally important: Love your neighbor as yourself. The entire law and all the demands of the prophets are based on these two commandments.”
- ▶ This means that you do not come to church only to serve, you come ultimately, to show love to God
 - This is walked out by being in service, in prayer meetings, in worship times, etc.
 - You should make sure that you are engaging in Sunday service on the weeks you are not scheduled to serve
- ▶ It is not healthy for you to serve on a team or teams every week in ways that pull you from service
 - Love God, then Serve Others
- ▶ Healthy leaders need time to both express their love to the Lord & to receive the Word from their pastors

GOOD LEADERS BALANCE TRUTH & LOVE¹

- ▶ Proverbs 20:28 – “Love and truth form a good leader; sound leadership is founded on loving integrity.”
- ▶ Love without truth is a haphazard, frivolous emotion, but truth without love is a bleak reality
 - However, truth and love together have the power to transform

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- Loving integrity confronts and corrects constructively
- ▶ Emotion is not the definition of love, but rather action
 - Jesus taught this through the parable of the good Samaritan
- ▶ Loving others equals actions that are for their benefit, above our own agenda

GOOD LEADERS SEEK RESTORATION²

- ▶ Restoration as defined by Merriam-Webster is a bringing back to a former position or condition
- ▶ This theme is found throughout the Bible, bringing hope, as we read about others receiving a fresh start or new beginning
 - The beauty about biblical restoration is that when God restores, He does so in a way unrivaled by the world
 - He rescues, forgives & restores by the power of His grace
- ▶ God's grace holds rescuing, forgiving, restoring, and transforming power that even leaders need
- ▶ We can see this throughout the Bible in key leaders of both the Old & New Testaments
 - Moses - his fresh start came through a burning-bush voice calling him back to Egypt to liberate God's people, this time by God's power
 - David - He was confronted by a prophet, had to confess the horror of what he had done, and then continued his kingship
 - Jonah - He was given a second chance to take God's message to Nineveh
 - Peter - He got to start over on the shore of the Sea of Galilee, as the Messiah he had betrayed sent him recommissioned for preaching the Gospel
 - Paul - He was made new by a blinding light on a road to Damascus and with an encounter with Jesus was commissioned to reach others
- ▶ Grace means we get what we do not deserve, like new beginnings, second chances and God's blessings
 - Because of this, we are not held forever by our worst decision

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- ▶ However, we cannot ever diminish a leader's sin, nor should we rush to put a leader back to work who has not yet dealt with central issues in their heart
- ▶ Restoration is a process, not a free pass
 - It requires a willing, repentant person

GOOD LEADERS HAVE EACH OTHER'S BACK! *

- ▶ If you see something that needs to be caught, catch it and make your teammate look great in the process
- ▶ We are a team, if one looks bad we all look bad
- ▶ If one bleeds, we all bleed; if one celebrates, we all celebrate
- ▶ TLC Value - We Celebrate, We Don't Compete
 - So, we should naturally be ready to help our teammates succeed.
- ▶ Romans 12:10 "Love one another with brotherly affection. Outdo one another in showing honor."

GOOD LEADERS CELEBRATE DIVERSITY IN THE BODY OF CHRIST *

- ▶ As we grow and become a reflection of heaven, we will love others and allow ourselves to learn from one another
- ▶ TLC Value - We Increase Our Circle
 - We should look to increase our circle, as a reflection of heaven, full of diversity
 - Never as a leader should you seek to lead a team of others just like you
- ▶ We will love as Christ first loved us
 - John 13:34 "A new commandment I give to you, that you love one another: just as I have loved you, you also are to love one another"

E - EXCELLENCE

GOOD LEADERS HAVE INTEGRITY¹

- ▶ Proverbs 16:13 – “Good leaders cultivate honest speech; they love advisors who tell them the truth.”
- ▶ Honesty is a foundational key to leadership!
 - Be an honest leader & have honest peeps around you!
 - The two go hand in hand
 - Model what you expect
 - Expect what you model
- ▶ Remember that character is needed to create leadership of influence
 - People do not follow leaders lacking integrity
- ▶ Integrity is as much actions as it is words
 - Do what you say you will do
 - Practice what you preach
 - Be consistent; be dependable
 - All of this builds trust
 - Quote from Pastor Gregg Headley – “You travel at the speed of trust.”

GOOD LEADERS STRIVE FOR EXCELLENCE¹

- ▶ Proverbs 20:8 – “Leaders who know their business and care keep a sharp eye out for the shoddy and cheap” (MSG)
- ▶ Do your best in all the ways you lead*
 - Don't allow yourself to become apathetic to the things that become routine

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- Come with an attitude of “how can I be better this time?”
- Be open to critiques from those who lead you
- Ask the Holy Spirit to give you eyes to see
- ▶ Expect the best out of those you lead*
- ▶ TLC Value - We Say The Hard Things
 - If you see apathy growing in your team, remind them of the goal at hand
 - Don't allow the ministry to become less than because you are scared to lead them to excellence
- ▶ Help your teams be their best by training and equipping them well
 - Cover them in prayer that the Holy Spirit will increase their abilities and give them eyes to see opportunities to grow
 - Provide actual training and equipping for the skills & talents needed to be their best for Jesus

A – ACT

GOOD LEADERS ARE ALWAYS LEARNING ¹

- ▶ Proverbs 25:3 “Like the horizons for breadth and the ocean for depth, the understanding of a good leader is broad and deep”
- ▶ Inaction breeds apathy
 - An organization can only grow as its leaders grow
 - Becoming stagnant in how you lead & work only breeds apathy
 - Apathy breeds ineffective leadership
- ▶ Good leaders are purposeful in taking hold of learning opportunities *
- ▶ As Pastor Luis Salazar says, “always be teachable”
 - In all circumstances we can learn to be better
 - Listen to the Holy Spirit & those in authority over you
 - Read books
 - Listen to podcasts
 - Attend conferences & seminars

GOOD LEADERS DO NOT REACT; THEY ACT ¹

- ▶ Proverbs 29:12 “When a leader listens to malicious gossip, all the workers get infected with evil”
- ▶ Good leaders cannot **react** merely on hearsay
- ▶ Instead they must collect all of the facts, pray and then **act** on the Matthew 18:15-17 principle

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- Matthew 18:15-17 "If another believer sins against you, go privately and point out the offense. If the other person listens and confesses it, you have won that person back. 16 But if you are unsuccessful, take one or two others with you and go back again, so that everything you say may be confirmed by two or three witnesses. 17 If the person still refuses to listen, take your case to the church. Then if he or she won't accept the church's decision, treat that person as a pagan or a corrupt tax collector.
 - As leaders, we must follow the Matthean process, but also point those we lead to follow it as well
- ▶ Much hurt and chaos can be prevented by following biblical guidelines for life

GOOD LEADERS ARE WILLING TO CHANGE *

- ▶ Organizations that stand still, die
- ▶ Choosing to be a futuring leader is essential ³
 - Futuring leaders are able to discern the times and possess a firm vision of where they want to go in the future
- ▶ A refusal to change in ways that are beneficial will lead an organization to becoming stagnant
- ▶ TLC Value - Action Over Comfort
 - We will pivot as needed, even when it is not comfortable
- ▶ Open-mindedness to innovation is essential for moving forward
- ▶ We will not do things simply because we always have
- ▶ We will never abandon the Gospel; simply update the methods, styles and approaches

D – DEAL

GOOD LEADERS DEAL WITH PROBLEMS ¹

- ▶ Proverbs 28:2 “When the country [church] is in chaos, everybody has a plan to fix it. But it takes a leader of real understanding to straighten things out”
- ▶ Problems rarely, if ever, fix themselves
- ▶ Let’s face it, where there are people eventually there are problems
- ▶ The sooner it is dealt with, the easier it is to fix
- ▶ TLC Value - We Say the Hard Things
 - Problems left to fester always become messy
 - Burying our head in the sand will not help anyone, least of all the church body
 - Problems must be lovingly handled with a direct conversation
- ▶ From the beginning of the Church, there have been problems that had to be dealt with
 - Ananias and Sapphira (Act5:1-11) & the widows who were neglected (Acts 6:1-2) are just a couple of examples
 - There will continue to be incidents we must address to enable the church to keep growing
- ▶ Leadership cannot be shy in dealing with problems, but must also be sure to act in love

GOOD LEADERS KNOW THAT SOCIAL MEDIA IS NOT THE PLACE TO OFFER YOUR “IDEAS TO IMPROVE” *

- ▶ This puts others in a place of having to publicly respond to something they may not have had time to reflect or pray about
- ▶ Speak to them one-on-one

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GOOD LEADERS DON'T COMPLAIN IN PUBLIC *

- ▶ If you don't like something, as a leader, you don't get to voice it amongst everybody
- ▶ Schedule a meeting, share & be willing to see the other side
 - Often leadership decisions reflect a multi-faceted reason
 - Also know that not all things can be shared with all people
 - Some things must remain confidential & you should have a heart to understand that you may not get to know

GOOD LEADERS HAVE PREPARED SPONTANEITY ²

- ▶ Since we acknowledge the presence of alluring and deceiving power of sin, we also acknowledge that everyone in our leadership community is vulnerable to temptation and is at risk
- ▶ Sins, small and great, can infect our community and impede or divert its work
- ▶ With “prepared spontaneity” we set in motion plans for dealing with the sin, weakness, and failure that can inevitably rear their ugly heads
- ▶ We will not be shocked by, deny, or minimize what God, in grace, reveals
 - Rather we will deal with it forthrightly in a spirit of biblical love and grace
- ▶ We will not be more concerned with defending the reputation of our leadership community than dealing with its failures.
 - Rather we will biblically address sin & offer a path of predetermined restoration
- ▶ Prepared spontaneity essentially means that because we have taken seriously what the gospel says about ongoing spiritual battles in the heart of every leader, we have prepared the Lighthouse to deal with the sin that God exposes, even though we didn't know beforehand what he will, in grace, expose

E – ESTABLISH

GOOD LEADERS ESTABLISH A SABBATH *

- ▶ Exodus 20:8 “Remember the sabbath to keep it holy”
 - This is the 4th of the 10 commandments
- ▶ Below we see what Jesus had to say about the 10 commandments
 - Matthew 5:17-19 “Don’t misunderstand why I have come. I did not come to abolish the law of Moses or the writings of the prophets. No, I came to accomplish their purpose. 18 I tell you the truth, until heaven and earth disappear, not even the smallest detail of God’s law will disappear until its purpose is achieved. 19 So if you ignore the least commandment and teach others to do the same, you will be called the least in the Kingdom of Heaven. But anyone who obeys God’s laws and teaches them will be called great in the Kingdom of Heaven.”
- ▶ We cannot be good leaders & think we are exempt from taking a Sabbath
- ▶ It is not holy to run ourselves into the ground
- ▶ It is rather, holy to rest
- ▶ If you want to lead well, lead with an established practice of sabbath
 - Teach this to those under you
 - Model it & expect it

GOOD LEADERS KEEP THEIR EMOTIONS UNDER CONTROL ¹

- ▶ Proverbs 16:14-15 “An intemperate leader wreaks havoc in lives; . . . Good-tempered leaders invigorate lives”
- ▶ We have great examples in the Bible of how to act & how to not act, emotionally speaking.
 - King Saul acted out of intemperance, resulting in the ultimate fall of his reign

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- The Apostle Paul however, responded calmly & rationally when he was facing ultimate slander
- ▶ Effective leaders can possess a passion for their work & yet not allow their emotions to be uncontrolled
- ▶ Often leaders are faced with opposition, false claims, unrealistic expectations and great pressure
- ▶ These leadership demands can leave us emotionally spent if we are not proactive
 - However, we must not respond in the wrong emotion
 - It is important to establish habits of taking our emotions to the Lord through prayer, not those we lead
 - It is important to establish habits of taking our feelings to those over us and have open, rational dialogue
 - It is important to establish habits of not reacting in the moment, but walk out spiritually healthy communication in our relationships

GOOD LEADERS ESTABLISH A MODEL OF PROTECTION ²

- ▶ We need to be known at the level where temptation of sin is its most powerful, the heart
- ▶ We all sin, but are not all tempted in the same manner of sin
- ▶ Establishing a model of protection, comes from Hebrews 13:17
 - “Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you.”
- ▶ True biblical love doesn't just accept you, bless you with patience, and greet your failures with forgiveness.
 - It doesn't stop there; it goes beyond to the hard things
 - It does everything it can to protect you from the eternal weaknesses of heart that make you susceptible to temptation.
- ▶ You must be known by your leadership to best sit under their protection

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- This means not just saying that you are “fine”, “okay” or “blessed” when you actually feel broken or hurt inside
 - How can a pastor “pastor you” if you put on a mask or just answer in “Christian-ease”?
- ▶ After allowing yourself to be known, you have to submit to their authority in your life
- This means respecting them enough to listen, receive, pray and allow Holy Spirit to speak to your heart
 - Don't just dismiss what is shared with you and think you know better You must be known by your leadership to best sit under their protection

R – RESTORE

GOOD LEADERS UNDERSTAND WE MAY FAIL AT SOMETHING *

- ▶ We will pick up and begin again
- ▶ Failure isn't the end; it is the beginning of the next step
- ▶ TLC Value - Beautifully Authentic
 - Authenticity in leadership will not happen if we cannot admit our flaws, mistakes and ultimate humanity
- ▶ Accept God's grace, seek wisdom and move forward in the leading of the Holy Spirit
- ▶ "Healthy teams foster the perspective that failure isn't a tragedy and conflict isn't the end of the world....They believe that God is worthy of noble efforts..."³

GOOD LEADERS LIVE A LIFE OF DEPENDENCY ²

- ▶ Dependency is the realization that isolated, individualized, independent Christianity is lacking of good fruit
- ▶ Dependency means understanding that every leader needs to be led and every pastor needs to be pastored
- ▶ It means confessing that as long as sin remains in me, and that apart from restraining grace and the rescuing ministry of Jesus' work on the cross & relationship of those around me, I continue to be a danger to myself.
- ▶ We need each other
 - Realizing that we cannot be good fruit if we isolate & stop allowing ourselves to be led

S - SEEK

GOOD LEADERS SEEK GOD FIRST *

- ▶ In all things we must first pray
- ▶ Before we fret, we must pray
- ▶ Philippians 4:8 "Do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God."
- ▶ Hebrews 4:16 "Let us then with confidence draw near to the throne of grace, that we may receive mercy and find grace to help in time of need."

GOOD LEADERS SEEK WISE COUNCIL ¹

- ▶ Proverbs 15:22 "Refuse good advice and watch your plans fail; / take good counsel and watch them succeed"
- ▶ We have great examples in the Bible of both outcomes
 - Absalom refused to listen to the advice of Ahithopel in 2 Samuel 17 which ended up costing him his life
 - However, because Moses listened to his father in law, his leadership was saved in Exodus 18
- ▶ Being a leader does not mean we have all the answers;
 - We have the option of seeking help from others with more experience

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GOOD LEADERS PRACTICE PHILIPPIANS 4:8 *

- ▶ Phil 4:8 Finally, brothers and sisters, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things.
- ▶ We must keep our minds, attitudes and opinions set on the ways of Phil 4:8
- ▶ Seek out what is approved by the word of God

H – HUMILITY

GOOD LEADERS SUBMIT THEIR WILL *

- ▶ We must remember that our ideas & our will must come under the authority of those leading us
- ▶ Even leaders have leaders
- ▶ We must recognize that within ourselves, we do not have all the answers
- ▶ Always have a heart ready to submit to the spiritual authority over you.

GOOD LEADERS WALK IN HUMILITY ²

- ▶ Humility means that each leader's relationship to other leaders is characterized by an acknowledgment that he/she deserves none of the recognition, power, or influence that their position affords them
- ▶ Humility means we walk in our callings and positions with honor towards the Lord and our fellow leaders
- ▶ We recognize that because of sin, we still need rescuing and we always acknowledge we need others around us
- ▶ Humility causes us to love serving more than we crave leading
- ▶ It leads us to remain teachable
- ▶ It causes us to own our inabilities, rather than boast in our abilities & strengths
- ▶ Humility causes us to be more concerned with our team's commitment to Christ than their loyalty to us
- ▶ Be more motivated to serve than to be seen
- ▶ It causes us to consider others' concern for us, taking in wise council, personal growth and committing to allow the transforming work of God's extravagant grace to us

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GOOD LEADERS APOLOGIZE *

- ▶ If you mess up or miss something, apologize!!!
- ▶ Whether it was directly your fault or someone under you, own it and say "I'm sorry!"
- ▶ When you come to someone, that is upset or you let down, with ownership & apology, you win them back instead to putting up a fence
- ▶ Putting up a fence is like building offense

GOOD LEADERS LEARN FROM ONE ANOTHER *

- ▶ As we humbly serve with one another, we should naturally learn from each other
- ▶ Consider that the other leaders around you bring something to the ministry table that you can learn from
- ▶ Allow your peers to better you by accepting the enrichment of diversity

I – INSPECT

GOOD LEADERS SUBMIT TO GOD ¹

- ▶ Proverbs 21:1 “Good leadership is a channel of water controlled by God; / he directs it to whatever ends he chooses”
- ▶ We must be willing to let God inspect us
- ▶ The key to godly leadership is submission
 - Leadership under God’s control will accomplish God’s work
- ▶ The kings of Israel who submitted to God and followed His ways experienced success, while those who went their own way fell to destruction
- ▶ A good leader must also be a good follower of God
- ▶ TLC Value: The Spirit Takes the Lead

GOOD LEADERS DO NOT TOLERATE WRONG DOING ¹

- ▶ Proverbs 16:12 “Good leaders abhor wrongdoing of all kinds; / sound leadership has a moral foundation”
- ▶ Good leaders must confront wrongdoing and deal with it without fear or favor
- ▶ An example of this comes from what Paul did with Peter on the issue of Jew-Gentile equality Gal. 2:11-14
- ▶ Effective leaders must not only confront wrongdoing, but also maintain the highest ethical standards
 - This is particularly important in two areas: money and sex
 - Therefore, we must build safeguards and accountability systems in both areas so as to protect and keep us above reproach.

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GOOD LEADERS LIVE A LIFE OPEN TO INSPECTION ²

- ▶ Inspection means inviting fellow leaders to watch for our souls
- ▶ We should allow leaders above us & by us to speak into our lives
- ▶ We value what the Lord speaks to us through our leadership
 - Inviting them to interrupt our private conversation with protective biblical insights and restorative gospel truths
- ▶ Inspection causes us to acknowledge that self-examination is not an event of isolation
 - Because we are still able to trick ourselves into thinking that we are okay when we are in danger and in need of help
- ▶ Loving, grace-infused, patient, and forgiving biblical inspection is essential for the health of every leader

P – PRODUCE

GOOD LEADERS MOTIVATE; THEY DO NOT MANIPULATE ¹

- ▶ Proverbs 16:10 “A good leader motivates, / doesn’t mislead, doesn’t exploit”
- ▶ If we are inspiring people for our benefit, that is called manipulation
- ▶ When we call people to a higher purpose, we motivate them
- ▶ As leaders we need to be careful that we do not use people to build our own kingdom or to advance our own careers
 - The difference between motivation & manipulation can be so slight that we must ever inspect our motives and actions
- ▶ Let us remember it is not our church that we lead but Christ’s church, His bride, and we need to respect her
- ▶ We must aim to produce good fruit for the Kingdom

GOOD LEADERS KNOW THAT GRIPES GO UP, NEVER DOWN *

- ▶ We must produce a positive flow of communication
- ▶ A complaining leader is a poorly producing leader, in that they will produce a team that lacks trust & respect for those who lead their direct leader
 - Dissension in a leadership structure is like cancer to the organization
 - Healthy communication makes the organization better
- ▶ If you have a complaint, take it upline to someone who can hear you and, if warranted, do something about it
 - Complaining to be heard makes you & your leader look bad
- ▶ Complaining to others you consider family or friends is called gossip
- ▶ Gossip has no place in the life of a leader

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- Proverbs 20:19 NASB “One who goes about as a slanderer reveals secrets; Therefore, do not associate with a gossip.”
 - Ephesians 4:29 NASB “Let no unwholesome word come out of your mouth, but if there is any good word for edification according to the need of the moment, say that, so that it will give grace to those who hear.”
 - James 1:26 ESV “If anyone thinks he is religious and does not bridle his tongue but deceives his heart, this person’s religion is worthless.”
- ▶ If someone begins to engage in this type of speech around you, you should remind them of the slippery slope this behavior places them on
 - ▶ TLC Value: We Say the Hard Things
 - It may feel hard to stand up for what is right in the moment, but it will protect everyone’s hearts in the end

GOOD LEADERS MODEL, MENTOR & MULTIPLY 4

- ▶ We must pour out what we have in us
- ▶ We must not let what has been invested in us, die with us
- ▶ Let us extend our legacy to include those around us & the next generation
- ▶ Model all of these Leadership 101 principles
- ▶ Mentor those under you to cultivate their gifts and talents that will further the Kingdom
- ▶ Multiply by teaching your mentees to mentor
 - So that we will ever advance the Kingdom of God with healthy, thriving leaders

SOURCE REFERENCES/NOTES

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3. Leadership Essentials by Sam Chand, Ch 3 “Discerning the Times”, Ch 8 “Creating Culture”
4. Ready, Set, Grow! 3 Conversations That Will Bring Lasting Growth to Your Church by Scott Wilson

* Denotes teaching written & prayed through from Pastors Luis & Leigh Ann Salazar’s leadership experience

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