

## Leadership Framework - The Lakes Church

---

If the church is a family, Jesus our brother and God our Father, then, like all families, we need healthy and humble leaders who embody the way of Jesus for others' good. All through the New Testament, these kinds of leaders are called "Elders and deacons" who function as the authority of a local church.<sup>1</sup> (See Acts 20v17-35, 1 Timothy 3v1-7, Titus 1v5-9, 1 Peter 5v1-4, and Hebrews 13v7-17).

To this end, this leadership framework aims to demonstrate how responsible care (i.e., leadership) at The Lakes may function in three distinct forms: Elders, Deacons, and the Board of Directors under Jesus' authority.

### **Elders:**

The Elders at The Lakes are the spiritual authority under the church as expressed in 1 Timothy 3v1-7, Titus 1v5-9, 1 Peter 5v1-4, and Acts 20v17-35.<sup>2</sup> The primary role of an Elder is to guard and shape community life in three significant spaces:

*Direction:* Elders articulate the vision for our future by expressing what they sense the Spirit stirring in our community.

*Doctrine:* they teach the Bible, theology, spiritual formation, call out false teachings, etc.

*Discipline:* in conjunction with broader leadership, Elders oversee matters of spiritual discipline within the church.

An incomplete shorthand to contextualize Elders is that they serve by leading in humility. At the same time, those who lead by serving are deacons.

### **Deacons**

Deacons at The Lakes lead the church, as expressed in 1 Timothy 3:8-12, through serving in care, administration, and discipleship.

*Care:* In conjunction with broader leadership, Deacons help facilitate tangible care that attends to the needs of all who call The Lakes home.

---

<sup>1</sup> We view *authority* as power under, not power over.

<sup>2</sup> Ibid.

*Administration:* Deacons contribute to the body via administrative capacities ranging from digital maintenance to fiscal management.

*Discipleship:* As models of leadership in the local church, Deacons embody the vision of discipleship to Jesus and help teach/lead our community into rhythms of life-long formation in the way of Jesus.

## **Board of Directors**

The Board of Directors at The Lakes is composed of Elders and non-elders alike. It is the governing body accountable for the business operations and liabilities of the 501(c)3 organization of The Lakes Church. Accordingly, board members are responsible for:

*Finance and Compensation:* The Board oversees the church's annual budget, advises Elders and staff on spending patterns, and approves/denies all major financial decisions, including staff compensation and benefits and capital assets investments.

*Human Resources, Legal, and Compliance:* The Board works with the Elders and Staff on recruiting, employment, annual evaluation, promotion, and (if necessary) dismissing employees, as well as risk management and legal compliance across all operations.

*Architecture for the Future:* The Board provides the first line of feedback and accountability to the Elders in processing the church's future vision and guides the Elders on how to best architect the future of The Lakes Church organizationally to realize that vision.

### **Leadership Prerequisites:**

- Leaders must display the fear of God, love of God, and love for the local church.
- Must be known and approved for consideration by a current member of the Board, an Elder, or a Deacon.
  - No self-nomination (or their spouse if married).
- Must have willingness, capacity, flexibility, and availability to serve in the desired role (i.e., not out of compulsion).

### **Time Commitment:**

- If serving on the Board, one should expect at least one monthly meeting (including an "all-team" meeting quarterly). In addition to board

responsibilities, if you are an Elder, you are expected to lead a life of prayer and be willing to model that in keeping with your stage of life.

- Four to six hours (on average) per month to attend to relevant Board materials, including but not limited to policies, correspondence, meeting preparation, and team conference calls.
- In addition to the regular Board meeting, committee responsibilities (where applicable) and congregational care may require a board member's time but are difficult to quantify.
- If serious issues require immediate attention, the Elders may ask the board to gather for discernment, prayer, and discussion.

### **Biblical Requirements:**

- Titus 1:5-9
  - I Peter 5:1-4
  - Acts 20:28-31
  - James 5:14
  - Matthew 5-7 (a life of devotion)
- 

### **Essential Spiritual Gifts:**

The spiritual gifts of discernment, wisdom, and leadership are foundational for those who serve the church with any measure of authority; however, other facilities such as teaching, administration, encouragement, and mercy greatly enhance leadership functioning.

### **Discernment**

The gift of discernment is the divine gift of distinguishing between truth and error. It is the ability to discern the spirits, differentiating between good and evil, right and wrong. Scripture references are 1 Corinthians 12:10, Acts 5:1-4, and Matthew 16:21-23.

People with this gift:

- Distinguish truth from error, right from wrong, and pure motives from impure motives.
- Identify deception in others with accuracy and in an appropriate manner.
- Determine whether a word attributed to God is authentic.
- Recognize inconsistencies in a teaching, prophetic message, or interpretation.
- Can sense the presence of evil.

## Wisdom

The gift of wisdom is the divine enablement to effectively apply spiritual truths to meet needs in specific situations. Scripture references are 1 Corinthians 12:8, James 3:13–18, 1 Corinthians 2:3–14, and Jeremiah 9:23–24.

People with this gift:

- Focus on the unseen consequences when determining what next steps to take.
- Receive an understanding of what is necessary to meet the body's needs.
- Provide divinely guided or given solutions amid conflict and confusion.
- Hear the Spirit provide direction for God's best in a given situation.
- Apply spiritual truth in specific and practical ways.

## Leadership

When applied to the local church, the gift of leadership is the divine enablement to envision the church's future, coupled with a humble heart to serve others. Scripture references are: Genesis 12:1; Isaiah 43:18–19; Matthew 7:7; Matthew 20:25–28; Luke 22:27; John 10:3–4, 11; 1 Corinthians 2:9–13; and James 1:5.

People with this gift:

- They are servants by nature, eager to see the church prevail in the world.
- Demonstrate spiritual foresight that anticipates the work of God.
- Allow Scripture and prayer to inform their decision-making process.
- Impart vision to others using clear communication.
- Can assess significant past events and their potential for impact on the present and future.
- They can think creatively and apply ideas and concepts in new ways.
- Desire accountability in fulfilling their responsibilities and meeting the needs of those they serve.

## Teaching

The gift of teaching is the divine enablement to understand, clearly explain, and apply the Word of God, causing greater Christ-likeness in listeners' lives. Scripture references are Romans 12:7; 1 Corinthians 12:28–29; Acts 18: 24–28; and 2 Timothy 2:2.

People with this gift:

- Communicate biblical truth that inspires greater obedience to the Word.
- Challenge listeners simply and practically with the realities of Scripture.
- Present the whole counsel of God for maximum life change.
- Give attention to detail and accuracy.
- Are committed to consistent personal time of biblical study and reflection.

### **Pathway**

If one desires or demonstrates a leadership capacity, participation in the Lake's Leadership Community is the first step toward discernment.

- Formal participation comes through participation in a board meeting where space is held for questions, comments, and concerns.
- Informally participation comes through 1-on-1 engagement with an active board member or Lead Pastor (with content related to the board at the following board meeting).
- 
- Submit candidates for review

Six month evaluation and training

As of Spring '24, the Leadership community comprises Board members and onboarding leaders.

---