

# Church Leadership Team Top Ten Principle List

By Steve Swartz

1. Foundation of Trust and Loyalty
  - a. A decision you make
  - b. Not based in perfectionism or not being disappointed
  - c. Based in love for one another
  - d. Based in the extension of grace
  - e. Based in mutual support to desire the successful ministry of each other
  - f. Based in knowing that a unified leadership is a peaceful and unified church
  - g. Beware that familiarity can breed contempt
  - h. ILL: My personal policy is to always err on the side of defending and support our leadership and I expect the same in return for the sake of the church.
2. Mutual Deference
  - a. Hold getting your way lightly on all matters of opinion
  - b. Disagree if you must but defer when you can
  - c. Never make someone else look bad or foolish in your disagreement
  - d. Do not let bad feelings fester about not getting your way on something
3. Loyalty to the Corporate Direction
  - a. Watch for self-fulfilling prophecies
  - b. Test everything against Colossians 1:28 – you can support anything that is aimed at that goal
  - c. Watch for undermining decisions and directions by not being all in or holding back your support
  - d. Remember that no one gets everything the way he wants it
  - e. Never assume a complete understanding of Ecclesiology
  - f. Watch for personal motives (benefitting my own family, my own wishes, etc)
4. Prevent and Avoid “Meetings after the meetings”
  - a. Among elders – we are not to speak negatively of another
  - b. Among deacons – we are not to speak negatively of another
  - c. Among leadership team –
    - i. We are to speak positively of one another to others and to our wives (teach your wives to do the same).
    - ii. We are not to build doubts in the minds of others (e.g., our wives) about another leader.
    - iii. Share that which is good and encouraging, that which encourages others to love the church

- iv. We follow the Head, not the feet; therefore, beware of becoming a delegate who brings the pressure others put on you into the leadership process
- 5. Think less about personal satisfaction and more about sacrificial service
  - a. Focus on building your team as a shepherd
  - b. Keep the gospel continually in front of you
  - c. Keep Christ continually in front of you as the one observing your leadership and decisions
  - d. Think in terms of years not weeks and months – wait on the Lord
- 6. Be able to give and receive correction and direction
  - a. We all need each other’s perspective – let that be okay
- 7. Guard carefully your thoughts of one another
  - a. Love and pray for each other
  - b. Guard your words
  - c. Work to encourage and build each other up
- 8. Freedom to Fail and Expectation to Improve
  - a. Freedom to grow and to learn from experience
  - b. Become the expert in your area
- 9. Decision Making
  - a. Decision process
    - i. Go up the org chart?
    - ii. Take care of it personally?
    - iii. Delegate it to a team member?
  - b. Discussion –
    - i. Keeping leaders in the loop vs asking permission – How do you know? Relationship and time working together.
- 10. Follow-Through on Developing Your Ministry (Priority Threes)<sup>1</sup>
  - a. Make a plan (oil the trigger)
    - i. Timing
    - ii. Details
    - iii. Resources
    - iv. Consultation up the org chart
  - b. Execute the plan (pull the trigger)
  - c. Make adjustments to the plan
  - d. Execute the adjustments

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<sup>1</sup> “Priority Threes” are a term we use in our church for the three developments each deacon and elder is to make to their area of ministry each year.