

# BIBLICAL LEADERSHIP



*Developing Spirit-Empowered,  
Servant-Hearted Leaders*

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## 3 - INTEGRITY OF A LEADER

*Developing the moral compass of the leader.*

### SUGGESTED READING

1. "Spiritual Leadership" by J. Oswald Sanders
2. "The Key to Everything" by Jack Hayford
3. "Manhood 101: How to Be a Man of Courage and Integrity in a World of Compromise" by Edwin Louis Cole

### KEY SCRIPTURES

1. Job 2:3 *Then the LORD said to Satan, "Have you considered My servant Job, that there is none like him on the earth, a blameless and upright man, one who fears God and shuns evil? And still he holds fast to his integrity, although you incited Me against him, to destroy him without cause."*
2. Micah 6:8 *He has shown you, O man, what is good; and what does the LORD require of you but to do justly, to love mercy, and to walk humbly with your God?*
3. Luke 16:10-13 *He who is faithful in what is least is faithful also in much; and he who is unjust in what is least is unjust also in much. Therefore if you have not been faithful in the unrighteous mammon, who will commit to your trust the true riches? And if you have not been faithful in what is another man's, who will give you what is your own?*
4. 1 Peter 2:12 *Live such good lives among the pagans that, though they accuse you of doing wrong, they may see your good deeds and glorify God on the day he visits us.*

### DEFINITION

1. The dictionary defines integrity as "a firm adherence to a code of moral values, incorruptible, incapable of being bribed or morally corrupted." It is free from deceit or untruthfulness.
2. The Old Testament Hebrew word for integrity means "the condition of being without blemish, completeness, perfection, sincerity, soundness, uprightness, wholeness." Integrity in the New Testament means "honesty and adherence to good works."
  - A. Proverbs 11:3 *The integrity of the upright will guide them, but the perversity of the unfaithful will destroy them.* (Proverbs 4:25-27, 10:9, 12:22, 19:1, 21:3, 27:6, 28:6)

3. Biblical integrity flows from a life \_\_\_\_\_ to pleasing God in every thought, word, and action.

A. Matthew 22:34-40 *Jesus said to him, “‘You shall love the LORD your God with all your heart, with all your soul, and with all your mind.’ This is the first and great commandment. And the second is like it: ‘You shall love your neighbor as yourself.’ On these two commandments hang all the Law and the Prophets.”*

### THE ROOT/FRUIT PRINCIPLE

1. The \_\_\_\_\_ of integrity produces right behavior. We do not see the roots of a tree but we can see whether the roots are healthy by the way the tree bears fruit.

A. Matthew 7:17-18 *Even so, every good tree bears good fruit, but a bad tree bears bad fruit. A good tree cannot bear bad fruit, nor can a bad tree bear good fruit.*

B. Psalm 1:3 *He shall be like a tree planted by the rivers of water, that brings forth its fruit in its season, whose leaf also shall not wither; and whatever he does shall prosper.*



2. The condition of the heart, good or bad, will reveal itself.

A. In the same way that the fruit of a tree is directly related to the health of its roots, so is the fruit (behavior, etc.) of a person's life related to the root (attitudes, thoughts, feelings we deposit or store in our hearts). The condition of a person's heart will manifest itself in our words and behavior.

B. Luke 6:43-45 *No good tree bears bad fruit, nor does a bad tree bear good fruit. Each tree is recognized by its own fruit. People do not pick figs from thorn bushes, or grapes from briers. A good (kalos) man brings good out of the good stored up in his heart, and an evil (poneros) man brings evil things out of the evil stored up in his heart. (Matthew 7:15-20)*

- Good — Kalos: Proper, beautiful, inner worth, upright, moral character.
- Evil — Ponerous: Hurtful, anguish, pain, to influence with evil intent (this is the same word as “spiritual forces of evil in the heavenly realms” in Ephesians 6:13).
- Stored up — The place where something is kept, a treasure box or chest, storehouse.

C. **Question** | The fruit of our life is the result of the spiritual and moral condition of the heart. How does Matthew 3:10 relate to this?

### THE LIFE OF JOSEPH

There are three people in the Bible who attained high public service positions in a foreign land. All three demonstrated that we can be successful without compromising our faith and integrity even in very challenging times. They were Joseph, Daniel and Nehemiah.

Joseph's years of steadfast reliance on God, exemplified by faithfulness in severe trials, ultimately led to the restoration of his family. Through the position God entrusted to him in Egypt, Joseph became God's instrument of salvation, preserving not only his family but the future nation of Israel from starvation. What others intended for harm, God sovereignly used for good (Genesis 39:2; 50:20).



**Key** | Genesis 39:2-3 *The LORD was with Joseph so that he prospered (in his devastation)... the LORD gave him success in everything he did...*

1. **Joseph was motivated on the basis of a \_\_\_\_\_ from the LORD.**

- A. Genesis 37:5-11 *Joseph had a dream... His brothers were jealous of him, but his father kept the matter in mind. (Fulfilled in Genesis 42:6-8)*
- B. Proverbs 29:18 *Where there is no (prophetic) revelation, the people cast off restraint;...*
- C. **Thoughts** | Are you motivated and energized by a God-given vision? Can you state it in simple words? How does your vision for life impact your family members and friends?

2. **Joseph was \_\_\_\_\_ in hard places.**

- A. He was sold into slavery | Genesis 37:28 *So when the Midianite merchants came by, his brothers pulled Joseph up out of the cistern and sold him for twenty shekels (8 ounces) of silver to the Ishmaelites, who took him to Egypt. (37:36)*
- B. He was falsely accused and imprisoned (Genesis 39:19-22).
- C. In prison Joseph interpreted a dream which freed the King's cupbearer but was forgotten in prison (Genesis 40:23).
- D. **Thoughts** | How do you think Joseph dealt with disappointment? Have you ever been faced with people treating you wrongly? How did you struggle through that?

3. **Joseph had a healthy fear of the Lord. He resisted and fled \_\_\_\_\_.**

- A. Genesis 39:2-12 *...But he left his cloak in her hand and ran out of the house.*
- B. There are two ways to deal with temptation: resist (James 4:7) or flee (2 Timothy 2:22). Joseph resisted Potiphar's wife but there came a time for him to flee (and face the consequences)!
- C. **Thoughts** | How do you develop spiritual strength so that when temptation comes you are able to rise victoriously above it?

4. **Joseph was not polluted by sudden \_\_\_\_\_.**

- A. Genesis 39:7-12 *...So Pharaoh said to Joseph, "I hereby put you in charge of the whole land of Egypt."*

B. 1 Timothy 6:9-10 *People who want to get rich fall into temptation and a trap and into many foolish and harmful desires that plunge men into ruin and destruction. For the love of money is a root of all kinds of evil. Some people, eager for money, have wandered from the faith and pierced themselves with many griefs.*

C. **Thoughts** | How do you think you would respond if asked to do a questionable (“grey” area) activity for a substantial sum of money, raise or prestige?

5. **Joseph did not carry (rightfully nurse) a \_\_\_\_\_ against his brothers!**

A. Genesis 50:15-21 *...But Joseph said to them, “Don’t be afraid. Am I in the place of God? You intended to harm me, but God intended it for good to accomplish what is now being done, the saving of many lives. So then, don’t be afraid. I will provide for you and your children.” And he reassured them and spoke kindly to them.*

B. Unresolved bitterness, as the result of unforgiveness, will only grow in strength and has the power to determine our future!

- When we are bitter God has to work IN us but when we forgive, God can work THROUGH us.
- If not resolved, Hurt turns to Anger which turns to Bitterness (HAB) and if you don’t take care of IT, will turn into a HABIT or a lifestyle of bitterness.

C. In Genesis 4:6-7, we read that Cain was hurt, angry and bitter about God’s acceptance of Abel’s offering. The result was the first murder! God’s Word tells us to get rid of it like putrefying garbage (Ephesians 4:31-32) and overcome evil with good (Romans 12:18-21).

D. **Thoughts** | How would your involvement/leadership in the church be affected if you carried bitterness, unforgiveness or an offense toward others?

Scan the QR code for information on the article’s title is “Guarding Against the Defilement of An Evil Report.”



## THE INTEGRITY OF LEADERSHIP

Read Titus 1:5-9, 2:7-8; 1 Timothy 3:1-13

Following are a *few* characteristics taken from Titus 1 and 1 Timothy 3 that are to be a part of a leader’s heart of integrity and behavior. It is God’s desire that we pursue these qualities in the power of the Spirit and make them a consistent part of our life.

1. \_\_\_\_\_ When others cannot find something to accuse in us.
2. \_\_\_\_\_ minded. Serious about spiritual matters.
3. Teachable and able to teach others without being offensive and argumentative.
4. Not \_\_\_\_\_ As a leader, it is critical in our indulgent culture to take this serious. (Proverbs 31:4-7)

5. Not quick tempered, having a “short fuse” or one who flares up easily and quickly.
  - A. A leader must not be a “fighter” but one who is able to control his or her own spirit.
6. Free from the \_\_\_\_\_ A leader is not to use money for status, power or security, not as an end in itself. He or she must steward that as a gift from the LORD.
7. They have a good reputation, characterized by doing good and free from wrongdoing.
8. \_\_\_\_\_ A leader has made the decision to turn from the behavior and mindset of sin and lives his or her life in light of their Biblical convictions.

*Integrity must become a Holy Spirit empowered lifestyle, the reality of a person's character.  
If we don't develop a right heart now, we will not have it later as God  
leads us into more responsibility.*

## HOW TO LEAD WITH INTEGRITY

1. We must first \_\_\_\_\_ our own life.
  - A. Is our life characterized by solid Biblical convictions that can not be compromised? If we are indecisive about a Biblical conviction it will only be a matter of time before the enemy provides us with an opportunity to compromise our values.
  - B. Be vigilant with our own thought life as stated in 2 Corinthians 10:3-6 *...the weapons of our warfare are not carnal but mighty in God for pulling down strongholds, casting down arguments and every high thing that exalts itself against the knowledge of God, bringing every thought into captivity to the obedience of Christ, and being ready to punish all disobedience when your obedience is fulfilled.*
  - C. Develop a regular habit of spiritual inventory. The “Personal Revival” sheet in this lesson provides a powerful tool for personal, spiritual inventory.
2. Create a \_\_\_\_\_ in our own life that others can imitate and follow. 1 Corinthians 1:11 *Imitate me, just as I also imitate Christ.*
3. **Key** | Learn from the mistakes and failures of other leaders who may have compromised their integrity.
4. Treat those in our care in a redemptive fashion when they make mistakes. (1 Corinthians 10:12) Here are a few more thoughts...
 

<ul style="list-style-type: none"> <li>• Expect the best from people you lead. Establish high standards for excellence but create an environment where failure is not fatal.</li> <li>• Develop an allowance for storms.</li> <li>• Help them accomplish their goals,</li> </ul>	<ul style="list-style-type: none"> <li>recognize and applaud lasting achievement.</li> <li>• When correction is necessary, affirm, then correct, followed by affirmation.</li> <li>• Appeal sparingly to the competitive urge and place a premium on team work.</li> </ul>
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## PERSONAL CLEANSING AND RENEWAL

A disciple must have a conviction (determination) to maintain a pure lifestyle before the LORD and a passion for the Kingdom (Revelation 2:1-7). **To do this we need to regularly come before the LORD for spiritual cleansing and renewal in prayer.**



**Key** | Psalm 139:23-24 *Search me, God, and know my heart; test me and know my anxious thoughts. See if there is any offensive way in me, and lead me in the way everlasting.*

The only way we are purified of sin is that we walk in the light (of God's Word) and maintain an open relationship with Him. This is not legalism but a lifestyle of repentance.

1 John 1:7-9 says: *But if we walk in the light as He is in the light, we have fellowship with one another, and the blood of Jesus Christ His Son cleanses us from all sin. If we say that we have no sin, we deceive ourselves, and the truth is not in us. If we confess our sins, He is faithful and just to forgive us our sins and to cleanse us from all unrighteousness.*

Find a time and a place to go by yourself and pray through each of the twelve areas below. These areas are not intended to condemn (Romans 8:1) but to guide us through an honest evaluation followed by cleansing from the Holy Spirit. Confess each area of need as God reveals with the willingness to make it right and to forsake it. Then praise God for His cleansing through the power of the Holy Spirit.

1. **God's Word** *Psalm 119:97, 140*
  - Do I love to read and meditate on God's Word?
  - Do I apply what I read to everyday life?
2. **The Holy Spirit** *Galatians 5:22-25; Ephesians 5:18-21*
  - Do I ask to be filled with the Holy Spirit each day?
  - Am I sensitive to the Spirit's voice and do I allow Him to lead and control me?
3. **First Love** *Philippians 1:21-23; Revelation 2:4-5*
  - Is Jesus Christ still the most important Person in my life?
  - Does my schedule, spending, etc. reveal that God is first in my life?
4. **Prayer** *Matthew 6:6; 1 Timothy 2:1-2*
  - Am I faithful to a consistent life of prayer? (Matthew 6:9-13)
  - Is my prayer life filled with joy and intimacy with the Father?
5. **Submission** *1 Samuel 15:22; Hebrews 13:17*
  - Do I truly obey God from the heart?
  - Do I genuinely obey human authorities that God has placed over my life?

6. **Humility** *Psalm 51:17; Isaiah 57:15; Luke 14:7-11*
    - Am I quick to admit I am wrong?
    - Am I willing to joyfully take the “lower place?”
  7. **A pure heart** *Matthew 5:8; 2 Corinthians 7:10; 1 John 1:9*
    - Do I keep “short accounts” with God and do I search my heart for issues that displease Him?
    - Is repentance (a change of thinking accompanied with action) a part of my everyday life?
  8. **Moral purity** *Matthew 5:27-30; 2 Corinthians 10:3; Ephesians 5:3-5*
    - Do I aggressively keep my mind free from immoral thoughts or fantasizing?
    - Am I truly accountable to someone who knows and loves me?
  9. **Priorities** *Matthew 6:33; Colossians 3:12-14*
    - Do I love what God loves and hate what He hates?
    - Do I seek to do His Will each day?
  10. **Finances** *Malachi 3:10-12; Proverbs 19:17*
    - Do I Tithe the first portion of my earnings to God?
    - Am I a generous person?
  11. **Forgiveness** *Acts 24:16; Colossians 3:12-14; Hebrews 12:14-15*
    - Am I willing to release offenses and be reconciled to God *and* the person with whom I am offended?
    - Do I actively stop slander, refuse to allow unforgiveness to bring division in the church, and intentionally encourage reconciliation whenever possible?
  12. **A Witness** *Matthew 28:18-20; Acts 1:8*
    - Do I have a burden for people who do not know Christ?
    - How far does that burden reach?
    - How am I reaching the lost with the good news of salvation in Jesus Christ?
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## **HOMEWORK ASSIGNMENT** *Study and Reflection*

1. Read Lesson 3 carefully and study the definition of integrity.
  - A. Integrity is not something you suddenly “have.” It’s something you develop over time through repeated choices.
  - B. Hebrews 5:14 *But solid food is for the mature, who by constant use have trained themselves to distinguish good from evil. It is trained obedience.*
2. Read the following scriptures and write what biblical integrity means based on these passages. Try reading the passages in other translations. The meaning becomes a little clearer.

A. **Job 2:3** |

B. **Micah 6:8** |

C. **Luke 16:10-13** |

D. **1 Peter 2:11-12** |

3. What stood out most to you about integrity from the scriptures above?

4. How do these scriptures shape your view of a leader's character?



### Using the “Personal Cleansing and Renewal” list...

1. What does (or would) personal revival look like in your life?
2. Where do you see evidence of spiritual growth?
3. Where do you see areas needing revival?
  - Include Scriptures you prayed through or felt led by the Holy Spirit during your reading.

### Memorize

Luke 16:10–12 *Whoever can be trusted with very little can also be trusted with much, and whoever is dishonest with very little will also be dishonest with much. So if you have not been trustworthy in handling worldly wealth, who will trust you with true riches? And if you have not been trustworthy with someone else's property, who will give you property of your own?*

### ANSWERS

devoted | root | revelation | faithful | temptation | wealth | bitter spirit | blameless | sober |  
given to wine | love of money | Holy | examine | standard