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Current Leadership

The Officers are the primary leaders of Lighthouse, that are responsible for the overall direction of the community. Each department has One officer in charge of it, except for the Command department which has the Captain and First Officer.

Crew Members are adults who want to take on a servant leadership role to help out with Lighthouse, to ensure that all of the work doesn't just fall on the 6 officers. Crew Members have lots of input on the direction of the community and server but it is up to the officer to make the final decisions.

Junior Crew Members are younger members (under 18) who want to volunteer to help the community. The Jr Crew Members are responsible for their one job, and can interact with the other Jr Crew Members, but they are not involved in the staff discussions in Lighthouse and do not attend the staff meetings and are not considered full Staff. However, the Jr Crew Members role is still extremely important, for both helping the officers and Crew Members, and also as a way to help build up and foster their own leadership capabilities.

Command Department

Captain - FinalAsgard

First Officer - Norst

- **Sr Treasurer** - open Senior Crew Member position
- **Recruiter / Community Outreach** - open Crew Member position
  - Work with other communities to develop relationships and allow us to be their Minecraft server
  - Find ways to advertise Lighthouse to bring in more players

Chaplain Department

Chaplain - *open Officer position*

- **Chaplain Assistant** - *open Senior Crew Member position*
- ***Sister's Chaplain Assistant*** **-** *open Crew Member position*
  - *An assistant to the chaplain that focuses specifically on woman's issues and needs.*
  - *Only open to Women / girls within the community*
- **Prayer Warrior** - *open Crew Member position*

    - *Prays for the requests as they come in, responds to people in the prayer channel after praying for them, checking up on people's prayer request periodically, and encourages prayer in the community*

Engineering Department

Engineer - Ghostridr

- **Engineer Assistant** - Sim
- **Engineer Assistant** - Poikilos_
- **Beta Tester** - GamerTy290
    - Logs into the dev server to test out various features that we may be working on before we bring them to the primary Lighthouse server.
    - When bugs are reported on the main server they verify and try to recreate the bug, and then helps find a solution and test that the solution fixed the problem.
- **Web Developer** - Venge
    - Our website is being developed using Laravel, the PHP Framework. We have several people involved in helping with the application / site, but it would be great to have someone to take full ownership of it.

Quartermaster Department

Quartermaster - Kunkali

- **Sr Moderator** - *open Senior Crew Member* position
- **Yeoman** - Supdog
    - Responsible for tracking new players (Travelers) and Residents and making recommendations for who should be promoted based on their participation and attitude in the community.
    - Welcomes new players to the community and helps them if needed

Steward Department

Steward - *open Officer position*

We cannot accept any Steward Crew Member positions until we have a Steward Officer.

- **Steward Assistant** - open Crew Member position
- **PvP Event Planner** - open Crew Member position
    - Plans and leads regular PvP events for the community
- **Community Builder** - open Crew Member position
    - Responsible for adding new beautiful and functional builds to community projects (i.e. spawn island)

- **Video Producer** - open Crew Member position
  - Create fun videos about the server, about upcoming events, or whatever else
- **Video Manager** - open Crew Member position
  - Help out the video producer by creating titles and thumbnails and organizing the release of videos.

** **Sr Positions** are not available for Junior Crew Members, meaning you have to be 18+ to apply.

** **Jr Positions** - Any non-Senior Crew Member position can be filled by a Junior crew member (someone who is under the age of 18).

4 Laws of Leadership

The 4 Laws

The 4 Laws of Leadership sum up the types of attitudes that we are aspiring to have in the leaders that join the Lighthouse team.

Decentralized Command

Everyone is a leader. Officers should practice Decentralized Command, where each officer has the power to make the decisions that they need to make within their own area of responsibility. However they should also keep in mind the community and when possible allow the community to be able to participate and even lead. This is a balance that is to be struck and requires wisdom.

For example, the Chaplain is not the only person allowed to teach or pray. The chaplain can rely on any crew members or community members to do these actions, but under the supervision and responsibility of the chaplain.

Extreme Ownership

Officers should remain aware of their decisions and actions and should never try to shift the blame to others. Every leader, every person that is involved in a situation has some level of responsibility on the outcome. It is only when we recognize what our part to play in that outcome was that we can lead by example and not by blaming others. Leaders who blame others and don’t take responsibility should step down immediately if they cannot overcome that attitude.

Teamwork

We watch out for each other, for the community, for the other officers, and we always work with the team and the mission in mind.

Humility

Humility is the greatest quality that a leader can have, but keeping that Ego in check is one of the greatest challenges. A leader must remain humble in their leadership. This isn’t about them. This is about the mission. This is about the community.

Staff Code of Conduct

1. Introduction

1.1 Purpose

This document establishes the guiding principles and standards for crew members, officers, and administrators within Lighthouse. It is intended to ensure that all actions taken by members of leadership with special privileges are for the benefit of the community and uphold the integrity of our community and team.

1.2 Scope

This Code applies to all individuals holding staff roles, which includes crew and officers. It governs the proper use of these powers and outlines the expected behavior and responsibilities of officers.

2. Definitions

- **Crew Members:** Members of the community that volunteer to assist the officers with specific roles.
- **Officer:** Members of the community who have been granted special permissions for the purpose of helping to guide the direction of the server and community.
- **Staff:** A general term used to describe a person who is either Crew Members or Officers.
- **Admin/Moderator:** Specific roles within the officers responsible for day-to-day management and enforcement of community rules.
- **Op Powers:** Elevated abilities or commands that allow Staff to modify game mechanics, enforce rules, or access restricted areas. These powers are strictly for administrative purposes.

3. Core Values and Principles

Christ-Like Behavior: All staff members are expected to act as much as possible in accordance with a Christ-Like attitude, focusing on patience, holiness, humility, and leadership.

Community First: All staff members must prioritize the well-being and interests of the community over personal gain.

Transparency: All actions taken with special privileges should be open and, where appropriate, documented so that they can be reviewed by other staff or used to justify the reasoning behind decisions made by staff members.

Integrity: Officers are expected to act honestly, fairly, and consistently in all matters relating to their role.

Respect: Officers should treat all community members with courtesy and professionalism.

Leadership Mindset – Humble, Hungry, and People Smarts:

- **Humble:** Staff should demonstrate self-awareness, acknowledge both strengths and weaknesses, and prioritize the team's success over individual recognition.
- **Hungry:** Staff are expected to be proactive and driven—striving for continuous improvement and showing a genuine passion for advancing the community's mission.
- **People Smarts:** Effective leadership requires strong interpersonal skills; staff should be adept at understanding, communicating with, and resolving conflicts among community members to foster a positive and collaborative environment.

4. Roles and Responsibilities

4.1 Officer Duties

Monitoring: Regularly oversee community interactions to ensure adherence to established rules.

Intervention: Step in to resolve disputes or enforce rules when necessary, always aiming for a fair resolution.

Maintenance: Ensure that the community remains a safe, welcoming, and engaging space for all players.

4.2 Appropriate Use of Special Powers

Administrative Use Only: Special powers are to be used solely for maintaining community order, addressing emergencies, or enforcing rules.

No Personal Advantage: Officers must not use their elevated privileges to gain personal benefits or advantages in gameplay.

Documentation: When a significant action is taken using special powers, it should be logged in the appropriate Discord channels for transparency with the other officers and, if appropriate, communicated to the community.

5. Guidelines for the Use of Special Powers

5.1 General Guidelines

- **Survival Server:** Our community is a mostly survival experience, and as such each member playing should not receive any special treatment. If it is not part of survival, or part of a plugin accessible to the community, it should not be used. This includes staff members.
- **Threshold for Intervention:** Officers should only employ special powers when a situation clearly requires administrative action. For example, to resolve serious rule violations or emergencies, or to correct an issue caused by an administrator maintenance action.
- **Proportionality:** The measures taken should be commensurate with the severity of the issue.
- **Post-Action Review:** Significant actions taken using special powers may be subject to review to ensure compliance with this Code.

5.2 Special Powers

These guidelines can be summarized in this: All players of the server, including officers, are playing Survival Minecraft. No player, especially officers, should have an unfair advantage over other players.

- **Op** - Op powers should not be enabled or used by staff when the powers are not needed to execute an action.
- **Creative Mode -** Creative mode can be used when an officer is going to help with a staff position. Often times this is required before teleporting to a user to ensure that the officer is not going to be accidentally killed or suffer negative consequences from attempting to help out users. Ensure you return to Survival Mode before resuming normal game play.
  - Using creative mode powers such as generating items should not be done unless absolutely needed
  - Using creative mode to fly around outside of where normal players can fly should not be used unless absolutely necessary
- **Teleportation** - Using any means of teleporting that is not generally accessible to the community should not be used by officers unless in the service of helping the community

with something that is not part of the normal Survival Minecraft experience.
    - Example 1: a lag spike causes someone to fall infinitely through the floor, you can teleport them back to ground level
    - Example 2: There is an issue with someone's claim that is locking a player down or preventing them from recovering their grave, teleportation can be used to help them
- **Spectator Mode** - Spectator should only be used when needed to observe what certain players are doing when it is suspected that admin intervention may be needed. This is not to be used for flying around to find resources (diamonds, biomes, etc) or to spy "just for fun".

6. Conflict of Interest

Avoidance: Officers must avoid situations where personal interests conflict with their duties to the community.

Disclosure: Any potential conflict of interest must be disclosed to a senior administrator or the designated review committee.

Recusal: Officers should step back from decisions where their impartiality might be compromised.

7. Accountability and Enforcement

Reporting: Community members and fellow officers are encouraged to report any perceived misuse of special powers or violations of this Code to any of the officers in Discord.

Consequences: Breaches of this Code may result in disciplinary action, ranging from a formal warning to suspension or removal from the officer role.

Review: If alleged allegations are made they may be investigated by crew and officers. The incident, reporting party, any evidence discovered, and actions taken by officers to rectify the situation will be documented, which will be accessible by the community. This is to ensure full transparency of staff and their interactions with the community.

8. Review and Amendment Procedures

Periodic Review: This Code will be reviewed periodically to ensure it remains relevant and effective.

Amendment Process: Amendments may be proposed by any officer and must be approved by a majority of the officers.

9. Acknowledgment

By accepting an officer role, you confirm that you have read, understood, and agreed to abide by this Community Officer Code of Conduct. Failure to adhere to these standards may result in disciplinary measures, including removal from your position.

By taking on your role, you pledge to uphold these principles and work diligently for the betterment of our community.

Staff Onboarding

Everything that needs to be done when bringing on new Staff or Crew members.

Staff Requirements and Agreements

Requirements

All Officers and Crew Members must meet the following requirements:

- Read and agree to all pages in the Governing Documents
  - Lighthouse Mission and Statement of Faith
  - 4 Laws of Leadership
  - Staff Code of Conduct
- Agree to attend the required Staff Meetings for your roll
- Be an active member of the community for
  - Jr Crew Members - 2 Months
  - Crew Members - 3 Months
  - Officers - 6 Months
- Age Requirement
  - Jr Crew Members - 10 Years Old
  - Crew Members - 18 Years Old
  - Officers - 21 Years Old

Staff Team Values

The officers are trying to build a team that works well together and has these three attributes. These attributes are taken from the book **The Ideal Team Player** by **Patrick Lencioni**.

Humble

Humility is a key attribute in our team members. We do not want people that are ego driven and desire their own ideas over that of the team. We want people who put the team and the community first, who have a servant's heart, and who listen to others input, being willing to take negative feedback without being offended.

Hungry

We want people who have a desire and passion for this community, and for their position. We want people who like to help out and are eager to fulfill their position, without having to be told repeatedly to participate.

Hunger for the community is shown through being an active participant with the community.

Smart

We want team members who have people smarts, able to interact with others well, know how to hold their tongue, and know when and how to speak up.

How to Apply

1. Read the above documentation.
2. Check for an Open Position that you want to apply for
3. Start an Application in the Lighthouse Discord #staff-application channel

The staff will interview you via Discord. If you are applying for an Officer or Crew Member position then a live call will be scheduled.

Interview & Selection Process

Interview

Any member who wants to become an Officer or Crew Member must be interviewed by the current Staff (Officers and Crew Members).

- The candidate must agree to our statement of faith
- The candidate must agree to follow the Staff Code of Conduct

Selection

After the staff interview, the following steps must be taken for the candidate to be selected to the position.

Officers

- Must be unanimous vote by all department officers
  - A crew member for a department may stand in for the officer in the event of an absence

Crew Members

- The Captain and/or First Officer and the Officer in charge of the department must vote in agreement
- Each officer and crew member present for the interview must not have any major reservations about the candidate

Acceptance and Promotion

After the candidate has completed the interview process and has been voted in, it is time to promote the user.

- Assign the appropriate permissions roles in Discord
- Promote the user in the Minecraft server
- Announce the user's promotion to the community in the #bulletin-board

Staff Offboarding

Steps that need to be completed when a user leaves the team.

Staff Business

Staff Meetings

What are they?

The staff meetings are important times to discuss the business of the community, make important decisions, and ensure the community is growing and being active.

When are they?

Every other Saturday at 7pm EST.

Who must attend?

Officers

All **officers** are required to attend **two thirds** of the meetings every quarter (4 / 6 quarterly meetings).

If an officer cannot make the meeting they need to try to get at least one of their Crew Members to fill in for them.

Crew Members

All Crew Members are **welcome and encouraged** to attend but **are not required**.

Discord Permissions Policy

Officer Permissions

The **Officer** tag is the primary tag used for permissions to all officer positions. This tag gives the user access to the entire **LH Staff** and **Server Management** sections of Discord.

All **Department Officer** roles are to designate which officer position the user has so the community knows exactly what role the officer has.

Crew Member Permissions

The **Crew Member** tag is given to all crew members and grants access to the **Staff Wardroom** channel in the **LH Staff** section of Discord. No other permissions are granted by this tag.

All **Department Crew Member** roles will grant the crew member access to the **department specific channel** within the **LH Staff** section of Discord. Also the Department Crew Member role will grant access to the appropriate channels in the **Server Management** section of Discord.

Summary

The summary of this is that all Officers will have access to all department specific channels. Crew Members will only have access to their department specific channels, and then also the Staff Wardroom.

Departments & Leadership Roles

Command

The Command department is made up of the Captain, the First Officer, and other administrative staff (such as Treasurer).

Captain

The captain is the person **that leads all of the officers** and makes sure **Lighthouse is overall running smoothly**. They keep the community driving in the right direction by **empowering the officers** to do what they need to do and assisting wherever is needed. The captain should be the first servant of the ministry.

The captain should be open to the community coming to them with issues and suggestions but should rely heavily on directing the individual to the correct officer for the issue whenever possible. Basically, the captain should never seem standoff-ish, like they are hiding behind their officers and are out of touch, but at the same time one person can’t do everything and must rely on their officers to assist them.

First Officer

The First Officer, or Executive Officer (XO), is the second in charge of the community. Their job is to **assist the captain** in any of their responsibilities, and to be the person that helps keep the other officers moving in a direction in line with our mission.

The officers need to be able to trust the First Officer, and in the event that there is a dispute between the community and the Captain, or the Officers and the Captain, the First Officer is the mediator of that situation and must be impartial.

Chaplain

The Chaplain’s job is t**o ensure the ministry aspect of Lighthouse** continues to grow and stay on course, and to maintain a focus of building disciples within the community. They will **help organize events such as Bible studies, prayer meetings**, as well as other events.

The chaplain and their crew also should also **foster Biblically based conversations** with the community, such as sharing what they are learning and following up with individuals about their recent prayer requests.

Engineering

The engineer is the person responsible for making sure the technical side of Lighthouse is running smoothly. Their focus is primarily on the **Minecraft server, backups, and plugins**.

The engineer and their crew will assist players with **technical issues that the community reports**.

Quartermaster

The Quartermaster's position is to be the **moderator for the community discussions**, both in Discord and in the Minecraft server. They **ensure all rules are followed** and put a **stop to any behavior that is hostile to the community's health**. They **lead discussions in the community** by being an example of how we should treat one another, upholding the core pillar of being a friendly community.

The Quartermaster is also responsible for **managing the Discord server's configuration and settings**.

Steward

The steward’s job is to ensure the community is happy, healthy, and is engaged with various types of activities.

Stewards **manage community events** and **encourage the community to run their own** events. They lead by example and are willing to help out players in game to promote an attitude of helpfulness, which is one of the core pillars of Lighthouse. The Steward is also the primary department responsible for managing community votes.

Crew Members

All of the officer positions, including Captain, may have crew that helps them in their duties. Crew Members have a title that makes it clear that they are helping in that position but are not the officers. This title is generally called "Crew Member" but each officer position can create a title for their crew members that is fitting to the role they are playing.

Crew Members are volunteers from the community that are eager and willing to help out in whatever way that the officer needs in the execution of their assigned responsibilities.

Jr Crew Members

Jr Crew Members are younger members of our community that wish to help out the staff and the community. They are younger than the age required for Crew Members and Officers.

We have this Jr Crew Members program as a way to encourage more community participation, get help from more people, and help disciple and foster leadership potential in those that are interested.

Requirements

- Have a desire to want to serve the community or the staff team
- Be willing to follow the direction given to them without complaining
- Be at least a Resident rank for 3 months
- Be an active member of the community

Limitations

Jr Crew Members will receive access to the Jr Crew section of discord, where all Jr Crew Members, Crew Members, and Officers will be able to chat together. They will also have access to the department specific channel for their department. This is used to plan anything that the Jr Crew Member wishes to plan, and will be used to receive direction and guidance from the other staff members.

Jr Crew Members will NOT receive access to the staff only channels of discord, as some of the topics that will be discussed in there may not be age appropriate, or are just not trusted to individuals that may still be prone to immaturity.

Jr Crew Members will NOT engage in private DMs with staff members.