

BETHEL INTERNATIONAL UMC

Leadership Board Selection Criteria

The purpose and function of the Leadership Board (LB) is to ensure that Bethel IUMC is fulfilling its mission of “making disciples of Jesus Christ for the purpose of transforming the world.”

POSITION **Member of the Board**

LEADERSHIP BOARD The LB shall consist of 12 members: 10 lay and 2 staff who will meet faithfully once a month. The LB will elect a chair, vice-chair and appoint a secretary. The LB will combine the responsibilities of the traditional Administrative Council, Staff/Parish Relations Committee, Finance Committee, Lay Empowerment Committee, and Trustees into one board. The LB will be divided into 4 sub-teams consisting of 3 LB members each, with a chair and 2 other members. The sub-teams will consist of a HR sub-team, Finance sub-team, Trustees sub-team, and Nominations sub-team. The sub-teams will function on an ad-hoc basis as directed by the LB. Sub-teams may enlist others outside the LB to fulfill specific assignments.

SELECTION The leadership of the LB will have the following responsibilities:

- The chair will lead the LB in conjunction with the Senior Pastor.
- The vice-chair will assume responsibilities in the chair’s absence.

Length of service of lay members will be determined by:

- God’s continued call to serve in this capacity.
- Evidence of monthly availability and commitment.
- Vote of confidence from the LB each year.
- Affirmation from the Charge/Church Conference.

Process for lay member nomination:

- The Nominations sub-team identifies potential board candidates.
- The Bethel Church family is notified of position openings.
- Candidates apply and are interviewed by the Nominations team.
- The Nominations team recommends for approval to the full LB.

Gifts sought in lay members:

- HR Management: recruiting, hiring, salaries, personnel work
- Operations: facilities management, construction and repair, legal counsel, public relations, administration
- Stewardship: budgets & finance, fund-raising, church finance
- Ministry: discipleship and missions

RESPONSIBILITIES The LB will assist in clarifying God’s vision and call for Bethel by:

- Approving the annual budget.
- Approving top level employee hiring recommendations.
- Approving new LB members.
- Approving facility construction, land acquisitions, major facility upgrade and renovation, significant legal obligations, decisions that affect the congregation as a whole.
- Creating task forces or study groups to look into and execute special projects.
- Attending conferences and workshops when available, visiting other churches, and reading selected materials.

ACCOUNTABILITY

Each LB member will be reviewed annually to assess commitment, vision, mission, role, and God's call.

- The Senior & Assoc Pastor will submit to an annual review by the HR sub-team in conjunction with the Dist Superintendent.
- Lay board members will be reviewed annually by a LB sub-committee
- The staff on the LB will be reviewed by the Senior Pastor and the HR sub-team.

QUALIFICATIONS

Desire to live out the fundamental United Methodist membership vows of commitment to prayers, presence, gifts, service & witness.

Possess a clear understanding and an ability to articulate the mission of Bethel IUMC and the ways it is being fulfilled.

Demonstrate a lifestyle of discipleship through:

- A personal relationship with Jesus Christ.
- A commitment to allocating devotional alone time each day.
- A yearning for weekly Bethel worship.
- Cheerfully tithing or working toward it, while at the same time trying to live more simply, generously, and sacrificially.
- Finding a servant role in the church and beyond.
- Participating in a group relationship for mutual accountability, support, and spiritual growth.
- Examining one's self daily for personal care and enrichment.
- Pledging adherence to a strict level of confidentiality on the LB.

ABILITIES

To seek first the kingdom of God (Matt 6:33), the big picture for the future, and not get bogged down in day-to day functions.

To follow in Jesus' footsteps as a barrier-breaker with a desire to creatively work through the organizational, financial, and physical impediments to living into God's will.

To feel passionate about the power of prayer and its ability to move mountains (Matt 21:21-22), melt hardened hearts, and change the world.