

## Leadership Team Guidelines

As we have endeavored to fine tune the job description of the Leadership Team of Peninsula Lutheran Church, defining process and purpose, we have struggled with how potential new LT members are approached, counseled, elected and then assimilated into the remaining Team, each of us having been a new member who has had certain frustrations. While we realize it is impossible to accurately reflect the reality of serving in this particular ministry, we seek to find better ways of making the transition from congregation to "behind the curtain" as seamless a possible, honoring the giftedness of all and the need to have spiritually mature leaders who are prepared for the unique challenges that serving first God and then Peninsula Lutheran Church through the Leadership Team requires.

As outlined in the By-Laws of our church, we seek members with "high commitment" qualifications when identifying prospective candidates. These include:

- Member in good standing
- Demonstrated leadership capability
- Regular worship attendance
- Commitment to tithing growth
- Involved in Christian education growth opportunities
- Involved in Christian service opportunities
- Faith builder in self and others

We would also include a strong commitment to the time needed to be an effective member of Leadership. This does not mean that a person cannot travel or miss meetings. It does, though, mean giving up time off, possibly taking vacation days to shepherd an idea or task, meeting at unpleasant times or giving up something else. One cannot be an effective leader part-time.

We believe that life experience is also a key element of a strong Leadership Team member. What does this person do for a living? Can the skill sets needed to be a successful professional translate to skill sets that could be valuable for Leadership Team?

As we have brought more into focus the vision and mission of Peninsula Lutheran Church, we are all the more committed to being a "Great Commandment and Great Commission" church. Perhaps this could be discussed with a potential candidate. Can they recite it? Can they express what this means to them?

God bless you in your journey together and may God bless the fruits of your labors. So many important decisions lay in front of us as a congregation, and we pray for just the right people to be stirred by the Spirit into accepting a position of leadership this next term.