

# Leadership Guidelines

*All Bethel employees and volunteers serve at the pleasure of the Board of Directors.  
Each person's suitability for service at Bethel is determined by the Board, as directed by the Holy Spirit.*

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1. Leaders are expected to be born-again Christians, baptized in water, baptized in the Holy Spirit with the evidence of speaking in tongues (or in earnest pursuit) according to Acts 2:4, and members in regular attendance of Bethel Christian Center.
 

*Acts 2:4 (New King James Version) And they were all filled with the Holy Spirit and began to speak with other tongues, as the Spirit gave them utterance.*
2. Leaders are expected to affirm that they believe the Bible is the only inspired and infallible Word of God, the final authority in all matters of faith, truth and conduct.
3. Leaders are expected to be in submission and harmony with the Pastoral staff (Pastors, Directors and Managers), as well as those who serve in immediate supervision over them.
 

*Hebrews 13:17 (New Living Translation) Obey your spiritual leaders and do what they say. Their work is to watch over your souls, and they know they are accountable to God. Give them reason to do this joyfully and not with sorrow. That would certainly not be for your benefit.*

*1<sup>st</sup> Peter 5:5&6 (Amplified Version) Likewise you that are younger and of lesser rank be subject to the elder -the ministers and spiritual guides of the church, giving them due respect and yielding to their counsel. Clothe (apron) yourselves, all of you, with humility - as the garb of a servant, so that its covering cannot possibly be stripped from you, with freedom from pride and arrogance - toward one another.*

*For God sets Himself against the proud - the insolent, the overbearing, the disdainful, the presumptuous, the boastful, and opposes, frustrates and defeats them - but gives grace (favor, blessing) to the humble. Therefore humble yourselves (demote, lower yourselves in your own estimation) under the mighty hand of God, that in due time He may exalt you.*
4. Leaders are expected to faithfully attend Bethel Christian Center according to Hebrews 10:25.
 

*Hebrews 10:25 (New Century Version) You should not stay away from the church meetings, as some are doing, but you should meet together and encourage each other. Do this even more as you see the day (of Jesus' return) coming.*
5. Leaders are expected to financially support Bethel Christian Center with tithes and offerings.
 

*Malachi 10:8 (NLT) "Should people cheat God? Yet you have cheated me!" But you ask, "What do you mean? When did we ever cheat you?" "You have cheated me of the tithes and offerings due to me."*

*Malachi 3:10-12 (NCV) Bring to the storehouse a full tenth of what you earn so there will be food in my house. Test me in this," says the LORD All-Powerful. "I will open the windows of heaven for you and pour out all the blessings you need. I will stop the insects so they won't eat your crops. The grapes won't fall from your vines before they are ready to pick," says the LORD All-Powerful. "All the nations will call you blessed, because you will have a pleasant country," says the LORD All-Powerful.*

*Luke 11:42 (NLT) You should tithe, yes . . .*
6. Leaders are expected to follow the example of the Christian role model. Leaders may be removed if lifestyle choices present a difficulty to the church.
 

*1<sup>st</sup> Timothy 4:12b (NCV) Be an example to all believers in what you teach, in the way you live, in your love, your faith, and your purity.*

For example:

  - a. Leaders are expected to abstain from the use of illicit drugs; occult practices including, but not limited to, psychics, ouija boards and horoscopes; and extra-marital sexual practices including both heterosexual and homosexual activities, and pornography (please see #7 below).
  - b. Leaders are expected to abstaining from the use of alcohol in the presence of church constituents. Leaders are strongly urged (though not required) to abstain from the aforementioned at all times.
  - c. Leaders are strongly urged to abstain from tobacco use. Leaders who are unable to abstain may not use tobacco on the Bethel campus according to California State Law. Leaders may not use tobacco at any off-campus church function where children are present.

**Colossians 3:17 (NCV)** *Everything you do or say should be done to obey Jesus your Lord. And in all you do, give thanks to God the Father through Jesus.*

**Titus 2:7-8 (NCV)** *In every way be an example of doing good deeds. When you teach, do it with honesty and seriousness. Speak the truth so that you cannot be criticized. Then those who are against you will be ashamed because there is nothing bad to say about us.*

**1<sup>st</sup> Thessalonians 2:10 (NCV)** *When we were with you, we lived in a holy and honest way, without fault. You know this is true, and so does God.*

**1<sup>st</sup> Thessalonians 5:22-23 (NCV)** *. . . and stay away from everything that is evil. Now may God himself, the God of peace, make you pure, belonging only to him. May your whole self—spirit, soul, and body—be kept safe and without fault when our Lord Jesus Christ comes.*

**James 3:17-18 (NCV)** *But the wisdom that comes from God is first of all pure, then peaceful, gentle, and easy to please. This wisdom is always ready to help those who are troubled and to do good for others. It is always fair and honest. People who work for peace in a peaceful way plant a good crop of right-living.*

**Deuteronomy 13:6-11 (NCV)** *Someone might try to lead you to serve other gods—it might be your brother, your son or daughter, the wife you love, or a close friend. The person might say, "Let's go and worship other gods." (these are gods that neither you nor your ancestors have known, gods of the people who live around you, either nearby or far away, from one end of the land to the other.) Do not give in to such people. Do not listen or feel sorry for them, and do not let them go free or protect them. You must put them to death. You must be the first one to start to kill them, and then everyone else must join in. You must throw stones at them until they die, because they tried to turn you away from the LORD your God, who brought you out of the land of Egypt, where you were slaves. Then everyone in Israel will hear about this and be afraid, and no one among you will ever do such an evil thing again.*

**Galatians 5:19-21 (NLT)** *When you follow the desires of your sinful nature, your lives will produce these evil results: sexual immorality, impure thoughts, eagerness for lustful pleasure, idolatry, participation in demonic activities, hostility, quarreling, jealousy, outbursts of anger, selfish ambition, divisions, the feeling that everyone is wrong except those in your own little group, envy, drunkenness, wild parties, and other kinds of sin. Let me tell you again, as I have before, that anyone living that sort of life will not inherit the Kingdom of God*

7. Leaders are expected to agree that the Bible is the standard for sexual behavior. Leaders are expected to understand and agree that heterosexual activity outside of God-ordained marriage, homosexuality, and other deviant sexual behavior is forbidden, and violates the requirement of being a Christian role model. Leaders are expected to further agree that the unique roles for the male and female are clearly defined in scripture.

**Romans 1:24-32 (NCV)** *Because they did these things, God left them and let them go their sinful way, wanting only to do evil. As a result, they became full of sexual sin, using their bodies wrongly with each other. They traded the truth of God for a lie. They worshipped and served what had been created instead of the God who created those things, who should be praised forever. Amen.*

*Because people did those things, God left them and let them do the shameful things they wanted to do. Women stopped having natural sex and started having sex with other women. In the same way, men stopped having natural sex and began wanting each other. Men did shameful things with other men, and in their bodies they received the punishment for those wrongs.*

*People did not think it was important to have a true knowledge of God. So God left them and allowed them to have their own worthless thinking and to do things they should not do. They are filled with every kind of sin, evil, selfishness, and hatred. They are full of jealousy, murder, fighting, lying, and thinking the worst about each other. They gossip and say evil things about each other. They hate God. They are rude and conceited and brag about themselves. They invent ways of doing evil. They do not obey their parents. They are foolish, they do not keep their promises, and they show no kindness or mercy to others. They know God's law says that those who live like this should die. But they themselves not only continue to do these evil things, they applaud others who do them.*

**Romans 12:1-2 (NCV)** *So brothers and sisters, since God has shown us great mercy, I beg you to offer your lives as a living sacrifice to him. Your offering must be only for God and pleasing to him, which is the spiritual way for you to worship. Do not change yourselves to be like the people of this world, but be changed within by a new way of thinking. Then you will be able to decide what God wants for you; you will know what is good and pleasing to him and what is perfect.*

**1<sup>st</sup> Corinthians 6:9-20 (NCV)** *Surely you know that the people who do wrong will not inherit God's kingdom. Do not be fooled. Those who sin sexually, worship idols, take part in adultery, those who are male prostitutes, or men who have sexual relations with other men, those who steal, are greedy, get drunk, lie about others, or rob — these people will not inherit God's kingdom. In the past, some of you were like that, but you were washed clean. You were made holy, and you were made right with God in the name of the Lord Jesus Christ and in the Spirit of our God.*

*"I am allowed to do all things," but all things are not good for me to do. "I am allowed to do all things," but I will not let anything make me its slave. "Food is for the stomach, and the stomach for food," but God will destroy them both. The body is not for sexual sin but for the Lord, and the Lord is for the body. By his power God has raised the Lord from the dead and will also raise us from the dead. Surely you know that your bodies are parts of Christ himself. So I must never take the parts of Christ and join them to a prostitute! It is written in the Scriptures, "The two will become one body." So you should know that anyone who joins with a prostitute becomes one body with the prostitute. But the one who joins with the Lord is one spirit with the Lord.*

*So run away from sexual sin. Every other sin people do is outside their bodies, but those who sin sexually sin against their own bodies. You should know that your body is a temple for the Holy Spirit who is in you. You have received the Holy Spirit from God. So you do not belong to yourselves, because you were bought by God for a price. So honor God with your bodies.*

**Ephesians 5:3-5 (NCV)** *But there must be no sexual sin among you, or any kind of evil or greed. Those things are not right for God's holy people. Also, there must be no evil talk among you, and you must not speak foolishly or tell evil jokes. These things are not right for you. Instead, you should be giving thanks to God. You can be sure of this: No one will have a place in the kingdom of Christ and of God who sins sexually, or does evil things, or is greedy. Anyone who is greedy is serving a false god.*

**1<sup>st</sup> Thessalonians 4:3-8 (NCV)** *God wants you to be holy and to stay away from sexual sins. He wants each of you to learn to control your own body in a way that is holy and honorable. Don't use your body for sexual sin like the people who do not know God. Also, do not wrong or cheat another Christian in this way. The Lord will punish people who do those things as we have already told you and warned you. God called us to be holy and does not want us to live in sin. So the person who refuses to obey this teaching is disobeying God, not simply a human teaching. And God is the One who gives us his Holy Spirit.*

**1<sup>st</sup> Timothy 4:12b (NCV)** *Instead, be an example to the believers with your words, your actions, your love, your faith, and your pure life.*

**2<sup>nd</sup> Timothy 2:19-22 (NCV)** *But God's strong foundation continues to stand. These words are written on the seal: "The Lord knows those who belong to him," and "Everyone who wants to belong to the Lord must stop doing wrong."*

*In a large house there are not only things made of gold and silver, but also things made of wood and clay. Some things are used for special purposes, and others are made for ordinary jobs. All who make themselves clean from evil will be used for special purposes. They will be made holy, useful to the Master, ready to do any good work.*

*But run away from the evil young people like to do. Try hard to live right and to have faith, love, and peace, together with those who trust in the Lord from pure hearts.*

**1<sup>st</sup> Peter 1:15-16 (NCV)** *But be holy in all you do, just as God, the One who called you, is holy. It is written in the Scriptures: "You must be holy, because I am holy."*

**1<sup>st</sup> John 3:1-3 (NCV)** *The Father has loved us so much that we are called children of God. And we really are his children. The reason the people in the world do not know us is that they have not known him. Dear friends, now we are children of God, and we have not yet been shown what we will be in the future. But we know that when Christ comes again, we will be like him, because we will see him as he really is. Christ is pure, and all who have this hope in Christ keep themselves pure like Christ.*

8. Leaders are expected to affirm that they have never been involved in sexual abuse or improprieties toward a minor, as defined by Scripture and California state law, nor do they have any inclinations toward such behavior.
9. Leaders are expected to affirm that, should they find themselves out of harmony or out of sympathy with the ideals, standards, or the Administration of Bethel Christian Center, they will make this fact known to the Administration immediately, and unless matters can be adjusted harmoniously and without publicity, they will quietly resign.
10. Leaders are expected to flow in harmony with Bethel's Statement of Faith, Mission Statement and Philosophy of Ministry, and Vision.
11. Leaders are expected to be in regular attendance at the Sunday AM Celebration Service. Wednesday PM Celebration Service, Adult Congregation participation and/or Children's Ministry involvement is *strongly* encouraged. Leaders are expected to fill out the attendance (blue) card weekly and wear an appropriate identification badge if requested.
 

**Hebrews 10:25 (Amp)** *Not forsaking or neglecting to assemble together [as believers], as is the habit of some people, but admonishing - warning, urging and encouraging - one another, and all the more faithfully as you see the day approaching.*

  - a. If work schedule does not permit regular attendance, Leaders are expected to notify their immediate overseer.
  - b. Any other special event will not be scheduled during Sunday or Wednesday Celebration Services.
12. Leaders are expected to support and attend "all church" events, such as special revival meetings, retreats, banquets, picnics, seminars, etc. Other scheduled events will not take precedence over "all church" events.
13. Leaders are expected to not be absent from their ministry positions without previous approval from their immediate overseer.
14. Leaders are expected to attend all leadership meetings as scheduled.
15. Leaders are expected to perform all duties as specified in their job descriptions, including submitting report sheets, attendance forms, or any other information requested by their overseer.
16. Leaders and their families are expected to verbally and participatorily support all church staff and programs. Leaders are expected to bring any personal disagreement or concerns regarding the church or church staff to their overseer. Leaders must not discuss such matters with other laity.

17. Leaders are expected to handle disagreements with or concerns for a fellow leader according to Galatians 6:1-3, by privately reconciling the matter with the fellow leader if possible, and then bringing it to the attention of their overseer. Leaders must not discuss such matters with other laity.
- Galatians 6:1-3 (NLT)* Dear brothers and sisters, if another Christian is overcome by some sin, you who are godly should gently and humbly help that person back onto the right path. And be careful not to fall into the same temptation yourself. Share each other's troubles and problems, and in this way obey the law of Christ. If you think you are too important to help someone in need, you are only fooling yourself. You are really a nobody.
18. Leaders are expected, to the best of their ability, not to allow other laity to criticize nor complain about the church or church leaders in their presence. If someone comes to the leader with a concern regarding the church or church leaders, the leader should try to help if possible, or refer the person to the appropriate church staff member. The leader is to communicate any such incidents to their overseer. *These matters are considered confidential.*
- Ephesians 4:29 (NCV)* When you talk, do not say harmful things, but say what people need—words that will help others become stronger. Then what you say will do good to those who listen to you.
- Luke 17:3 (Amp)* Pay attention and always be on your guard – looking out for one another; if your brother sins (misses the mark), solemnly tell him so and reprove him, and if he repents (feels sorry for having sinned), forgive him.
19. Leaders are expected to not discuss any matters considered confidential by the church with anyone other than their overseer.
20. Leaders are expected to not use their leadership roles to promote any financial, commercial, or beneficiary endeavors either for themselves or anyone else, nor permit anyone within their group to do so.
- Hebrews 13:5 (Amp)* Let your character or moral disposition be free from love of money - [including] greed, avarice, lust and craving for earthly possessions - and be satisfied with your present [circumstances and with what you have]; for He (God) Himself has said, I will not in any way fail you nor give you up nor leave you without support. [I will] not, [I will] not, [I will] not in any degree leave you helpless, nor forsake nor let [you] down, [relax My hold on you]. - Assuredly not!

# Leadership Guidelines

## Commitment Form

(Note: Please **Do Not Sign** and/or return this commitment form **unless you completely agree with the Statement of Commitment** below. If you have any problems or questions that hinder you from signing the commitment form, return this portion to your overseer.)

To my overseer \_\_\_\_\_

Before I can sign the Leadership commitment form, I need to discuss point(s) \_\_\_\_\_ from:  
the *Leadership Guidelines*, the *Statement of Faith*, the *Mission Statement*, and/or the *Philosophy of Ministry*.  
(please circle the appropriate document)

name \_\_\_\_\_ date \_\_\_\_\_

home phone \_\_\_\_\_ work phone \_\_\_\_\_

## Statement of Commitment

As a testimony of love for Christ, my savior, and His body I commit to serving Bethel Christian Center as a leader according to **Hebrews 13:17 (NLT)**:

***Obey your spiritual leaders and do what they say. Their work is to watch over your souls, and they know they are accountable to God. Give them reason to do this joyfully and not with sorrow. That would certainly not be for your benefit..***

- I agree with Bethel's Statement of Faith.
- I accept Bethel's Mission Statement and Philosophy of Ministry.
- I declare that I meet the moral integrity standards and Christian Role Model lifestyle requirements of Bethel Christian Center, and agree to live by the moral standards of Bethel Christian Center.
- I will follow the Leadership Guidelines, performing my duties as specified
- I understand that if I do not adequately follow the *Leadership Guidelines* or if my life is found to be out of line with the standards given in the Bible, I will need to quietly resolve the situation with my overseer. If the situation cannot be resolved, I will quietly resign my position.
- I understand that, as a volunteer, I will receive no compensation whatsoever for my efforts.

please print your name clearly

signature

date

(please list below **all** areas of ministry you are currently serving as a leader **and** your overseer's name)

1. \_\_\_\_\_  
area of ministry / overseer

2. \_\_\_\_\_  
area of ministry / overseer

3. \_\_\_\_\_  
area of ministry / overseer

4. \_\_\_\_\_  
area of ministry / overseer