

BCM International Inc.

JOB DESCRIPTION Office of the President

PURPOSE & ACCOUNTABILITY

The President is accountable to the Board of Directors, directly and as represented by its Chair, to provide leadership to BCM that fulfills the BCM mission, vision and objectives, in accordance with the doctrinal statement, by-laws, core values, policies, directives, and plans approved by the Board of Directors. The President must adhere to the highest standards of moral conduct and integrity, including the policies outlined in Section 4 of the BCM International Handbook, and in accordance with the organization's doctrinal statement and its core values as outlined in Section 2 of the BCM International Handbook.

SCOPE

1. To be the ambassador for and the corporate head of BCM and a member of its Board of Directors.
2. To create and sustain, under God, a vision of excellence that challenges and energizes.
3. To give direction and spiritual leadership to BCM in its global ministry, to take responsibility for BCM's performance and to exercise good stewardship in management in accordance with the mission, vision and the policies of the Board of Directors.
4. To develop and recommend policies and plans to the Board for consideration.
5. To report regularly to the board on major developments and activities, candidly and with transparency.
6. To ensure that BCM is continually meeting all applicable legal and regulatory requirements and to ensure that all appropriate legal and copyright safeguards are in place.
7. To represent BCM positively and fairly to the Christian community and others in keeping with BCM's mission statement and promoting a good image and good relationships.
8. To spearhead innovative fundraising efforts outside of the organization and motivate the fundraising efforts of others within the organization.
9. To demonstrate a broad understanding of BCM's international emphasis and to preserve cross-cultural acceptance.

MAIN RESPONSIBILITIES

Ensure the harmonious working of the whole organization under the guidance of the Holy Spirit.

1. Develop and implement BCM's strategy, annual operating and multi-year business plans, management plans, budgets, and human resources management and development plans, monitoring progress, including international on-site interaction with missionaries, and taking additional initiatives as needed to achieve planned results.

2. Exercise executive leadership over the whole organization to include forward-thinking strategy and long-term vision. Able to turn vision into strategic goals, turn goals into attainable tasks, and tasks into achieved milestones. Provide strategic leadership and initiatives for developing BCM's prayer and financial support base. Provide strategic leadership over BCM's units and teams to ensure the whole organization functions with synergism.
3. Effectively communicate in a way that sets expectations and empowers and motivates others to achieve while promoting responsibility and accountability. When needed, provide external control through monitoring action, probing, confronting as required and initiating changes to get on track to achieve goals and plans.
4. Create, foster, and maintain an atmosphere promoting teamwork, conflict resolution, identification with objectives, staff development and growth. Encourage all staff to faithfully adhere to BCM's mission statement and standards and ensure that ministry impact is of the highest possible quality, accountability, and integrity.
5. Look for opportunities for healthy growth and ministry expansion. Authorize the establishment and opening of any new ministry or mission field with the approval of the Board of Directors.
6. Perform duties specifically assigned by the Board of Directors.

These main responsibilities are accomplished, through God's grace, in cooperation and in consultation with senior staff and other ministry participants.

Measures of successful performance

Strategic & Policy Objectives

1. Initiatives adhere to the mission and vision of the organization.
2. Organization accomplishes its short-term and long-term plans.
3. The President accomplishes listed main responsibilities to the extent possible with uncontrollable external changes.
4. The President implements and follows the policies of the Board.
5. Strategic vision translates to healthy growth in the ministry.

Personnel Objectives

6. Staff are adequately supported administratively and by leadership.
7. Employees (direct and indirect) are productive and developing.
8. The President's reports operate with value and at the required level of competence. Reports have goal-related job descriptions with performance standards that are reviewed annually and revised as necessary.
9. Morale of staff is good and members feel they are an integral part of the organization.
10. The tasks and roles of leadership team members are clear, with no gaps or duplication.

11. The President meets regularly with BCM's Senior Management Team. Meetings with teams are effective and result in good relationships and positive action.
12. Members of the leadership team work in harmony with each other.

Financial Objectives

13. Budgets are met.
14. Accurate and helpful financial and statistical information is readily available.
15. Timely and appropriate analyses and audits measure current activity, identify trends and needed changes, and yield appropriate follow-up actions.
16. Financial reporting and debt management meets the highest standards.

AUTHORITIES

Within the approved plans and policies of the organization and in accordance with specific directives from the Board, the President has all the authority needed to carry out the above main responsibilities.

KEY WORKING RELATIONSHIPS

- (a) With the Chair and the Board of Directors
- (b) With the management team
- (c) With BCM's multi-national personnel, national boards, and partners in ministry
- (d) With members of the public, particularly with members of the Christian community who identify with the mission of BCM

Revised 06/21 from the description adopted by the BCM Int'l Board 10/05