



ADNet Board Profile Statement

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Preamble

ADNet is a ministry of the larger Anabaptist church community focused on including persons with disabilities and mental illness in the life of the church. In selecting Board members, ADNet seeks to maintain a positive relationship of mutual accountability with the church, including congregations, conferences, denominations, and other broader church organizations. ADNet recognizes that a variety of gifts, perspectives, and backgrounds in board membership can assist the organization in fulfilling its mission. Board members bring not only their gifts but also their willingness to learn from others and to be in mutual ministry with persons with a variety of abilities and disabilities.

Expectations of all Board Members. It is expected that all Board members will...

- A. Be actively involved in an Anabaptist-related church.
- B. Have the ability to...
 1. Travel to Board meetings.
 2. Participate in Board discussions.
 3. Read and understand Board minutes.
- C. Have a commitment to...
 1. ADNet mission and goals
 2. Attend Board meetings for a three-year term of service. The full Board meets once a year in Goshen, Indiana at the present time.
 3. Participate on Board committees as assigned. Most committees carry on their business via email and phone calls.

The following factors represent the diversity of representation and gifts desired on the ADNet Board.

- I. **Representation factors.** Board members are chosen not only for their personal qualities (see Skills and Gifts below), but also on how they will represent a segment of the Anabaptist community which is the constituency of ADNet. While this representation is important, it is impossible to cover every factor, let alone have every factor represented. Therefore, while these factors are important in selecting Board members, it will be equally, if not more important that Board members are open to hearing from others and seeing themselves as representing the larger church in all matters that require the support and advocacy from ADNet. Nevertheless, we recognize that developing a diverse board requires taking into account these factors:
 - A. **Gender.** The Board should have both men and women, working toward roughly equal representation.

- B. Location.** The Board should represent a variety of locations throughout the United States, including all major regions of the country (MCC's regions can be used as a guideline), and particularly where there are concentrations of constituents.
1. This will normally mean the location where the Board member presently lives and works.
 2. However, past connections that would give knowledge of other parts of the country will be an additional consideration.
- C. Experiences with disabilities and/or mental illness.** It is expected that all Board members have some experience in dealing with disabilities and/or mental illness that would lead them to support ADNet and its goals. The Board desires a diverse set of experiences in its midst, including the following:
1. **Diverse disabling conditions.** Experience with a diversity of conditions will be sought, including physical disabilities, developmental disabilities, cognitive conditions such as learning disabilities and autism, mental illnesses of all kinds, and later-onset disabilities often associated with aging.
 2. **Self-awareness.** Board members should recognize that all persons have both abilities and disabilities and have an awareness of their own abilities and disabilities in order to be able to empathize with others. Persons living successfully with significant disabilities who meet other criteria for Board membership will be particularly highly considered.
 3. **Roles.** A diverse set of experiences will include some diversity in the roles that Board members play in relating to persons with disabilities and mental illness, including both past and current roles.
 - a. **Family role.** Emphasis will be given to parents or other family members, particularly those with experience as family caregivers.
 - b. **Professional role.** Persons who work with disabilities and mental illness in a professional role in health care, social services, community development, etc. will be considered.
 - c. **Friends, companions, informal advocates.** People who have chosen to relate to persons with mental illness and other disabilities as friends and advocates will also be considered.
 4. **Intensity and Length.** Many of the people that ADNet serves most will come with lengthy and intense interactions with persons with disabilities and mental illness.
 - a. Board members need to have enough experience to be able to identify with parents and caregivers.
 - b. At the same time, Board members should be dealing in a healthy way with their own pain and struggles to be objective enough to learn from others with different experiences.
- D. Connections and Relationships.** All Board members bring prior relationships and connections to other organizations to their work on the Board. A diversity in these relationships is valuable to ADNet.
1. **Denomination.** Familiarity with and connections to the Board member's own denomination and conference as well as other conferences and denominations is valuable.

2. **Church-related organizations.** Connections with other church-related organizations, especially MCC, MMA, MHS Alliance, and affiliate organizations is very valuable for an ADNet Board member.
 3. **Business and professional organizations.** Board members may have other business and professional ties that can be important and helpful to the organization.
 4. **Other non-profit organizations.** Experience in serving in any capacity with other non-profit organizations (especially church-related, disability-related, or mental health-related organizations is particularly valuable.
- II. **Gifts, skills, and abilities factors.** The following list is not exclusive but identifies significant factors which might ideally be represented in board membership. The intention is not that any individual board member reflect all factors but rather that the total board includes most or all of the gifts, skills, or abilities listed below.
- A. **Knowledge** - Integration of the experience of disability/mental illness with study and reflection.
 - B. **Vision** - thinking about what ADNet could become.
 - C. **Networking** - ability to link ADNet to other people, ministries, and organizations.
 - D. **Organization** - ability to manage projects
 - E. **Resource Development** - fund raising and recruitment of volunteers
 - F. **Marketing** - ability to represent ADNet in various settings.
 - G. **Communication** - ability to speak and write.
 - H. **Passion/Compassion** - a heart for the kind of ministry that ADNet represents.