

Nominations Process

Our church is committed to a nomination process that reflects transparency, fairness, inclusivity, and faithful leadership discernment. We seek to ensure that leadership opportunities are open, clearly communicated, and reflective of the diverse gifts, perspectives and experiences within our congregation.

Overview

The Nominations and Leadership Development Committee is responsible for identifying and recommending individuals for service on the various administrative, leadership and ministry teams and boards within the church. This is a year-round process.

1. Open invitation for participation

- Opportunities to serve will be communicated through the church website, church newsletters, weekly emails, videos, and direct invitations.
- Members may self-nominate.
- Members and Staff may recommend others (with their knowledge).

2. Application and Spiritual Gift Assessment

- Those interested in serving in our church's leadership are asked to complete the leadership questionnaire and spiritual gift inventory.
- The Nominations and Leadership Development Committee will communicate their receipt of the questionnaire and spiritual gift inventory and seek to clarify and answer any questions.
- Submitted questionnaires and spiritual gift inventories will be considered when the Nominations and Leadership Development Committee is discerning names to recommend for vote.

3. Discernment and Selection of Names

- The Nominations and Leadership Development Committee develops a slate of recommendations through a prayerful and thoughtful discernment process. They consider:
 - Individual gifts, skills and faith practice.

- Willingness and availability to serve, including other roles that the nominee may have in the church.
 - Prior service and opportunities for broader participation.
 - The overall leadership needs of the church family.
- Requirements of church members for leadership roles:
 - Current church membership
 - Regular participation in worship
 - Annual financial support of church ministries
 - Participation in either a small discipleship group, Sunday School or ministry service team.
 - Support of the overall mission and vision of the church
- In forming teams, the Nominations and Leadership Development Committee will:
 - Seek individuals who can engage faithfully and respectfully
 - Ensure that leadership spaces are not limited to only those who share identical viewpoints
 - Encourage an environment where questions, ideas, and differing perspectives can be voiced appropriately
- In filling leadership roles:
 - The Nominations and Leadership Development Committee will nominate the chair, vice chair and **all** members of *Leadership Board, Trustees, Staff-Parish Relations, Nominations and Leader Development, Finance, Inua, TCA preschool, MSEE preschool, Studio 150, Brain Fitness, 4 Pillars Counseling and Enrichment Center, DEI*.
 - The Nominations and Leadership Development Committee will nominate just the chair and vice chair of *Communications, Children's, Student, Wonderfully Made, Health and Wholeness, Hannah's Circle, Worship Teams*. The chairs and vice chairs must be members and meet the member requirements for leadership roles.

- The chairs of *Communications, Children's, Student, Wonderfully Made, Health and Wholeness, Hannah's Circle, Worship Teams* will recruit the members of their teams. All team members must be members and meet the member requirements for leadership positions. The chairs are to notify the Nominations and Leadership Development Committee of their intentions to limit overextending individual members.
- Up to 20% of the board positions on the *MSEE Board, TCA Board, Brain Fitness Board, Inua Board, Studio 150 Board, and 4 Pillars Counseling and Enrichment Board* may be non-members. Non-members of these boards must go through the same nomination process as members. They must be supportive of the overall mission and vision of the church. They must contribute financially to their ministry on an annual basis.

4. Composition of Boards and Teams

- The composition of boards and teams will reflect a commitment to:
 - A balance of experience and new voices.
 - Representation from different segments of the congregation.
 - A variety of perspectives, backgrounds and life experiences.
 - Representation from multiple generations.

5. Communication

- To strengthen clarity and trust, the nominations process and timeline will be shared with the congregation bi-annually.
- General information about how leaders are identified and selected will be communicated openly.
- While individual discussions and personal considerations remain confidential, the process will be visible. Members are encouraged to seek clarification about the process.

6. Regular Meetings and Ongoing work

- The Nominations and Leadership Development Committee meets quarterly. In between meetings, the committee regularly communicates via phone and email.

- In addition to nominations, the committee works to review current leadership needs, identify upcoming vacancies, offer opportunities for leadership training, and evaluate the diversity of current committee compositions.

7. Invitation and Nomination

- Individuals identified for potential service will be contacted directly to discuss the role. They will be given clear information about expectations and responsibilities. And invited to participate.
- If they are interested and complete the questionnaire and spiritual gift inventories, their name will be submitted for vote at the Church Conference in October. If their participation is needed before October, their name will be submitted for vote at the next Leadership Board meeting.

8. Accountability

- The church is committed to continually improving this process. Feedback may be shared with the Nominations Committee Chair, Staff Parish Relations Chair and Leadership Council Chair
- Periodic review of this process will ensure it remains fair, transparent and aligned with the values of the church.