

## **ARTICLE V CHURCH LEADERSHIP**

### **SECTION FIVE - Selection of Board Members**

Selection methods to fill Board positions are notorious for becoming popularity contests with quick votes that produce subsequent winners and losers, often yielding reluctant nominees who feel obligated to “serve their time.” Instead, prayerful, careful processes that allow for ample consideration to be given to character, competence, calling and chemistry should be followed. The church should be given clear teaching and a voice in the process, while allowing more mature members to have a stronger role than newer Christians or those still new to the church. The Book of Acts gives evidence of the first church leaders being appointed by the founders and spiritual leaders of the church. By this example it is implied that the existing spiritual leadership of a church be intimately involved in the process of selecting future leaders, to insure selection based on spiritual rather than superficial qualifications. Beyond this, there are no specific guidelines given regarding the selection process. It would therefore appear that freedom is given to the individual church to develop a process that will best serve its own special needs and situations. (Acts 14:21, Titus 1:2) We will adopt a 10 step selection process as follows.

The initial selection process will follow these 10 steps. Then each year the leaders currently serving on the CLB and CSB shall conduct an annual review, part of which includes the process of determining the number of positions to be filled that year, either because of resignations, removals or the sense that there is a need for a larger group. This process would begin each year with the leaders currently serving determining the number, if any, of positions to be filled that year. If there is no need for new positions to be filled, the process would simply consist of the annual review with a re-confirmation of current Board members. If the Boards determine that additional members are needed, they shall initiate the following process for selection:

1. The congregation shall be provided with teaching regarding the Biblical qualifications for Church Board leaders and their Scriptural role. The teaching will describe the qualifications in terms of the leaders’ character, calling, competency and compatibility with other leaders, all categories outlined in the biblical passages on leadership qualifications. This may be done through sermons, tapes, and/or handouts.
2. With the Biblical qualifications in mind, members of the congregation will be given 2 weeks to prayerfully submit the names of people who are church members for consideration as Board members.
3. Men or women whose names are submitted shall be so informed, and they shall be urged to engage in self-appraisal and personal evaluation in light of the Scriptural qualifications. Any person may withdraw their name at that point, if they have no desire to serve in the position, if they do not believe they adequately meet the qualifications, or if there are other circumstances that impede their serving.
4. The nominee shall fill out 1) an application; 2) a questionnaire, and; 3) write an essay (or tape a statement) answering the questions “Why do you want to serve in this position;” and “What strengths and weaknesses do you believe you will bring to this Board?”

5. The Governing Board shall appoint a nominating committee consisting of 3-5 members, none of whom currently serves as a member of a Board or currently aspires to be on a Board. One of the nominating committee members shall serve as chairperson for purposes of order and effectiveness.

6. The nominating committee or their representative will meet with the Boards to review the qualifications for leaders and determine questions that should be posed to the candidates. The nominating committee shall review the names of the nominees, and shall conduct interviews with each nominee (and spouse where applicable).

7. After prayerfully considering each nominee, the nominating committee shall make final recommendations to the Governing Board. Those nominees who have not been recommended to the Governing Board shall be informed by the nominating committee as to the reason for their not being recommended, with reference to whatever qualifications might not have been fulfilled.

8. The Governing Board shall review the nominees and make a final selection. Nominees not selected at this point shall also be given reason by the Governing Board as to why they were not selected.

9. The names of the prospective Board members shall be brought before the members of the church, who will be given 2 weeks to show cause why any one of the prospective Board members would not be qualified to serve. Consistent with Matt. 18:15 and Matt. 5:24, any member with such "cause" must first express his concern to the nominee. If a one-on-one meeting does not remove such "cause", then the member must also express his concern to the Church Life Board for consideration. This may be done by contacting the chairman of the CLB, or the Executive Pastor. Another 2 week period shall be built into the process as a buffer to allow for any mitigating circumstances that may arise in seeking to fulfill this step.

10. At the end of the 4 week period, the prospective Board members will be presented to the members of the church as a group for affirmation by a 75% majority vote of the members present (subject to the quorum requirements of ARTICLE VII, SECTION FOUR) and for a service of dedication. This affirmation is as a group, not as individuals receiving separate affirmation. Such time of affirmation and dedication shall occur every year, whether to affirm new Board members or reaffirm the service of the existing Board members.

The process of selection shall begin in the month of September of each year, and take three to four months. In the event of a vacancy or special need mid-year, each Board may refer to previously qualified nominees, or may re-initiate the entire selection process, as deemed necessary, to select a candidate for recommendation to the Governing Board.

Since Scripture indicates no fixed term for church leaders, no specific fixed term of office is required. Instead, each Board member upon appointment shall be asked for a one year commitment, subject to review, re-commitment and reaffirmation by the church members each subsequent year.

During the period of annual review, both the individual and the other Board members shall evaluate his or her continued service as a Board member again considering the Biblical qualifications as well as any personal factors that might affect his/her service. An individual's service as a Board member may be discontinued by his/her own decision, or by the unanimous decision of the Board.