

Nominating Ministry Team Charter for 2008

Purpose of the Nominating Ministry Team

As stated in the PLC bylaws, Paragraph IV.D, the purpose of the Nominating Ministry Team is to present to the annual congregational meeting a slate of one or more candidates for each vacancy on the Leadership Team.

Additionally, as stated in the PLC bylaws, Paragraph IV.D.1, the Nominating Ministry Team shall present for election 5 members of the congregation, who are not part of the Leadership Team, to form the Nominating Ministry Team for the following year. Nominating Ministry Team members are to serve for one year. Members of the Nominating Ministry Team will not be eligible for a second consecutive term.

Duties of the Nominating Ministry Team

The Nominating Ministry Team shall identify candidates for the Leadership Team who exhibit their spiritual gifts in an active ministry, meet the biblical qualifications for leadership as outlined in scripture (e.g. 1 Timothy 3:1-7, 1 Peter 5:1-4), and exhibit the following high commitment qualifications outlined in the bylaws, Paragraph IV.D.1, which are as follows:

- Member in good standing
- Demonstrate leadership capability
- Regular worship attendance
- Commitment to tithing growth
- Involved in Christian education growth opportunities
- Involved in Christian service opportunities
- Faith builder in self and others

Nominating Ministry Team shall faithfully follow the process outlined below:

1. At the beginning of the process, the team shall make multiple appeals to the congregation (bulletin, announcements, inserts, media slides, Lights articles, etc.) to submit names for consideration for the vacant positions on the Leadership Team.
2. The Nominating Ministry Team shall provide the congregation, and subsequently the nominees, access to the following supporting documents:
 - The Nominating Team Charter
 - Relevant bylaw requirements
 - PLC Sexuality Policy
 - S.H.A.P.E. document
 - 12 Characteristics of Godly Leadership
3. Nominating Ministry Team meetings are closed meetings.
4. The Lead Pastor shall serve as convener and advisory member of the Nominating Ministry Team. The Lead Pastor shall also provide a clear communication link between the Nominating Ministry Team and the Leadership Team.

5. The first meeting of the Nominating Ministry Team shall be convened by the Lead Pastor some time in early October.
6. The President of the Congregation or Leadership Team designee shall meet with the Nominating Ministry Team, early in the process, as a consultant to the team for the purpose of helping the Nominating Ministry Team members better understand the scope of serving as a leader in our church. The president shall also provide any other relevant insights that might help to shape the team's discernment process.
7. Once the aggregate list of names has been identified, the Nominating Ministry Team shall use the supporting documents as guidelines to create an average score for each candidate based on rank and frequency. (Note: This new list can be ranked and re-ranked as many times as necessary to winnow the list down to a manageable number, dividing the list into a top tier and a second tier.)
8. Out of this list, the Nominating Ministry Team shall create a list of people to be interviewed for vacant positions on the Leadership Team. Leadership Team candidates shall be selected from this list. These names shall be presented to the membership at the Congregational Meeting.
9. Once the slate of candidates for Leadership Team vacancies has been identified, and the consent from the each candidate has been secured, the nominating Ministry Team shall return to its ranked list of names to identify and select next year's Nominating Ministry Team candidates. They shall then contact the candidates to get their consent and shall present their names at the annual congregational meeting.
10. The Nominating Ministry Team, from among themselves, shall elect a facilitator for next year's Nominating Ministry Team. The facilitator shall not be a voting member of the following year's Team.
11. The facilitator shall serve as the communicator to the congregation. He or she shall also be responsible to report any suggested changes to next year's Charter to the Leadership Team after this year's process is completed.
12. The Lead Pastor and next year's facilitator shall retain the ranked list of names developed by the Nominating Ministry Team. This list may be used by the Leadership Team to fill an "out of cycle" vacancy on the Leadership Team or Nominating Ministry Team.
13. Out of cycle vacancies on the Leadership Team shall be filled by the Leadership Team. The person filling this vacancy shall be eligible for inclusion on the list of candidates for the Leadership Team that is presented at the next Congregational Meeting. This person shall not be required to go through the Nominating Ministry Team selection process.
14. In the event a Nominating Ministry Team member wishes to be considered for one of the positions to be filled on the Leadership Team, they should announce their intention as early as possible, but before the onset of ranking names. The vacancy on the Nominating Ministry Team shall be reported to the Leadership Team. The Leadership Team shall then fill the vacancy of the Nominating Ministry Team.