



Board Nominating Committee - Program Size Church

Overview

The role of the Board of Directors in a Program Size church requires a shift from the role that was required in a Pastor Size church and so the recruitment, screening and selection of board members takes a decided shift. This shift is necessary because the board's role is crucial in sustaining alignment and supporting strategic growth.

- The Nominating Committee is appointed by the current Board of Directors
- The Committee should not exceed 7 members
- The Role of the Nominating Committee is to:
 - Review the skills and gifts that are necessary for board members to possess
 - Evaluate the skill and gift sets of members of the Board of Directors whose terms continue and from this evaluation, determine the particular gifts and skills that are needed to complete the board team
 - Develop an application that is designed for finding the particular skills and gifts that are needed along with the necessary character traits
 - Actively recruit congregants to apply
 - Do a thorough evaluation of applications and schedule interviews as deemed appropriate by the committee
 - Prepare a slate of candidates for the congregation to vote on at a regularly scheduled Congregational Meeting. The slate should be exactly the number of open seats and should be voted up or down.
- The Committee appointments should be reviewed annually.

Key Roles of a Program Size Church Board

- **Policy Governance** – The Board establishes broad policies that provide the basis for planning, implementation and evaluation of all efforts to fulfill the church's Purpose, Vision and Ministry Plans.
- **Strategic Direction** – The Board engages in the process of strategic planning based upon the guiding documents of the church.
- **Fiduciary Accountability** – The Board is entrusted with the power and authority to act on behalf of the church, and is accountable for assuring that all policies, procedures and practices within its jurisdiction are in compliance with local church and UFMCC Bylaws.
- **Management Oversight** – The Board exercises oversight over all operations of the church including acquisition of its revenues, allocation of its resources, stewardship of its assets, management of its risks, and achievement of its purposes.

Qualifications

- **Essential Qualifications** (Assessed through the candidate's submission to the Nominating Committee) – these include active membership status as defined in the bylaws, i.e., registered attendance identified financial support, definite service contribution, and expressed interest and loyalty to the church as well as a record of leadership and accomplishments.
- **Essential Competencies/Characteristics** (Assessed through an interview process and personal references) – these include trustworthiness and integrity, interpersonal skills, communication skills, flexibility, teamwork skills, conflict and change management skills, support for diversity and a spirit of generosity.
- **Essential Skill Sets** (Assessed through the application and interview process) – these include strategic decision making experience, high level management experience, strategic money management and revenue development experience, demonstrated skills of innovation and idea generation, record of achievement of goals. Depending on the vacancies, additional skills that may be needed on the team are Human Resource experience, Legal expertise, Project Management, Creation and Maintenance of Investment accounts, Planned Giving Programs, Long Term, Strategic Money Management/Investment, Real Estate Experience, Experience in key organizational Leadership Roles

Bylaw Implications

- Since many churches have not included Nominating Committees in their bylaws, additions or amendments may need to be made that will allow these appointments.
- A review of the requirements for board members is in order. There should be discussion as to what essential qualifications are necessary in order for someone to apply for a board position and whether that should include the list above or some portion of it.
- The process by which board members are elected should be reconsidered (i.e. from a slate up or down, screened by the nominating committee, etc.)
- How the selection of board officers is done should be reviewed with an eye toward those positions being elected by the board itself after an election is held.
- Revisit who the Moderator of the Board will be, especially whether it needs to be the senior pastor or not.

Educational Implications

- For many churches this process will be new and for congregants, it may seem like some kind of violation of congregational authority. This can usually be overcome with appropriate education and communication:
 - Explain that we are a representative democracy which means that they elect the group (board of directors and senior pastor) who make the decisions on their behalf. This gives them ultimate authority and makes it all the more crucial to choose those who are best gifted and skilled to make those decisions.
 - Provide information/education about the different roles of boards in different size churches and how that creates the changes that are necessary.
 - Communicate clearly that in every stage of the church's growth there have been those who have served well and that the changing role does not mean those who have served before didn't do a good job.