

ALL SOULS CHURCH LEADERSHIP DEVELOPMENT AND NOMINATING COMMITTEE

CANDIDATE ASSESSMENT PROTOCOL

All Souls Church's bylaws direct the Leadership Development and Nominating Committee (LDNC) to identify, evaluate, and nominate candidates for leadership positions. Church members who wish to be considered for a Board Trustee or Officer position apply through the LDNC. This document generally describes the steps taken to evaluate a potential candidate and the associated confidentiality provisions.

CANDIDATE SLATE

In accordance with All Souls Church's bylaws, the LDNC voted in May 2018 to present a slate (single candidate per position) at the 2018 Annual Meeting. The Committee's reasons included:

- The LDNC is elected by the congregation for the purpose of identifying highly qualified nominees.
- It strives to assemble a qualified, diverse slate using a thorough and rigorous screening process, with interviews and reference checks.
- Other candidates may still be put forward by petition or from the floor.
- While nominating competing candidates might appear to be a more transparent process, past experience has shown that some qualified candidates are reluctant to submit to a competitive campaign. Losing candidates, once rejected, can be discouraged from active participation in church life.

NOMINATION PROCESS

- The LDNC will review the candidate's completed Leadership Application and resume.
- An LDNC member will contact the candidate during the month of October 2018 for a preliminary phone interview.
- The LDNC may contact committee chairs and other church members to solicit input on the candidate's skills and experience.
- In addition to interviewing church leaders, the LDNC will obtain information from the candidate's references provided on the Leadership Application.
- The LDNC may review information available as part of a public record, such as internet searches and news media records.
- The LDNC will conduct formal interviews from late September to mid-October 2018.
- The LDNC will inform each candidate of the committee's decision by late October 2018.
- Candidates selected for the LDNC's proposed slate will be asked to attend a "meet and greet" session, to be held after each service on a Sunday in November 2018.
- Each selected candidate will introduce themselves to the congregation at its Annual Meeting, to be held in early December 2018.
- The congregation will vote on the proposed slate of candidates at the Annual Meeting, and their term begins in January 2019.

CONFIDENTIALITY

All information collected from the candidate's professional and personal references, others in the church who have served on committees with or who know the candidate, and public searches about candidate, will be kept strictly confidential by members of the LDNC. If you have any questions on the LDNC Candidate Assessment Protocol, contact LDNC co-chairs, Maya Hermann (hermann.maya@icloud.com) or Chuck Wooldridge (cwooldridge108@comcast.net).