

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.

NOMINATION PROCESS

- The LDNC will review the candidate's completed Leadership Application and resume.
- The LDNC will conduct formal interviews from late September to mid-October 2018.
- 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 inform each candidate of the committee's decision by mid-October 2019.
- 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 2019.
- Each selected candidate will introduce themselves to the congregation at its Annual Meeting, to be held December 8, 2019.
- The congregation will vote on the proposed slate of candidates at the Annual Meeting, and their term begins immediately following the Annual Meeting.

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).