

# **NOMINATIONS & LEADER DEVELOPMENT**

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# CHOOSE THE ONE THAT BEST DESCRIBES YOUR RELATIONSHIP TO THE LEADERSHIP & NOMINATIONS COMMITTEE

- ☐ Clergy chair
- ☐ Lay vice-chair
- ☐ Existing member
- ☐ Recently elected member
- ☐ Other

# LOCAL CHURCH JOB DESCRIPTION: RESULT EXPECTED

“An effective committee on nominations and leader development identifies, develops, deploys, evaluates, and monitors Christian spiritual leadership so that the congregation carries out the ministries for transformation of the community. The committee guides church leaders (whether called a church council or administrative board or another name) on matters regarding laity in leadership of the congregation.”

<https://www.umcdiscipleship.org/resources/nominations-and-leader-development>

**'the right people on the bus...**

**...the wrong people off the bus,**

**... and the right people in the right seats'**



Jim Collins, Good To Great.

# COMMITTEE COMPOSITION

1. This committee is made of no more than nine people, one of whom must be a **young adult**.
2. One-third of this committee is elected annually by the charge conference.
3. *The Book of Discipline of The United Methodist Church* states that the pastor shall be the **chair** of the group and a layperson shall be vice-chair who may represent the committee at meetings of the church leadership team.

# HELPFUL SPIRITUAL GIFTS & QUALIFICATIONS

Spiritual gifts: administration, discernment, exhortation (encouragement), helping, knowledge, servanthood, teaching, and wisdom

Members of this committee should show evidence of growing discipleship and willingness to help others identify their places of ministry.

# RESPONSIBILITIES: IDENTIFY CALL, GIFTS & FIT

Members of this committee are to be attentive to their own Christian spiritual lives and engaged in biblical and theological reflection about God's call and the mission of the church. This committee helps members of the church **identify their calls** from God, their leadership **gifts**, and **places for Christian service**.



What  
you would  
tell people

Life  
experience

What's  
in your  
hand?

Calling

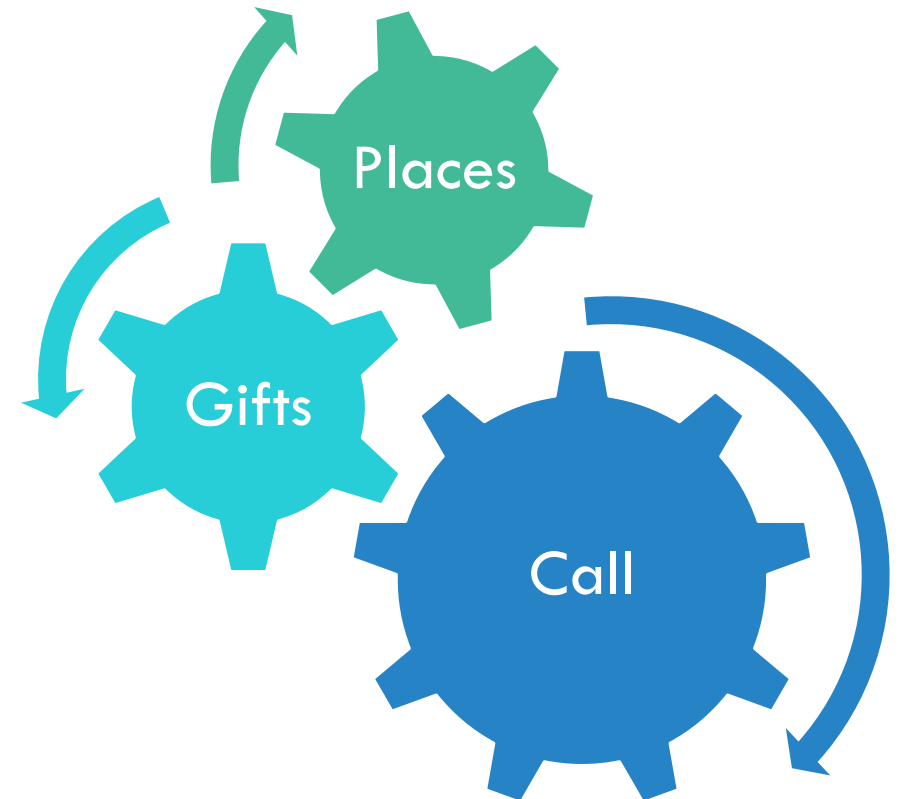
What you  
love

What  
makes you  
feel alive

What  
you hate



WHEN WE HELP PEOPLE FIND  
THEIR FIT, WE NOT ONLY  
HONOR THE GIFTS GOD HAS  
GIVEN AND ALLOW THE PERSON  
TO EXPERIENCE MEANING, BUT  
THE BODY OF CHRIST IS BETTER  
ABLE TO FULFILL ITS PURPOSE.



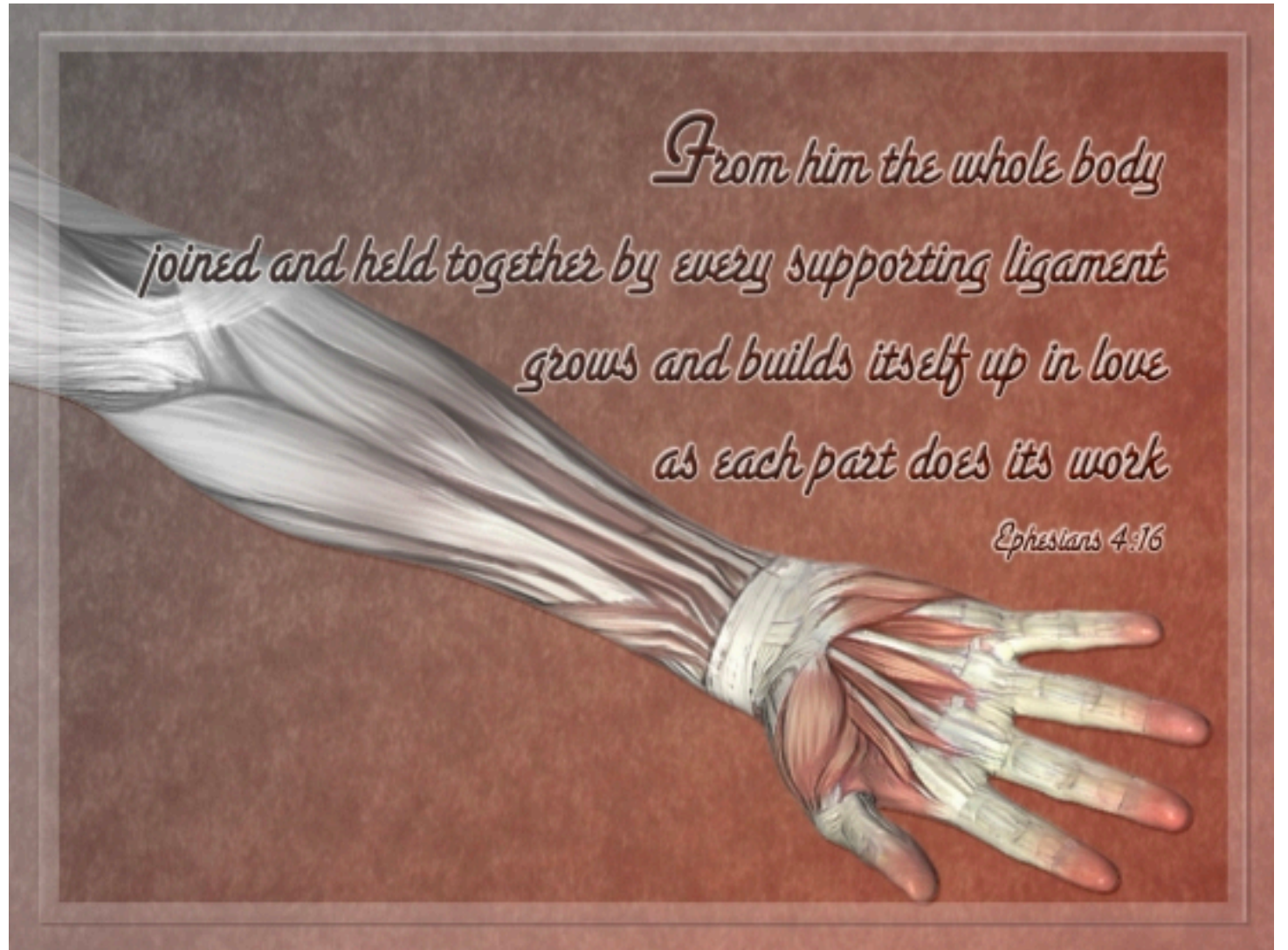
# RESPONSIBILITIES: EDUCATION



Leads the congregation to understand that God gives gifts, skills, and experiences to every individual within the body of Christ for ministry **for the transformation of the world.**

# EPHESIANS 4

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# RESPONSIBILITIES: SYSTEMS




Develops a **system** for becoming familiar with people in the congregation.

Helps people discover their spiritual gifts, name their skills, interests, knowledge, and life experiences in addition to developing a **system** for tracking this information.

# SYSTEM FOR BECOMING FAMILIAR WITH PEOPLE IN THE CONGREGATION

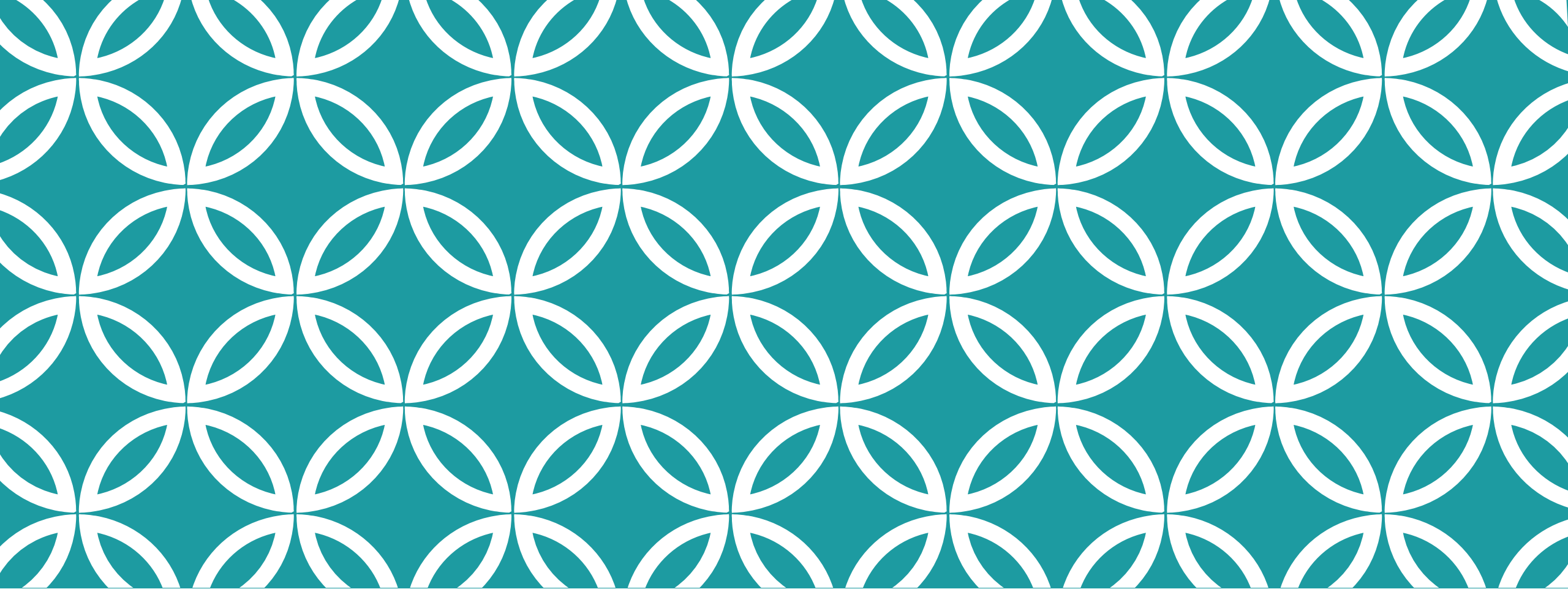
1. Relational (e.g., Relational 1:1 campaign)
2. Annual (e.g., Stewardship Sunday)
3. Stage (e.g., new members/first step)



here i am LORD

SYSTEM FOR TRACKING  
INTERESTS/GIFTS/PASSIONS

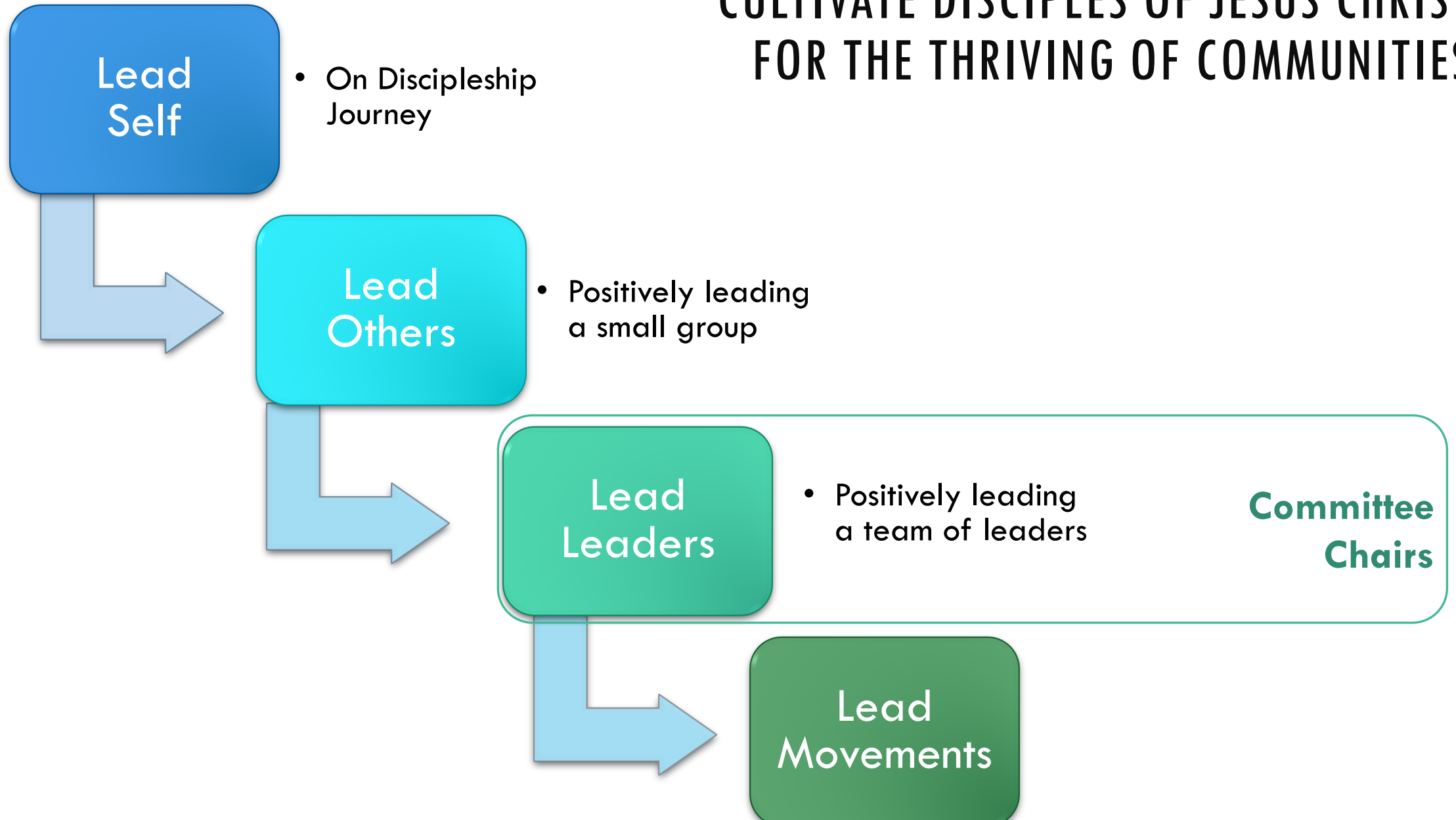




# CONFERENCE NOMINATIONS COMMITTEE AS AN EXAMPLE

2 years ago

# IDENTIFYING & DEPLOYING SKILLED SERVANT LEADERS WHO CULTIVATE DISCIPLES OF JESUS CHRIST FOR THE THRIVING OF COMMUNITIES



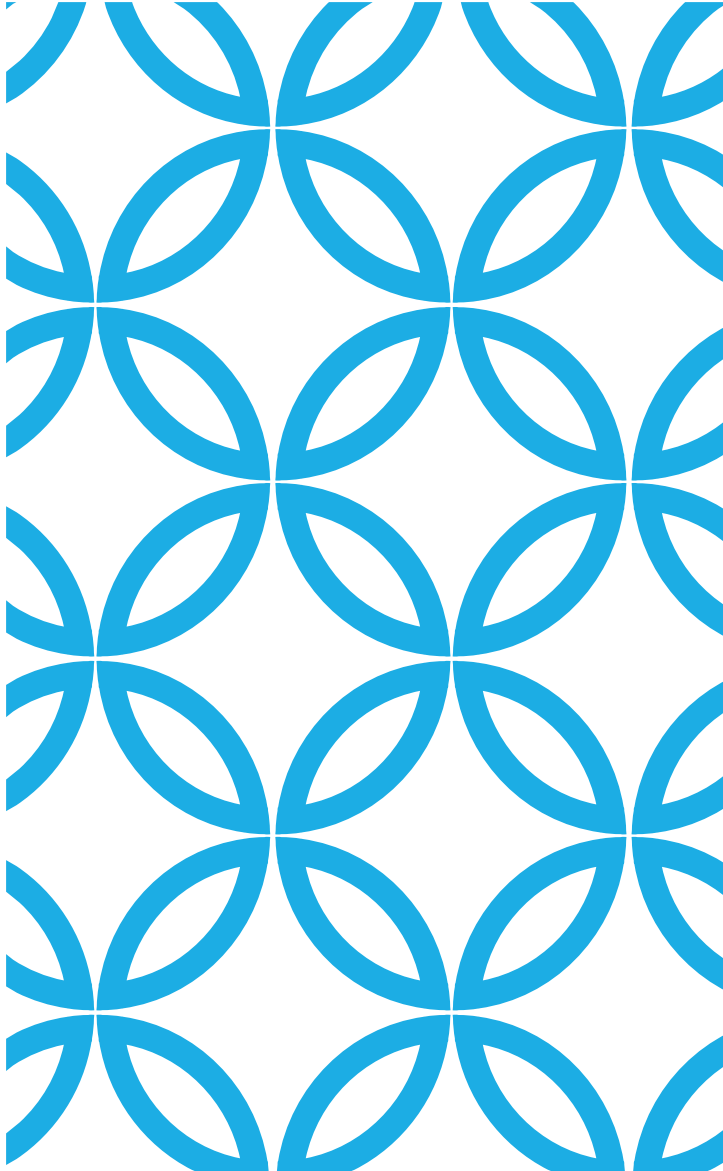
# CURRENT REALITY: NOMINATIONS PROCESS

## *WHICH OF THESE SOUNDS FAMILIAR?*

1. Confusion regarding process, slate ownership and tracking classes/terms.
2. Difficulty filling all the “slots.”
3. No one wants to replicate the process used last year.
4. Many of the same people are serving year after year.
5. Many people are surprised to see their name on the report at conference
6. There is a process that was used years ago that we can use as a starting point moving forward.

# ACTIVITIES TO MEET THOSE OBJECTIVES

- Clarify Nominations procedures, including timeline and owners.
- Develop and implement an interest form to identify new people, assess gifts and talents and a vetting process.
- Communicate agency purpose and functions as well as membership expectations including time commitment when asking someone who is nominated if they will serve. Then give them a discernment process.
- Develop and implement processes that:
  - Orients and develops chairpersons.
  - Welcomes and engages each new agency member in their discernment.
  - Evaluates the effectiveness of the agency and members.



ANY QUESTIONS BEFORE WE  
RETURN TO NOMINATIONS AND  
LEADERSHIP DEVELOPMENT  
COMMITTEE RESPONSIBILITIES?

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# RESPONSIBILITIES: JOB DESCRIPTIONS



Works cooperatively with other groups or individuals to prepare **job descriptions** that are adapted to the needs and organizational style of the church.

iLEAD  
Coordinator  
(lay vice-chair)



# Join a committee



## ELEMENTS OF A GOOD COMMITTEE/TEAM JOB DESCRIPTION

1. Name
2. Purpose Statement
3. Key Responsibilities
4. Amount of Time Required
5. Meeting Dates,  
Frequency and Location
6. Reporting/Connectivity

# RESPONSIBILITIES: MATCHING PEOPLE WITH OPPORTUNITIES



Becomes familiar with the responsibilities for each leadership position and **matches potential leaders with particular opportunities** for spiritual leadership.

# RESPONSIBILITIES: INVITE, TRAIN & SUPPORT



Invites people to positions of spiritual leadership, receives their responses, and provides training and support for these individuals.





# INVITATION TO DISCERN

Example from the BWC  
Nominations Committee



## RESPONSIBILITIES: CREATE & PRESENT VETTED NOMINATIONS LIST



Presents a  
**nomination list** to  
the charge  
conference.

## TOP 3 QUESTIONS

1. What should we do if we don't have enough people to create a whole slate of leaders?
2. What is the process for moving someone out of a position?
3. In our church the pastor has always decided who serves on committees since they are the chair. Can the vice-chair overrule the chair?



# NEXT STEPS

1. Review this material and the [Guidelines for Leading Your Congregation 2017-2020: Committee on Nominations and Leadership Development](#).
2. Plan your work.
  - a) Prepare yourself and the committee for building a congregational culture that links God's call with the mission of making disciples who will be disciple makers.
  - b) Check to see what records of potential leaders exist. Update these and plan to gather additional information.
  - c) Involve all committee members in building a culture of leader development in your congregation.
  - d) With the church leadership team and others, determine what kinds of leaders are needed during the coming year.
  - e) Consider ways your committee can plan programs, workshops, and other ways to help individuals uncover their gifts for ministry, support individuals in their ministry, and provide leadership development training.
  - f) Ensure you have clear job descriptions for each opportunity you present to someone for discernment