

# A Method of Spiritual Discernment and Selection

1. Agree that the slate will be by consensus. Agree whether or not members of the Nominating Committee will be considered.
  2. Place all names suggested by the congregation and Nominating Committee members on a marker/chalk board, newsprint or have them gathered by the chair prior to and shown on a screen alphabetically using a computer and projector.
    - a. Do this without discussing any of the names.
    - b. Do not place marks next to any name when they are repeated; discernment is not about popularity.
  3. After listing all names as called for in step 1, pause for a time of silent, prayerful reflection upon each person listed. Following several moments of silent prayer, begin briefly and systematically, one by one, discussing each person... their skills and abilities, their experience, trustworthiness, dependability, etc. (all those qualities and characteristics the committee stated was important for a church officer to possess). Be sure to include comments shared by those from the congregation.
    - a. When there is "fairly" universal and significant positive reflection about a person, that person is starred.
    - b. When there is "fairly" universal and significant reservation about a person, that person is removed.
    - c. When it seems that only one member of the Nominating Committee has a concern (and the committee has agreed that the slate will be consensus through a prayerful process of spiritual discernment), then the following happens:

The person (A) with the concern says, "That name had not occurred to me." If there is not opposition, then the name is removed.

If someone (B) disagrees with "A", then that person says, "I need you to say more." If "A" who said "That name had not occurred to me" does not feel strongly, knowing "B" feels differently since "B" said, "I need you to say more," "A" can say they are fine with keeping the name in consideration, however the name is not starred.

However, if "A" does continue to feel strong opposition, then "A" explains why the name had not occurred to them. The name is then removed from further consideration since the committee agreed that the slate would be consensus.
- NOTE:** If a nominee is a member of the Nominating Committee (and that is allowed) or is related to a member of the Nominating Committee, then that person will step out of the room for a moment so that the Nominating Committee may confidentially discuss the nominee.
4. Once step 3 is complete, focus your attention and conversation about those names, and only those names, that were starred and again pause for a time of silent, prayerful reflection upon each person starred. (This will truly help in moving the committee to a consensus decision rather quickly.). Prayerfully determine the slate, who you will ask, to be an officer (ruling elder/deacon), etc. Please keep in mind the need for diversity in gender, age, length of membership, particular gifts, theological perspective; you do not need equal balance, just diversity (G-4.0403). Also keep in mind the Qualities and Characteristics the committee stated were important and essential.
  5. Next, select alternates for your first selections. Sometimes the committee will want specific alternate/s for specific first choices to keep diversity (i.e. a younger person alternate for a younger first choice, etc.).
  6. Then pair up the committee in two's and decide who will ask each potential nominee. The chair of the Nominating Committee will ordinarily be the one to whom everyone contacts when they know the answer.
  7. In the meeting's closing prayer, ask for God's Spirit to help those being approached to be open to the leading and call of God and that God's will be done.