



First Congregational United Church of Christ

GUIDELINES FOR SELECTING BOARD NOMINEES

May 2024

The following guidelines are designed to assist the Nominating Committee in identifying candidates to serve on FCUCC's Board. The guidelines are intended to inform, rather than to control, the Nominating Committee's decision-making.

The attributes and skills listed below are considered desirable in individual Board members and/or in the Board as a whole, but it is understood that it may not always be possible to achieve a Board composition that reflects all of these attributes and skills.

Each year, the current Board will evaluate gaps in expertise and identify any specific needs for the coming year. Based on the Board's evaluation, the general guidelines below may be supplemented with more specific guidelines developed by the Board. Taking these general and specific guidelines into consideration, the Nominating Committee is tasked with using its best judgment to assemble a slate of Board nominees for presentation to the congregation.

General Guidelines:

Desirable attributes and skills of individual Board members:

- Trusted and respected member or associate member of FCUCC of Asheville
- Strong commitment to FCUCC and its mission, vision and ministries
- Experience working with teams, committees, or other boards (within and/or outside the church), particularly in a leadership role
- Listens with an open mind, and a compassionate heart

- Communicates well verbally and in writing, and responds in a timely manner
- Team player, e. g., cooperative, works well with others
- Desire and ability to fulfill expectations as specified in the Board Covenants (rev. 2023)

Desirable attributes and skills of the Board as a whole:

- To the extent possible, represents the diversity of the congregation with respect to age, race, sex, gender identification, and sexual orientation. Priority is given to the most qualified candidate based on the needs of Board at the time.
- Financial management and investment expertise
- Knowledge and expertise in human resource matters
- Legal expertise
- Strategic planning and policy making expertise
- Meeting facilitation skills