

First Congregational United Church of Christ

Guidelines for Selecting Board Nominees

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
- Strong commitment to FCUCC and its mission, vision and ministries
- Experience working with teams, committees or other Boards (within and/or outside of the church), particularly in a leadership role
- Good listening skills, an open mind, and a compassionate heart
- Team player – demonstrates a capacity to work well with others
- Desire and ability to fulfill Board expectations and covenants

Desirable attributes and skills of the Board as a whole:

- Representation of the diversity of the congregation with respect to age, race, sex, sexual orientation, financial means, etc.
- Financial management and investment expertise
- Knowledge and experience in human resource matters
- Legal expertise
- Strategic planning and policy-making experience
- Meeting facilitation skills

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Special Considerations and Guidelines **for 2014 Board Elections**

The current 7-member Acting Board of FCUCC was elected in May 2012 to serve an approximate one-year term while the congregation tested a new organizational system and developed Bylaws. On December 8, 2013, the congregation will vote on the new Bylaws and select leadership for the permanent 7-member Board as outlined in those Bylaws. The terms of the new Board members will begin on January 1, 2014.

The Governance and Ministry Task Force, serving in its capacity as the Nominating Committee for the Board election, has canvassed the current Acting Board members and is pleased that 6 of those members have agreed to place their names in nomination for the permanent Board, as follows:

- One year term: Chris Nealis and Bill Petz
- Two year term: Carol Bennett and Cheri Britton
- Three year term: Spencer Duin and John Whitener

These candidates' names will appear on the slate presented to the congregation on December 8.

The Nominating Committee is seeking one additional candidate to fill out the slate of Board nominees, and is asking the congregation to make recommendations for this final Board seat, which will carry a term of three years. In making your recommendations, please consider the "Guidelines for Selecting Board Nominees" that was approved by the Congregation in May and is re-printed on the back of this page. In addition to those general guidelines, and in light of the more specific needs that are anticipated by the Board next year, also consider these skills and qualifications as you make recommendations:

- Experience in developing policies and procedures
- Good writing skills
- Attention to detail

Thank you for your participation in this important process.