

FCH Election Recommendation

I. Leadership Discernment Committee:

Recommend the creation of a Leadership Discernment Committee (LDC). Its role will be to manage the overall process of discerning leadership for the organization. This includes leading processes of discerning the needs of the organization, the raising of names of individuals who might serve in leadership, the creation of candidate lists and the management of election processes and procedures.

Recommended features:

- ✘ Members of the LDC renounce passive voice (i.e. are ineligible for election to any office) for the entire duration of their term on the LDC.
- ✘ Members of the LDC are held to strict confidentiality regarding the committee's conversations and deliberations.
- ✘ Members are appointed by the president upon the advice and consent of the other officers for terms of definite length.
- ✘ An ordinary term will be 3 years in length.
- ✘ The LDC will consist of 3 members.
- ✘ The LDC will annually elect its own chair.
- ✘ After having served more than 3 consecutive years on the LDC, an individual will not be eligible for appointment to another term (either partial or full) until he or she has spent at least 3 years off of the committee.
- ✘ If a person leaves the LDC before the scheduled completion of his or her term, the president, with the advice and consent of the rest of the officers, will appoint someone to complete the rest of that term.
- ✘ When the LDC is constituted for the first time, one member will be appointed to a regular 3 year term, one member will be appointed to an extraordinary 4 year term, and one member will be appointed to an extraordinary 5 year term.

II. In regards to Discernment for Leadership Positions:

1. The LDC leads a discernment process to determine the current needs of the organization and the types of skills necessary to meet those needs for the offices under consideration.
2. Immediately following this meeting the results of this conversation are made known to the entire organization. All members (including members of the LDC itself) are invited to submit names to the LDC of individuals they believe would fill these needs along with the reasons they believe they would do so. This open nomination period will last two to four months.
3. The LDC will determine if any of the current officers in those positions are eligible to serve another term. If so, the LDC will inquire as to whether or not such people are willing to serve another term.
4. The LDC will evaluate each name submitted to determine eligibility for the office according to the Operating Procedures of the organization. Any individual who is nominated and eligible will be contacted by the LDC
 - a. The LDC will inform them of their nomination and the reasons given by the nominator(s) for the nomination.
 - b. The LDC will inquire as to whether the individual is willing to stand for election.

- c. Any individual willing to stand for election will be invited to submit a written self-evaluation of strengths and weaknesses and indicate which office(s) in which he or she is willing to serve.
5. Steps 3 and 4 above will be completed at the close of the nomination period.
6. The LDC will prayerfully select from among the nominees willing to serve three candidates for each of the open positions. An individual may be a candidate for more than one open position, but the total number of candidates must be at least two more than the total number of open positions. These individuals will be contacted, informed of their selection, and asked to reaffirm their willingness to serve as president.

III. Elections

1. The LDC will ensure that each candidate has the opportunity to express his or her vision to the membership within the months leading up to the annual meeting and to address the members at the annual meeting prior to the election itself.
2. The LDC will oversee the election process.
 - a. The relative order of election for the open offices will take place according to the following order of precedence: President, Vice-President, Finance Officer, Secretary, Membership Officer, Communications Officer, and Development Officer.
 - b. Absentee voting will be allowed on the first ballot of the first open office only. Proxy voting will be allowed for all ballots.
 - c. For each open office, the voting shall be conducted in the following manner:
 - i. The list of candidates will be presented, excluding any people who were originally on the list but have already been elected to some other office
 - ii. The membership will vote for one person.
 - iii. If no candidate obtains a majority on the first ballot then those candidates falling in the lower half of the voting are eliminated and a second ballot is immediately held.
 - iv. If no candidate obtains a majority on the second ballot then there will be a third ballot with only the top two candidates from the second ballot eligible. The person obtaining the highest number of votes on the third ballot is elected.

Submitted by Subcommittee Consultants:

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