

Church Health Team nominating process

Voting

1. Distribute Round 1 ballot. Do NOT explain what the purpose of this ballot is beyond the fact that this is to help select the members of the Church Health Team.
2. Distribute Round 2 ballot. Explain that on this ballot it is okay to duplicate names used on the first ballot. The important thing is to name those people who best represent these competencies, regardless of whether they were or were not named on the first ballot.
3. After collecting the second ballot, then explain that the first two ballots will be used to select the chair or co-chairs of the Church Health Team. Explain that the reason for two ballots is that most churches have a leadership selection culture that tends to focus primarily on either character or on competencies. However, both character and competencies are equally important for effective leadership in this position. Therefore, the Church Health Team chair will be selected from among those who receive a high number of votes on both ballots.
4. Distribute the Round 3 ballot. Explain that this ballot lists a combination of character qualities and competencies. This ballot is to nominate people for the remaining positions on the Church Health Team. *It is all right to duplicate names that they used on the first two ballots.*
5. Explain that you will rely heavily on these nominations in forming the Church Health Team, but make clear that this is a nominating ballot, not an electoral ballot. The consulting team (and the pastor, if appropriate), guided by the nominating ballot, will invite one or two people to chair the team. Then the consulting team and the chair(s) (and the pastor, if appropriate) will together go through the remaining names nominated and will invite others to serve on the team. Explain that we believe it is important that the leaders of ministry teams have a strong say in who serves on those teams.

Selecting the team members

1. Tally the votes for each of the three ballots. If someone listed more than the number of names specifies, pro-rate the votes. For example, if someone lists three names (rather than 2) on Ballot 1, allocate each person $2/3$ of a vote.
2. Identify one or more people who received a high number of votes on both of the first two ballots. If more than one person appears to be qualified, consider naming a chair and an assistant chair to the team. If the church is not involved in conflict to which the pastor is a party, discuss the top names with the pastor to determine if there is any reason that the top vote-getters might not be a suitable Church Health Team chair. If you have had previous opportunity to meet with these people, draw on your interaction with them in making your choice.

As you review names, keep in mind that this is a discernment process, not a popular election. The primary value of the balloting process is to determine which leaders in the church are most

trusted.

3. Invite one or two leaders to chair the Church Health Team. If you invite two, first ask one to chair, then ask him/her how he/she would feel about the other person serving as assistant chair. Go with the assistant chair only if the chair is enthusiastic about the arrangement. Otherwise, go with just the single chair.

4. Meet with the chair(s) of the Church Health Team and, if appropriate, the pastor, to go over the remaining nominated names. Suggest the ground rule that anyone there can veto any name on the list for any reason or for no stated reason at all, if the person feels the person is not qualified to serve. The reason for allowing someone to be vetoed without stating a reason is so that people who have access to confidential information can veto on that basis without compromising a confidence.

Go through the names on the third ballot, beginning with those who have the most votes, discussing whether they would be good for the team. Cross reference how many votes these names received on the first two ballots. It is probably good to not include on the team any people who received no votes on the first round (character qualities). Depending on the number of ballots, you might decide that no one should be included on the team if they received fewer than two votes on the first ballot.

An optimum size for a Church Health Team is 7 people. However, you may wish to choose only 5 or 6 from this ballot, and include on the team one or two people who are involved because of the Minimum Factor. For example, if the Minimum Factor is Inspiring Worship, you may want to include the worship team leader on the team.

If you do not come up with enough names using this ballot process, brainstorm about people who may have been overlooked. For example, is there a spiritually mature high school student who may have been overlooked because of his/her age, but who would bring a valuable perspective to the team?

5. Ask the Church Health Team chair to call each of those selected to invite them to serve.

6. Schedule the first meeting of the Church Health Team.