

BOARD MEMBER SELECTION PROCESS



Selection Process:

The following selection process aims to help Church/ministry to identify candidates that have the CHARACTER, COMPETENCE, and COMMITMENT needed for board service. By following the steps, we hope to avoid allowing any one person to manipulate the process and to ensure locating candidates that match the needs in our Board Matrix.

1) **Identify Board Candidates** for Nomination in relation to the needs of our Board Matrix

Prayer: God, please guide us to candidates that fit the needs of our Board Matrix.

2) **Request Board Profiles** from Candidates

Fast: Set aside your desires for who should serve and seek God's heart. Read Acts 13:1-3

3) **Distribute and Review** Profiles to Current Board Members

Confess: God this is your organization, not ours. Show us which candidates should be invited for board service.

4) Designate Point Person on the Board to arrange Interview and to send candidates two items in advance of meeting: Board Policies Manual and Board Member Annual Commitment Form.

5) Determine availability at least two independent Board Members for Interview and confirm details

6) Designate Board Member note taker for the Interview

7) Board members meet 5-10 minutes prior to interview to pray for wisdom and determine who will ask questions in each of these three areas. Please query in each interview:

(a) The Candidate's Christian faith journey to assess his or her CHARACTER; and

(b) The Candidate's vocational history to query his or her COMPETENCE; and

(c) The Candidate's heart and interest in this Church/ministry mission to evaluate his or her COMMITMENT to serve on the board.

8) After the interview, Board Members who attended the interview discuss suitability and possible conflicts

9) Report findings to remainder of the Board

10) Nomination of Board Candidate at future Board meeting

INTERVIEW TEMPLATE



Board Member / Point Person

Candidate Name _____

- Received CV / Profile from Candidate
- Sent Board Policies Manual to Candidate and Board Member Annual Commitment form to Candidate
- Pray for guidance / Fast for discernment / Confess dependence on God with fellow

board members Interview Date _____

Board Members on Interview _____

Notes that summarize our query in three areas:

- (a) The Candidate's Christian faith journey to assess his or her CHARACTER; and
- (b) The Candidate's vocational history to query his or her COMPETENCE; and
- (c) The Candidate's heart and interest in this Church/ministry mission to evaluate his or her COMMITMENT to serve on the board.
- (d) Other notes

Summary of Notes for Full Board consideration: