

**Nominating Committee**  
*Presbytery of Southern New England*  
May 2020

**Members of the Nominating Committee:**

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**About the Nominating Committee:**

The committee is responsible for trying to build relationships with members of the Presbytery, both clergy and lay leaders, and to try to engage with them in mutual discernment of ways they might use their gifts, talents, and interests to serve God and the wider Church through participation in a committee of the Presbytery of Southern New England, or other service to the Church. Committees of the Presbytery include: Committee on Ministry, Committee for the Preparation for Ministry, Trustees, Personnel, Representation, and Permanent Judicial Commission. We also nominate officers of the Presbytery and Corporation, chairs of committees, commissioners to General Assembly and Synod of the Northeast assembly, members-at-large to Roundtable (Roundtable is the name for the subgroup of our Presbytery charged with leading it between Presbytery meetings), ordination exam readers, and members of our newly formed Emerging Ministries Committee and Anti-Racism and Equity Task Force.

The Committee meets at least monthly, although we have met somewhat more like twice a month since January 2020, due to particular needs of the Presbytery. Committee meetings are conducted almost exclusively via the videoconference software Zoom.

**Highlights during 2019/2020:**

The Committee has:

- Developed a “Gifts, Talents, and Interests” survey online, to begin to build a database of the resources within our Presbytery that might be engaged for service to the wider church. One can fill out the survey for oneself, or for another; we hope— if you have not already completed it— you will take the time to do so at your convenience. The link is available at: <http://psne.org/nominations>
- Fully staffed two brand-new committees of the Presbytery.
- To the degree possible, coordinated with the Committee on Representation to attempt to diversify membership of and on the various committees of our Presbytery
- Begun relationship-building visits with pastors within the Presbytery, as well as individual churches, although the global health situation has temporarily hampered this work.

**Other Information:**

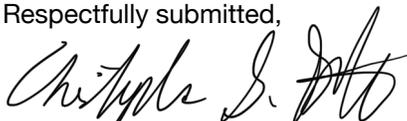
The Nominations Committee has been blessed to have been led for many years by the stalwart and consistent Art Riihimaki. Art’s term on Nominations expires as of our May, 2020 meeting of Presbytery, and we would like to express our sincere gratitude for his dedicated service and commitment to our Presbytery, especially on Nominations. Art’s wisdom, humor, and skill have been of immense value, and will be missed. Thank you, Art!

Finally, we thought it might be worthwhile to share the a bit about the process the Nominations Committee utilizes in both initiating contact with, and inviting discernment for and with individuals, for various roles within the Presbytery. There is no set formula used, but the committee strives to be as holistic as possible. While by no means exhaustive, among the factors the committee might consider:

1. Ideally, we like to connect individuals with roles for which they have first expressed some interest, either through our survey, to a member of our committee, other Presbytery leadership, or individual.
2. The recommendation of others who have identified particular gifts or talents in an individual, and/or worked with an individual in some capacity in the past, which they feel might make that individual a good fit (or, in some cases, perhaps not a good fit) for a particular committee.
3. When possible, we consult with current chairs of committees to discuss the current makeup of their committees, to see if they have thoughts on which particular leadership competencies/qualities are most needed on their committees at the time of nomination. As a reminder, these competencies/qualities, which were identified by our Presbytery, are:
  - **Critical Thinker** - able to think critically about the issues that are presented, seeing all sides of the issues at hand
  - **Strategic/Global Thinker** - able to think outside the box, to imagine where God's Spirit is leading us in new directions
  - **Low Reactivity** - able to work with the information at hand and not react personally to it, to have openness of spirit/mind
  - **Future-Oriented** - looking to the future with joy and excitement, who is challenged and energized by what comes next
  - **High Emotional Intelligence** - able to work with data that is driven by emotions, feelings, able to sense and work with the information pastorally
  - **Spiritual Discernment** - committed to always asking questions about where God is leading the Presbytery and willing to follow the Spirit's leading
4. The diversity of our committees is considered. When possible, we try to give an increased "weight" to individuals who can help us to diversify our committees according to our constitutional and Presbytery goals concerning representation.
5. While it is our goal not to be forced into, or to have our nominations be dictated by, strictly procedural requirements, we are committed to be guided and instructed by our Book of Order and by-laws, and to make every effort to make nominations for roles in mandated timeframes.

We strive to be transparent, fair, and just in our approach to our task of nominating, but as with any human endeavor, we are bound to make mistakes and/or miss the mark, on occasion. If you have any questions about our process, please do not hesitate to contact the Chair of Nominations, Chris Tate.

Respectfully submitted,



Chris Tate, Chair