

New Business

NB 1. Request for an Annual Conference Study on Calling Denominational Leadership.

The 2022 Standing Committee of Annual Conference received the following request from the Nominating Committee of Standing Committee.

Background

The Nominating Committee, over recent years, has recognized significant challenges in calling and selecting leaders for Annual Conference-elected offices. Among them are:

- Increased difficulty in filling the Annual Conference ballot, often due to one or more of the following:
 - too few nominations from the wider church
 - too few nominees agreeing to be considered
 - more people who are ineligible because of serving multiple roles in the church
 - inability or reluctance to take on denominational positions that have grown to resemble full-time jobs
- Limited representation on the ballot (or subsequent election) of non-pastors, younger adults, racial/ethnic and other minorities, and those who are in local leadership but not visibly recognized in the larger denomination
- Changing configurations of membership and a shrinking pool of available leaders in the church

In response to these concerns, with input from several workshops in 2021 exploring the elections process (sponsored by Women's Caucus and the Annual Conference office), and considering questions raised in correspondence following those workshops, the Nominating Committee discussed these issues at its winter meeting.

At its meetings, held online January 24-27, 2022, the Nominating Committee appointed Debbie Eisenbise, Kim McDowell, and David Stauffer to draft a proposal to present to the 2022 Standing Committee concerning an Annual Conference study committee on calling denominational leadership whose positions are filled by Annual Conference elections and confirmations.

Topics a study committee could address:

- How can the discernment process better balance the need to have adequate information about each nominee with the need to have a relatively simple nomination process for the nominees and delegates?

- 1 • How can the Church of the Brethren Compelling Vision call to “develop a
2 culture of calling and equipping disciples who are innovative, adaptable,
3 and fearless” apply to calling and equipping candidates for denominational
4 positions?
5
- 6 • What are appropriate and helpful ways potential nominees can gain the ex-
7 perience, skills, recognition, and trust needed to be called to denomina-
8 tional positions?
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- 10 • How does the decrease in the number of full-time pastors affect the pool of
11 candidates willing to be considered for denominational positions?
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- 13 • How much time do we expect volunteers to take off from work for meetings
14 and travel in addition to the work required between meetings?
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- 16 • What are realistic time commitments for volunteers serving in denomina-
17 tional positions?
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- 19 • Are we limiting the pool of candidates to older (retired) and wealthier indi-
20 viduals who have the time and money to invest in service?
21
- 22 • Does the goal of fair representation require us to consider having a structured
23 ballot to assure the balance that we want for leadership?¹
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25 **Action of the 2022 Standing Committee:** On July 10, 2022, the 2022 Standing
26 Committee adopted a motion to present this item of business to the 2023 Annual
27 Conference requesting a study committee on calling denominational leadership.
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30 1. The Call to Accountability document prepared for the nominations process by the Annual Con-
31 ference Secretary each year documents:

32 For more than 40 years the Standing Committee has worked diligently at being accountable for
33 equality of representation on Annual Conference ballots. In this new season of seeking nomi-
34 nations for leadership roles in our denomination, you can help obtain more equal representation
35 of women and men, farmers, blue collar workers, professional people, young and old, Black,
36 Hispanic, and Anglo church members – across the spectrum of our church. All of our spiritual
37 gifts are needed if we are to function together as a healthy Body of Christ.

38 Statistics have been provided each year to show the trend of election results along with a reiter-
39 ation of the goal adopted in our 1979 *Statement on Annual Conference Elections* that we will “pro-
40 vide for fair and equitable participation by all of our people – men, women, various ages, racial and
41 ethnic minorities, rural and urban segments of our church.” Please make nominations and urge your
42 congregation’s delegates to prayerfully cast their ballots with the aim of calling forth the full use
43 of all of our sisters’ and brothers’ gifts and skills. In the words of the 1979 *Statement on Annual
44 Conference Elections*:

45 *... it is incumbent on the church to ensure that the nomination and election process is fair and equitable
46 and that all persons within our denomination have an equal opportunity of receiving that call for
service (1979 Annual Conference Minutes).*