
Appendix 1
Description of Selection Process for Pastoral Council Officers

The selection process for Pastoral Council Officers takes place at the July or August Pastoral Council meeting. Prior to the meeting, Pastoral Council members should review Article II, Section 5 of the Pastoral Council Charter and prayerfully consider whether they are called to fulfill the role of an officer.

At the Pastoral Council meeting, the selection process will follow these steps:

1. Facilitator leads opening prayer, song and scripture.
2. Facilitator reviews the duties of officers and responds to any questions.
3. Members reflect in silent prayer – reflective music may be playing if desired – 5-10 minutes.
4. Facilitator announces officer position that is being discerned. Each person writes his or her name and “yes” or “no” reflecting his or her discernment on this position on a slip of paper.
5. If no one discerns “yes” for the position, all repeat the process one more time. If no one so responds during the second round, facilitator opens discussion on perceived obstacles, addressing any questions and clarifying any misunderstandings. All repeat the process a third time. If no one discerns “yes” on this round, the process is tabled until the next meeting. The current officer in this position will continue until a new officer is discerned.
6. If one person responds “yes,” facilitator calls for three to four affirmations of that person’s discernment from other council members. Affirmations should be brief, 1-2 minutes, highlighting the gifts they see in that person and how those gifts will enable them to serve. Facilitator concludes with consensus affirmation by going around the group so that each person can indicate his or her agreement with the discernment.
7. If two or more respond “yes,” facilitator asks each person to describe his or her discernment process and why he or she feels called to this position. Council members affirm responses – one or two affirmations per candidate.
8. There will be a period of silent prayer followed by each member writing down the name of the person that they affirm as the best candidate for the position. The person with the greatest number of affirmations will serve in the position.
9. All continue the process, repeating steps 4-8 until all officers are discerned.
10. The Pastor commissions newly discerned officers while all Pastoral Council members gather around them in prayer.