
Appendix 1

Description of Selection Process for Pastoral Council Officers

The selection process for Pastoral Council Officers takes place at the August Pastoral Council meeting. Prior to the meeting, Pastoral Council members should review Article III, 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) Opening prayer, song and scripture as chosen by the facilitator of the process.
- 2) Review of the duties of officers and response to any questions. Pass out slips of paper for use in discernment process.
- 3) Period of silent prayer – reflective music may be playing if desired – 5-10 minutes.
- 4) Facilitator announces officer position that is being discerned. Each person writes their name and “yes” or “no” reflecting their discernment on this position on the slip of paper.
- 5) If no one discerns, repeat the process one more time. If no one is discerned during the second round, open discussion on what are the impediments to a discernment. Ask if there are questions and clarify any misunderstandings. Repeat process a third time. If no one discerns on this round, table the process until the next meeting. Ask if the current officer in that position can continue until a new officer is discerned.
- 6) If one person discerns, call 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. Conclude with consensus affirmation by going around the group so that each person can indicate their agreement with the discernment.
- 7) If two or more discern, ask each person to describe their discernment process and why they feel called to this position. Ask Council members to affirm responses – one or two affirmations per candidate.
- 8) 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. Person with the greatest number of affirmations will serve in the position.
- 9) Continue the process, repeating steps 4-8 until all officers are discerned.
- 10) Pastor says commissioning prayer while all Pastoral Council members gather in prayer around the newly discerned officers.