

Dear Northstar Church Family,

At the upcoming meeting, you will be asked to vote on a proposed Nomination Committee Policy.

This policy is part of a broader effort to review and improve Northstar Church's governance documents, bylaws, and policies.

The purpose of this policy is simple: a member should be able to read it and understand how the nomination process works, who is responsible for each step, and what can be expected throughout the process.

The review and improvement of governance documents will take time and cannot be completed all at once. As a result, priorities must be addressed as they arise. The nomination process was identified as one of the most immediate needs because of the upcoming September Annual General Meeting and election cycle.

One of the reasons this policy was developed is because the previous nomination process and timelines were not clearly documented or sufficiently defined to allow for consistent implementation. This created a risk of confusion, differing interpretations, and unintended gatekeeping. The goal of this policy is to provide a clear process that members, leaders, and future committees can understand, follow, and rely upon.

### **What Does the Nomination Committee Do?**

The Nomination Committee helps organize and administer the nomination process.

The Committee may:

- Receive expressions of interest and review the membership roll;
  - Speak with potential candidates;
  - Review eligibility requirements found in the bylaws and policies;
  - Identify conflicts of interest or eligibility concerns;
  - Confirm an individual's willingness to serve; and
- Help ensure the process is fair, transparent, and consistent.

For positions that are elected by the membership, the Committee may review candidates and provide information and recommendations, but the final decision always belongs to the membership through a vote.

For positions that are appointed under Northstar Church's governing documents or policies, the Committee may assist in identifying and recommending willing individuals for consideration by the appropriate leadership body.

### **What About Recommendations?**

The purpose of recommendations is not to tell members who they should vote for.

Rather, recommendations are intended to help members consider the qualifications, character, gifts, experience, and suitability for the responsibilities of the position.

The goal is to help members make informed decisions based on the requirements of the role rather than simply choosing the person they know best.

### **Can the Committee Limit Who Members Vote For?**

No.

The Committee is intended to assist the membership, not replace it.

Nothing in this policy removes the authority of the membership to elect its leaders.

### **Why Is the Policy So Detailed?**

Northstar Church's bylaws and the governance policies form part of the legal contract between the Society and its members. Governance policies help explain how bylaws are applied and establish clear processes that members, leaders, and future committees can rely upon.

This is one of the reasons governance policies are brought before the membership for approval. Members ultimately determine the governance framework under which the Society operates and only the members can adopt, amend or repeal these policies by Special Resolution.

For that reason, this policy has been drafted to be detailed, clear, and capable of being applied consistently over time. Its purpose is not to create unnecessary rules, but to answer questions before they arise, reduce uncertainty, and provide guidance when issues occur.

This document will take some time to read. Members are encouraged to work through it one section at a time, paying particular attention to the headings and section numbers.

### **Do Members Still Have the Final Say?**

Yes.

Where a leadership position is elected by the membership, the membership retains the right to elect the individual to that position.

The Committee helps organize the process and provide information, but the final decision for elected positions always belongs to the membership through a vote.

### **Important Principles**

The policy seeks to balance prayerful discernment, accountability, fairness, transparency, leadership oversight, and the authority of the membership.

It also recognizes that God gives different gifts, abilities, and callings to different people. Not every faithful member is called to serve in a formal leadership position. Accordingly, not being on the finalized list of candidates for election, not being elected or appointed to a particular role should not be viewed as a reflection of a person's value, faithfulness, standing within the church, spiritual maturity, or importance to the ministry of Northstar Church.

Likewise, while some positions require particular skills, experience, or knowledge, formal professional qualifications alone should not prevent someone from serving where they are otherwise qualified and capable of fulfilling the responsibilities of the role.

### **What Is the Goal?**

The goal is simple:

To create a nomination process and policy that is fair, transparent, understandable, and accessible to all members, helps the membership make informed decisions when electing leaders, and provides a clear framework that can be relied upon and applied consistently for years to come.

Thank you for taking the time to review the proposed policy and participate in the life and governance of Northstar Church. We look forward to discussing it further at the upcoming EGM.

Respectfully,