

NOMINATIONS COMMITTEE REPORT

Submitted by Steve Wilke

The Nominations Committee (NC) is charged with nominating candidates to fill elected leadership positions of both the Policy Board and the Church Council. One of the promises made to our current President and Vice-President was they only would serve one year and the NC would find their replacements. In order to facilitate that promise the prior Board President (me) agreed to chair the Nominations Committee.

Before leaving on sabbatical, Rev. Mason put a call out to several members of the congregation to serve on the NC. Thankfully, Sue Ashwell and Amelia Ehmling volunteered and, along with Board Liaison Sidney Watson, our committee was formed.

The NC started its work in early February. Instead of presenting at the Mid-Winter Meeting, we instead combined it with a worship service to emphasize how serving in Leadership can be a spiritual practice. From that service we had several members volunteer to serve.

An issue we discussed during the service was the 20/80 problem in that most volunteer organizations have 20% of the members doing 80% of the work. In our church, it is more of a 10/90 problem. Unfortunately the remaining positions would need to come from that 10% pool. In order to convince them, it was going to take more than a worship service.

The NC started lists of names and then started many, many conversations. As you can imagine, many wanted to serve, but did not think it was the right time. Others thought they were not ready to serve in a Leadership role. Others had done leadership for a long time and wanted a break. All these reasons were understandable, but the NC continued to search for quality candidates.

I am happy to report we are presenting a full slate of candidates. We have 6 trustees on the Board and a full Council. This slate has both long term members and relatively new ones. It has some who have served in Leadership in the past, and some who agreed to take the leap this year. We attempted to find members from all parts of the church, including RE, Facilities and Social Action. Our hope is with the new members in leadership to better balance our 10/90 problem and have it much closer to 20/80, or even 30/70.

Past versions of the Nominations Committee also served as a leadership development committee. Due to the massive task before the NC this year, we elected to not serve that function this year. Ideally we will have less Leadership positions to fill next year and we may be able to serve both roles again. For now, our hope is with the new members serving in Leadership we have begun the process of creating a strong foundation for the Church going forward.

The slate of nominees recommended for election in 2025-2026 are:

Policy Board

- **Board President-** Kathy Wilke (2026)
- **Vice-President-** Chris Kocher (2026)
- **Secretary-** Sidney Watson (2026)
- **Treasurer-** Margaret Weck (2026)
- **Trustee-** Carl Bassi (2028)
- **Trustee-** Lisa Ross (2028)
- **Trustee-** Deborah Cavanaugh-Grant (2028)
- **Trustee-** Chris Peterson (2028)
- **Trustee-** Mike Bray (2028)

Church Council

- **Council Chair-** Cathy Rauch (2026)
- **Cluster Coordinator, Outreach and Social Action-** Fran Hoffman (2028)
- **Cluster Coordinator, Stewardship Cluster-** Kathy Wire (2028)

NOTE- Trustees serve 3 years. Normally we prefer 2 Trustees rotating off the Board every two years. Since we have 5 trustees joining the Board this year, it would make sense for them to stagger their terms in some way. We will let them figure that out for themselves. That is a next year problem.

Nominations Committee

Steve Wilke

Sue Ashcroft

Amelia Ehmling

Sidney Watson (liaison from the Board)