

## NOMINATING COUNCIL REPORT TO CONTINUING SESSIONS

NOVEMBER 3, 2018

**Introduction and Background** - Since Annual Sessions Nominating Council has met twice in person/Zoom and four times via Zoom. Drawing from prior work and bringing forward additional potential candidates, the council developed a list of 38 individuals who could be considered for council positions, Elders, Recording Clerks, Alternate Clerks and Presiding Clerk. Council members made calls to these individuals to assess willingness to serve if asked.

Despite considerable effort reaching out to potential candidates and spending much time in thoughtful discussion with the candidates, we regret to say we have no one to bring forward for the body's approval at this session.

### **Progress which may bring names forward for next session –**

- One individual is close to indicating willingness to serve on QLC
- One individual is close to indicating willingness to serve on Admin
- Two individuals said this year would not be possible, but invited us to contact them next year. Note: both of these individuals have significant skills and experience.
- One individual is actively considering QLC

**Insights gained from discussions with potential candidates** – A number of people offered important feedback which we believe helps explain why people are not coming forward. Please note this feedback does not reflect opinions held by Nominating Council members. The views expressed below came from individuals who declined to serve.

- Several potential candidates expressed that they felt connected to their Monthly Meetings, their Quarters and to selected external organizations (i.e., FGC) and not connected to PYM.
- Some potential candidates were put off by what they felt was inappropriate behavior by some participants at last year's continuing and annual sessions and their perception of PYM's ineffectiveness at addressing those behaviors.
- Many declined to serve because they felt overwhelmed by current demands on their time – work, family obligations, community work, etc. It is important to note that this trend emerges at the Monthly and Quarterly Meeting level and had been observed by Yearly Meeting Clerks across the country.

### **What next? Clearly, something must change**

Nominating Council will work with the other councils to develop forums which will engage members of PYM in getting to know the work of PYM better and enhance the functionality and experience of Monthly and Quarterly Meetings. Nominating will continue handing out cards

requesting referrals. The cards have been useful in surfacing names. Nominating will also participate with the other councils in a Sprint to consider the job description of the Presiding Clerk to determine if there are alternative structures and/or delegation models that would make the role more doable, particularly for members who are still working.

Respectfully submitted,

Betsy Bayardi, Wrightstown MM, PYM Nominating Recording Clerk