Ad-Hoc Nominating Committees
at Midlothian Friends Meeting (MFM)

updated July 29, 2019

***Midlothian Friends Meeting* (MFM)** is an egalitarian liberal Quaker meeting. The processes used within the meeting are both minimized and simple in order to support and enhance that egalitarian culture. That culture has resulted in the elimination of a permanent *Nominating Committee* that is often used in other Quaker meetings. Here are the reasons why MFM made a decision to only utilized ad-hoc *Nominating Committees* for special situations:

1. When MFM did have a permanent *Nominating Committee* during its first 32 years of existence, there had never been any Friend, who wanted to serve on a committee/group or in a role, that was turned down by either the permanent *Nominating Committee* or *Meeting for Discernment*. So, in the meeting's quest to simplify our structure, the question was eventually asked, "Why do we need a permanent *Nominating Committee* and its associated bureaucracy, if it really is not required?"
2. This became an especially pertinent question in 2014 once MFM decided to remove term limits for all roles and committees/groups at MFM. It became the assumption that the Friend(s) serving in a facilitator role or a member of a committee/group at MFM would continue doing so until they decided (at any time) to vacate that role.
3. In 2019 when a permanent Nominating Committee was laid down, it was determined that Friends vacating a facilitator role should find another Friend at MFM to take on the role, and when committees/groups needed additional Friends as members, the facilitator of the committee/group should seek them through announcements and networking among Friends at meeting. Further, once a facilitator role is replaced, the clerk of meeting should be notified so she/he can update the *MFM Contact List*, and email the revised contact list to all Friends via the Quaker Town Crier. There are a few exceptions to this usual process for facilitator role replacements at MFM that merit an ad-hoc *Nominating Committee*, explained in bullet number 4 below.
4. However, there are a few facilitator roles at MFM that inherently require a large degree of trust from the entire MFM spiritual community, and these few positions when vacated benefit from a Nominating Committee's careful selection and review. They should be approved by the entire MFM spiritual community at *Meeting for Discernment*. These four positions are:
    - Clerk of Meeting
    - Trustee
    - Treasurer
    - Care Coordnator

    When any of the above are vacated, the clerk of meeting should be notified so he/she can form an *ad-hoc Nominating Committee* as soon as possible, so that a replacement can be brought to the next *Meeting for Discernment* for approval.