

The Committee on Nominations and Leadership Development is bringing four recommendations for formal changes to the Organizational Rules of the Upper New York Annual Conference. The current Organizational Rules can be found in Volume II of the 2021 Annual Conference Journal. Click here to read these recommendations on our Conference website. Any questions can be directed to Ian Urriola, chair of Nominations and Leadership Development, at unynominations@unyumc.org

RECOMMENDATION 1:

Amend the Organizational Rules of the Upper New York Annual Conference, found starting on page 157 of the 2021 Upper New York Annual Conference Journal, Vol. II, by adding a new paragraph on page 157, starting at line 44:

Limits on Membership to Conference Agencies

Unless otherwise stated, it shall be the preference of the Upper New York for individuals to only be elected to serve on one Conference Agency or Board. This preference shall not preclude individuals from minoritized, disenfranchised, or under-served communities from serving on Conference Agencies or Boards whose primary mission is serving and/or advocating for their minoritized, disenfranchised, or under-served communities, including, but not limited to, the Conference Commission on Religion and Race, the Conference Commission on the Status and Role of Women, the Conference Committee on Native American Ministries, the Conference Hispanic Ministries Team, the Conference Committee on Disability Concerns, the Conference Ministry Action Team for Higher Education, the Conference Council on Older Adult Ministries, the Conference Council on Youth Ministries, and the Conference Council on Young Adult Ministries. Likewise, this preference shall not preclude individuals from *ex-officio* membership on Conference Agencies and Boards by virtue of their position or status.

RATIONALE: This recommendation codifies existing norms in the way Nominations and Leadership Development does its work, stating that it's our preference for individuals to only serve on one agency, board, or team at a time so that our conference leaders are not burnt out or stretched too thin. However, we also recognize that this may limit individuals from serving on boards, agencies, and/or teams related to aspects of their racial, age, gender, and/or disability status identities. This recommendation frees those individuals to serve on a team that speaks to their lived realities as well as serving on a team for which they may possess gifts.

RECOMMENDATION 2:

Amend the Organizational Rules of the Upper New York Annual Conference, found starting on Page 157 of the 2021 Upper New York Annual Conference Journal, Vol. II, by adding to the paragraph labeled "**Terms of Office and Term Limits of Elected Members of Conference Agencies**" on page 157, starting at line 45:

Terms of Office and Term Limits of Elected Members of Conference Agencies

For persons who are elected to serve as members of groups in “membership classes”, the term of office is from the moment of adjournment of the Conference Session at which the election took place or the selection was announced, until the moment of adjournment of the regular Conference Session held in the year of the “class.” Persons will normally be elected to classes for full-length terms, exceptions occurring only to fill vacancies and during the period of startup for the group concerned. Unless stated otherwise for specific groups, full-length terms shall be for four years, and the maximum term for persons serving in classes shall be two consecutive full-length terms. Individuals who have served two consecutive full-length terms may be invited by the Nominations and Leadership Development Team to continue service on the team in *emeritus* status, with voice and no vote. Individuals serving in this capacity may return to full service on the group following one year of emeritus service, if nominated by the Nominations and Leadership Development team. Partial length terms of less than three years shall not be counted in this regard for elections occurring before 2012. Service “on a quadrennial basis” indicates full-length terms beginning and ending in years when the General Conference meets. Successive tenures on the same group must be separated by an absence of at least one year.

RATIONALE: This recommendation allows individuals to continue serving on conference boards, agencies, and teams past any term limits, with voice but no vote, in emeritus capacity on the invitation of the Committee on Nominations and Leadership Development in the interest of preserving institutional wisdom and memory.

RECOMMENDATION 3:

Amend the Organizational Rules of the Upper New York Annual Conference, found starting on Page 157 of the 2021 Upper New York Annual Conference Journal, Vol. II, by adding to the paragraph labeled “**Terms of Office and Term Limits of Elected Members of Conference Agencies**” on page 157, starting at line 45:

Terms of Office and Term Limits of Elected Members of Conference Agencies

For persons who are elected to serve as members of groups in “membership classes”, the term of office is from the moment of adjournment of the Conference Session at which the election took place or the selection was announced, until the moment of adjournment of the regular Conference Session held in the year of the “class.” Persons will normally be elected to classes for full-length terms, exceptions occurring only to fill vacancies and during the period of startup for the group concerned. Unless stated otherwise for specific groups, full-length terms shall be for four years, and the maximum term for persons serving in classes shall be two consecutive full-length terms. Partial length terms of less than three years shall not be counted in this regard for elections occurring before 2012. In the event of a vacancy opening in a class after the adjournment of the regular Annual Conference

session at which the election for that took place or the selection was announced, the Committee on Nominations and Leadership Development shall nominate an individual to fill the vacancy to be confirmed by Conference Leadership Team. The appointee's service on this group shall begin immediately following their confirmation. At the regular Annual Conference session immediately following their nomination to the Conference Agency or Board, the Annual Conference shall ratify this nomination or elect a new individual to fill the vacancy for the remainder of the term. If their vacancy service equates to less than half of the length of the full term of that team, their vacancy service shall not count as a full term, and they shall not be subject to existing term limits for that team. If their vacancy service equates to half the length of the full term for that team or longer, their vacancy term shall count as a full term, subject to existing term limits for that team. Service "on a quadrennial basis" indicates full-length terms beginning and ending in years when the General Conference meets. Successive tenures on the same group must be separated by an absence of at least one year.

RATIONALE: This recommendation codifies what occurs when a vacancy in a board, agency, or team is created. Additionally, it clarifies that a vacancy term counts as a full term if the vacancy term lasts as long as half the length or longer of the full term when considering term limits. Otherwise, the vacancy term will not be considered a full term of service.

RECOMMENDATION 4:

Amend the Organizational Rules of the Upper New York Annual Conference, found starting on Page 157 of the 2021 Upper New York Annual Conference Journal, Vol. II, by adding to the paragraph labeled "**Committee on Nominations and Leadership Development (¶610)**" on page 159, starting at line 6:

Committee on Nominations and Leadership Development (¶610)

The Committee on Nominations and Leadership Development shall be elected and serve in accordance with the provisions of *The Book of Discipline of the United Methodist Church* and the Rules of the Upper New York Annual Conference. The "complete report of nominations" submitted by the Committee to the Annual Conference shall include not only the nominations for chairs and/or members of groups initiated by this committee, but also the nominations made by other groups or individuals in accordance with *The Book of Discipline of the United Methodist Church* and these Rules. The committee shall solicit suggestions from committees on nominations and leadership development of local churches, and from local church lay leaders. The elected membership of this Committee shall consist of nine persons (ideally three clergy-persons, three laymen, and three laywomen) elected to quadrennial classes of 2016, 2020, etc. on a staggered basis. The normal, full length term of office shall be for four years, with the membership of the existing classes of 2013 and 2014 having their terms adjusted to 2016 or 2020. The District Lay Leaders, or designee, shall serve *ex-officio*, with vote if that person is the only person present

from the district, concerned, or without vote otherwise. The Conference Lay Leader (or one of the Associate Conference Lay Leaders), and the Chairperson of the Rules Committee shall serve *ex-officio* with vote. The Conference Commission on Religion and Race, the Conference Commission on the Status and Role of Women, the Conference Committee on Native American Ministries, the Conference Hispanic Ministries Team, the Conference Committee on Disability Concerns, the Conference Council on Older Adult Ministries, the Conference Council on Youth Ministries, and the Conference Council on Young Adult Ministries may each send one member, to be determined at their organizational meeting, to serve on this team *ex-officio* with vote. The Director of Connectional Ministries shall serve *ex-officio* without vote.

RATIONALE: This recommendation invites conference teams, boards, and agencies who serve and advocate for minoritized and/or disenfranchised communities at the Annual Conference level to name a member of their team to serve on the Conference Committee on Nominations and Leadership Development, *ex-officio*, with voice and vote. This would bring in more diverse perspectives to the work of Conference Nominations and Leadership Development as well as build more bridges between the Annual Conference teams, boards, and agencies.