

The African Methodist Episcopal Zion Church

Office of the General Secretary-Auditor Department of Records, Research & Archives

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Proposed Vetting Process for Candidates of Offices of General Officers and Episcopacy and Plan of Succession

Purpose: The purpose of this proposal is to create and implement a process by how we vet and prepare candidates to run as candidates for the offices of Judicial Council, General Officer and Bishop.

Rationale: There is the possibility, currently, that we will be a need to replace several of the nine General Officer positions and most, if not all of our Judicial Council. Due to retirement and death, and term limits, key personnel competencies that manage the day to day global ministry departments of the denomination will be lost, leaving the denomination at a significant disadvantage regarding the general oversight and management of key departmental functions and responsibilities.

The Need: The need to vet and assess potential candidates is critical to providing a plan of succession that will create an atmosphere for a smooth transition and identify qualified candidates to fill these vacant positions.

With this being the case, a proposed plan and time schedule needs to be approved and implemented:

I. Candidate Vetting Process (Old Screening Process): The following process will be implemented to ensure the identification, vetting, interviewing and approval of qualified candidates to serve as members of the Judicial Council, General Officers and the Episcopacy:

Purpose: To ensure that the denomination is presented with qualified, vetted and interviewed candidates, based upon predefined competencies and skillsets, identified in proposed job descriptions, and the Book of Discipline to fill General Officer and Episcopal positions with individuals who will add to the life and growth of our Zion and the Kingdom. Also, to provide an arena for those who wished to serve the Church as members of the Judicial Council. The following process is being suggested:

Candidacy Packet

Each candidate will be required to fill out a candidacy packet. This packet will include items germane to the specific office. The packet of information will be placed on the GSA website for all candidates to review and complete;

The following is an overview for each office:

i. Bishops

1. Application,
2. Resume,
3. District and Episcopal Recommendations,
4. Birth Certificate,
5. Official Transcripts and Certifications,
6. Consent and fee (\$35.00) for Criminal Background check,
7. 500-750 word essay describing gifts, competencies and abilities held to qualify for the respective candidate position,
8. Application Fee, \$500.00.

ii. General Officers

1. Application,
2. Resume,
3. District and Episcopal Recommendations,
4. Birth Certificate,
5. Official Transcripts and Certifications,
6. Certificate of Bond (based upon of fiscal responsibility)
7. Consent and fee (\$35.00) for Criminal Background check,
8. 500-750 word essay describing gifts, com-

petencies and abilities held to qualify for the respective candidate position,
9. Application Fee: \$250.00.

iii. Judicial Council

1. Application,
2. Resume,
3. District and Episcopal District Recommendations,
4. Official Transcripts and Certifications,
5. Consent and Fee (\$35.00) for criminal background check,
6. 500-750 word essay describing gifts, competencies and abilities held to qualify for the respective candidate position,
7. Application Fee: \$125.00.

Vetting Interview

Once all materials and fees have been submitted to the Office of the General Secretary and authentication has been completed, a vetting interview with each candidate will be held to present the findings and their ability to begin to campaign.

Within 48 hours of the interview, a letter of authorization to campaign will be provided. Candidates will then be permitted to announce their candidacies and to campaign around the Church. Each Bishop will receive updates on certified candidates ongoingly;

All current General Officers are grandfathered and will not have to follow the same vetting process. They will, however, be responsible for paying the candidate registration fee and updating their applications, where applicable.

Filing Period

The filing period for all candidates will begin July 22, 2018 through March 15, 2020. Candidates have until then to file.

BE NOTIFIED THAT NO CANDIDATE WILL BE ABLE TO ANNOUNCE THEIR CANDIDACY, PLACE ADS, OR CAMPAIGN UNTIL THEY HAVE GONE THROUGH THE VETTING PROCESS. ANY VIOLATION OF THIS PROCESS WILL BE GROUNDS FOR IMMEDIATE DISQUALIFICATION.

Final Interviews

Each candidate will be required to go through a final interviewing process. This process and timeline for interviews will be presented at the Board of Bishops Meeting in February, 2019.

Final Thoughts

This process has been approved by the Board of Bishops. We pray that the Church will further be strengthened as we enter into a new season of greater accountability and process. For more information, beginning July 22nd go to: www.ameziongsa.com and click on "Candidate Application".

Conclusion: We believe that this will give us the optimal pool of qualified candidates and season of succession that will prepare new General Officers and Bishops to operate at their highest levels of competency, while minimizing the amount of "catch up" and proficiency time needed.

**HERE'S TO A GREAT
CAMPAIGNING SEASON!**