

Purpose and Procedure for Gifts and Leadings Committee at Fresh Pond Meeting

Fresh Pond Meeting recognizes that every individual has spiritual and practical gifts. The Meeting relies on these gifts to function as a spiritual community. We recognize our responsibility to support existing gifts and nurture emerging gifts. The Committee for Gifts and Leadings is charged with fostering the spiritual life of the members and attenders of the Meeting, and of the Meeting itself, by careful observation and discernment of the members' gifts and leadings, and by careful attention to the needs of the Meeting.

The committee will, over the course of each year, spend time in reflection on each member and attender. The focus of this reflection will be recognizing, naming, and nurturing their spiritual and practical gifts, leadings, abilities, and interests, as well as encouraging participation in the life of the Meeting.

Working closely with the Meeting and committee clerks, the committee is also charged with identifying the needs of the Meeting, and opportunities for service to the Meeting and the larger community.

Specific tasks include:

- Considering the needs of the Meeting, and the gifts and interests of members and attenders, the Gifts and Leadings Committee will make nominations for committee membership, committee clerks, and for Presiding clerks. Most of these would occur at an annual nomination presentation at the December Business Meeting. Other interim nominations might occur at any time during the year.
- During the year the committee will, on request from Business Meeting or Ministry and Worship, discern individuals for service on clearness committees and support committees, including naming convenors for these committees. Names brought forward for Clearness committees for Membership and for Marriage will be brought to Business Meeting for approval, while names for other clearness committees and support committees will be brought to Ministry and worship for approval.
- As requested by NEYM or other Quaker bodies, the committee may bring names for service outside FPMM forward for approval at Business meeting.
- The committee may, based on their observations and discernment, make recommendations to the Meeting about possible changes to the administrative structure of the Meeting.

The committee will be composed of 4-6 members and attenders, each of whom has attended long enough to have broad knowledge of other members and attenders. Nominations to the Gifts and Leadings Committee are made by the Gifts and Leadings committee. Term of service will be limited to a single three-year appointment. Terms will be staggered so that one third of the committee will rotate off and be replaced each year. Committee members must rotate off the committee for one or more years before being considered to serve on the committee again, thus eliminating the possibility of self-appointments.

The committee is encouraged to acknowledge and consider self-identified gifts, as well as seeking and nurturing emerging gifts. The committee may also receive suggestions from other members/attenders, about the gifts they recognize in one another.

The committee is encouraged to use the Strawberry Creek method or other method of discernment which relies on the movement of the Spirit over intellectual knowledge.

The committee should refer to such documents as are available which describe the purpose and tasks of the various Committees and Officers. These documents should be available to all members of the Meeting to help their consideration of where they are called.

The committee should also refer to the Ministry and Worship Document from April 2011, regarding appointment of Clearness and Support Committees, for further detail regarding naming members for these types of committees.

The first members of the Gifts and Leadings Committee will be selected by an ad-hoc committee consisting of the co-clerks of Fresh Pond Monthly Meeting, and the clerks and co-clerks of the Committees on Ministry and Worship, Administration and Stewardship, and Quaker Education and Child Care. These names will be brought to business meeting for approval. Terms for the first committee members will be one, two or three years so that terms will be staggered.