

Guidance around Removal of a Nominated Friend already in Service

Removing a nominated individual already serving, but not having completed their term, requires a special process. It is akin to firing someone for cause. Maintaining confidentiality is essential throughout the process.

This is not a normal part of proposing a Nominating slate. This situation requires a clear, transparent process. A careful, step-by-step discernment safeguards all nominees—current and future. It needs to be approached with grounded discernment and a tender sense of caution. This is the Nominating Committee's work to do and it falls to no other committee to hold this work. It requires time and it is well-worth the investment in a careful discernment.

Reconciliation and the healing of relationships as well as checking for alignment with the Spirit's guidance are important at every step.

The following steps are recommended:

1. Hold Listening Sessions to make space where Friends can privately share concerns about an individual's service to the meeting. This is best done in individual meetings, but could be done collectively if confidentiality can be maintained.
2. Reach back to each Friend who brought forward concerns. Summarize your understanding of their concerns to them to check for fullness and accuracy. Listen for corrections and any easing of concerns over time.
3. The Nominating Committee meets to consider the concerns brought to it. Discern if or which concerns merit bringing to the individual.
4. Meet with the individual about whom the concerns were raised, share the concerns (maintaining confidentiality and not naming who has the concerns) and engage with the individual to hear their response.
5. Meet as a committee to discern if those responses adequately address the concerns raised.
6. If the individual's responses show good faith and rightly-ordered conduct, no further action is indicated. This is communicated to the Friend(s) who raised the concerns and to the individual. It may be helpful to create safe opportunities for the individual and the Friend with concerns to meet with the hope of mutual understanding, reconciliation, and healing.

If the individual's responses are not discerned to be adequate, this is shared with the individual and the recommendation for the removal from the role is brought to the body

that normally approves this nomination. This requires a separate action from the proposal of a nominating slate. The body must be in unity with the removal. This step should be a last resort. It should be taken only after careful discernment and clarity that all hope of remediation of issues have been exhausted.

Reference/link to Faith & Practice chapter re conflict

Approved by NEYM Nominating Committee, April 8, 2025