**Guidelines for Ethnic Advisers to Synod**

Synod 2014 acknowledged the importance of advisers in the work of synod and affirmed the intent to select all future faculty advisers from a pool of qualified personnel. The primary criteria for the selection of all faculty advisers shall be their knowledge and expertise as it pertains to the issues on the agenda of a particular synod. In the case of ethnic and women advisers and young adult representatives, the pool of selection will, at least in part, depend on recommendations received from the churches and classes.

(*Acts of Synod 2014,* p. 537; *2015*, p. 673)

1. Regulations for Advisers to Synod

a. Advisers shall observe and honor the conditions of their appointment.

b. Advisers shall normally be present for the duration of synod’s meetings.

c. Advisers shall normally have access only to the advisory committee to which they are assigned by the program committee. A request to speak to, or be present at, another advisory committee is to be processed through, and approval is at the discretion of, the chair and reporter of that advisory committee.

d. Faculty advisers shall participate in synod’s deliberations in plenary session to give advice and theological expertise.

e. Ethnic and women advisers and young adult representatives may participate in synod’s deliberations in plenary session, representing the voice of their advisory group to the issue being addressed.

f. Advisers may, within the normal rotation of discussion, speak to issues brought to the plenary sessions of synod by the advisory committees but must do so in an advisory capacity and as a service to the delegates of synod in their deliberations.

g. Advisers are not allowed to vote in the advisory committees they serve nor in plenary sessions of synod.

(*Acts of Synod 2014,* pp. 539-40; *2015*, p. 673)

h. General Considerations for Ethnic and Women Advisers and Young Adult Representatives

1) An attempt will be made to appoint some advisers (up to three) who are able to serve two-year terms. This means that there will be some experienced advisers and some new advisers at each synod.

2) Expenses for travel, lodging, and meals will be paid by synod.

3) In keeping with the practice of some classes, remuneration (at a rate set by the executive director from time to time) will be available for ethnic and women advisers and young adult representatives who are financially disadvantaged through service to synod.

i. Qualification of Ethnic and Women Advisers and Young Adult Representatives

Ethnic and women advisers and young adult representatives shall be members in good standing within the Christian Reformed Church with demonstrated leadership capabilities within their church communities.

j. Appointment of Ethnic and Women Advisers and Young Adult Representatives

The Board of Trustees shall appoint the ethnic and women advisers and young adult representatives each year at its February meeting. Nominations for these adviser positions shall be gathered by the executive director from suggestions offered by the churches. Nominations for ethnic advisers shall also be suggested by the director of Race Relations.

2. Classifications of Advisers to Synod

b. *Ethnic advisers* are representative voices of ethnic minority communities in the membership of the CRC that are not adequately represented in the delegations by the classes. Up to seven such ethnic minority non-voting advisers may be appointed, subject to the selection rules as adopted by Synod 2005. The number of seven (or proportion of) such persons shall be appointed as long as the total number of ethnic minority delegates is less than twenty-five persons. The number of ethnic minority advisers appointed shall be less than seven if the number of voting delegates from ethnic minority origin exceeds eighteen delegates. However, in no instance shall the appointment of ethnic minority advisers be less than two. In order to provide for an appropriate notification timeline for those appointed to serve, the number of ethnic minority advisers to be appointed shall be based on a previous three-year rolling average of diversity presence at synod.

(*Rules for Synodical Procedure*)