Integrative Election Process

Electing Circle Rep, Facilitator, or Secretary

1	2	3	4	5	6
Describe Role	Nominate	Sharing Round	Change Round	Proposal	Objection Round

*Any Circle Member may initiate an election for **Circle Rep, Facilitator, or Secretary**. The Facilitator runs this structured, transparent process. The candidate with the most nominations is elected.*

1 — Facilitator

Describe Role

Identify the target role and choose a term for the election. Other relevant information may be shared. No one may comment on any potential candidates during this step or the next.

→ *What role are we filling? How long is the term?*

2 — All Members

Nominate Candidates

Each member privately names the eligible candidate they believe is the best fit. Label your ballot with your own name. No abstentions. One nomination per person.

→ *Write one name — who do you think is the best fit?*

3 — Facilitator + Nominators

Nomination Sharing Round

Facilitator reads each nomination aloud. The nominator states why their nominee would be a good fit for the role. No one else responds. Nominators may not comment on other candidates.

→ *State your reason for your nomination — then stay quiet.*

4 — Any Member

Nomination Change Round

Any member may change their nomination and explain the reason. No responses are allowed.

→ *Heard something that changed your mind? Now is your chance.*

5 — Facilitator

Make a Proposal

Count nominations and propose the candidate with the most. Ties are resolved using the options below.

If there is a tie, the Facilitator may:

a) Only one tied candidate self-nominated → propose them
b) Current role-holder is among those tied → propose them
c) None of the above → randomly select one of the tied candidates
d) Go back to step 4 — ask members who didn't nominate a tied candidate to change their nomination to one of the tied candidates

→ *Most nominations wins. Ties have a clear resolution path.*

6 — All Members

Objection Round

Facilitator asks each member if they see any objection to the proposal. If an objection surfaces, the Facilitator may allow discussion to resolve it, or discard the proposal and return to step 5 — the discarded candidate is excluded from that round.

→ *Any real reason this person should not be elected?*

New to Holacracy elections? Key things to know.

- Nominations are private — removes social pressure and group-think.
- Names are submitted at the same time, on the notification of the Facilitator, via Meeting Comments/Chat.
- You can change your nomination in step 4 after hearing others' reasoning.
- An objection must be a real harm to the circle — not a preference for another candidate.
- The Facilitator is accountable for triggering a new election before each term expires.

Any Circle Member may initiate an election at any time.

- You do not need permission — just call for one.
- A Circle may adopt a Policy setting time limits for nominations and responses.
- After the time limit, the Facilitator excludes non-responders from the rest of the process.

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Surrogates

When Facilitator or Secretary is unavailable

A surrogate may act as Facilitator or Secretary when the role is **unfilled**, the role-holder is **unavailable** when needed, or the role-holder **requests a surrogate** for any reason.

Surrogate priority order — apply in sequence:

1. **Specified substitute:**
   Someone specified by the person being replaced.
2. **Counterpart role:**
   For Facilitator → the acting Secretary of the Circle. For Secretary → the acting Facilitator of the Circle.
3. **Circle Lead:**
   The Circle Lead of the Circle — or, if there are multiple Circle Leads, the first one to declare themselves as surrogate.
4. **Any Circle Member:**
   The first Circle Member to declare themselves acting as surrogate.

Policy: Time Limits

A Circle may adopt a Policy defining a time limit for nominating a candidate or responding to a proposal during the Integrative Election Process. Once the time limit is reached, the Facilitator must exclude anyone who has not responded from the remainder of the process.

The candidate with the most nominations is elected. The structure exists to ensure every voice is heard before the count — nominations are private, reasoning is shared, and changes are allowed. The process makes a fair result possible.

Elections exist to ensure smooth tactical and governance meetings.

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