

## **UUSD LEADERSHIP DEVELOPMENT COMMITTEE 2021-2022 ANNUAL REPORT**

**MEMBERS:** Pat Schaeffer, Linda Defeo, Lee Wheeler, Donna Davis, Ellen Loewy (Co-chairs)

**COMMITTEE PURPOSE:** Leadership Development (LDC) is a standing committee elected by and accountable to the congregation. LDC's responsibilities are set out in the UUSD By-Laws.

### **LDC RESPONSIBILITIES:**

- **IDENTIFY POTENTIAL COMMITTEE MEMBERS AND/OR OTHERS INTERESTED IN VOLUNTEER POSITIONS:** Provide the Board and/or committee chairs with the names of potential committee members and/or others interested in other volunteer positions.
- **ANNUAL ELECTION OF BOARD MEMBERS AND LDC MEMBERS:** Identify potential candidates to fill open positions on the Board and LDC; develop and manage the election process.
- **COORDINATE LEADERSHIP DEVELOPMENT ACTIVITIES:** Coordinate leadership development opportunities to help identify and prepare members for leadership positions within UUSD.
- **SUPPORTING POTENTIAL LEADERS:** Identify, encourage and nurture current and potential leaders.

### **KEY LDC ACCOMPLISHMENTS INCLUDE:**

1. **Recruited Self-Nominees for Four BOT Openings and Three LDC Openings**
  - **Continued the (Leadership in Action: Our Future is Up to You) recruiting campaign** to identify and recruit potential members interested in self-nominating themselves for seven open positions on the Board and LDC. Six members submitted self-nominations for the open positions.
  - **Information Session:** Organized and facilitated a hybrid information session for potential leaders. The purpose of the session was to discuss the self-nomination process, answer questions and encourage participants to serve in leadership positions. The Board of Trustees and others in leadership positions participated with testimonials about the personal satisfaction derived from service to the congregation.
2. **Developed Onboarding Leadership Modules for New Leaders**
  - **Onboarding for New Leaders:** Onboarding is the process of welcoming, connecting and preparing new leaders for their leadership role. Intended benefits include helping potential leaders feel more prepared to serve effectively; and feel more energized and less stressed in their leadership role.
  - **LDC amended the onboarding leadership module series for new leaders:** LDC presented two modules to support the newly elected leaders to the Board of Trustees and the Leadership Development Committee based on feedback on the effectiveness of the modules in the prior year. Two Modules: Financial

Management at UUSD presented by Finance Committee and Finance Officers and Finding Information New Leaders Need presented by the Communications Team.

**3. Additional Initiatives:**

- The LDC reviewed and reconfirmed its committee covenant.
- The LDC reviewed the leadership development committee member description in preparation of the self- nomination process.
- The LDC conducted a BOT Transition Survey to prepare for the informational session.
- The LDC met with Marj Shannon, Board President and Rev. Heather to discuss their insights for leadership development initiatives.
- As part of the proposed 8<sup>th</sup> Principle Initiative, LDC discussed processes and procedures for soliciting possible leaders with diverse backgrounds.
- **Short term goals:**
  - Becoming knowledgeable in anti-racism and anti-oppression work as it relates to volunteer leaders
  - Coordinate a module on how to be an inclusive leader and leverage available resources.
- **Long term goals:**
  - Updating LDC's work to become a beloved community in each year's Annual Report and recommend that Church Council and staff do the same.

- 4. New Member Interviews:** LDC reached out to 23 new members to welcome them to UUSD and introduce them to the congregation through new member profiles. Interviews were conducted, and these member profiles with photos have been posted (or in the process of being posted) with members' permission in the monthly newsletter.

**This was an important transition year for Leadership Development. We continue to build and develop our own team, engage with new and long- term members, support transitional planning and develop learning opportunities to support the congregation. We look forward to collaborating with our Church Council and Board leadership in the year ahead.**

**Submitted on behalf of the Leadership Development Committee by Donna Davis and Ellen Loewy, co-chairs, May 12, 2022.**