

UUSD LEADERSHIP DEVELOPMENT COMMITTEE 2022-2023 ANNUAL REPORT

MEMBERS: Nancy Commisso, Pam Everett, Kaz Huston, 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 Three BOT Openings and Two 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 five 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.
- **Candidate Luncheon:** Held a luncheon for candidates to meet with current BOT and LDC members to build relationships and better understand these leadership roles.
- **Meet the Candidates Forum:** Hosted a Zoom forum for Candidates to share their background, skills, and interest in becoming a leader and for the congregation to have an opportunity to ask questions of the Candidates.

2. Launched Unitarian Universalist University (UUU)

This year we moved from offering 'Onboarding' modules for new leaders to a more proactive approach where we offered leadership training for anyone in the congregation

who was interested in skills development for use in potential future leadership roles. The goal was to start small and this year we offered 3 courses:

- Budget and Finance, presented by Finance Committee and Finance Officers
- Zoom 101, presented by Susan Goekler and Donna Davis
- Unconscious Bias and Micro Aggressions, presented by the YWCA and offered in collaboration with Social & Environmental Justice, Adult Religious Education, and UUSD Cares

3. Launched and Coordinated Sunday Committee Tables

To help new members get to know about the Committees within UUSD, and to help Committees with recruiting new members, we launched the Sunday Committee Tables. Each Sunday the committee that was responsible for clean-up after Social Time was offered space where they could showcase their committee/group and discuss opportunities for participation with members.

4. Our 8th Principle Work included:

- Updating our forms and documentation to specifically include our inclusion statement.
- Offering a UUU workshop on Unconscious Bias and Micro Aggressions.
- Offering a course called 'Racism in America: The History We Didn't Learn in School' (through the Episcopal Church of DE).
- Developing a relationship with the Episcopal Church of DE and participating in and offering events they are offering their congregations as part of their Racial Justice program, to UUSD.

5. New Member Interviews: LDC reached out to 31 new members to welcome them to UUSD and introduce them to the congregation through new member profiles. Interviews were conducted, and many of these member profiles with photos have been posted (or in the process of being posted) with members' permission in the monthly newsletter.

Additional Initiatives:

- The LDC initiated quarterly LDC/BOT meetings to ensure open communication and collaboration.
- The LDC initiated inviting various committees to participate in our meetings to better understand what other committees are working on.
- The LDC reviewed and updated the Self-Nomination process to ensure there is a mutually good fit for both UUSD and the Candidates themselves.
- The LDC collaborated with the Governance Review Team to update the By-Laws.
- The LDC, in collaboration with Membership, is planning to host a new member Potluck.
- 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 developed a list of Volunteer Opportunities for distribution during the Jean Charles Service Sunday. This was subsequently published on the website.

This was a busy 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 continuing to expand on the work that we are doing and 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, April 17, 2023.