

## UUSD LEADERSHIP DEVELOPMENT COMMITTEE 2023-2024 ANNUAL REPORT

**MEMBERS:** Donna Davis, Pam Everett (Co-Chairs), Kaz Huston, Rand Lytton, and Dar Sellers

**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 Bylaws.

### **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-Five 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 to nine open positions on the Board and LDC. Seven members submitted self-nominations for the open positions.
  - **Information Session:** Organized and facilitated a hybrid interactive prospective candidate 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 Conversations:** Held conversations with each of the new candidates to discuss the roles that they are self-nominating for and ensure there is a mutually good fit.
  - **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. **Leader Training - Unitarian Universalist University (UUU)**

This year we continued to offer training to potential leaders. We hosted a workshop delivered by UUSD's Affiliated Community Minister, Rev. Cathy Rion Starr, called 'Organizing Faith Communities: Deeper Relationships Matter.' This workshop was open to the entire congregation, and we hope that it helps continue the work of

engaging congregants to both build community/relationships while taking on the work that helps the congregation to operate.

Recognizing the need to develop new leaders and support leaders who want to step down we developed a Succession Plan Strategy and Implementation document. We expect this to be reviewed and implemented by the 2025 LDC Committee during the upcoming Church Year.

### **3. Re-Launched and Coordinated Featured Committee Tables**

To help new members get to know about the Committees within UUSD, and to help Committees with recruiting new members, we re-launched the Sunday Featured Committee Tables. We made a few changes from last year. Last year we scheduled Featured Committee Tables on the day of their scheduled kitchen clean-up week which proved to be too much. This year we scheduled committees to be featured on a different Sunday than their kitchen clean-up week and we also highlighted the Featured Committee in both the weekly eNews and through a message from the Pulpit. This seems to have garnered more attention and as of April 15, the committees had numerous people join or express an interest in joining their committee. New member feedback has also been positive, and they have appreciated the opportunity to learn about the committees.

### **4. New Member Interviews**

LDC began the year conducting new member interviews to welcome members to UUSD and introduce them to the congregation through new member profiles. In meeting with Membership, we jointly determined that Membership was the best committee to handle this so mid-year we handed this off to Membership to take on. We also worked with Membership to update packets that are given to new members.

### **5. Encouraging New Volunteers**

This was a busy year of committees needing new members and Committee Chairs seeking new Chair people. LDC worked with committees to identify new members who had not yet found a committee to join, and worked to align their skills and interests with committees that were searching for helping hands. The Committee also updated the Volunteer Opportunities document and included it with the Order of Service at the Jean Charles Service Sunday to align the call to Service with the volunteer opportunities available across all Committees.

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 provide learning opportunities to support the congregation. We look forward to continuing to expand on the work that we are doing in the year ahead.

Submitted on behalf of the Leadership Development Committee by Donna Davis and Pam Everett, Co-Chairs, April 15, 2024.

