

UUSD Leadership Development Committee

2024-2025 Annual Report

Members: LDC decided to have two co-chairs to rotate chairing meetings: Rand Lytton and Lori Rocheleau. Other members were Susan Goekler, Beth Nevill, 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's Bylaws.

LDC Responsibilities:

- **Identify Potential Committee Members and Others Interested in Volunteer Positions:** Provide the Board of Trustees and committee chairs with the names of potential committee members and others interested in volunteer positions.
- **Annual Election of Board Members and LDC Members:** Identify potential candidates to fill open positions on the Board of Trustees 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 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 six to eight open positions on the BOT and LDC. Five members submitted self-nominations for the open positions.
- **Information Session:** LDC participated in a BOT chat session on March 16th to connect with prospective candidates for openings on BOT and LDC.
- **Candidate Conversations:** Had 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. Archives

Old LDC archive files were housed in a folder in the LDC committee shared drive.

3. 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 continued the Sunday Featured Committee tables. LDC scheduled each committee to be featured on a different Sunday than their kitchen clean-up week. We also highlighted the Featured Committee both in the Beacon and through a message from the Pulpit.

4. Liaisons with Membership Committee, UU Tune-up, and BOT

A member of LDC attended Membership Committee meetings to better coordinate our activities. The liaison worked with Membership to update the welcome packet. LDC members attended UU Tune-up classes as an opportunity to meet potential leaders. LDC members attended some but not all of the BOT meetings.

5. Encouraging New Volunteers

- LDC assisted UUSD Committees who needed new members and Committee Chairs. We 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. LDC members met with committee chairs in one-to-one interviews to find out what was going well, and what leadership needs each committee has or may have in the near future. A list of five questions was created to guide each interview, and one of the questions sought what kind of LDC-organized workshops might be helpful in the future.
- LDC decided to hand out the “Serving with Grace” book to committee chairs at the beginning of the new church year at a church council meeting.
- LDC looked for an online tool that could be used to promote volunteerism, particularly for one-time commitment opportunities. The decision was made to use Signup which LDC will administer.

6. Searching for the Future (STF) Strategic Plan

LDC participated in gathering information for Goal 4 “We will become an integral part of expanding a beloved community beyond our walls” by sending out a survey on our congregation’s community involvement.

7. Jean Charles Service Sunday

LDC led the Jean Charles Service Sunday on May 4th.

2024-2025 was a busy year for the Leadership Development Committee. 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 Rand Lytton and Lori Rocheleau, co-chairs, April 29, 2025