**Nominating Committee and Leadership Development**

**Submitted by Karen Murray**

Our purpose as Nominating and Leadership Development is to help grow future church leaders, for this church and beyond. Our goals are aimed at further defining LD at our church, and to create opportunities in the areas of skills, sensibilities and spiritual growth. This year we had opportunities for both listening and action.

LEADERSHIP DEVELOPMENT

The activities accomplished this year started with further defining Leadership Development (LD), how to identify and grow those ready for leadership, and what ways it should be implemented in our congregation.

The theme that resonated with us is that the journey into leadership begins much earlier than when you are asked to serve. There is a growth in which you go from being a guest to a host. As a guest you are coming and visiting, attending a few times or even a few years, slowly getting to know everyone and what we’re all about. At some point you may transition to being the host, when you are the one welcoming people in. You are the one that when you see a piece of trash on the walkway you pick it up because it’s your house. This is when you are eager to volunteer to join in the work that keeps this congregation moving and growing. This journey involves the person, but also the connections and support weaved in time that gives someone the security to move forward into being a leader.

Our activities this year were in further defining what we can do to build support, and communication to foster the growth from guest to host. The ultimate goal being to grow future leaders so that we have a vast pool of volunteers that we can match talents to roles.

Our success would mean that any congregant would feel competent and supported if they chose to take on a leadership role in any event or gathering at the church.

To these ends, here are a few of our activities and accomplishments this year:

LOWERING THE RIVER SESSION

Attended Lower the River: Cultivating Systemic Change in Your Congregation

November 1, 2014 Unitarian Universalist Church of Concord, NH

* In this workshop we worked through themes of adaptive versus technical changes. How to help move from a consumer mindset to an ownership one – where WE are the church.

LEADERSHIP CIRCLE BREAKFAST

* This wonderful meeting was put together for our team to listen to the past and present leaders of our church and gain insight to the unique journeys that they took. They helped us further define what it means to be a leader, and what attributes make a good leader.
* Received guidance on what they would like to see for leadership development
* The sharing between leaders was identified as something we would like to continue periodically

COMMITTEE SUMMIT

We determined that part of LD is the support network. It is not one group that teaches leadership – it is us learning from each other. We are more connected and more supported when we share. A common struggle we heard was the feeling of spinning our wheels, sometimes doing work that is duplicate of other committees, that committees don’t always know what others are doing. To this end we revisited activities similar to the past and held a Committee Summit.

* Attended by committee chairs, co-chairs and members of committees
* Getting to know the committees: Most committees (or groups) completed a prework task in the form of a form designed by Lori Lerude. The group had fun doing a review activity called “Guess that Committee (Group)”. It was amazing to realize we have over 19 committees, or other technical groups.
* Exploring their journey into volunteerism. The most common theme? I was asked to participate!
* Discussion on challenges: Used Legos to facilitate discussion of key hurdles to overcome in regards to leading or being a member of a committee or group.
* Index cards: gathered feedback on what LD should consider as we continue to work
* Voted to continue having the summits to continue to foster better communication and collaboration. LD will partner with other groups to hold these summits, with the next one in the fall 2015. We requested that future Comm Summs be a shared leadership for committees with LD offering to run specialty sections of summits with respect to ideas submitted by committees.

LOWERING THE SILOS OF COMMITTEES: An attempt to get written descriptions of committees/teams

Clear goals and objectives of teams is another aspect of LD growth opportunity. Lori Lerude authored a simple committee form (mentioned earlier) that captures the purpose of the group, ends, goals, and accomplishments. It is a tool that helps committees organize and be able to have the team understand the positive outcome their work will have. We utilized this tool as prework for the committee summit in which we had a fun matching game – match the committee to their goals or purpose. People were a bit amazed that we had over 19 committees and functional groups!

More work will continue to make this complete, and to use as an ongoing tool in various ways.

NOMINATING WORK

Recently we had a new email address created for us – [nominating@uunashua.org](mailto:nominating@uunashua.org). A ‘Job Ad’ was put together via email and we asked YOU to help us nominate others. Thank you for your suggestions as we work to fill the roles we fill.

Along with the committee descriptions, we began to gather elected position qualifications and skills with the goal of providing info to potential candidates about just what serving means.

FUTURE

We are excited for our next chapter in working with Reverend Allison Palm to further define the structure of the Nominating and LD work using the policy governance model, and to further build programs next year that continue the growth of all of our fabulous leaders.

The UUA has a path defined: Identify, Invite, Inform, Involve, Inquire. Our work will revolve (and evolve) around this and other LD models.

* Programmatic: (Inform) Bring LD Learning opportunities during the year for skills, sensibilities and spiritual growth
* Relational:
  + (Involve) LD Team will have a Work with other committees on the Committee Summits
  + (Inform) Create mentor/leader relationship opportunities such as small group meetings
  + (Inquire, Identify, Invite, Involve, Inquire again) Communication Cycle: Develop a process of personal inquiry, led by the Leadership Development team (and extended Leaders as needed). A year round focus on One to One’s - a purposeful conversation with a church member to learn about their concerns, interest level, and resources. In these one-to-one conversations the LDT members can share about their own commitment and sense of passion toward the mission and vision of the congregation. Next, they inquire about the interviewee’s values, passions and gifts. Then the LDT member just listens–deeply. After a couple of months of these interviews, this LDT compares notes and follows up with their interviewees, connecting about half of them into various leadership roles that everyone found were good fits.
* Organizational:
  + Define the LD group and how it fits in the organization
  + Formalize the link between membership and LD

THE TEAM

I would like to thank and recognize the team traveling through this adaptive change, Henry Zalman, Jodie Holway, Pat Ladew, and Kate O’Shea and by extension Reverend Janet and Meredith Olsen. I would like to especially thank Lori Lerude as she will be exiting the Nominating Committee as she takes on her new role at the church. Luckily it is one that we hope to have close ties with! Lori has been an energetic, guiding and passionate force behind all of our accomplishments this year, and specifically a wonderful coach to me.