

The Teachable Heart



Rev. Renee Ruchotzke

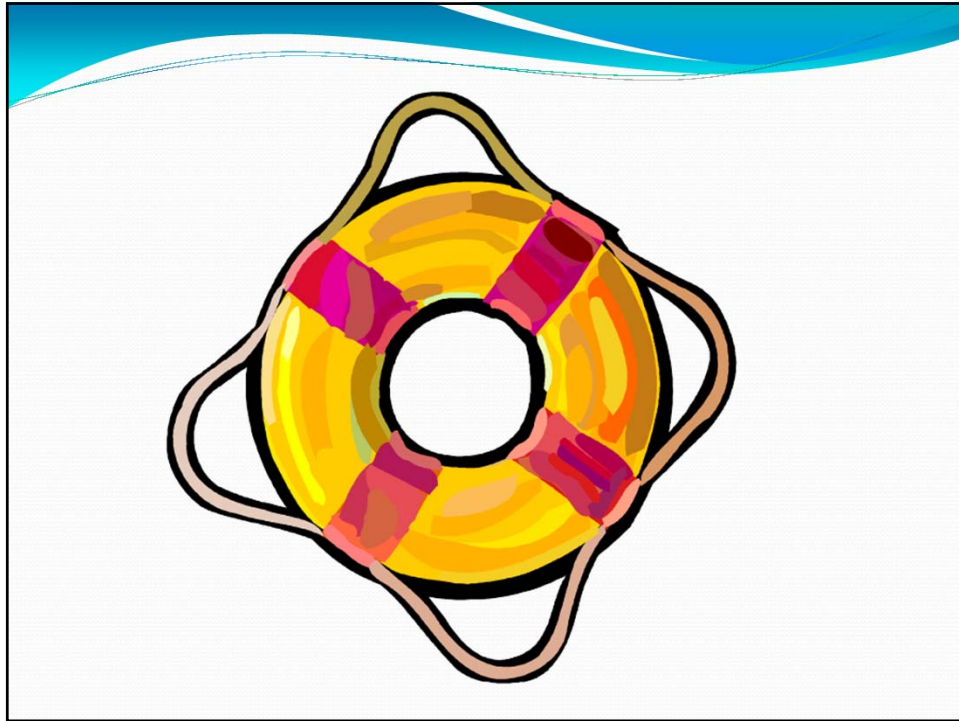
Deb Chaney,
Commissioned Lay Leader







Our Metaphor





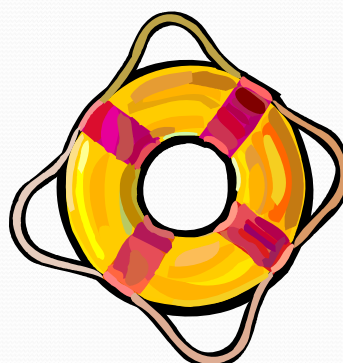
**District
Leadership
Conference**





Alban Consultant
Larry Peers

Your Story



How many of you....

- ...were invited into leadership by a minister or other congregational leader?
- ...already had leadership experience from your job or other organization?
- ...felt like you had gifts or skills that were recognized?
- ...were given or sent to training specifically for congregational leaders?
- ...felt like other congregational leaders noticed and valued your growth as a leader?

Two Models of Leadership Formation

Commissioned Lay Leaders

Competency/Badge System



Underlying Assumptions



Priesthood and Prophethood of all believers



Teachable Heart

- "so it were humbly & with a teachable hart not with any mind of caviling or contradicting."

From "First Church Records, Book I," kept in the archives of the Dedham Historical Society.

Cambridge Platform

It Is Meet That, Before Any Be
Ordained Or Chosen Officers, They
Should First Be Tried And Proved,
Because Hands Are Not Suddenly To
Be Laid Upon Any, And Both Elders
And Deacons Must Be Of Both
Honest And Good Report.

Encouragement to Growth



Credentialing Process



Commissioned Lay Leaders



Today's CLL Program

Congregation-Centered

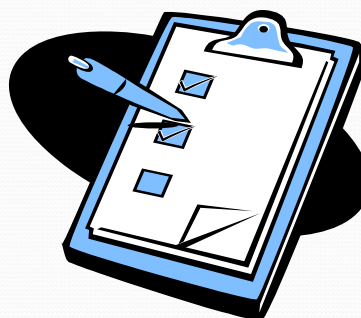
- Proven Leaders
- Letter of Agreement
- Roles and Responsibilities
- Unpaid
- 3 year term



Today's CLL Program

Initial Process

- Application
- Sponsorship
- References
- Initial interview
- Liaison to CLL Committee
- Mentor (Minister)



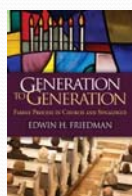
Today's CLL Program

Actual Training (CLL Candidate & Mentor)

- Required Reading List
- Learning Plan
- Additional Academics
- Praxis (experience + reflection)
- Quarterly Report to CLL liaison
- Minimum 2 years

Today's CLL Program

- Required Elements



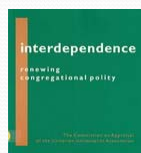
Pastoral Care



Worship &
Rites of Passage



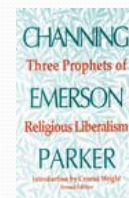
Social
Justice



UU History
& Polity



Religious
Education



UU Theology

Today's CLL Program

- Vary in Focus



Worship
Arts



Adult RE



Pastoral Care



Rites of Passage



Member & Leader
Development

Today's CLL Program

Ready for Final Interview by CLL Committee

- Additional References
- Mentor Evaluation
- Signed Board Covenant
- CLL Code of Ethics
- CLL Committee recommends candidate to District Board
- Commissioning Ceremony in congregation

Today's CLL Program

After Commissioning

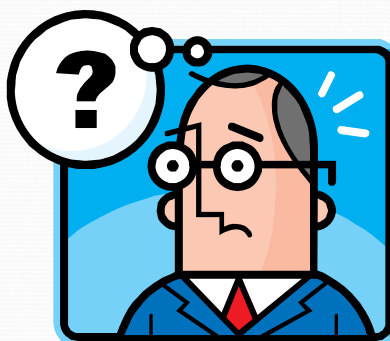
- Quarterly report to CLL liaison
- Eligible for renewal after 3 years
 - Application
 - New covenant with church board

Small Congregations

- Unable to afford professional ministry



Larger Congregations



Christie Anderson, Commissioned Lay Leader



For 30 years, Christie Anderson's professional career was devoted to the human services field in an effort to support disadvantaged people working to enhance their lives. Although still engaged in this work on a part-time basis, Christie is now supplementing this effort by offering her skills to help fulfill the mission of the Kent UU church.

While appreciative of her Protestant upbringing, Christie has embraced the liberal religious perspective of Unitarian Universalism since 2000. Christie is active in the worship life of the Kent UU church as a member of the Sunday Programming Committee and the Pastoral Care Committee, a planner and worship leader for vesper services, a senior Worship Associate, and an active leader in the Small Group Ministry Program as a Steering Committee member and an SGM group facilitator.

Christie earned the title of Commissioned Lay Leader in October 2008 following her completion of the 2 year lay ministry educational program established by the Ohio-Meadville District of the Unitarian Universalist Association. Christie is thrilled to have the credentials and opportunity to reach out to the community by solemnizing marriages, performing commitment ceremonies, conducting memorials, and offering worship services. She can be contacted at uuchristie@yahoo.com.

Rev. Renee Ruchotzke, Affiliated Community Minister



Renee has been a member of the Unitarian Universalist Church of Kent since 1996, serving in a variety of leadership roles before being called to ministry. Renee is a graduate of Meadville Lombard Theological School and in Preliminary Fellowship with the Unitarian Universalist Association. She was ordained by our congregation in August of 2010 and officially affiliated with us in December of 2010.

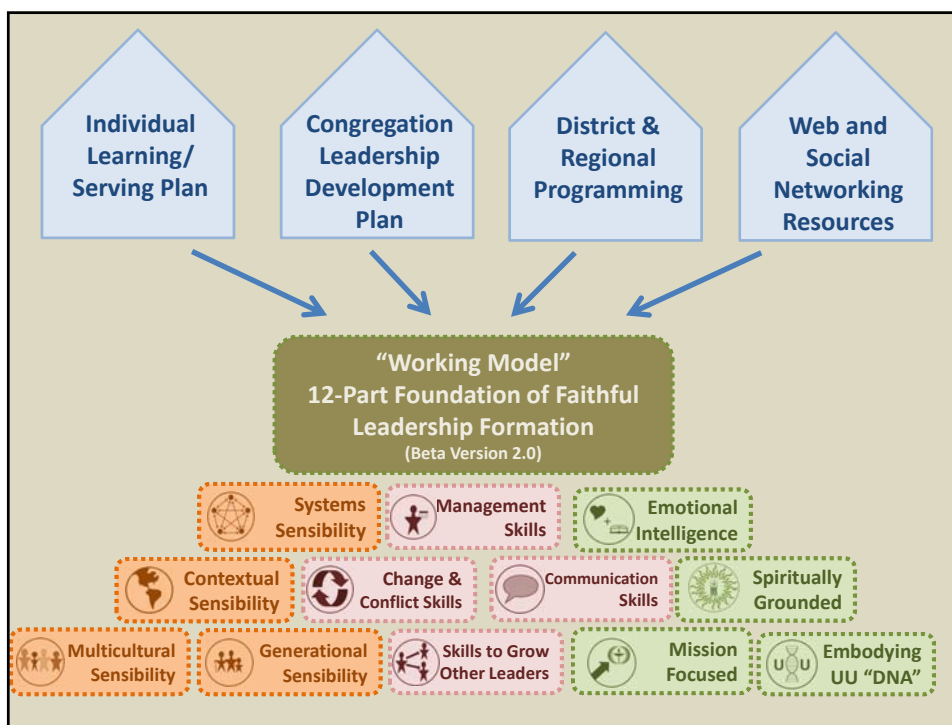
Renee is serving the wider Unitarian Universalist Community as the Regional Consultant for Leadership Development for the Central East Regional Group of the Unitarian Universalist Association. She is responsible for providing consultation, programming and training material (including webinars) on various aspects of congregational leadership. She works closely with those doing leadership development at the district and cluster levels as well as participating in the Unitarian Universalist Leadership Training Institute (UULTI) and other in-person trainings at the district and regional level. She also co-authored a Tapestry of Faith curriculum.

Renee served for two years as the Consulting Minister for the Unitarian Universalist Congregation of Greater Canton. She served her internship in the First Unitarian Universalist Church of Pittsburgh. Before that she served East Shore Unitarian Universalist Church in Kirtland, Ohio for two years as their interim Director of Religious Education.

Deb Chaney

Commissioned Lay Leader

Unitarian Universalist Congregation of Greater Canton



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Blog Posts

From Learn Out Loud Blog

- In the presence of these...
- A Place for Me and These
- The terror of loneliness and the call of community

Resources

Curriculum: Harvest the Power: Developing Lay Leadership

Webinar: "Volunteers: Best Practices" from the Midwest Region of the UUA

Congregational Bylaws
Congregational Policy
Policy Based Governance
Covenant
Leadership Development

- Contextual Sensibility
- Cultural Sensibility
- Generational Sensibility
- Systems Sensibility
- Skills to Grow Other Leaders
- Change and Conflict Skills
- Communications Skills
- Management Skills
- Embodying UU DNA
- Mission-Focused
- Spiritually Grounded
- Emotional Intelligence
- UU University
- Leadership Schools
- Small Congregations
- Large Congregations
- Webinars

Home > **Congregational Management** > Governance > Leadership Development



Leadership Development

Leadership development in our congregations should be an extension of faith development. But our congregational leaders need more than technical training, they need a combination of skills and qualities to enable them to be both skillful and faithful. This nuanced difference in the meanings of the words "training" or even "development" could be described as "leadership formation."

Leadership Development Teams, Not Just "Nominating Committees"

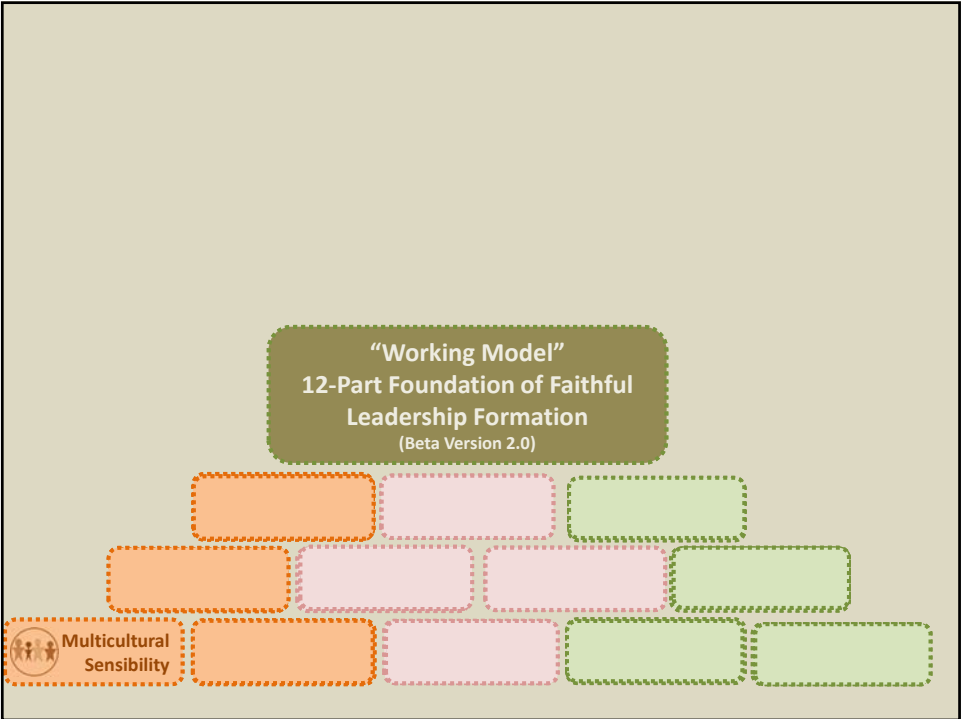
(Note: Detailed information is available in the Central East Regional Group's (CERG's) on-demand course [Passing the Torch \(free registration required\)](#): Creating a Leadership Development Program in Your Congregation.)

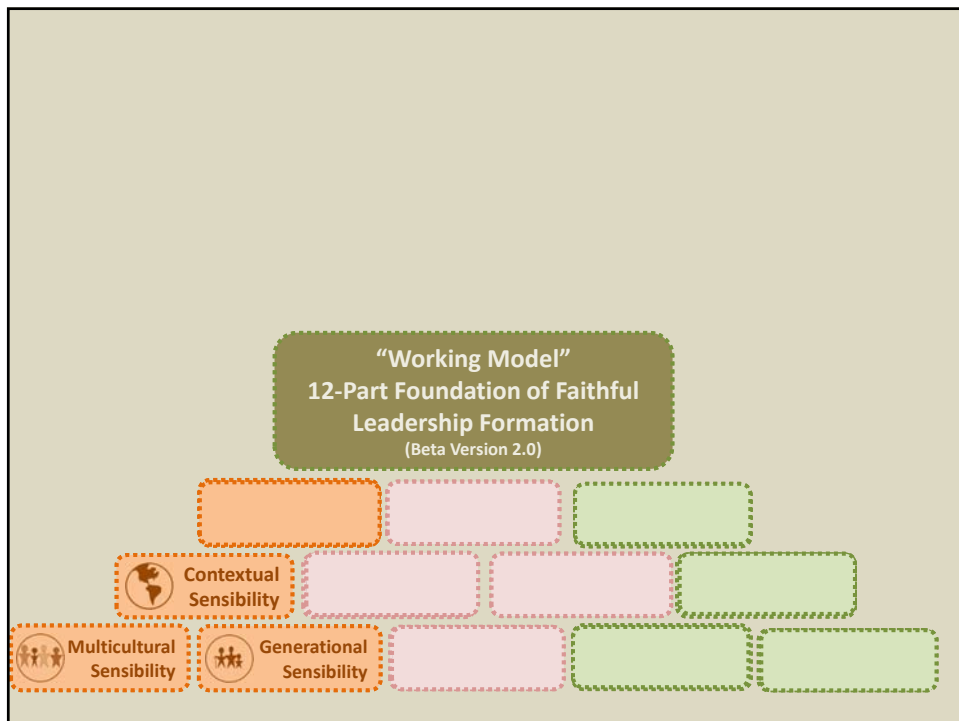
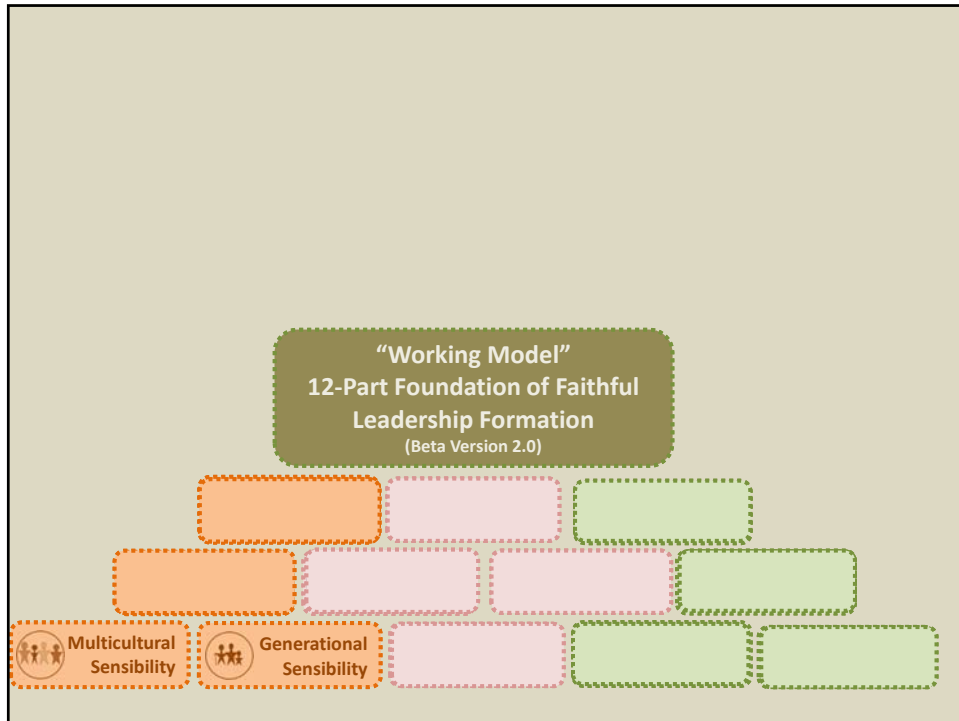
Many of the congregations who approach us about leadership development are under stress. They might have a nominating committee that is unable to fill all of the slots before the congregational annual meeting. They may have experienced a crisis because they had leaders in important roles who were not equipped to serve in that capacity during a time of conflict or change. They may have a leadership group that is burned out but no one else is ready to step in.

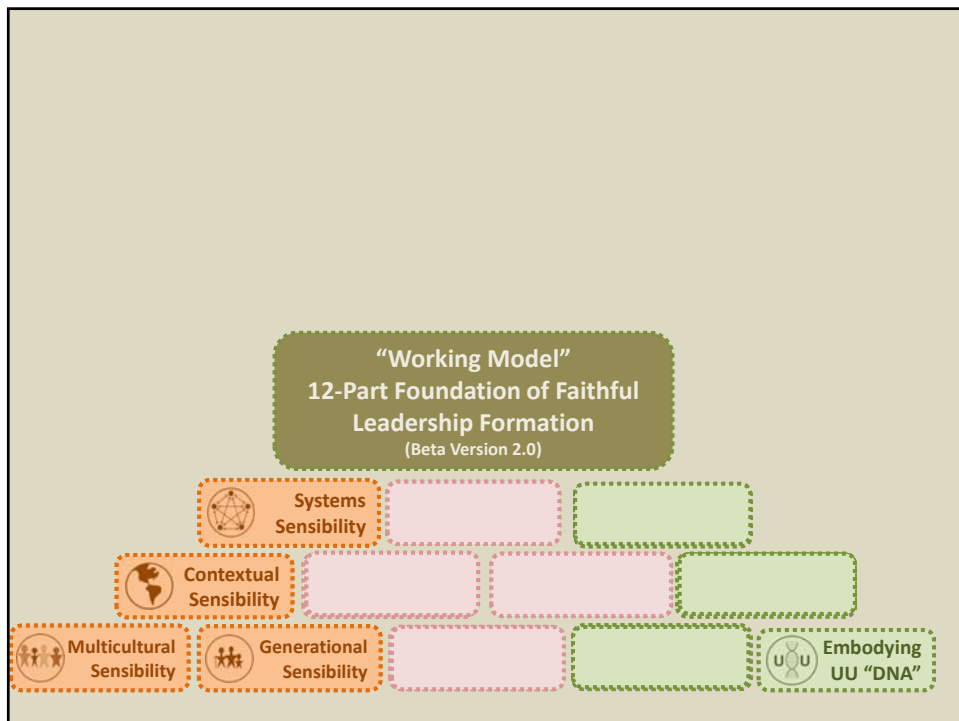
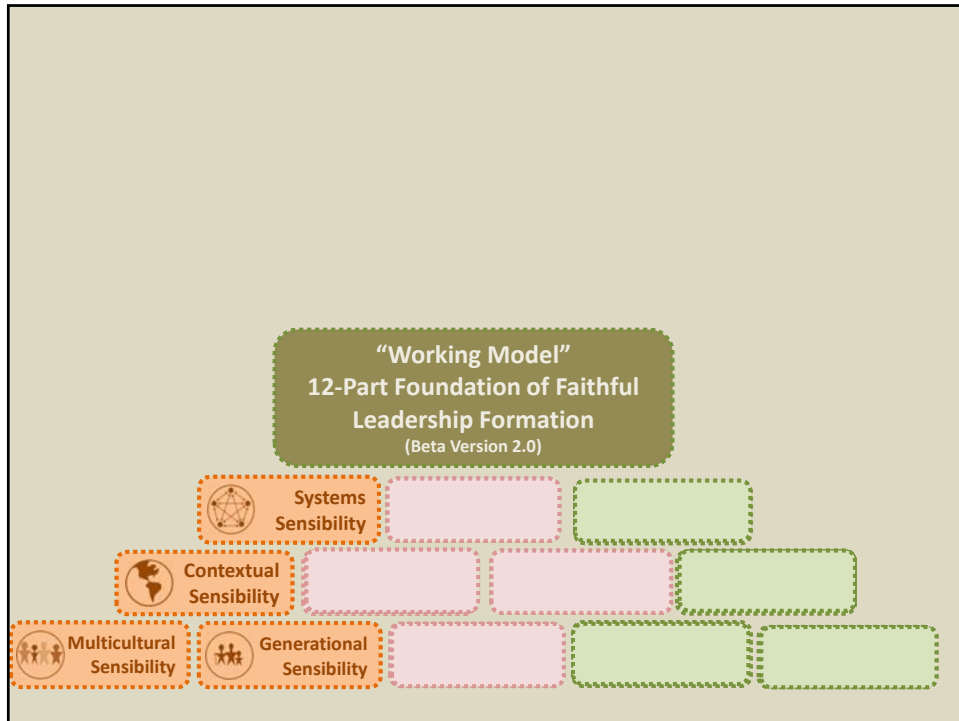
Sustainable leadership development cannot be reactive to these kinds of crises. Leadership Development should be an ongoing process in your congregation that includes the following practices,

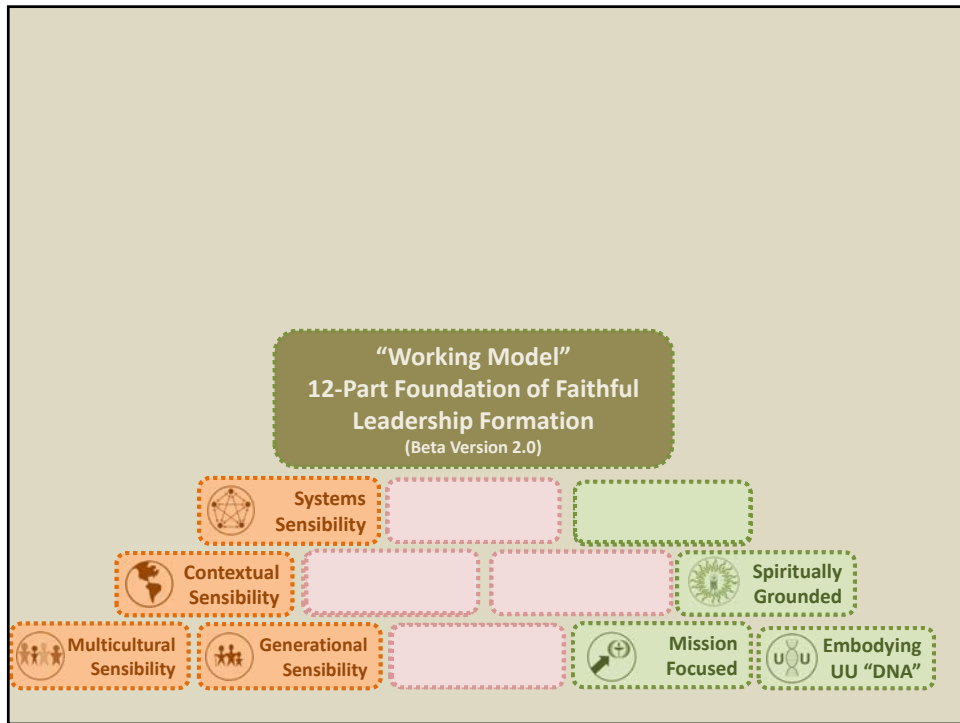
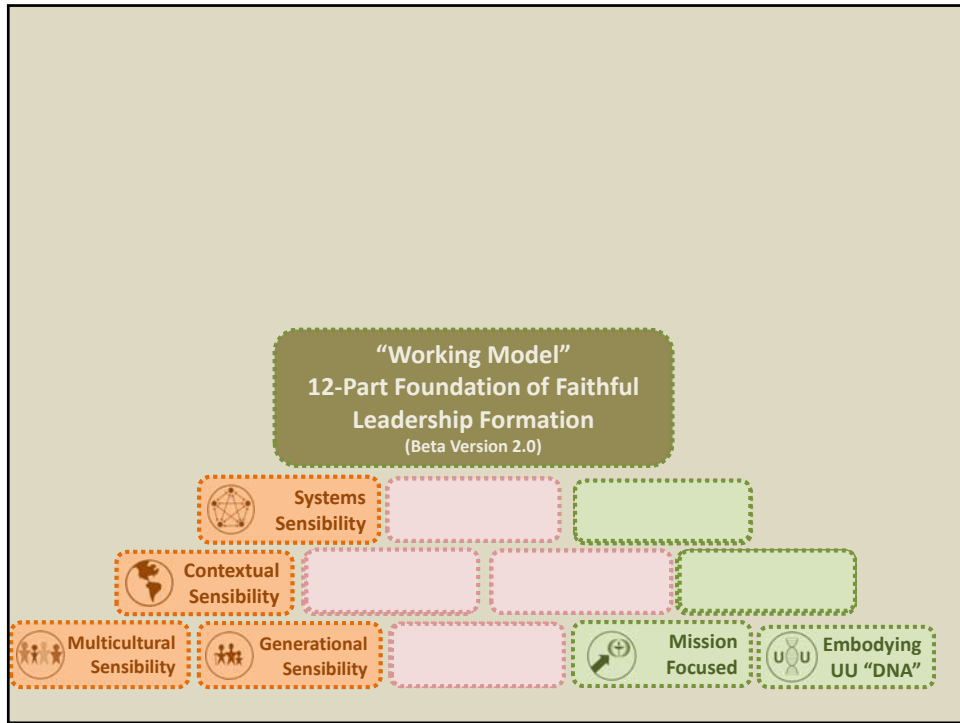


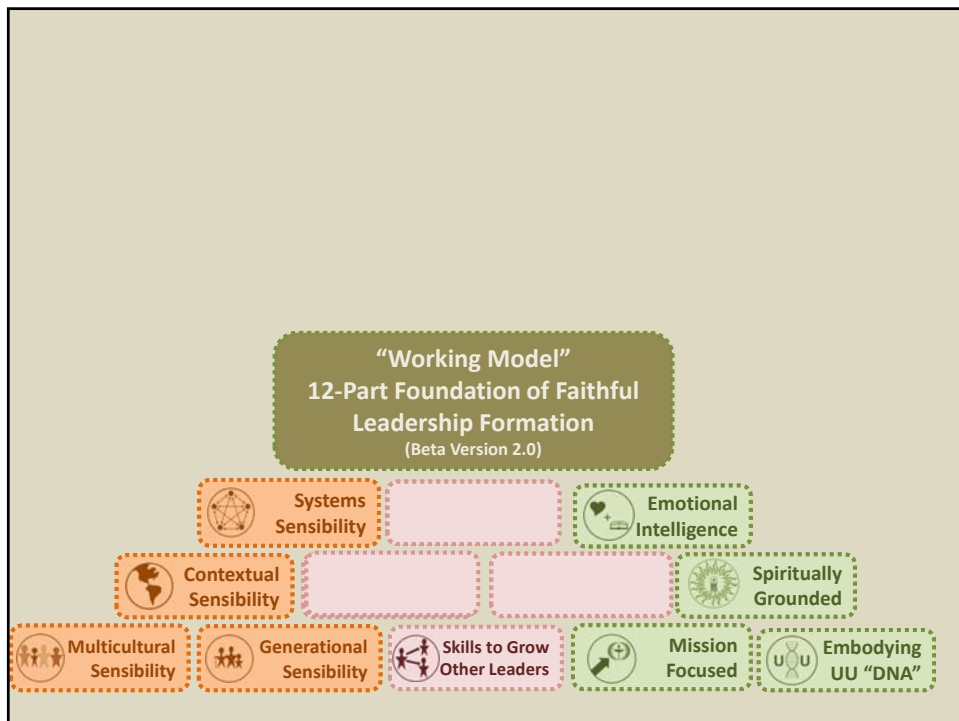
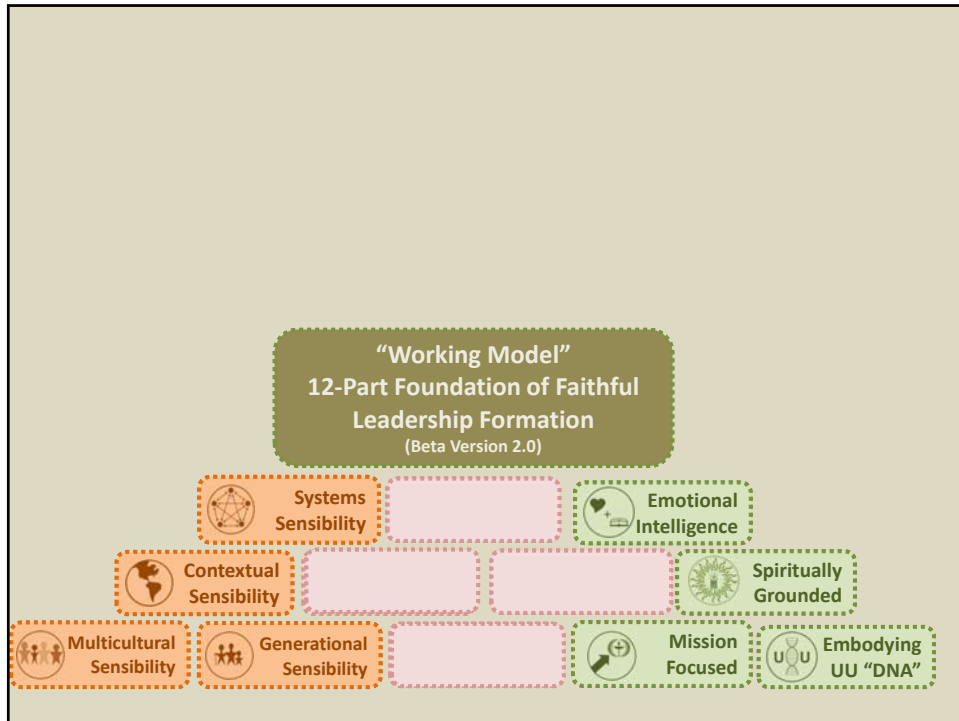


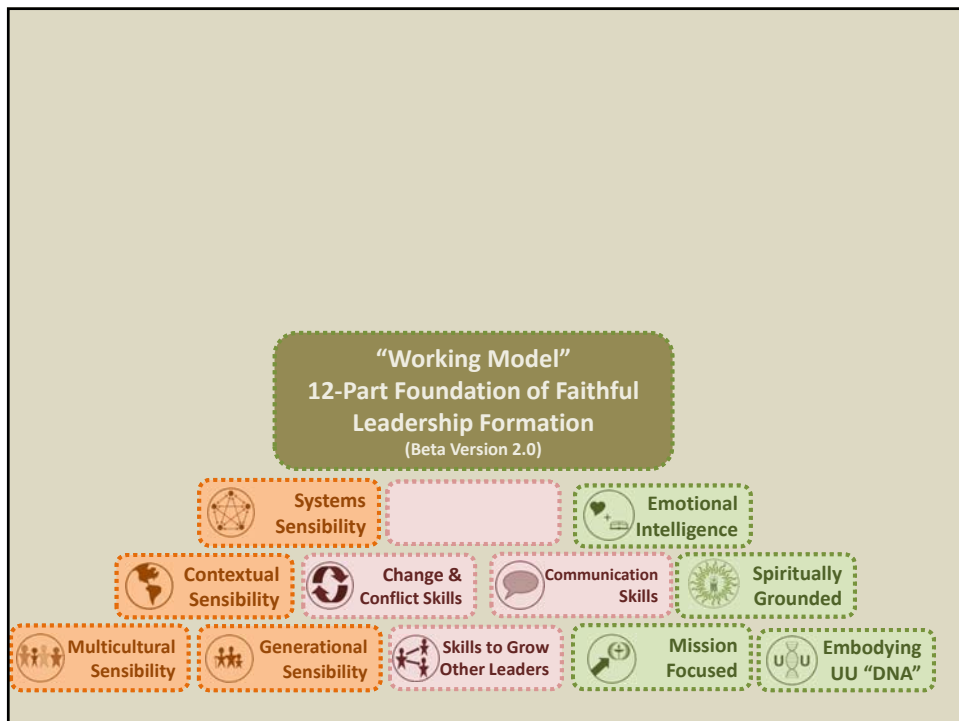
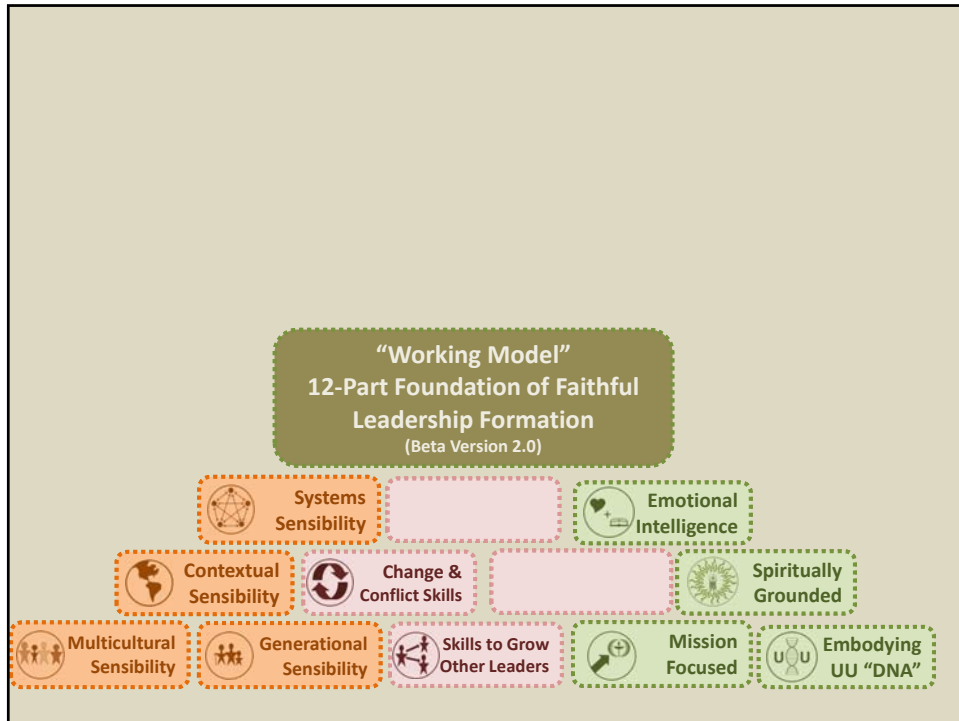


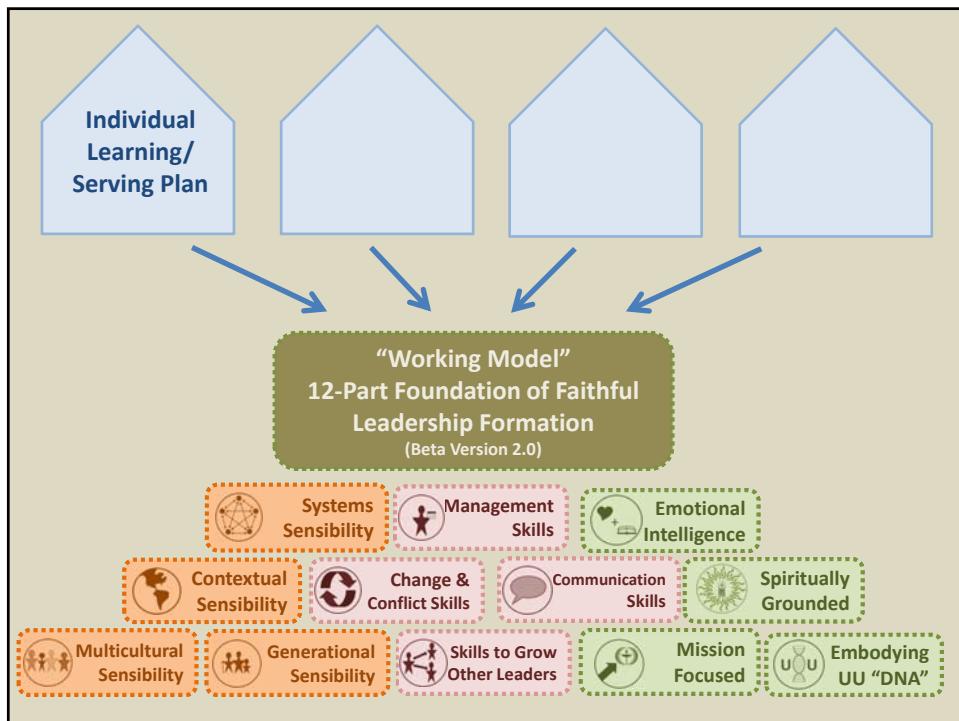
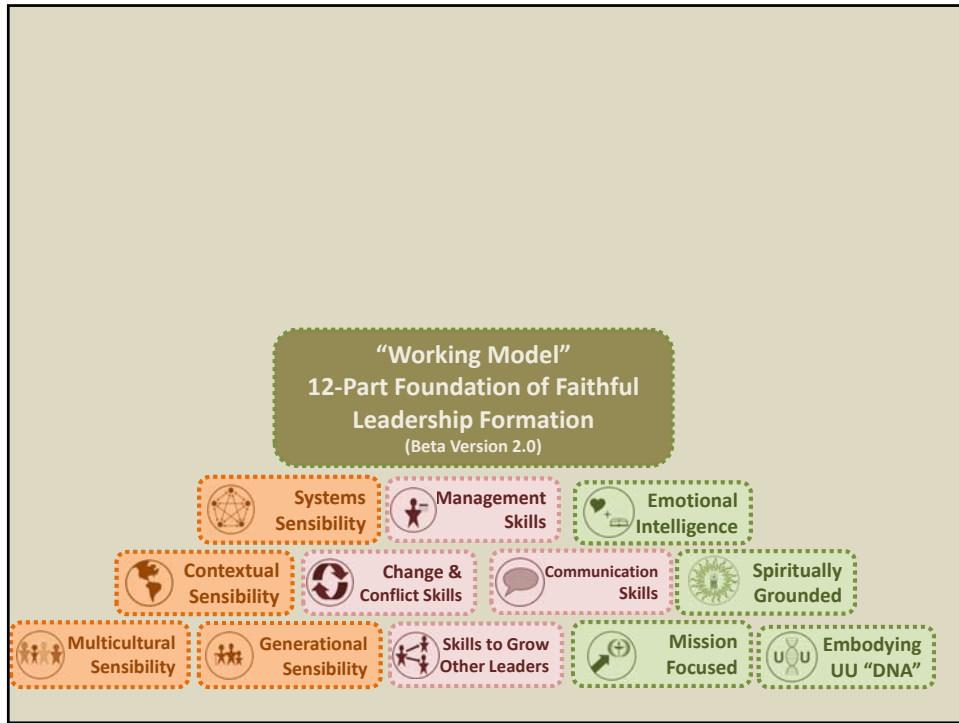


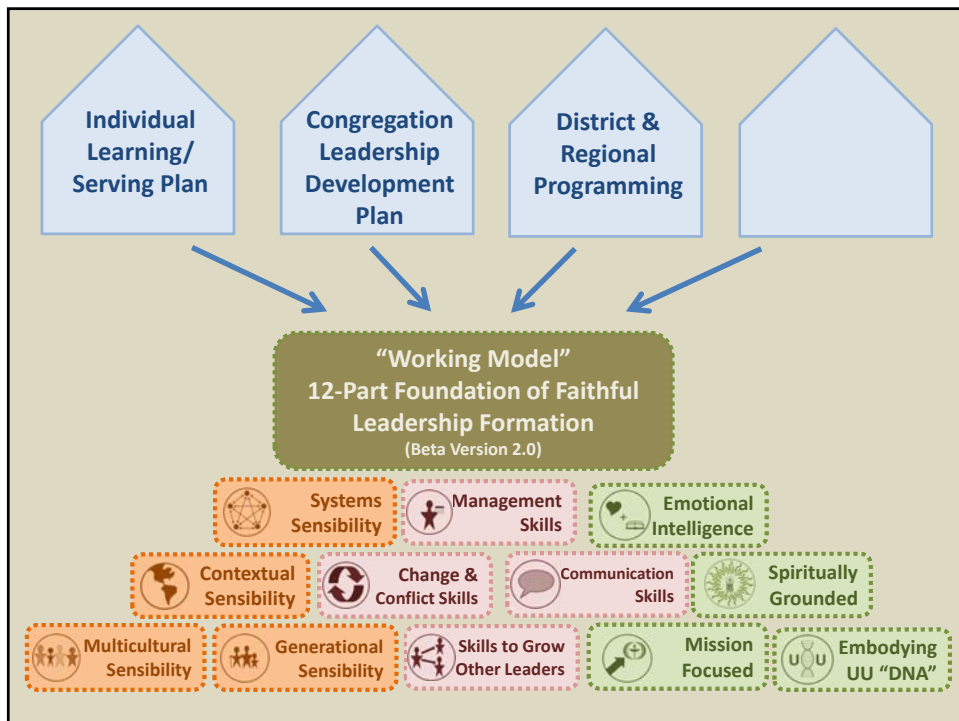
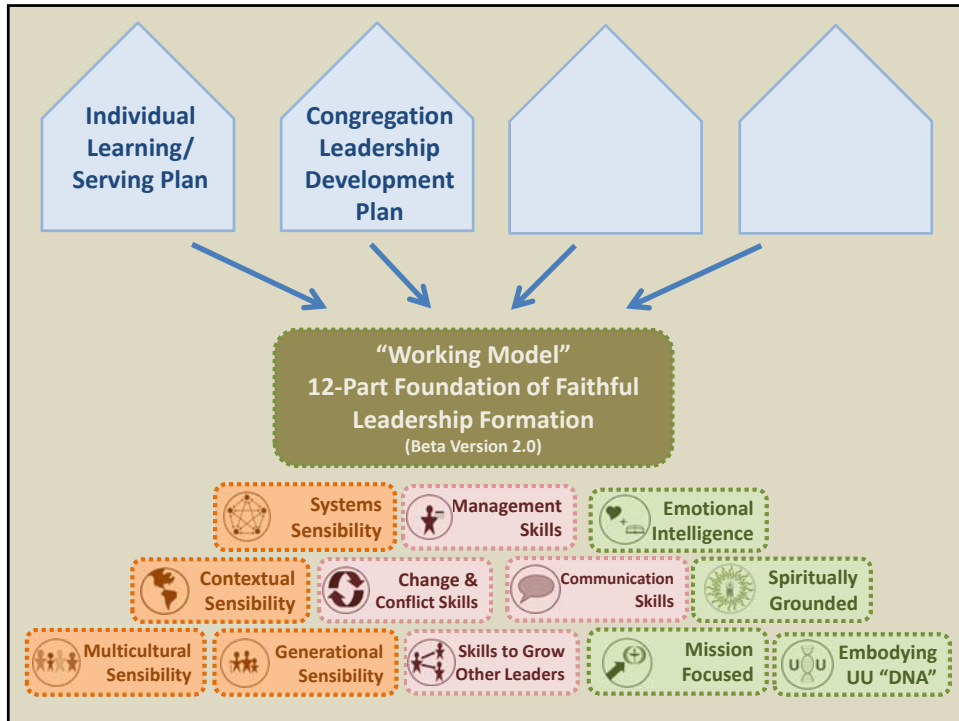


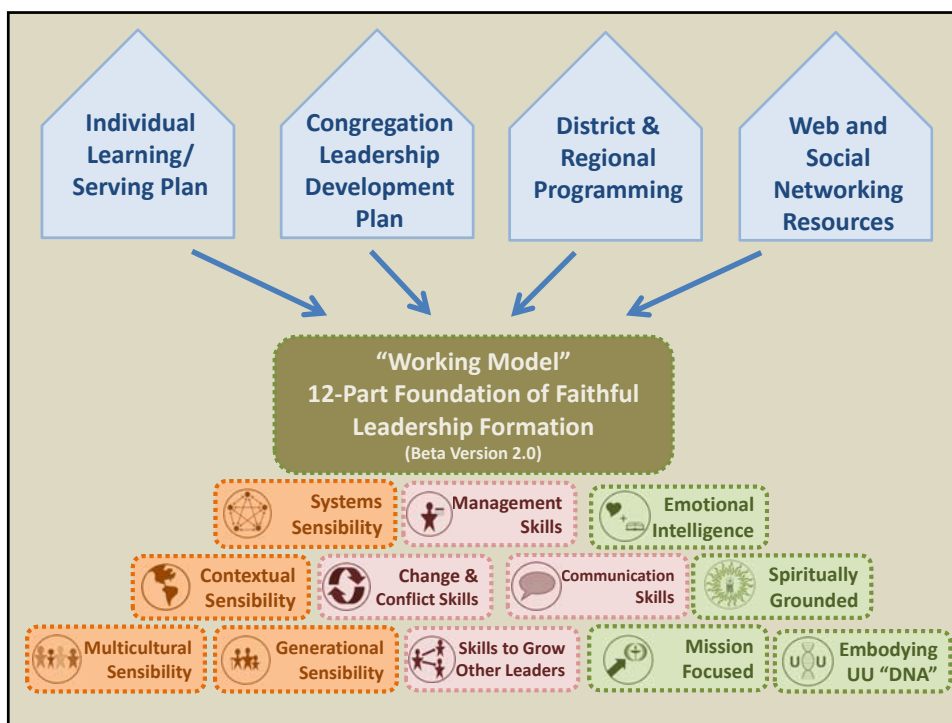






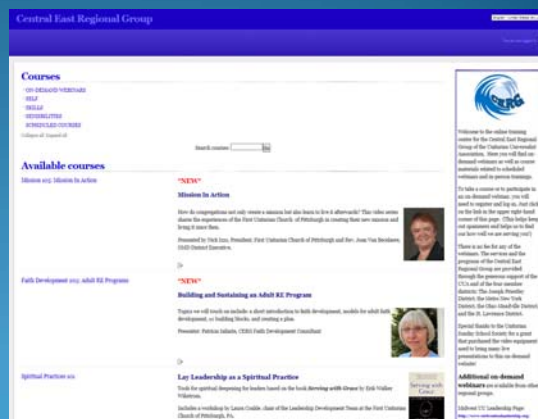




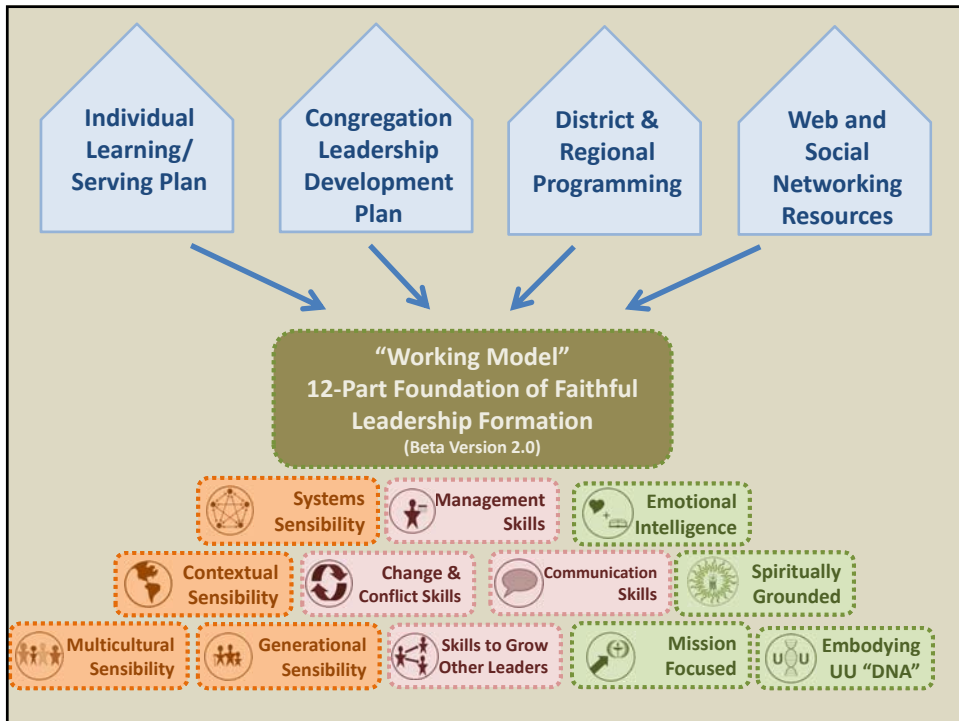


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The Teachable Heart



Thank You!