



The Power of We Among Your Leadership

Rev. Dr. Jonipher Kūpono Kwong
Kathy McGowan &
Rev. Renée Ruchotzke

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Introductions: Design Team



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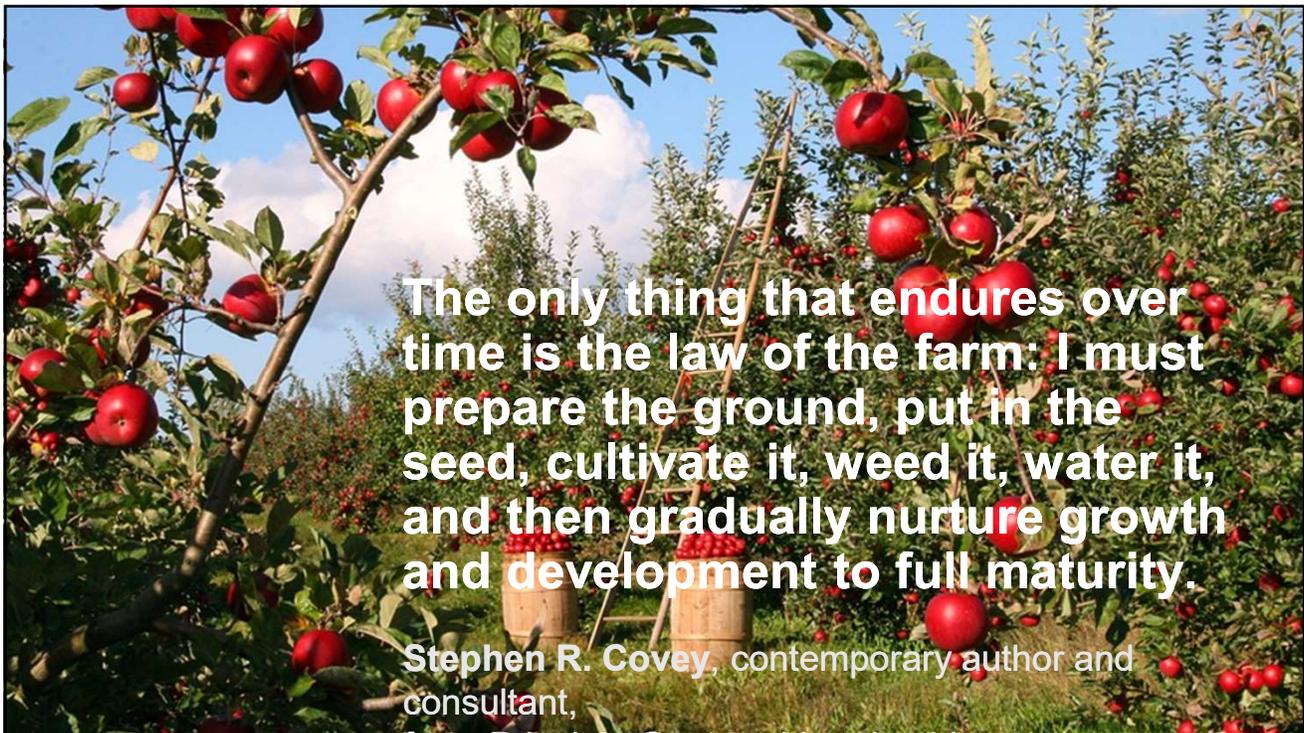


What are Your Biggest Challenges?



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You are Not Alone

- Leadership is all about being part of a team
- Shared Ministry



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You are Part of a System

- You are part of something larger
- You must get on the balcony in order to understand the system
- Leaders are agents of change
- Hold steady and stay the course

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Purpose



- Leaders job is to keep the values, mission and vision alive through all of the work.
- Always know the “why” of the work
- Asking good questions is better than having good answers
- All strategy must be in alignment with others

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Leadership is the spiritual process of discerning what one believes (clarity**), acting on that belief in the public arena (**decisiveness**), and standing behind that action (**responsibility**) despite the varied responses of people (**courage**).**

---Rev.

Frank Thomas

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Right-size your leadership needs

- **Start with the board**



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Arguments for larger boards

- Necessary to get the work done
- Necessary to represent all the interests in the congregation
- (In reality, large boards often reflect a lack of trust in the congregation and guarantee that progress will be made slowly)



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Arguments for smaller boards



- Keeps the board focused on board work
- Allows for deeper discussions
- Encourages the board to intentionally communicate with the larger congregation
- Allows the board to move quickly when necessary
- Frees capable leaders for other tasks

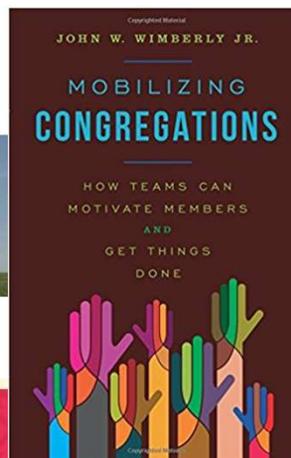
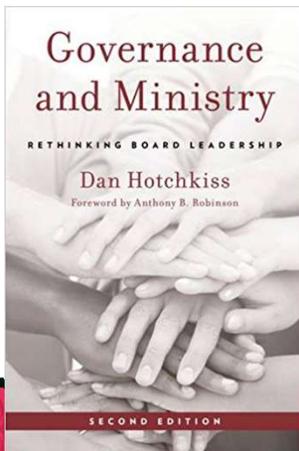
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What's the ideal board size?

- 7 people (including the minister)

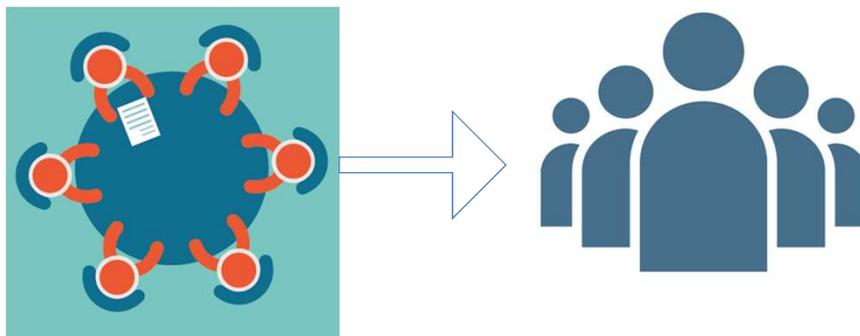


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Right-size your leadership needs

- Start with the board
- **Move away from committees to task forces and teams.**



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Right-size your leadership needs

- Start with the board
- Move away from committees to task forces and teams
- **Look for Synergy: Use the “Rule of Five” to match leadership needs to current congregational interests.**



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“The Rule of Five”



- Any group of people can start a project in a congregation as long as (1) it aligns with the mission, vision, and values of the congregation.
- The five people are committed to leading the project during for its duration.
- This can also be used to eliminate “legacy projects.”

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Right-size your leadership needs

- Start with the Board
- Move away from committees to task forces and teams
- Look for Synergy, using the “Rule of Five” to match leadership needs to current congregational interests.
- **Beware of program proliferation.**



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Question: true or false?

- Congregations with more programs are more likely to be vital, growing congregations.

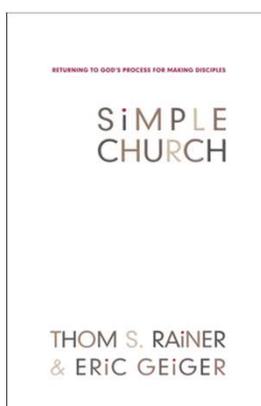


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Answer: False



- Congregations with fewer programs are more likely to be vital and growing.
- Congregations that have programs that move members along a **path of spiritual growth** are more likely to be vital and growing.

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Spiritual Hospitality



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Right-size your leadership needs

- Start with the Board
- Move away from committees to task forces and teams
- Beware of “legacy” projects. Use the “Rule of Five” to match leadership needs to current congregational interests.
- Beware of program proliferation.
- **Make peace with your size. Find your niche. Become “Nimble, Authentic and Effective”**

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Making Leadership Roles More Appealing

- Clear job descriptions
- Shorter, time-limited commitments
- **Don't** have contested elections
- Move from monthly to bi-monthly or quarterly or no meetings
- Consider the time and place of your meetings (meet by Zoom!)
- Provide paid childcare for in-person meetings
- Practice kindness and **gratitude** with all volunteers



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Throop's Story

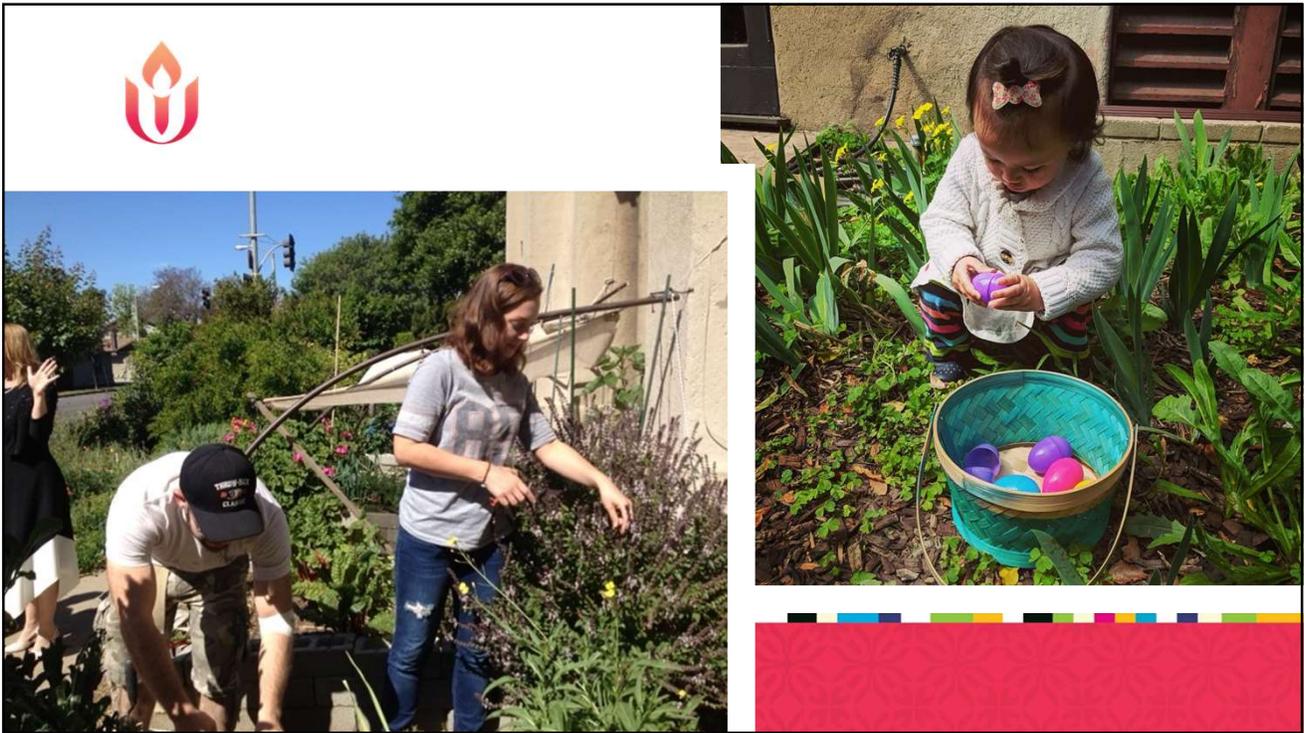


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Making this Transition



- Don't change your bylaws right away.
- Start slowly and focus on the board.
- If desired, expand to other leadership and volunteer positions.

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Bowling Alone Phenomenon: Equipping Leaders



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 **You are Not Alone**

We have resources!



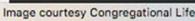
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Learning Center: Tips, Tools, and Trainings for Leaders

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Search for Leadership Resources

Do you need ideas or information right now?

In our "Leadership Resources" collection, you'll find everything from webinars, videos, articles to blog posts to help you be a better leader in your congregations. You'll find resources on governing, shared ministry, membership, stewardship, finance, conflict, growth, safety and many more topics relevant to UU leaders.

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[3 Parts of Effective Governance](#)
 When you understand the purpose of governance and what it needs to be effective, your work as a board becomes much clearer.
 By Dan Hotchkiss, UU Leadership Institute | 3/16/2017

[Governance in Small Congregations](#)
 Small congregations need a governance system that is "right sized" for the unique needs and challenges generated by their size. Boards Much of the decision-making in small congregations happens at the board level. Best Practices Create and live by a board covenant...
 By Renee Ruchotzke | 4/19/2018

[Whole Congregation Decisions](#)
 Congregational boards are entrusted with many of the operational and sometimes programmatic decisions. But in our

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TIPS, TOOLS, AND TRAININGS FOR LEADERS

POSTS TAGGED AS...

Competencies for Leadership (64) | Leadership Development (48) | Leader Resource (46) | Webinar (44) | Communication (42) | Membership Growth & Outreach (38) | Healthy Behavior (35) | Mission/Vision/Planning (34) | Governance for Congregations (24) | Adult Faith Development (22) | Video (22) | Path to Leadership (21) | Governing Boards (21) | Shared Ministry Teams (16) | Covenant (15) | Faith Development (15) | Effective Meetings (15) | Change & Conflict (15) | Board of Trustees (14) | Professional Development for Religious Educators (10)

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< LEADERSHIP DEVELOPMENT

The Congregational Handbook

- As a Member of the Unitarian Universalist Association of Congregations
- Becoming a Congregation or Covenanting Community
- Building Security and Safety in Churches
- Conflict is Part of Congregational Life
- Guided by Vision, Mission and Covenant
- Effective Congregational Governance: Organizing for Mission and Ministry

By [UUJA Congregational Life Staff Group](#)

An Guide to Congregational Health and Vitality

Many of *The Congregational Handbook's* resources focus on using a process—rather than a recipe with a predetermined outcome—to deal with congregational complexities. Congregations can use these processes to make a decision, discern their next steps in development, or embark on a culture transition. *The Handbook* is intended to be user-friendly and tailored to your congregational size; it offers examples of processes for congregations that are just starting up, for small congregations (with fewer than 150 members), for mid-size congregations (with 151 to 550 members), and for large congregations (with more than 550 members). It also includes options that congregations can adapt to their unique situations.

Contents



[As a Member of the Unitarian Universalist Association of Congregations](#)
 The Unitarian Universalist Association of Congregations (UUA) ...

[Becoming a Congregation or Covenanting Community](#)
 By UUA Congregational Life Staff Group
 Are you wanting to organize a new congregation or other UU covenanting community?

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TIPS, TOOLS, AND TRAININGS FOR LEADERS

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The Congregational Handbook
 An Online Guide to Congregational Health and Vitality

[uua.org/leadership](#)

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Board Member Training

- Guarding the Institution
- Healthy Communications
- (Meetings)
- (Meetings)
- Mission Alignment
- Roles and Responsibilities
- Spiritual Grounding
- Systems Training

Blog / Collection

Live Webinars

(On-Demand Courses)

(On-Demand Webinars)

What is the Purpose of a Board?



GOVERNANCE TRAINING

1. Call of Duty: Governance Basics

- Duties of a Board
- Bylaws, Policies and Procedures
- Time and Money
- Being a Learning Community



TRAINING ABOUT MEETINGS

2. In the Room Where It Happens: Why We Have Meetings

- Effective Meetings
- Setting the Agenda
- Making Room for Multiple Viewpoints
- Whole Congregation Discernment

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Leadership Development Planning



LEADERSHIP DEVELOPMENT PROGRAMS IN YOUR CONGREGATION

< LEADERSHIP DEVELOPMENT

- Leadership Skills
- (Leader Sensibilities)
- (Leadership as Faith Formation)
- (Governance Models and Best Practices for Congregations)
- Leadership Development Programs
- Leadership Schools
- Staff Teams
- (2006 UU University)
- (2007 UU)

By UUA Congregational Life Staff Group, Renee Ruchotzke

Many congregations only think about developing new leaders around the time that the nominating committee is looking for potential board members. Instead, we recommend that congregations see leadership development as part of an arc of faith development that includes not just leadership skills, but also leadership sensibilities and faith development.

We on your UUA Congregational Life Staff want you to spend your leadership development energy on relationship-building and connecting individuals to meaningful service, so we offer affordable leadership development courses that your potential and seasoned leaders can take take in parallel, then to meet and learn together:

- **Centered Leadership Part 1:** For new leaders and those interested in possible leadership. Covers covenant, healthy communication and boundaries, shared ministry, and stewardship. Also provides an introduction to congregational polity, UU theologies, and the wider UU movement.
- **Centered Leadership Part 2:** Includes family and other systems thinking applied to congregations. (Similar to Healthy Congregations®) Learn healthy leadership practices, communication and conflict skills, the importance of being mission-focused and how to communicate across differences.

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ELEMENTS OF AN EFFECTIVE LEADERSHIP DEVELOPMENT PLAN:

- Create a clear path to leadership in your congregation.
- Identify potential leaders and inviting them into discernment about their skills, gifts and passions in service of the congregation's mission.
- Provide opportunities for new and seasoned leaders to learn and develop leadership skills.

Train Your Leadership Development Team

By Renee Ruchotzke
April 20, 2018
SHARE

Learn the kinds of leadership best practices that you want to instill in the rest of the congregation. Learn about the difference between Leadership and Management (we need both), how Leadership Development is an important part of Faith Formation, and how thinking in terms of teams and not just individuals can make all the difference!

Management vs. Leadership (We Need Both!)

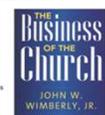


This short video from @ScottWilliams provides 10 clear distinctions showing the difference between a manager and a leader.

Congregational Management: A Holy Calling

Adapted from *The Business of the Church: The Uncomfortable Truth that Faithful Ministry Requires Effective Management* by John W. Wimberly, Jr., copyright © 2010 by the Alban Institute.

Like all systems, congregations are filled with anxiety. Unlike most systems, they also are filled with an ideal vision the world cannot provide. To fully maintain the vision... managers need to pay close attention to the systemic inputs of people, facilities, and money that support the ministry. To that end, there are six key practices for effective congregational management.



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TIPS, TOOLS, AND TRAININGS FOR LEADERS

Important Note: LeaderLab is a Learning Community! We welcome your feedback on the existing resources and have the comments card and have a 5 star rating system available on each resource for your use. We especially appreciate feedback on how we can improve resources as part of our commitment to liberating urban leadership.



POSTS TAGGED ALL:

- Leader Resource (103) |
- Membership Growth & Outreach (73) |
- Complexities for Leadership (66) |
- Webinar (63) |
- Mission/Vision/Planning (67) |
- Leadership Development (54) |
- Governance for Congregations (48) |
- Healthy Beliefs (45) |
- Communication (45) |
- Bylaws & Policies (23) |
- Governance Basics (20) |
- Audio Hearing (11) |
- Worship (11) |
- Change & Conflict (9) |
- Adult Faith Development (8) |
- Leadership (7) |
- Shared Ministry Teams (7) |
- Small Congregations (7) |
- Effective Meetings (6) |

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Core Competencies



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Leadership for the Future: A New Leadership Development Paradigm

By MidAmerica Region of the UUA
April 19, 2018

[Previous](#) | [Next](#)

SHARE:

The MidAmerica program staff have been discussing the changing state of leadership, congregational life, and our world. We've realized that as we move further into the 21st century, our work has to shift. No longer can we simply teach particular skills based on the tools we know about. Rather we must teach people how to 'be' differently so we may all adapt and adjust to our world as it adapts and adjusts. We created these "New Leader" descriptions. We invite you to join us in the conversation: please feel free to share your comments—we want your thoughts and ideas to help us expand our thinking.

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Online Leadership Courses

United Address: uua.org/CMS/en-US/content/07-from.aspx? **UU Leadership Institute** PART OF LEADERSHIP [About](#) [Courses](#) [Participants](#) [Support](#) [Contact](#) [Register](#) [Log In](#)

A Learning Community for UUs

Having healthy, vital and thriving congregations has never been more important to the future of Unitarian Universalism. Join a community of learners and leaders in building the skills, wisdom and cultures that will serve our faith and our congregations.

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Live Webinar Listing

Upcoming Live Webinars

April 2018

2017 | 2018: Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | 2019

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28



Pacific Western Region

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Webinars, Workshops and Trainings

- Webinars
- RE Trainings
- Institutionalizing a Ministry of Generosity

News, Events & Calendar

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Ministerial Transitions

Youth Ministries

Resources

Regional Collaboration

Job Postings

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Webinars

Webinars offer a convenient way to engage in online collaborative learning across the Pacific Western Region. Participating as a learning community in your congregation gives your team a starting point to gain insight, discuss with religious leaders, and focus your congregation's learning community on what matters.

[Learn more about PWR webinars.](#)

Talking About Money as Pastoral Care - A Call-In Conversation

A call-in conversation on May 14 from 6:45-8:15pm (Pacific) with Kay Crider, Stewardship Consultant with [Stewardship for Us](#), and Rev. Jan Christian, PWR Congregational Life Staff

Our wounds are often deep when it comes to money and our sense of inherent worth and dignity. The power of money in our own lives often goes unexamined. This plays out in our congregations in all sorts of ways. What would it mean to your congregation to be able to talk about money in ways that are life-giving and healing?

No need to register. Join from PC, Mac, Linux, IOS or Android:
<https://zoom.us/j/594750233>, or telephone at +1 669 900 6833 or +1 646 558 8656.
 Meeting ID: 594 750 233

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What are Your Biggest Challenges?



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UNITARIAN
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The Power of We Among Your Leadership

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