

# UUA Leadership Development Proposal

## Launch

### ***UUA Board Meeting***

Michael Sallwasser reports on our conversation

- UUA Board members each identify two Unitarian Universalists with promise as national leaders
  - Providing name, city and congregation with email contact information and a sentence about gifts

### ***Leadership Council***

Harlan Limpert reports on our conversation

- Leadership Council members identify another 10 potential leaders
  - Providing name, city and congregation with email contact information and a sentence about gifts

### ***Congregational Life Leadership Team***

Nancy Bowen reports on our conversation

- Regional Leads each identify 2-3 potential leaders from their leadership development experiences
  - Providing name, city and congregation with email contact information and a sentence about gifts

### ***Nominating Committee and Appointments Committee***

Danielle and Marcia report on our conversation

- These committees agree to implement an experiment and begin to identify presenters and resources. Will the two committees work together in leadership development or split the names and work independently? Or some other level of cooperation?
- Prepare to receive and communicate with the pool of potential leaders being generated
- Ask for 2 or 3 brief testimonials about the interesting, rewarding and important nature of the volunteer work being done now. Of course, it will be best if these support the positions you are recruiting this year.
- Review position descriptions so that opportunities are accurately represented. Always best to focus on the outcomes or product of a work group.
- Decide on graphics, charts, etc. to be shared online (UUA governance and committee chart)
- Pictures of key UUA leaders to use in your orientation: Jim Key, Peter Morales, current chair of a committee you are recruiting for.
- Timeline for your process

Hopefully we have identified a pool of 30-35 unique names of preliminarily qualified potential leaders. For purposes of our experiment let's assume 30 individuals - noting specifically names that are offered by multiple groups and giving them some priority (e.g. same name from Board and Regional Leads.)

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## First Contact

### *Nominating Committee and Appointments Committee*

- Identify three dates for video conversations in January and February. I suggest 75 minutes as it always takes time to settle these gatherings down when folks are familiar with the technology.
- Clarify staff assistance and use of UUA Zoom platform for this work
- Dividing your 30 into 3 groups of 10 based on: geography, time zone, anticipated interest, something else obvious to you.
- Contact all 30 individuals
  - “Your potential for leadership in our UUA has been brought to our attention by \_\_\_\_\_. We write to invite you to an introductory information video conversation about leadership in our UUA on \_\_\_\_\_. Please let me know that you will participate and I will send you the online link. This may take multiple points of outreach.”
- Video conferences happen  
Hopefully you are able to have at least two hosts, short videos about the UUA and from folks serving in the positions you are recruiting for this year. Remember that you can design a short survey immediately following the video conference to query continuing interest, additional questions, etc.

Committee members follow up with all 30 individually (-unless they said don't call me on the survey):

Appreciation for their attendance

You indicated additional questions about \_\_\_\_\_. I am happy to tell you more.

Have any other questions occurred to you since our conversation?

Add interview questions from the Appointments and Nominating Committees

What opportunities are most interesting to you this year?

If nominated, would your life, work and other responsibilities allow you to serve next year?

If so, may I send you an application so that we can officially consider you?

If not, may we contact you again in 2017 to let you know of other opportunities?

## Continuing Engagement

Another more specific video conversation with those you continue to nurture into leadership.

Invite someone currently serving (not one leaving) to talk about the experience.

Take questions

Remind folks about the application process

## Follow-up

Video conference to orient all nominees and new appointees to the UUA and roles. You might introduce the mentors Danielle mentioned, explain the technology the group uses, calendar meetings, reimbursement policies, etc. Much of this will probably need to be said again but this can be your final encouraging and genuinely helpful contact with the folks you are guiding into leadership.