

# Minutes of the Nominating Committee Meeting 18 – 20 December 2009 in Boston, MA

## **FRIDAY 18 DECEMBER 2009**

**Members Present:** Larry Ladd, LoraKim Joyner, James Hobart, Leon Spencer, Chris Buice, Aymie Manning, Megan Selby, Darrick Jackson and KokHeong McNaughton (joined part way through due to travel delays)

**Opening reading** – LoraKim

**Mission and vision of NomCom** – why we are called to be here – a quick reminder of who we are, and review for new members (Megan)

**Check In**

**Covenant Making**

**Stepping Stones Activity** – sharing stories to get to know one another

**Review of Tomorrow's Schedule**

**Check Out**

**Closing Words** (Chris)

## **SATURDAY 19 DECEMBER 2009**

**Members Present:** KokHeong McNaughton, Megan Selby, Chris Buice, Larry Ladd, LoraKim Joyner, Jim Hobart, Leon Spencer, Aymie Manning, Darrick Jackson & Nancy Lawrence (joining us for the Social Style Self-inventory exercise only.)

**Opening Words** (Jim)

**Social Style Self-inventory** – Sharing a list of what we like and dislike, strengths and weaknesses, etc. (KokHeong)

**Closing Words** – Darrick

**Break**

**Meeting with Erik Kesting, Director of Youth and Young Adult Office**

- History of the current structure of the office
- Upcoming events and resources

- Ideologies of the Office
- Youth Observer election process
  - What can NomCom do about this? What is our role? Where are the rules written?
  - Larry will drafting a letter to the Board of Trustees to consider at the January meeting
- Communication channels for getting in touch with and recruiting youth

## **Lunch**

### **Discussion with Rev. Wendy Van Zirpolo and Rev. Danielle di Bona, chairs of ARE and DRUUMM respectively, on Diversity in Leadership – Topic of ARE**

- History of ARE
- Summit on excellence in ministry – a very stuck place
- What Nom Com needs from this conversation – relationships with DRUUMM and ARE that go both ways: recommendations and communication
- How do we ensure success of our nominations of people from historically marginalized groups? → put on “bike rack”
- What can we put in the application to identify AR/AO/MC competencies and identities?
- Suggestion for Nom Com to improve accountability within the committee

## **Break**

### **Discussion with Rev. Danielle Di Bona and Rev. Wendy Van Zirpolo – Topic of DRUUMM**

- History and current structure of DRUUMM
  - Membership patterns
  - Steering Committee – structure and members
  - Relationship with LUUNA
  - Organizations under the DRUUMM umbrella – African Descent, A/PIC, Native American Group
- Future projects
- Purpose:
  - Provide a place for people of color to have community,
  - Job is not fill pews in white majority church,
  - Does not represent all people of color who are UU
- Areas of needed improvement: Leadership development in DRUUM, then distribute within church, region and nation-wide
- Relationship with Nom Com

## **Process observation (Leon)**

## **Check in**

## **Report from Chair – KokHeong**

- Survey from Michael Sallwasser
- Interview with Susan Gore
- Visibility at GA – section during Plenary, ribbons, and booth

### **Clarifying Recent Documents (Larry)**

- Conflict of Interest policy
- Whistleblower policy explained
- UUA proposed by-law changes – Larry
  - President, Moderator and Financial Advisor – 1 or 2 four-year terms
  - Nomination process – Nominating Committee nominates candidates for Financial Advisor. There is no formal nomination process for President and Moderator, but is done by a kind of petition process.
  - UUA Board voted to put on '10 GA agenda by-law changes regarding election of President and Moderator elections , which would change both to single 6-year term rather than two possible 4-year terms.
  - The process by which Presidential candidates are nominated is also a proposed by-law change: it would create a Presidential Search Committee four years before election, 5 of 7 of whom are nominated by Nom Com and elected by the General Assembly, the other two who are appointed by UUMA and UUA Board of Trustees. The Search Committee would be responsible for nominating exactly 2 candidates for President.

### **Dinner**

#### **Nominating Committee's role in supporting and fostering the 7<sup>th</sup> Principle (LoraKim)**

- Film and conversation about environmental justice and multispecies competencies
- What should Nom Com do to support this? Is it our calling to? How?
- Future research led by LoraKim

#### **GA Booth (Chris and Leon)**

meeting people at GA and raising interest and awareness  
Leon and Chris are co-booth facilitators

#### **Discussion of the Nominating Process (KokHeong)**

Presented a calendar of the nomination and election processes

#### **Discussion of Liaison-ing (KokHeong)**

#### **Workshop at GA (KokHeong)**

#### **Agenda for Fall meeting 2010**

#### **Process Observation (Darrick)**

**SUNDAY 20 December 2009**

**Opening words and Singing**

**Decided on date for November 2010 Meeting**

**Review Nom Com notebook**

**Review Nom Com brochure/hand out**

**Discussion Nominating Committee Chair selection process**

**Discussion of Leadership development**

- LoraKim's research from 2 years ago about the idea of a Leadership Development Committee rather than a Nominating Committee: she looked into leadership trainings at the district level and at UU University (now part of GA)
- Possibility of becoming liaison with existing UU Leadership Development organizations
- We can discuss leadership development with our current liaisons by asking them: What were the opportunities and challenges for leadership development in your district/organization/affiliate group?
- We can also ask in our application what leadership development trainings applicants have had

**Review of Application**

- Designated a sub group for ideas to look at regarding the application

**Discussion of measuring the success of previous nominations**

**Check Out and Process Observations**