

## All Souls Church Unitarian 2016 Annual Report of the Leadership Development Nominating Committee to the Congregation

The Leadership Development Nominating Committee(LDNC) pursues two core goals:

- 1) Present a slate of candidates for the ASC Board of Trustees and Officer positions that reflects and honors the beloved community.

At the beginning of each year the LDNC reviews the Trustee and Officer positions that will be vacant in the following year, and consults with the current board on needed skills, experience, and diversity in order for the Board to fulfill its own goals and provide strong, committed, diverse, and talented leadership for our church. The LDNC follows established protocols as described in ASC's By-Laws, and develops and implements a year-long action plan to identify, recruit, interview and nominate candidates to present at the Annual Meeting each December. The LDNC presents a slate of candidates who are nominated as a group to fill the vacant positions.

- 2) Identify and develop a diverse group of leaders in the congregation to strengthen shared ministry and lay leadership at ASC.

Building on the expanded charge since 2014 of the LDNC, members of the committee work with the Church Council to offer a unique Leadership Development Course for All Souls congregants and members: Leadership for a New Era. This course is one way in which the LDNC works to build an "intentional" leadership culture to help ASC attain its goals and support spiritual growth, community, service, and prophetic action. Through this course and other leadership development opportunities still in formation, All Souls has begun to set clear expectations for leadership.

The 2016 roster of LDNC members includes:

Jennifer Ambrose	Jennifer DuMond	Mark Matthews
Jennifer Bolick	Tom Fox	Kathy Mulvey
Valerie Briggs	Will Hayes	Daphne Mustafa
Liz Coit (chair)	Sterling Lloyd	Lisa Swanson
		Mary Topolinski

## Candidates for Board of Trustees (Four positions)

The LDNC is proud to present the following slate of candidates for the four vacant positions of the Board of Trustees (in alphabetical order):

### **Russell Cross (3-year term)**

---



Russell Cross has been a member of All Souls Church since 2005 and originally moved to the area in 1997 after growing up in Texas. He is proud to have married his partner of 16 years, Bruce DePuyt, in the courtyard of All Souls in May 2015. Russell has enjoyed serving the church in several different areas. He was a member of the Stewardship Committee in his early years after joining, and was a member of the Capital Assets Planning Team, which was involved with seeking congregational input and development of plans for the recent renovation. He was also a member of the Third Century Challenge team, which led fundraising strategies for the renovation. Most recently, Russell served as a member of the Committee on Ministry from 2012 to 2016 and was that committee's chairperson for one year. He has been fortunate to travel with the church on two trips to participate in its ministry to rebuild New Orleans following Hurricane Katrina, and has gone on two pilgrimages, where many rewarding friendships have been made. He recently joined the Akoma Drummers at All Souls after admiring the energy that they bring to the congregation.

In his professional life, Russell is a pediatric cardiologist and works at Children's National Health System, where he was medical director of the cardiology ward for several years. He currently spends the bulk of his work day performing clinical cardiac MRI's and is co-investigator of a MRI research collaborative with the NIH. Russell is also interested in helping to improve pediatric cardiac care to underserved areas. He has traveled to Bolivia on two medical mission trips, and to Haiti on three occasions working on a long-term collaborative with a local hospital to perform cardiac screening for children there. In his free time, Russell enjoys traveling, hiking, and doing anything with their dog Mollie. He has dabbled in stained glass art and has a dream of doing more of that someday.

### Patricia A. Lambert (3-year term)

---



I am a South African human rights lawyer and social justice advocate currently working as the Director of the International Legal Consortium (ILC) at the Campaign for Tobacco-Free Kids (CTFK) in Washington, DC – part of the Bloomberg Initiative to Reduce Tobacco Use. In the past nine years, the ILC has provided legal technical assistance to over 80 countries.

For ten years, during the Mandela and Mbeki administrations, I worked as a legal adviser to the South African government on a range of human rights, international trade, environmental and health issues. I served as the Chief Negotiator for the South African government for the *Framework Convention on Tobacco Control (FCTC)*, the world's first public health treaty.

Beyond tobacco control, I was a lead on author on South Africa's *National Plan for the Promotion and Protection of Human Rights*, and I advised the South African government during its historic legal battle with the multinational pharmaceutical industry over the country's groundbreaking laws aimed at providing affordable medicines.

I'm interested in serving on the Board of Trustees because All Souls is my spiritual home. It is also my first UU congregation. My spouse Kathy grew up UU, and talking with Kathy and her parents led me to choose Unitarian Universalism and All Souls when Kathy and I were looking for a spiritual home and a community in Washington, DC. We are active supporters of the Third Century Challenge campaign and I've been a Worship Associate since 2010.

I have wide range of life experiences that have enabled me to see the world through many lenses and I believe that my thoughtful attitude puts me in a position to serve the church community with grace and insight.

### **Thurman H. (Tim) Rhodes Sr. (3-year term)**

---



While waiting for rehearsal of the Washington Male Chorale in 1982, I read the pamphlets in the back of the pews at All Souls which explained the Unitarian Universalist philosophy and the specific commitment of the church to create a diverse, spirit-growing, justice-seeking community.

I found this inclusive religious philosophy compelling. After joining and completing the orientation process, I became an active member of the All Souls Choir and later served approximately 2 years as assistant secretary and then secretary to the Board of Trustees. I have served as a member of the Leadership Development/Nominating Committee for the last two years. I am also a member of the Jubilee Singers.

I have served as an Associate Judge of District Court of Maryland for the past 28 years. I also served a four-year term as Administrative Judge supervising all Prince George's County District Court operations. I look forward to using my decision-making skills to assist the Board of Trustees as it confronts the continuing demands of a large urban congregation.

**Georgia Yuan (2-year term – due to the unexpected early departure of one Trustee, there are two years left on a former Trustee's 3-year term. Ms. Yuan applied for the 2-year term)**

---



I moved to DC with my husband, Larry Meinert, in 2010 and we have been All Souls Members since 2011. I am a self-described “church lady” who grew up in a family that modeled volunteering at church and committing to the community that comes together around a spiritual life. I have had many roles in life – mother, wife, sister, daughter, attorney, advisor, executive coach and talent recruiter. I have always kept up an energetic pace and have served on non-profit boards, sung in choirs, been a soccer and swim team Mom, taught Sunday school, and given of my time and resources as I am able.

In my professional life, I served as a Deputy Under Secretary and as Deputy General Counsel for Postsecondary Education and Business and Administrative Law at the U.S. Dept. of Education in the first Obama Administration. Prior to coming to DC, I served as General Counsel for Smith College and University Counsel at the University of Idaho. Currently, I am an Executive Leadership Coach here in Washington, DC and a search consultant with AGB Search, a firm dedicated to finding leaders to serve in executive roles in higher education.

I bring to All Souls many perspectives on life, community, and the church as an organization. I am just completing a term as member of the Committee on Ministry and also worked on the development of the first course of All Souls’ Leadership for a New Era. In another church that I attended for 20 years, I served on the selection committee for a new minister and the ministry committee, and taught Sunday School.

I look forward to learning from and serving this community as Trustee.

## Officers

The following Officers are renewing their roles for a second year of a maximum of three years.

Moderator: M. Cledwyn Jones



Treasurer: John Strongman



Assistant Treasurer: Reeve Tyndall



**Candidates for Vacant Officer Positions – PLEASE NOTE: Candidates for Secretary and Assistant Secretary will be announced by the LDNC from the floor at the Annual meeting.**

## LEADERSHIP DEVELOPMENT

The second cohort of Leadership for a New Era came together over five course sessions between February and May 2016. The course explored leadership through an intentional process of transformative discussions and workshops. Participants drew on their experiences in the program, which will serve as a foundation for them to step confidently into leadership and action, provide mentoring to other emerging leaders, and serve as a bridge to learning with and for future leadership program cohorts.

The workshop sessions covered:

- Leadership as a Spiritual Practice
- Understanding the Governance Structure of All Souls

***Leadership Development and Nominating Committee, Annual Report to the Congregation\_2016-12-04***

- Developing a Mentoring Relationship
- Building the Beloved Community
- Polarity Thinking
- Bringing It All Together: Reflection and Next Steps

The second cohort included 22 participants: Julie Argarwal, Elizabeth Ashwell, Matt Bowen, Amie Didlo, Peter Ensign, Rob Finkel, Steven Greenwaters, Katie Hartin, Will Hayes, Zoila Hinson, Pooja Jhunjhunwala, Kate Kramer, Melissa Mayer, Bernard Mustafa, Daphne Mustafa, Jean Nikamdon, Maried O'Grady, Brendan Orsinger, Rashed Rabie, Sri Reddy, Jose Luis Sanchez, and Andre Traybon.

### **Conclusion**

---

The Leadership Development Nominating Committee plays a critical role in building and sustaining strong, active, and talented volunteer leadership for the All Souls Church. We are proud of our accomplishments, and invite ASC members to consider joining us as part of their commitment to our beloved community.