

**All Souls Church Unitarian
Leadership Development and Nominating Committee
2020 Annual Report**

The Leadership Development and Nominating Committee (LDNC) is composed of 15 All Souls members who serve three-year terms. Committee members are nominated by the Church Council and elected by the congregation each year at the annual meeting. The committee is charged with two core goals:

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

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

- 2) Nominate candidates for the All Souls trustee and officer positions that reflect the values of our community.

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 goals and provide strong, committed, diverse, and talented leadership for our church. The LDNC follows established protocols as described in the church’s bylaws, and develops and implements a year-long action plan to identify, recruit, interview, and nominate candidates for election at the annual meeting each June.

Committee Members

The 2020 members of the LDNC are:

Claire Adrian-Tucci	Mary Beth Hatem	Pamela Spratlen
Brenda Barbour	Maya Hermann	Jennifer Vanmeter
Taquienna Boston	Jeanne Kowalski	Tracy Zorpette
Michael Chandler	Sarah Raymond	
Tom Fox	Paula Shoecraft	

Leadership Development

The sixth cohort of the annual All Souls leadership course came together over three sessions in February and March 2020. The fourth and final session was postponed as a result of social distancing required by the COVID-19 outbreak. The group hopes to gather for a final session and celebration of the course when the situation allows. However, the participants have met twice during our social distancing to connect with each other and brainstorm ideas about how to continue their work.

For the first three sessions, the 19 participants 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
- The 8th Principle -- Dismantling Oppressions Through Leadership
- Polarity Thinking: Moving from "Either-Or" to "Both-And"

The concluding session will be:

- Who, What, and How -- ASC Leadership in Action

Though the LDNC typically has a social event for current and prospective leaders each spring, we are changing the cycle of our recruitment activities to match the new church business year. We plan to host a social event for members with an interest in church leadership this fall.

Positions to be Filled

With the church business-year transition, there are fewer vacant positions to be filled at this time. The LDNC understands that the Board of Trustees intends to propose a bylaws amendment to allow current board members, officers, and LDNC members to serve an additional six months on their current terms during this transition time to align elected office terms with the new annual meeting schedule. The LDNC supports this bylaws change to avoid a series of interim appointments between annual meetings over the next three years.

Because no trustees' terms are expiring at this time, the LDNC has made no nominations for the position of trustee. Similarly, the incumbent secretary is in their first year of a three-year term. The incumbent assistant secretary and membership secretary intend to continue in their positions until the next annual meeting in June 2021, per the bylaws change previously mentioned.

This report contains nominees for the three remaining positions: treasurer, moderator, and assistant treasurer.

Nominee for Treasurer

The LDNC is pleased to present Bernard Mustafa as nominee for the position of treasurer, a member of the board of trustees, for a 3-year term:

Bernard Mustafa



Bernard grew up in Baltimore City, and in 1985 he moved to the Washington, DC metro area for work. He and his wife, Daphne, reside in Broadlands, VA. They have five children: Bernard II, Wayne, Jerome, Kabrina and Kwright.

Bernard and Daphne found Unitarian Universalism here at All Souls Church in 2013. They both signed the book to be members in March 2015. In 2016, they participated in the ASC Leadership for a New Era Course. Here at ASC, Bernard has served on the Finance Committee. He is looking forward to the opportunity to serve as Treasurer.

Recently retired, Bernard was SVP and General Manager at XTIVIA Technologies. In February 2018, Bernard and the other owners sold their company Pleasant Valley Business Solutions (PVBS) to XTIVIA. Founded in 2002, PVBS was recognized as one of the premier Microsoft Gold Partners and ISV Vendors in the Northeast. Serving companies conducting business with the US Federal Government, PVBS provided its intellectual property in Microsoft Dynamics ERP systems along with visualization tools in Microsoft's Power BI business analytics solution.

Currently, Bernard serves as Chairman of the Board at the Community Foundation for Northern Virginia and honorary trustee of the Loudoun Education Foundation. In 2015, he was appointed by Governor Terry McAuliffe to the Board of the Center for Innovative Technology and he is currently the Vice Chairman of the Board. Bernard is also Vice Chairman Board of Loudoun County Economic Development Authority.

Additionally, Bernard has served in numerous local and national organizations including Kappa Alpha Psi Fraternity, Sigma Pi Phi Fraternity, NAACP, National Black MBA Association, National Association of Black Accountants, the American Institute of Certified Public Accountants, Institute of Management Accountants and Greater Washington Society of CPAs.

Nominees for Officers of the Church

The committee is also pleased to present the following nominees for the positions of moderator and assistant treasurer. Officers are elected to 1-year terms, for up to three consecutive terms. Brian Petruska was appointed as interim assistant treasurer by the Board of Trustees in January 2020 and is now nominated for election to a full term ending in June 2021.

Moderator: Julia Washburn



Julia and her husband, Bill Kules, joined All Souls Church in 1996, and soon after, Julia's parents joined as well. For many years three generations of Washburns worshiped together at All Souls. Julia has served the church in a variety of roles over the years including as a member of the Worship Committee in the 1990's, a Worship Associate for five years, children's chapel worship facilitator for five years, member of the Jubilee Singers for several years, member of the Nominating Committee twice, and for the past ten years (ish) leading the Sunday Lunch Ministry together with her husband. Julia and Bill's adult daughters, Genna and Ruby, grew up at All Souls and are both practicing Unitarians in Los Angeles and North Hampton, MA respectively.

An environmental educator by training, Julia has spent her professional career with the National Park Service, and currently serves as the Superintendent of Rock Creek Park. In addition, Julia teaches adjunct at George Washington University in their Museum Education Program.

Julia and her family are dedicated to social justice. She and her husband have been actively involved in anti-racism, diversity, equity, and inclusion work for their adult lives, and both weave this work into their teaching and work-place environments. Among her professional skills and experience, Julia is a trained professional meeting facilitator. She is very excited for the opportunity to serve All Souls as Church Moderator.

Assistant Treasurer: Brian Petruska



Brian is a fifteen-year resident of DC and has attended All Souls since 2006 before becoming a member in 2019. A life-long drummer, he has performed with his band, Northeast Corridor, at the All Souls Obama Inaugural Gala and the All Souls Big Fat Gay Wedding Party. He also sometimes fills in on drums at All Souls' services.

His wife, Julie, performs for services with the All Souls' Women's Sextet. His son, Raffi (9), sings with the Junior Choir. His daughter Joni (7) sings with the Children's choir. His dog, Ingrid, is 13 years old and is not musical.

Brian is a labor activist. He is General Counsel and Administrator to the Laborers' International Union's Mid-Atlantic Regional Organizing Coalition, where he works on labor and political organizing.

Brian hails from St. Louis, Missouri and was raised Roman Catholic. He remains an avid fan of the baseball Cardinals, and roots for the Nats when they play any team other than the Cardinals.

With Gratitude

As a final note, the LDNC expresses its deep gratitude for the faithful service of Mark Regulinski and Mike Hill. They are ending their terms of service as treasurer and moderator, respectively, in June 2020.

The LDNC recognizes the extraordinary circumstances that all church leaders find themselves in as our community deals with the current emergency. We are grateful for every committee chair, RE teacher, Care Team volunteer, and staff member who swiftly, and mostly gracefully, figured out how to continue and even grow the work of this community from a distance.

We are especially grateful to those congregants currently serving as board members or officers, who have agreed to extend their terms of service for an additional six months while we complete the church business-year transition. We thank them for their continued gift of service.