

**All Souls Church Unitarian
Leadership Development and Nominating Committee
2021 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.
- 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 members who served the LDNC for congregational year 2021 are:

Pat Adler	Tom Fox	Pamela Spratlen
Brenda Barbour	Maya Hermann	Paula Shoecraft
Taquiena Boston	Jeanne Kowalski	Tracy Zorpette
Jennifer Vanmeter	Sarah Raymond	

Positions to be Filled

In 2021 three trustee terms will end. The LDNC recruitment in 2021 involved identifying nominees for the trustee positions and for membership secretary.

The Board also had a vacancy with one-year remaining in the term. This vacancy was created when Nadine Bowden resigned because of work-related obligations.

The Board in consultation with the LDNC decided to not fill the vacancy during the past year. The All Souls Board has recommended that the Congregation amend the Church's bylaws to have a nine-member board rather than an eleven-member board. The LDNC recommends that the vacancy with one year not be filled at the Annual Meeting as it will allow the Board to have an orderly transition to nine voting members.

Nominees for Trustee

The LDNC is pleased to present Justis Tuia and Cait T. Clarke as nominees for the position of Board trustee, for 3-year terms.

Justis Tuia



Justis serves as a Finance and Policy Officer at the U.S. Department of Education. In this role, he oversees the financing and evaluation of programs in the Special Education, Rehabilitation Services, Special Institutions, and Higher Education spaces. Under the Obama Administration, he served as a special advisor in the Office of the Director at the U.S. Office of Personnel Management, where his portfolio consisted of diversity and inclusion initiatives across the Federal workforce, and as a detailed Project Manager at the Smithsonian Institution National Museum of the American Indian. Justis joined the Federal workforce in January 2010 as a Presidential Management Fellow after spending several years working in the fields of higher education and human resources. He currently serves on the boards of Asian American Pacific Islander Connections, Affirmation: LGBTQ Mormons, Families & Friends, the Truman State University Mid-Atlantic Alumni Chapter, and Cupid's Sting: An Interpersonal Violence Reduction Program.

Raised in the Roman Catholic and Mormon traditions, he has called All Souls home since 2008 and has traditionally kept busy in the Welcoming and Denominational

Connections areas. Previously, he served on the Joseph Priestley District Board of the Unitarian Universalist Association.

He is a former International Scholar Laureate and a 2006 alumnus of The Washington Center for Internships and Academic Seminars. He earned an MA in Intercultural and International Communication from American University's School of International Service, a certificate in Diversity, Equity, and Inclusion from the University of South Florida's Muma College of Business, and a Bachelor of Arts degree, summa cum laude, in Political Science from Truman State University. Justis loves exploring different parts of the world (45 countries and counting) and spending time with family and friends.

Cait T. Clarke



Cait Clarke is the Chief of the Office of Defender Services at the Administrative Office of the U.S. Courts in Washington DC. As such, Cait is responsible for the administration of the nation's federal public defense program established by the Criminal Justice Act of 1964.

The Office of Defender Services supports 81 federal defender organizations and approximately 12,000 private criminal defense attorneys throughout the United States in fulfilling its mission to ensure that the right to counsel guaranteed by the Sixth Amendment is enforced on behalf of those who cannot afford to retain counsel.

Throughout her career, Cait has held leadership positions in the field of public defense and equal access to justice. Most recently, Cait served as the director of Strategic Initiatives at the National Legal Aid and Defender Association (NLADA) and the Founding Director of NLADA's National Defender Leadership Institute which develops leadership skills and management capacity for legal service providers. As director of Federal Programs and Public Interest Law Opportunities at Equal Justice Works, Cait led the AmeriCorps Legal Fellows program, the Summer Corps program for American law students and developed two new fellowship programs: Public Defender Corps and a legal representation program for military veterans.

In addition to her experience as an administrator and manager, Cait has over 25 years of experience as a legal educator and management consultant on the law, policy reform and leadership skills. Cait was an associate professor at Loyola University School of Law, New Orleans, supervised doctoral candidates at

Harvard Law School, and directed the Executive Session on Public Defense at the John F. Kennedy School of Government's Program on Criminal Justice Policy and Management.

Cait is a co-author of *Dare to Ask! The Women's Guidebook to Successful Negotiating* and served as a principal and the legal education specialist with Watershed Associates, a Washington, D.C.-based firm specializing in negotiation training for corporations around the globe.

Cait began her legal career as a law clerk at the D.C. Court of Appeals, after which she became an E. Barrett Prettyman Law Fellow at Georgetown University Law Center, where she was an instructor at the Center's Criminal Justice Clinic and a criminal defense practitioner representing indigent clients in Maryland courts.

Cait received a Bachelor of Science degree from Villanova University in Commerce and Finance, a J.D. from Catholic University, an LL.M. from Georgetown University Law Center and an S.J.D. from Harvard Law School.

Cait lives in Washington DC with her husband and son.

Nominee for Membership Secretary

The committee is pleased to present the following nominee for the position of membership secretary. The membership secretary is elected to a 1-year terms for up to three consecutive terms.

Donna Olsen



I have been a member of All Souls since 2010 after retiring from my career as an elementary teacher and principal and moving to the DC area from North Carolina to be close to our adult children. I have loved being an usher in the balcony for most of those 11 years and serving on the Stewardship Committee. I have also coordinated the All Souls Bed and Breakfast program for the last 6 years.

In August 2014 I was part of the All Souls Heiwa Pilgrimage that visited Japan to attend the annual commemorative ceremony marking Japan's commitment to peace and the dropping of atomic bombs by the United States on Hiroshima and Nagasaki. That trip changed me. I experienced "radical hospitality" and I have worked since to create our All Souls version of a "beloved community" that

welcomes everyone. I think as Membership Secretary I can help further that effort.

Board Officers

Board members serving in the positions of Assistant Treasurer, Moderator, and Assistant Secretary have agreed to serve for another year. The Officers to be voted for continued service by the Congregation are:

Moderator: Julia Washburn

Assistant Treasurer: Brian Petruska

Assistant Secretary: Erika Loke

With Gratitude

The LDNC expresses its deep gratitude for the faithful service of trustees Esther Strongman, John Schuettinger, Nadine Ramos, and Robert Jayes, and membership secretary Jana Owens.

The LDNC is grateful for every committee chair, RE teacher, Care Team volunteer, and staff member who have helped to sustain connections across our diverse congregation as we strive to build a beloved community together.