

**All Souls Church Unitarian  
Leadership Development and Nominating Committee  
Annual Report to the Congregation  
June 2022**

The Leadership Development and Nominating Committee (LDNC) is comprised of All Souls congregants who are charged with three core goals according to current bylaws:

- 1) Working with the Council, Board, and Executive Team to identify leadership gaps and recruit new leaders;
- 2) Managing the process for nominating trustee and officer candidates, striving to present a slate that reflects the diversity of the All Souls community; and
- 3) Overseeing leadership development by, among other things, providing training, workshops, and individual outreach.

### **2022 Nominations**

Positions to be filled at this year's annual meeting and nominations are:

- a. two Board Trustees for 3-year terms: Maya Hermann and Clair Null
- b. one vacant Board Trustee position for a 2-year term: Greta Goodwin
- c. Board secretary: Sophia Fisher
- d. Assistant Treasurer: renominating Brian Petruska
- e. Moderator: renominating Julia Washburn
- f. Membership Secretary: renominating Donna Olsen

Photos and personal statements for these candidates are attached.

### **Leadership Development and ByLaws Recommendations**

As All Souls engages in community-wide imagining and adapting our ministries and institutional practices, the LDNC determined that this critical transformation time represented an opportunity to evaluate the Committee's functioning and effectiveness. Therefore, in addition to recruitment, the LDNC took on the task of assessing, researching, and recommending

changes to bylaws relative to congregational nominating committees and leadership development.

Upon conclusion of that work, the Committee recommended ten (10) changes to the Board of Trustees. The recommendations were based on its review of other congregations' bylaws, Rev. David Pyle's 2017 review of ASC bylaws, District of Columbia law governing nonprofits, and the experience of LDNC members. The LDNC urges the congregation to review these recommendations, which are discussed in detail in an accompanying report.

Perhaps the most important of those recommended changes involves how the church does leadership development. While the LDNC recognizes the value of leadership development as a critical concern that needs to be addressed, research of the Bylaws Working Group and LDNC's experience in practice led to the conclusion that:

1. Leadership development is an operational concern for most UUA churches and does not appear in legal documents such as bylaws,
2. The LDNC as currently constituted does not have the bandwidth to undertake this part of its mission and fulfill the core responsibility to nominate leaders, and
3. There are other options for providing leadership development.

The board has decided not to move forward this year on the Committee's recommendation to remove oversight and execution of leadership development from the LDNC bylaws charge. Instead, the board president has communicated that this recommendation and other LDNC recommendations will be considered at a later time, along with a comprehensive bylaws review.

However, for the sake of transparency and accountability, the accompanying report summarizes all of the Committee's bylaws work and recommendations. The LDNC also wants to emphasize to the congregation that we do not have the capacity or expertise to oversee – as opposed to support – leadership development. We believe other arrangements are preferable to assigning one committee the responsibility of organizing training and workshops while also managing the search and nomination process for trustees and officers.

## **Recruiting and Nominating Trustees and Officers:**

The LDNC's recruitment process is guided by All Souls' commitment to a multiracial and multigenerational community in leadership and membership, candidates' service to the congregation, and voting membership.

In addition to recommendations from All Souls lay leaders, the LDNC sought recommendations from All Souls staff, and benefitted from partnership with Rev. Kathleen Rolenz and Rev. Bill Sinkford to not only identify but also do outreach to potential candidates. Members of All Souls board of trustees, most particularly Board President Neil Manzullo, assisted the LDNC by speaking with prospective candidates and answering their questions about board service.

The LDNC consulted with conveners of church affinity groups to identify prospective board members who reflect the racial, sex/gender, and generational diversity of the congregation as well as to identify members with varying experiences and backgrounds for the board. We also sought suggestions from the congregation by including a notice in the weekly bulletin.

This year LDNC recruitment efforts overlapped with recruitment for All Souls' Ministerial Search Committee. Nevertheless, the LDNC recruited extraordinary candidates for three of the four open positions. Even in an extraordinary time of congregational transition, social disruption, and cultural transformation, All Souls is fortunate to have many stellar candidates for leadership positions.

## **With Gratitude**

The LDNC recognizes that All Souls continues to navigate extraordinary circumstances that are transforming our ministries and community. We are deeply grateful to:

- Erika Landberg, Libbie Buchele, for their service as trustees and to MJ Crom for their service as trustee and secretary;
- Tom Fox and Pamela L. Spratlen for their contributions to the LDNC
- dedicated church members currently serving as board members or officers;
- Every committee chair, RE and OWL teacher, Care Team volunteer, and involved congregant who are co-creating beloved community

through service and leadership.

Thank you all for your faithful gifts of service.

Respectfully submitted,

The Leadership Development and Nominating Committee

Taquiena Boston, Chair (Term ending 2023)

Tom Fox (resigned 2022)

Pamela L. Spratlen (2022)

Sarah G. Raymond (2023)

Tracy Zorpette (2023)

Chuck Dulaney (2024)

Bill Kules (2024)

**Nominee for Trustee**

The LDNC is pleased to present as nominees for the position of trustee for the ASC board of trustees:

**Maya Hermann, 3-year term**



Maya Hermann was born and raised in Albuquerque, New Mexico and is a third-generation Unitarian. She is excited for the opportunity to serve on the board of trustees during this time of important changes in the church, including the transition to a new senior minister.

Maya is a co-founder of A Pantry For All Souls, the Little Free Pantry on the 15th Street side of the church. She is also a member of the Second Mondays Covenant Group and the Underground Bible Club. Maya served for three years as co-chair of the Leadership Development and Nominating Committee, and was formerly a member of the Migrant

Solidarity Team. She is also an enthusiastic pew-painter and shrub-pruner during “All Hands, All Souls” volunteer days.

Maya has worked on Capitol Hill for the last 15 years, focused on natural resources and environmental policy. She lives in Arlington with her husband, Zach, and her dog, Clark.

### **Clair Null, 3-year term**



I have been a member of All Souls since 2002 when I first moved to Washington, DC after college. Our church community is incredibly important to me—I met many of my closest friends and my spouse here and the intergenerational relationships I have built with other congregants remind me of my childhood growing up in a small UU fellowship in rural Illinois. My recent volunteer contributions to All Souls have been mainly as an RE teacher, but now that my children are old enough to be a bit more self-sufficient, I will be able to devote more time to serving the church. Even as parenthood has constrained the bandwidth I’ve had for All Souls over the past decade, looking into the next ten years I am counting on All Souls to be an important force in shaping my children’s perspective on the world and their role in it. With this in mind, and recognizing the major transitions ahead (a new Senior Minister and the perpetually evolving modalities of church through the ongoing pandemic), I am particularly motivated to take on a leadership role and would be honored to serve on the Board of Trustees. Professionally, I am a development economist with 20 years of research experience in Africa and South Asia. I was previously an Assistant Professor of Global Health at Emory University and am currently employed as a Principal Researcher at Mathematica. I have extensive experience with grant writing, team facilitation, and project management.

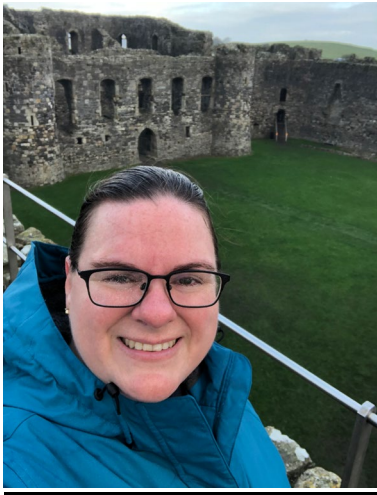
**Gretta, Goodwin, 2-year term**



Gretta L. Goodwin has been a member of All Souls since 2001. In her time at the church, she has co-taught a *Roots and Wings* class and been a co-chair of A Dialogue on Race. Currently, she is an usher. Gretta is an economist and policy analyst working in DC. In her spare time, she enjoys hiking, art galleries and museums, theater, reading, travel, and spending time with family and friends.

## Nominee for Secretary

### Sophia Fisher, 3-year term



Sophia Fisher was raised Unitarian Universalist and has been coming to All Souls since 2008. She spent several years deeply involved with Young Souls and has been a member of the All Souls Choir since 2013.

Sophia is an urban planner by trade and currently works for Fairfax County. She's also an adjunct professor at George Washington University, teaching in the Geography department.

When not working or at church, Sophia can be found wandering cities, exploring parks, hanging out with friends, and indulging in her mild fountain pen obsession. She lives in Arlington with her two feline overlords and drives past another UU church on her way to All Souls.

**Nominee for Assistant Treasurer**

**Brian Petruska, 3rd term**





## Nominee for Membership Secretary

### Donna Olsen, 2nd term



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.

## **Nominee for Moderator**

### **Julia Washburn, 3rd term**



Julia was elected Moderator in 2021. She is a Founding Member of the Worship Associates which she served on for approximately 5 years in the late 1990s and early 2000s. She served as Religious Education Worship Facilitator for approximately 8 years in the 2000s. Julia has served several terms on the Nominating Committee, sang with Jubilee Singers for about 5 years in the 2000s, and participated in three service trips to New Orleans after Hurricane Katrina. Prior to the pandemic, Julia served for more than 10 years as chef and kitchen coordinator for the Sunday Lunch Ministry. In response to the pandemic, Julia joined the Congregational Care Circle and made phone calls to older church members to check on them.