

**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 members who are charged with three core goals according to current bylaws:

- Identify and develop a diverse group of leaders in the congregation to strengthen shared ministry and lay leadership at All Souls.
- Nominate candidates for the All Souls trustee and officer positions who reflect the values of the All Souls community.
- Oversee leadership development for board preparation.

Positions to be Filled

In 2022 two trustees and the board secretary are ending their terms. In addition to the trustees and officer whose terms are ending, the LDNC was recruiting a candidate for a board position that was vacant over the last year. Positions to be filled are:

- two board positions for 3-year terms,
- one vacant board position for a 2-year term, and
- the office of board secretary.

Leadership Development and ByLaws Recommendations

In addition to recruitment, the LDNC took on assessing, researching, and recommending changes to bylaws relative to congregational nominating committees and leadership development. This work of an LDNC Bylaws Working Group is described in a report that accompanies this annual report to the congregation.

The Committee's ten (10) recommendations to the board of trustees are based on practices in Unitarian Universalist congregations of comparable size, staffing, and lay leadership.

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 examine and align the Committee's work with new realities of lay leadership and congregational life.

The current congregational bylaws include leadership development in the name and in the charge of the LDNC. While LDNC recognizes the value of leadership development as a critical concern that needs to be addressed, research of an LDNC Bylaws Working Group led to the conclusion that:

- Leadership development is not a bylaws issue for most UUA churches but is rather an operational concern,
- The LDNC as currently constituted does not have the bandwidth to successfully fulfill this part of its mandate and fulfill the core responsibility to find and vet future leaders, and
- There are other options for providing leadership development.

The All Souls Church board has agreed to put forward 5 of the LDNC's bylaw change recommendations for vote at the June 2022 annual meeting. This includes reducing the size of the Nominating Committee from 15 to 7, which has the effect of making more members available for other leadership roles.

The ASC Board also decided to postpone consideration of 5 recommendations at such time when All Souls engages in a comprehensive review of our bylaws. This includes the recommendation to remove leadership development from the charge of the LDNC.

However, for the sake of transparency, the LDNC has provided a report of all ten recommendations in a report that accompanies this annual report to the congregation.

Committee Members

LDNC members serve three-year terms. Current bylaws instruct that the LDNC members are nominated by the Church Council and elected by the congregation each year at the annual meeting. In congregational year 2022 the LDNC members with their term limits included:

Bill Kules (2024)
Chuck Dulaney (2024)
Pamela L. Spratlen (2022)
Sarah G. Raymond (2023)
Tom Fox (resigned)
Tracy Zorpette (2023)
Taquiena Boston, Chair (2023)

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 in not only identifying but also doing outreach to potential candidates.

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 attempting to identify members with varying experiences and backgrounds for the board. The LDNC also solicited suggestions from the congregation by including a notice in the weekly bulletin.

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
Clair Null	3-year term
Gretta Goodwin	2-year term

Nominee for Secretary

The committee is pleased to present the following nominee for the position of membership secretary. The secretary is elected for a 3-year position.

Sophia Fisher

With Gratitude

The LDNC expresses its deep gratitude for the faithful service of trustees Erika Landberg and Libbie Buchele, and to board secretary MJ Crom.

We are also grateful for the service of Tom Fox and Pamela L. Spratlen for their contributions to the LDNC.

We are especially grateful to those congregants currently serving as board members or officers. We thank them for their continued gift of service.

The LDNC recognizes that All Souls continues to navigate extraordinary circumstances that are transforming our ministries and community. We express our appreciation to every committee chair, RE teacher, Care Team volunteer, and staff member who with the congregation are co-creating beloved community through service and leadership.