

## **Big Question: Developing Lay Leaders**

*How should we build and support a robust lay leadership at All Souls?*

The Board of Trustees, through a Bylaws Review Team, is currently preparing a **comprehensive set of amendments** to All Souls' bylaws to bring them into alignment with current church practices and best practices recommended by the UUA and other experts.

One question that has come to light in this process is how the task of **leadership development** among lay leaders is **best accomplished**. This is an important part of preparing for a new minister.

Under our current bylaws, the Leadership Development and **Nominating Committee** (LDNC), which is a seven-member committee elected directly by the congregation, is directed to:

- (a) manage the process for nominating individuals for election as trustees, assistant treasurer, membership secretary, or moderator;
- (b) work with the Church Council, Board of Trustees, and Executive Team to identify leadership gaps and recruit new and emerging leaders; and,
- (c) cultivate and develop new lay leaders by, among other things, providing training, workshops, and individual outreach.

In the spring, the **LDNC recommended** that the bylaws be amended to remove leadership development from the committee's responsibilities. Under this recommendation, the committee would be renamed to the Nominating Committee and its mission would be solely focused on nominating elected congregational leaders. This is a common approach among other congregations of our size.

The Board of Trustees is now considering whether to move forward with this recommendation and would like **feedback** from the congregation on this question.

Some questions to consider:

- LDNC members are currently **nominated** by the Church Council. Should the Nominating Committee recruit its own members, just like it recruits elected trustees and officers for church leadership?
- Should the **structure** for leadership development be enshrined in the **bylaws** (which are updated infrequently) or should it be a part of the church's **policies**, which are more flexible?
- Is **training** and **development** of leaders best conducted by other lay leaders, by professional church staff, or both?
- Who should be **responsible** for ensuring that church committees and action groups have **consistent** lay **leadership**?
- How do we bring **new** church **members** into leadership in the church, including leaders who live outside the DC area?

Join the Bylaws Review Team to discuss this and other questions at 7pm on **November 9** on zoom or on **November 13** in the Church Library, following the service. Or submit comments at <https://forms.gle/UtiQYWfkUPvBhZp46>.