

**LEADERSHIP DEVELOPMENT COMMITTEE**

Date approved by Board; May 19, 2015 & May 17, 2016

**POLICY:**

This committee is tasked with finding and vetting the best candidates possible for three governing bodies; The Board of Trustees, The Endowment committee and its own committee, Leadership Development. These positions are voted on and approved by the entire congregation and are not Board appointed.

**PROCEDURE:**

This committee consists of five to seven members approved by the Board and elected by the congregation at the Annual Meeting. Members of the LDC serve 2-year staggered terms: 3-4 members newly elected yearly at the Annual Meeting.

The committee meets as needed beginning in September to establish a slate of candidates to fill elected positions for the Board of Trustees, The Endowment Committee and the Leadership Development Committee.

Deliberations and votes within the Leadership Development Committee are held confidential; only members of the committee are privy to their discussions.

If there is an unplanned vacancy in the LDC, mid-term, the Leadership Development Committee will nominate a replacement to the Board of Trustees for approval.

**Committee responsibility:**

- Meet initially in September and continue meeting monthly until the slate of candidates is filled;
- Elect a chair and/or co-chair and secretary to the committee by a vote of the committee at the first meeting following the Annual Meeting.
- Present its slate to the secretary of the Board at the Board meeting prior to the date the slate must be presented to the congregation;
- Assign members to attend Board meetings to become acquainted with the work and process of that body;
- Explain to the entire congregation the procedures of the committee to assure that all understand that the LDC goes to great extents to pick the best available people to fill vacant slots and the UUCGT does not believe that creating an atmosphere of competition for slots is healthy for our community.

- Additionally, it is within the scope of the committee to foster and support development of leadership in the congregation. The intention is to recognize existing leadership and encourage member involvement in leadership roles in congregational life.

~~New Members of the~~ Candidates for the Leadership Development Committee, Safe Congregation Response Team, Staff Resources Committee, Congregational Care Team and the UUCGT Board of Trustees shall submit to a background check and sign a confidentiality agreement. They shall also have been a member of the congregation for at least 6 months prior to acceptance of the position. A written submission for a waiver of the 6-month requirement could be considered.

Potential nominees for elected leadership positions shall be reviewed by the Safe Congregation Response Team (SCRT) before being presented to our congregation. The SCRT, by its very nature, may have information, of record, about candidates that cannot be made public, but could affect eligibility.

Once a candidate has cleared the background check process, that clearance is valid through the following program year provided no new information is presented to the SCRT during that period.

The results of the background check will be directed to the SCRT. SCRT will then determine that a candidate is either (1) approved, (2) rejected or (3) there is reason for caution. SCRT will promptly advise the LDC of its determinations. If there is reason for caution, specific information explaining the caution will be provided to LDC and the LDC will determine whether to proceed with that candidate. If a candidate is rejected by the SCRT, that candidate is disqualified and may not be nominated by either the LDC or by other members of the congregation.

Should a candidate be rejected, the board or committee making the decision will inform the candidate of the decision. Thus, if a candidate is rejected by the SCRT, a member of that team will notify the candidate. If a candidate is rejected by the LDC after receiving a caution from the SCRT, the LDC will notify the candidate. If an LDC nomination is rejected by the board, a board member will notify the candidate.

For purposes of vetting candidates, the SCRT circle of confidentiality shall be expanded so that the LDC is informed as early in the process as possible.

In order to allow SCRT sufficient time to vet the candidates far enough ahead of the annual meeting to avoid introducing unnecessary stress to those involved in the process, the SCRT will schedule a meeting in the first 10 days of March and advise LDC of the date of such meeting on or before January 10th. LDC will submit its list of candidates to the SCRT in time for that SCRT March meeting.

## **Desirable Candidate Traits**

### Board of Trustees

- 1) Comfort with diverse ideas, welcoming to contrary points of view and ability to compromise
- 2) Care deeply about UUCGT
- 3) Be aware of and honor UUCGT history
- 4) Experience on at least one UUCGT committee
- 5) Demonstrated organizational skills
- 6) Commitment to attending meeting and participate wholeheartedly in the work of the Board or Committee
- 7) Attend regular services and functions of UUCGT as often as possible.

### LDC

- 1) Comfort with diverse ideas, welcoming to contrary points of view and ability to compromise
- 2) Care deeply about UUCGT
- 3) Be aware of and honor UUCGT history
- 4) Experience on at least one UUCGT committee
- 5) Demonstrated organizational skills
- 6) Commitment to attending meeting and participate wholeheartedly in the work of the Board or Committee
- 7) Attend regular services and functions of UUCGT to observe potential leaders

### Endowment

- 1) Must be members in good standing
- 2) Should have background in Finance or Investment or Business
- 3) Could have background in Fundraising
- 4) Interested in learning and discussing Financial matters
- 5) Feel the Endowments are important for long-term stability of the Congregation
- 6) Membership and involvement at UUCGT for a few years
- 7) Willingness to promote the financial well-being of UUCGT
- 8) Investing wisely