

FUSD ANNUAL COMMITTEE PLANNING FORM 2025-2026

COMMITTEE NAME	Leadership Development	DATE: July 31, 2025
PURPOSE: Why do we exist?	The Leadership Development Committee has two purposes: 1) the identification and nomination of candidates for open positions on the seven elected committees and 2) leadership development through identifying and developing new and potential congregational leaders; supporting and nurturing ongoing congregational leaders and ensuring the long-term health of First Unitarian's congregational leadership pool through opportunities for ongoing development and training.	
OUR OBJECTIVES: What key things must happen to accomplish our purpose?	<ul style="list-style-type: none"> Work in joyful, collaborative unison. Model the positive aspects of participating in leadership. Conduct ongoing, active outreach to the congregation through multiple media and activities. Work closely and collaboratively with the minister, the Board of Trustees, and elected committee chairs to identify and support the congregation's leadership and development needs and identify potential candidates for open, elected positions. Recruit and prepare a slate of nominees for the 2026-2027 church year that focuses on skills, diversity, commitment, and collaboration. Organize three to four leadership training sessions to meet the stated needs of the FUSD leadership and the congregation. Develop strategic partnerships with key non-elected committees, projects and circles to strengthen outreach and nominee identification. Participate in strengthening the concept of Shared Ministry. 	
KEY STRATEGIES: What things must we do to meet our objectives? What, How, How much. How often.	<p>What: Identify qualified nominees for open, elected positions and support leadership development in the congregation.</p> <p>How: Connection, collaboration, and support of the Board to Trustees, elected committee chairs and members, and other key committee, circles and projects; high visibility and communication on the necessity of service as a congregationally led church; providing leadership development training, and education and publication regarding open positions, organizing two annual Activity Fairs, serving as liaisons to elected committees, organizing targeted social activities for interested and potential nominees, ensuring staffing of the Opportunities Table weekly, organizing committee education and pulpit announcements bi-monthly.</p> <p>How often: Each Sunday at the Opportunities Table, bi-monthly pulpit announcements; frequent First Announce and Order of Service posts, attendance at assigned elected committee meetings at the minimum at the beginning of the church year and in the spring to 1) assess leadership development needs; 2) provide support; and 3) gather names for suggested nominees; quarterly social gatherings to educate and encourage nominees.</p>	
KEY CONCERNS: What problems will we face? What issues must we mitigate to accomplish our purpose?	Recruiting committed volunteers is challenging for most organizations. Membership in religious organizations is declining. We have an aging congregation. Engaged congregants may be filling roles already and/or have done so for years. Burnout is a concern.	

EXCITEMENT: What passion do we bring to this effort? What is it that motivates us to undertake this adventure?	This committee must embody the joys and realities of leadership and shared ministry. Passion comes through our commitment to the long-term health and growth of our congregation through identifying and supporting dedicated leaders with the requisite skills for their positions.	
MEASURES: How will we know we succeeded?	LDC will provide a diverse slate of energized, qualified nominees annually to the congregation for election. Elected committee chairs and members will feel heard, supported, and seen by LDC. LDC will take an active role in mentoring and supporting developmental opportunities for the congregation's current and potential leaders. LDC will participate in Activities Fairs to educate and advertise leadership/volunteer opportunities. Whenever possible, LDC will collect data to support its outcomes.	
INTERCONNECTION: What other committees do we interconnect with?	Interface with the Board of Trustees, all elected committee chairs, and members and friends looking for connection and information at the Opportunities Table. These connections will be strengthened through LDC's ongoing outreach and visibility. LDC liaisons will work with their assigned committees.	
SUCCESSION PLANNING:	The committee will discuss and vote on both internal and external candidates for LDC chair/co-chair positions.	
IMPORTANT DATES/DEADLINES:	Activity Fairs are scheduled for September 21, 2025, and January 25, 2026. The 2026-2027 slate of nominees is due on April 26, 2026. The Congregational meeting is on June 7 when the slate of nominees is presented by LDC.	
ROLES & RESPONSIBILITIES: Who does what on the committee?	Role	Responsibilities
	Chair/Co-chair	Adherence to mission and deadlines, agenda development, monthly meeting leadership and organization, accountability for committee tasks, interface with church leadership.
	Secretary	Take minutes at all meetings to include decisions, action items, important deadlines. Publish the minutes within one week on the meeting.
	All Others	Ambassadors for leadership, interface with and support of assigned elected committees, recruitment of nominees, staffing of Opportunities Table, and specific tasks as assigned.