MINUTES, January 23, 2020 meeting of the Lay Leadership Development Committee

Present: Perry Beider, Adam Briskin-Limehouse, Lydia Fettig, Kate Lang (Board liaison), Amanda Poppei

Feedback on proposed changes to WES’s governance documents

The LLDC discussed written feedback from WES members on the proposals to amend WES’s constitution and establish a new Election Procedures document. Two members had asked questions about the security of online voting and the potential impact on membership meeting attendance; those members received written responses. Two other members proposed specific changes: adding language to the Election Procedures to clarify that any online voting methods would allow votes only by WES members and only one vote per person; and pushing back the end of balloting to some time later than the current end, which is at the start of the membership meeting.

ACTION ITEMS:

* Perry and Lydia will post reminders about the upcoming feedback session on the WES list-serves and the WES Facebook page.
* Perry, Adam, and Kate will host the feedback session.
* Depending on the comments received at the feedback session, Perry will edit the LLDC’s proposals to include clarifying language about ballot access and to specify that balloting taking place in conjunction with a membership meeting will end one hour after the scheduled start of the meeting.

Lay leadership development and support

Lydia and Kate reported on the workshop they attended at the UU Congregation of Fairfax on January 11th, which was disappointing in that it did not cover the advertised topics. Some takeaways from the workshop and the subsequent discussion by the LLDC:

* Leadership and management are different functions.
* Leadership at WES should be presented and seen not as drudgery or a target for criticism but as an opportunity to deepen one’s connection to the community and the mission.
* Some people may be amenable to multiple invitations to take on a certain leadership role before they are ready and willing to do so. Conversely, others may make it clear the first time they are asked that the particular role is not of interest to them.
* Leaders need feedback from multiple sources, including those they are leading.
* Leaders should avoid tapping into “favorites” and/or cherry-picking from recommendations from other leaders and co-leaders (those in current leadership positions are likely to recommend others who share their own ideas, perspectives, values, and approach/style).
* Any leadership strength in the extreme can be/become a liability ([accidental diminishers](https://iveybusinessjournal.com/publication/are-you-an-accidental-diminisher/) from Wiseman). Ultimately, leadership development is finding ways for people to grow - all people have liabilities/shortcomings so the goal is to locate and work with individuals who are open and teachable, people who want to learn and are capable of growth.
* The LLDC and the WES culture in general should try to support leadership by introverts, in part by matching them with roles that best meet their strengths, skills, and interests.

ACTION ITEMS:

* Lydia will contact Amy Kent, CFMP, Event Coordinator for the Central East Region, and/or Rev. Megan Foley to offer feedback on the workshop. She will also complete the online survey she received via email.
* Kate will follow up with the workshop presenter to ask for recommendations for online UU leadership training videos that are not scheduled courses.
* Adam will draft a display that adapts the “ladder of engagement” model for the WES context.
* The LLDC will take on the responsibility of finding candle-lighters for the Sunday platforms, starting in March, with the goal of using the candle-lighting as an opportunity to recognize lay leaders and publicize opportunities for others to get involved in the groups or teams they lead.
  + As a first step, Perry will bring to the next meeting a list of groups that could be approached to provide candle-lighters.
* Perry will review notes from previous recruitment efforts to look for information for a new LLDC file on who has been asked to do what and what their response was.

February meetings

The LLDC will meet twice in February, on the 13th and 27th. Agenda items include

* Making any changes to the proposed governance documents in light of member feedback;
* Talking with Laura about the platform she will give on March 8th on leadership at WES;
* Beginning to identify people to contact about the possibility of running for the Board in June;
* Discussing the role of the leader on the LLDC;
* Planning some leadership training events for the current lay leaders at WES.