

## Nomination Committee Report for 2014 Annual Meeting of the Unitarian-Universalist Church of Nashua

Office	Current Officeholder	1st Year in Office	Years in Office										Current Term	Year in	Term Expires	Status in 2013	Proposed Action		
Officers			1	2	3	4	5	6	7	8	9	0	1	2					
<b>President</b>	Ellen Fisher	2011	█	█	█									3 of 3	1 of 1	2014	Term Complete	Nominate Harry Purkhiser	
<b>Vice President</b>	Harry Purkhiser	2014	█	█	█									1 of 4	1 of 1	2014	Term Complete	Nominate Dave Hudson	
<b>Clerk</b>	Mary Licking	2012	█	█		█	█	█						1 of 3	2 of 3	2016	Midterm	No action required	
<b>Treasurer</b>	Mike Wilt	2006	█	█	█	█	█	█	█					4 of 6	1 of 2	2015	Midterm	No action required	
<b>Asst. Treasurer</b>	Jim Bonvouloir	2008	█	█	█	█								3 of 3	1 of 2	2015	Midterm	No action required	
<b>Asst. Treasurer</b>	John Brobst	2013	█	█	█									1 of 3	2 of 2	2014	Term Complete	Renominate	
<b>Board of Trustees (3 term limit, 3 year term)</b>																			
<b>At Large #1</b>	David Hudson	2010	█	█	█									2 of 3	2 of 3	2015	To VP	Nominate Rick Spitz	
<b>At Large #2</b>	Lance Pratt	2012	█	█										1 of 3	3 of 3	2014	Term Complete	Renominate	
<b>At Large #3</b>	Pat Ladew	2013	█	█										1 of 3	2 of 3	2015	Midterm	No action required	
<b>At Large #4</b>	Kate O'Shea	2013	█	█										1 of 3	2 of 3	2015	Midterm	No action required	
<b>At Large #5</b>	Carol Wagner	2014	█	█										1 of 3	1 of 3	2016	Midterm	No action required	
<b>Nominating Committee (2 term limit, 3 years per term)</b>																			
<b>Member #1</b>	Chip McGee	2010	█	█	█									2 of 2	2 of 3	2015	Resignation	Nominate Jodie Holway	
<b>Member #2</b>	Henry Zalman	2011	█	█	█									2 of 2	1 of 3	2016	Midterm	No action required	
<b>Member #3</b>	Lori Lerude	2013	█	█										1 of 2	2 of 3	2015	Midterm	No action required	
<b>Member #4</b>	Karen Murray	2014	█	█										1 of 2	1 of 3	2016	Midterm	No action required	
<b>Liaison</b>	Harry Purkhiser	2013												Selected by Board of Trustees			No action required		
<b>Liaison</b>	Kate O'Shea	2013												Selected by Board of Trustees			No action required		
<b>Financial Records Review Committee (2 year terms, no term limits)</b>																			
<b>Member #1</b>	David Robbins	2010	█	█	█									3	1 of 2	2015	Midterm	No action required	
<b>Member #2</b>	Frank Grossman	2014	█	█										1	1 of 2	2015	Midterm	No action required	
<b>Nashua Cemetery Association (3 year terms, no limits. Chair elected by committee, 1 year term, 3 term limit.)</b>																			
<b>Trustee #1</b>	Dick Widhu	1999	█	█	█	█	█	█	█	█				6	1 of 3	2016	Midterm	No action required	
<b>Trustee #3</b>	Sue Chadwick	2007	█	█	█	█	█	█	█	█				3	2 of 3	2015	Midterm	No action required	
<b>Trustee #2</b>	Ellen McCormick	2013	█	█										1	2 of 3	2015	Midterm	No action required	
<b>Treasurer</b>	Russ Leonard	2006	█	█	█	█	█	█	█	█				3	3 of 3	2014	Term Complete	Renominate	

## Nominations Committee Transition to Leadership Development Action Plan<sup>1</sup> – Revision June 2014

Submitted by Chip McGee and Lori Lerude

Our purpose is to transform the work of the Nominating Committee to help the church develop its leaders. Towards this end, members of our congregation participated in an “Adaptive Leadership Workshop” in March 2014. The purpose of the workshop was to explore the real life applications of adaptive leadership in dealing with “growing edges” within our congregation. Our church hosted around 25 people from four other congregations for the workshop, which was led by John Millspaugh, Director of Congregational Development from the Clara Barton and Mass Bay District. Congregational teams consisted of religious professionals (minister, religious educator, music/choir director) and lay leadership (president and additional lay leaders).

The key points in our transition plan remain:

- Connect leadership and spiritual growth.
  - We need greater intentionality to help members of the congregation find their calling.
  - We wonder whether “leadership” the right word; might it be “role.”
  - We wonder if “spiritual growth” the right phrase; might it be “faith formation” or “congregational development.”
- Coordinate across groups in the church.
  - The success of congregational leadership development relies heavily on regular formal and informal conversations between various groups in the church.
  - This includes the Board of Trustees, Spiritual Development, Nominating, Membership, Worship Associates, Religious Education, Others.

Our work for the coming year will continue to be to address these eight Leadership Development Cycle Activities:

1. Entry into the leadership cycle
2. Training to deepen spirit and skills
3. Matching the person with the role
4. Asking and getting to “yes”
5. Commissioning leaders
6. Orienting them to their roles
7. Serving in their roles
8. Exiting their roles

For each, we will answer these questions:

- What activities will be relational? spiritual? mission-based?
- How can we take advantage of activities we already do?
- What challenges require long term cultural change?

On a personal note, as I step down from the committee, I want to thank fellow committee members, Lori Lerude, Karen Murray, Kate O’Shea, and Harry Purkheiser, and Henry Zalman. I also want to thank all of the members who listened to our requests for service: to those who said yes and to those who said no. Service to this church truly is a part of my own spiritual growth, and I hope for all of us we recognize that there is a time to serve and a time to step aside.

---

<sup>1</sup>This plan is based on Governance and Ministry by Dan Hotchkiss and “Leadership Development in the Large Congregation” by Rev. Stefan Jonasson. It was modified based on the April 2013 leadership development retreat led by Joe Sullivan and Doug Zelinski.