

# Leaders Development Team Charter 2019-2020

Note: This charter was originally created by Rev. Kathy Schmitz in May 20, 2016.

With the BOT approval, on June 2019, Cat Rigby and Kathy Homblette were appointed chairs of the new Leadership Development team.

<https://www.orlandouu.org/wp-content/uploads/2019/07/2019-June-BOT-Meeting-Packet.pdf>

The BOT encouraged Kathy and Cat to move forward with the draft charter from 2016 as is and to adjust it as they go along. This is also pending Rev. Sam's concurrence because this is about programs. Eventually, this may become a committee under the Board.

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## **Mission**

The Development Team is established by the Chief of Staff to assist with support programs that enhance the work of the program teams of the congregation by developing leaders, volunteers, and members.

The Development Team seeks to develop leaders, volunteers, and members who serve:

1. The congregation's mission.
2. The current goals of the congregation
3. The principles of liberal religion.

## **Responsibilities of the Development Team**

1. Provide leadership development opportunities
2. Provide opportunities for volunteers and members to deepen their connection and engagement with the congregation.
3. Assist volunteers and members in discerning their personal involvement with the programs of the congregation.
4. Work with other teams to lower thresholds to involvement and to make opportunities well known.

## **Structure, Members and Relationships**

**A. Size:** Core team has three members of the congregation. In the spirit of their role, they will develop teams of people to assist in aspects of their work.

**B. Terms:** two years, beginning in July. Eligible for a second term.

**C. Appointment:** by the Chief of Staff

**D. Accountability and Reporting:** The Development Team reports to and works closely with the Chief of Staff.

**E. Qualifications.** Members who:

1. Have been involved with First Unitarian for at least one year and have a commitment to the Unitarian Universalist faith and practice. Exception can be made for those with prior UU experience.
2. Have the ability to recognize when there is a need to call on someone from outside Team for additional skills in conflict management and mediation.
3. Understand congregational systems, recognize conflict as a natural part of congregational life, and are willing to be an advocate for healthy process.
4. Are spiritually, morally and emotionally mature.
5. Are willing to put the good of the congregation ahead of any personal agendas.

**F. Meetings**

The Team will meet primarily for planning events. These meetings are open. Additional meetings may be held to discuss matching individuals with opportunities. Due to the potentially sensitive nature of these discussions, they are not open.

**G. Covenant**

Because, by its nature, the Team will need to discuss other members of the congregation, they will need to covenant to do so in ways that are deeply respectful.

**H. Budget**

Training for Team and for congregational programs.