

# Lay Leadership Development:

*moving toward...*



- Ongoing **“Leadership Development Team”**
- Regular UUUCF 201 Classes: **“Pathways to Leadership”**

[http://www.frederickuu.org/about/Leadership\\_Development](http://www.frederickuu.org/about/Leadership_Development)



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# Chalice Lighting / Check-in

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- In one sentence, why/how did you get involved (*or more involved*) in leadership at UUUCF?
  - Catalyst?
  - Tipping point?
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Salvation by bibliography



# Shared Ministry



NEW LIFE THROUGH  
SHARED MINISTRY

Moving from Volunteering to Mission

- “Process and system for effectively involving lay members of a congregation in its mission and work.”
- “Invite, encourage, and support the gifts and participation of each member.”



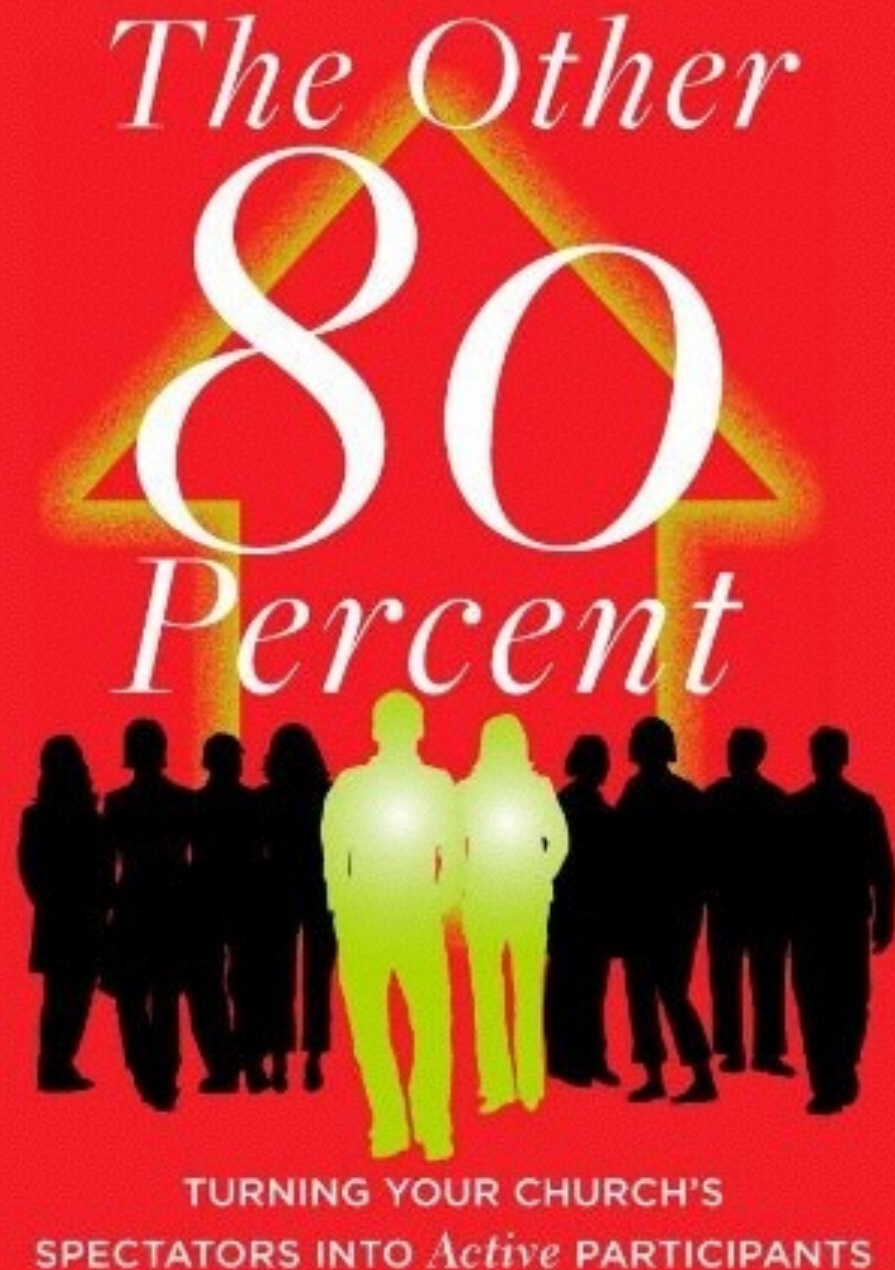
# Longterm Goal: Part-time “Membership Coordinator”



- UU Association of Membership Professionals
- <http://www.uuamp.org/>



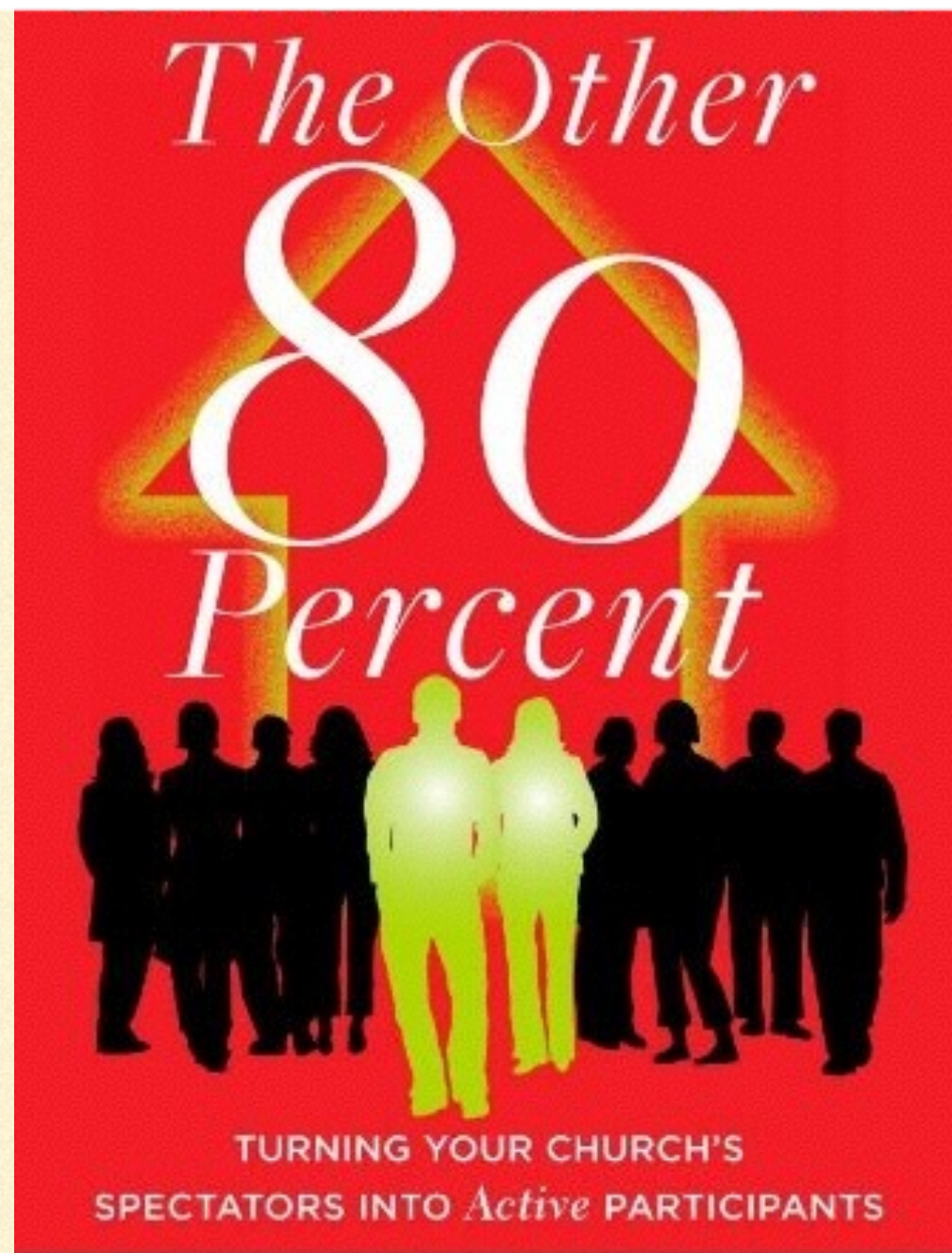
# Volunteer Participation *Increases...*



- **Opportunity** for involvement
- **Motivation** for increased participation
- **Ability** to be more involved



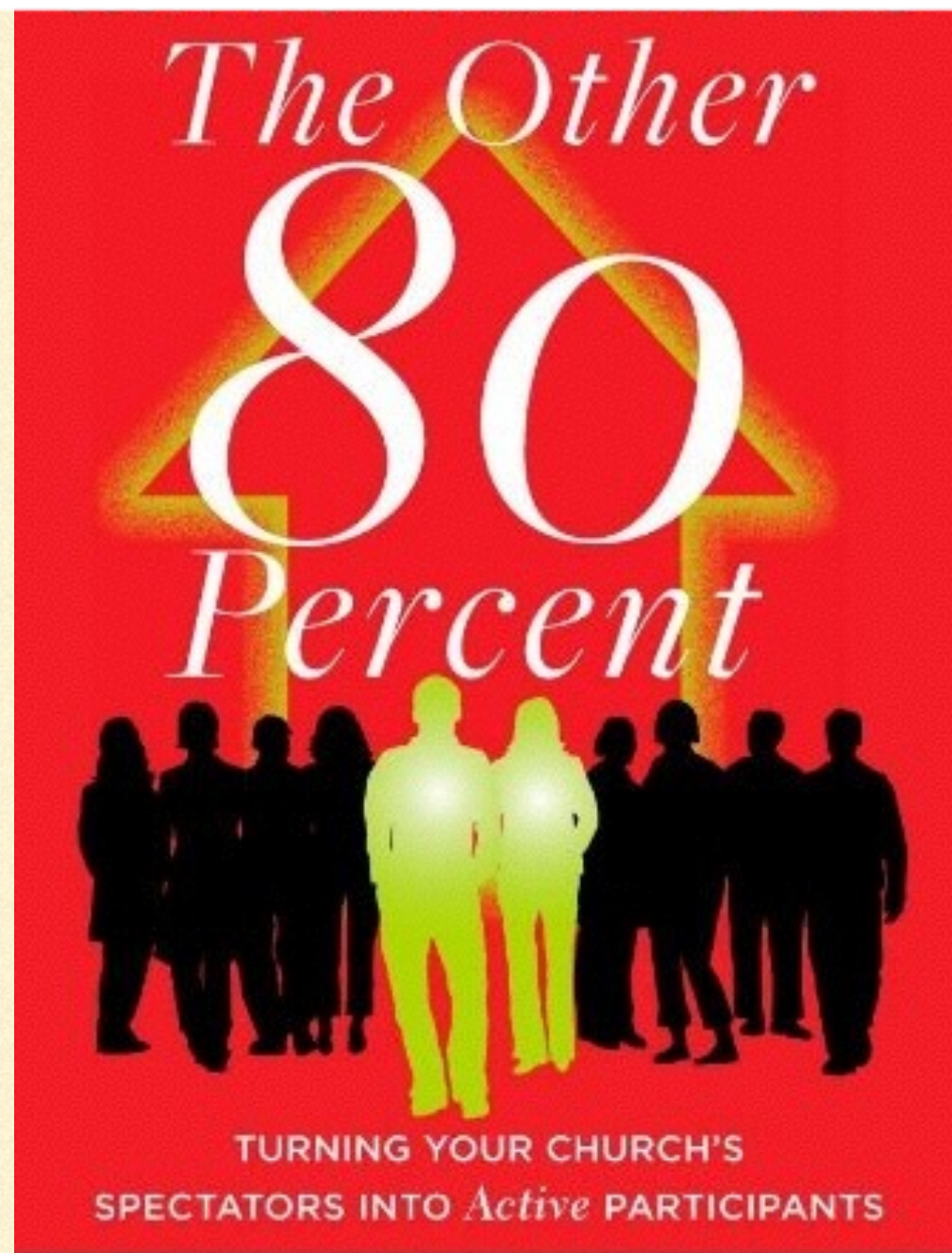
# Need to Perceive Congregation



- asking new people to serve,
- training to discover and develop their gifts,
- support to try new things.”



# Comparative Patterns



“Congregations that both  
(1) **regularly train**  
volunteers and

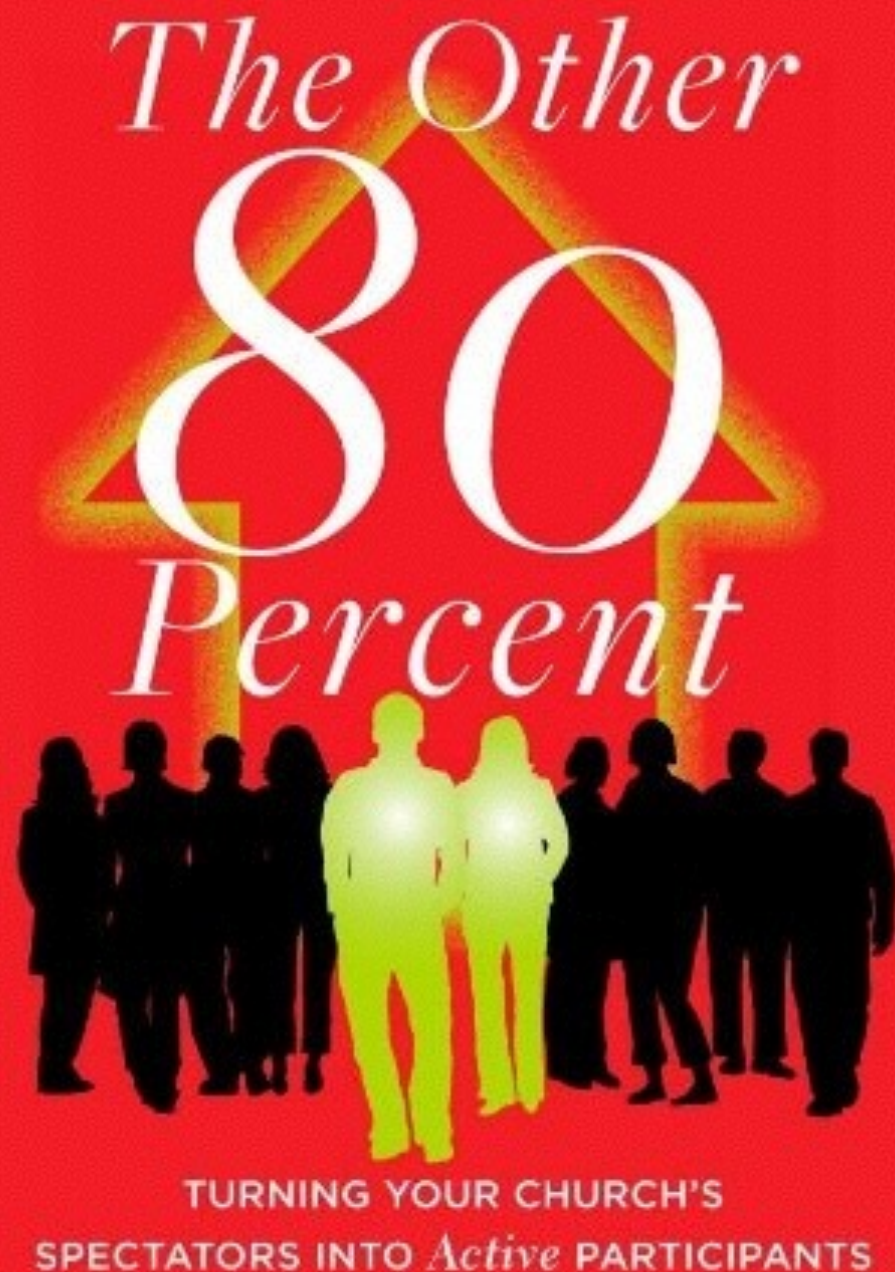
(2) give them **frequent**  
**recognition**

are more than *twice* as likely  
to be described as vital  
communities.”



# UUCF 101: Pathways to *Membership*

## UUCF 201: Pathways to *Leadership*



“The dynamics that draw people in and integrate them into a congregation are typically *different from* those that keep them there.”

(Temporary) Nominating Committee to (Year-round) Leadership Development Team?



# Is “Membership” a Problem?



If American Express ads have been telling us all week that “*Membership has it’s privileges,*” how does that influence perception of what “congregational membership” means?



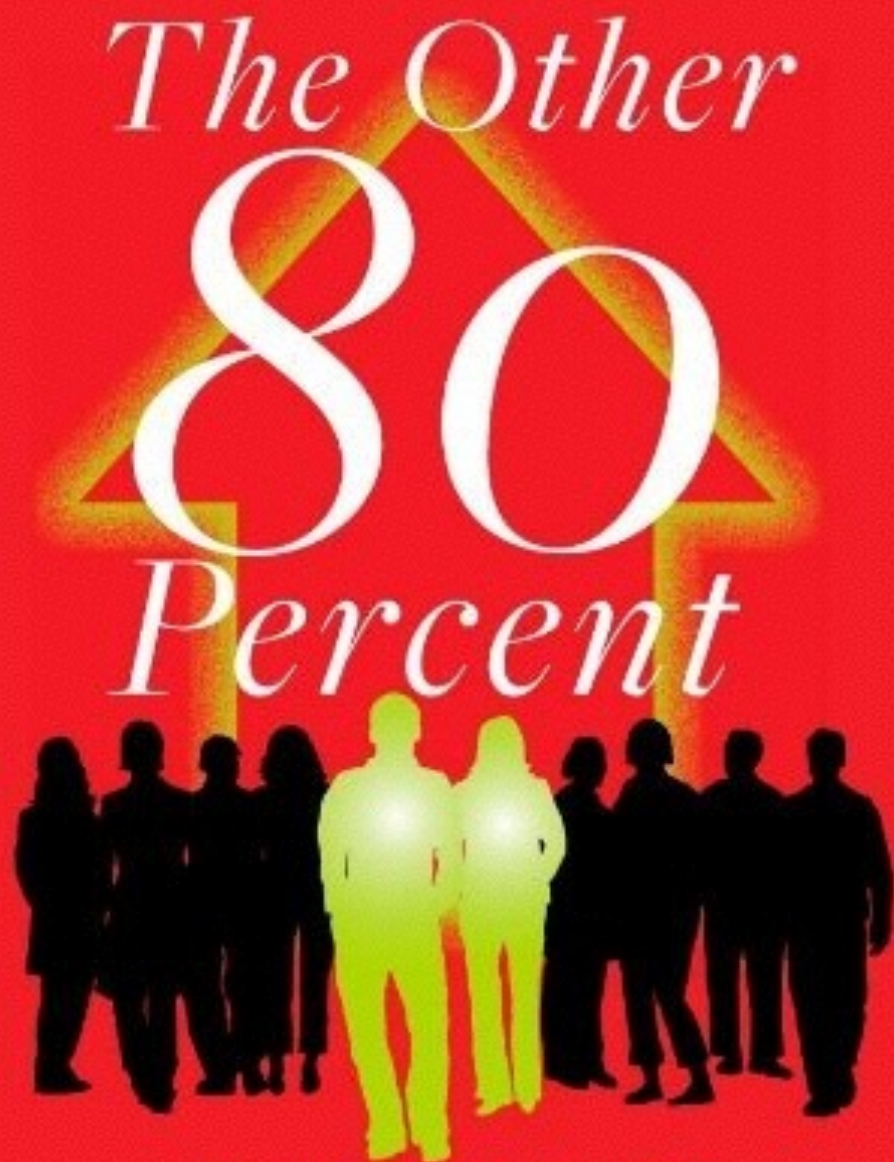
# What Is Our Conveyor Belt?



- “Too many people feel they’re members in good standing, even if they have no current relationship with the congregation and no progress in their spiritual lives or commitment to social, economic, and environmental justice.”
- “If you’re in this church, I’m coming after you to be mobilized” -Rick Warren



# Comparative Patters



“Many folks were willing to join a small group, participate in ministry activities, or use their gifts when motivated, but they were not going to create the small-group system, start a ministry, or institute a gifts inventory program.

They expected leadership to come from the congregation’s leadership team.”



# #ProTip

## Serving with Grace

Lay Leadership as a Spiritual Practice



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If the term “leader” carries too much baggage...

- facilitator
- convener
- coordinator
- point person



# Why do people seek religious community?

## Serving with Grace

Lay Leadership as a Spiritual Practice



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### Conventional Wisdom

- sense of belonging,
- meet people,
- feel more connected.

### Deeper Reason

- To have their **life transformed** (*not just looking to “get involved” and add more busyness*)



# Systemic/Institutionalized Change

## Serving with Grace

Lay Leadership as a Spiritual Practice



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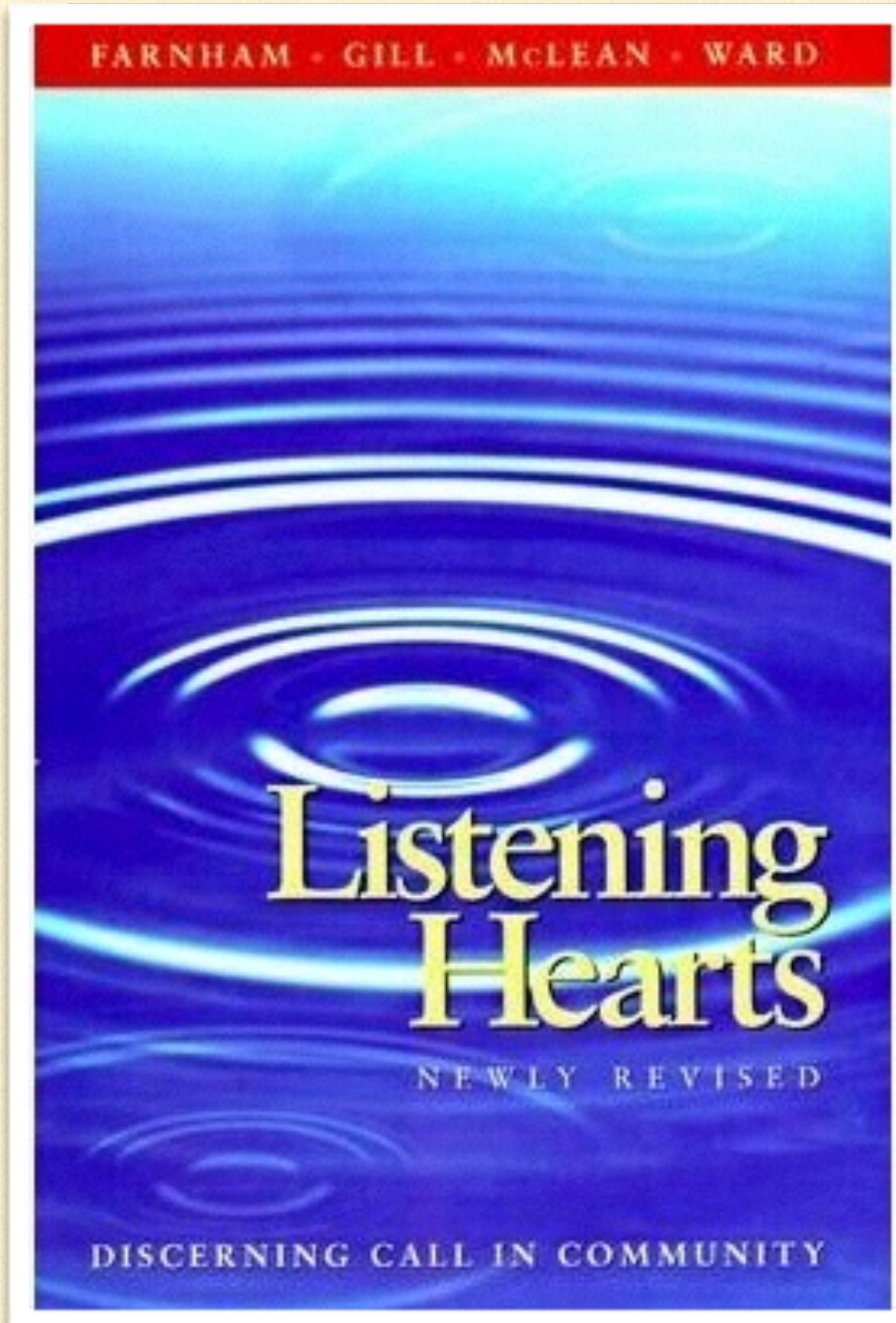
“Easier to *act ourselves into a new way of thinking* than to think ourselves into a new way of acting.”

*(Behavior is believable.)*



# Sermon:

## “What Is Yours (*Not*) To Do?”



Even when a need exists and we are well qualified to meet it, we are not necessarily called to respond to it. Something may seem logical for us to do, but that does not mean that [we are] call[ed] to do it.... Simply because a task or undertaking is good to do, does it mean that we are called to do it or that we should continue doing it? To be doing good can be the greatest obstacle to doing something even better.

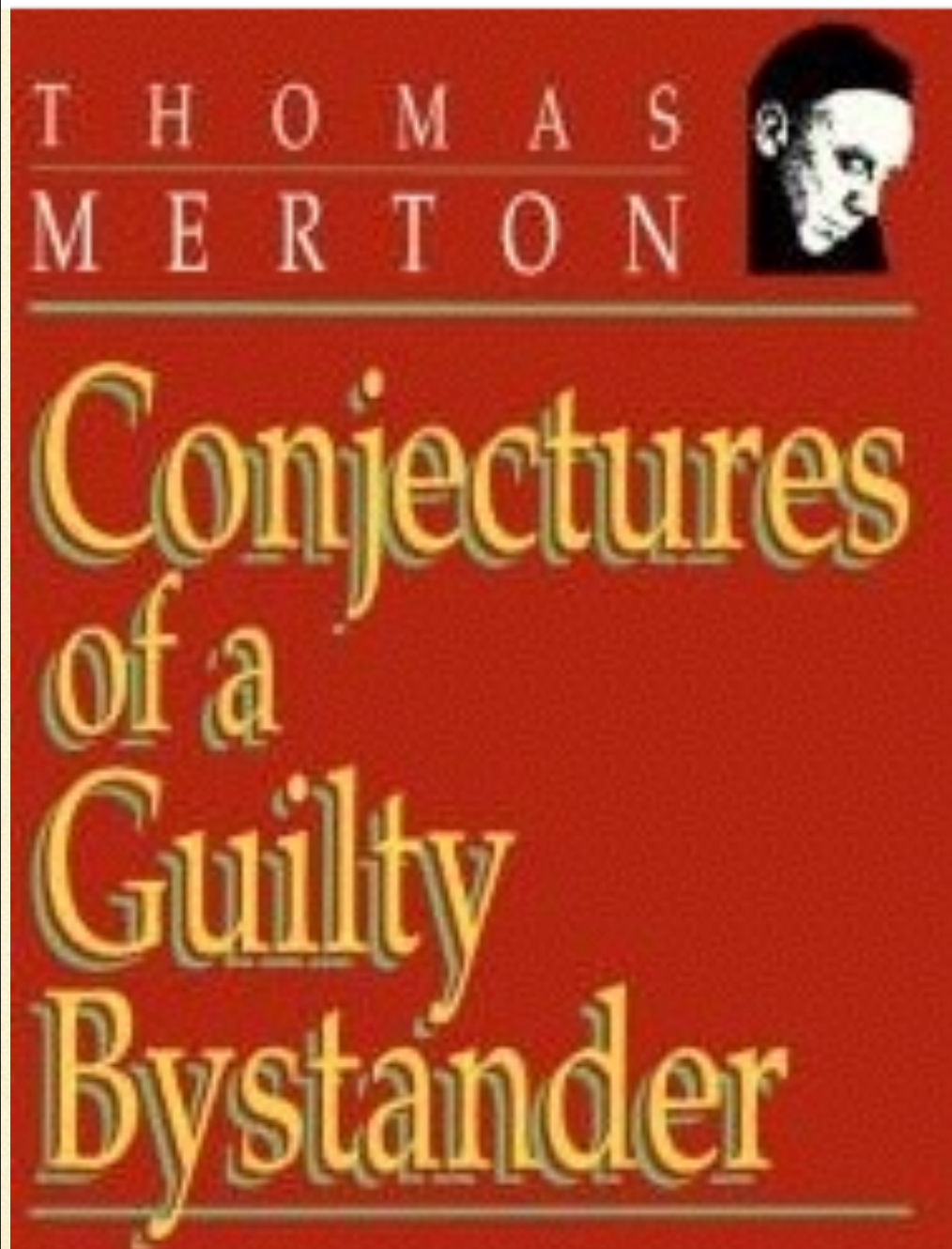


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# Sermon:

## “What Is Yours (*Not*) To Do?”

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“There is a pervasive form of modern violence to which the idealist...most easily succumbs: activism and over-work. The rush and pressure of modern life are a form, perhaps the most common form, of its innate violence. To allow oneself to be carried away by a multitude of conflicting concerns, to surrender to too many demands, to commit oneself to too many projects, to want to help everyone in everything is to succumb to violence. The frenzy of the activist neutralizes [his or her] work.... because it kills the root of inner wisdom, which makes work fruitful.”

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# When you are in a volunteer or leadership role...

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- Are you focused *or* distracted?
- Is your intention clear *or* dissipated?
- Do you experience joy *or* resentment while doing it?
- Do you have an open heart and a clear conscience?



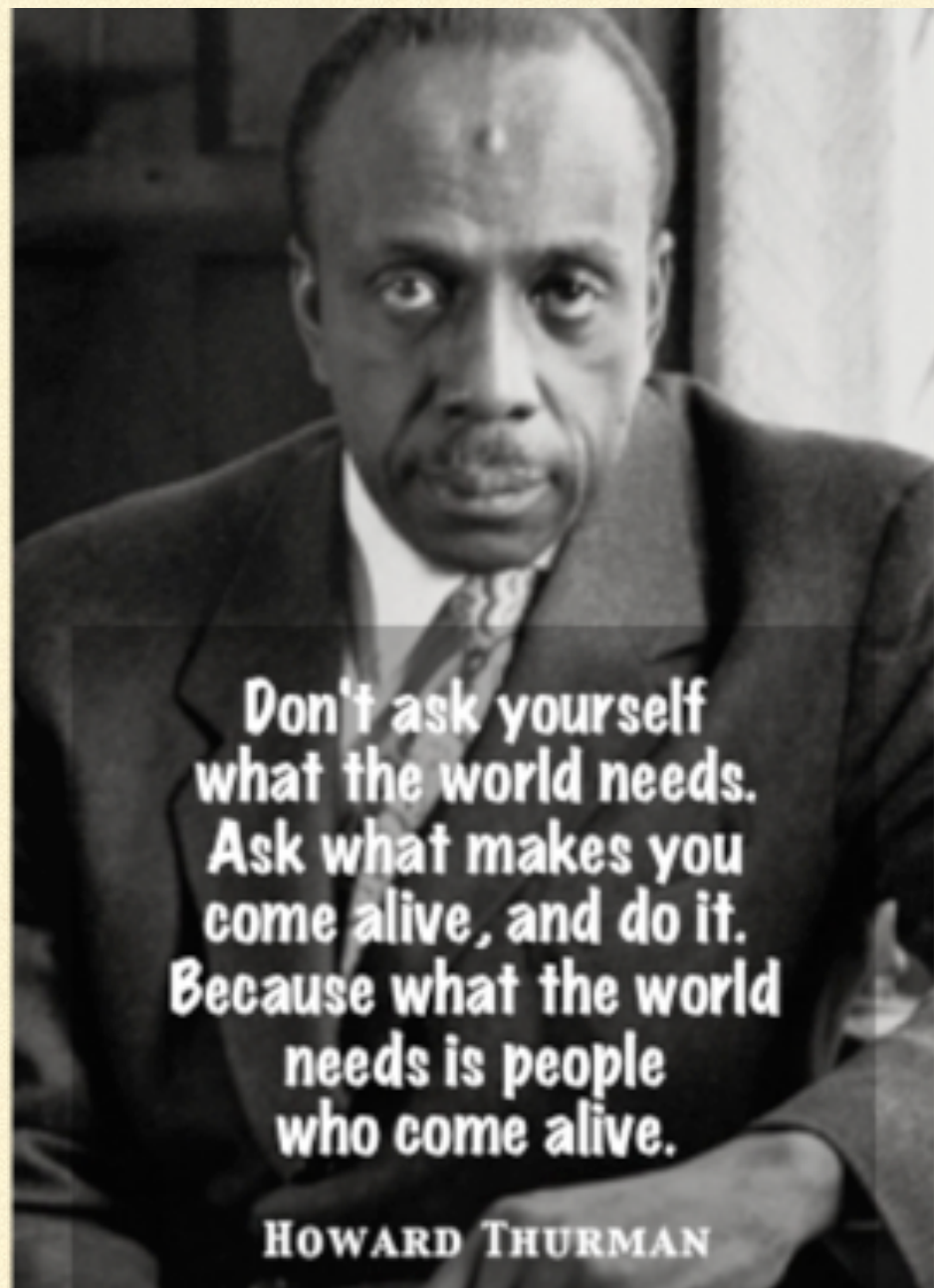
# Discernment



Your “No” — when said with integrity and intention — is as sacred as your saying “Yes” to your authentic calling.



# Potential Implications



If no one signs-up to lead or participate, apparently no one is invited in that program anymore?

Where is there energy, life, vitality, and excitement that we can partner with?



# #ProTip for All Meetings

## Serving with Grace

Lay Leadership as a Spiritual Practice



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### Check-in

- Opening Words
- Chalice Lighting
- One minute or less (*uninterrupted*) on what is on your mind or heart?



# #ProTip for All Meetings

## Serving with Grace

Lay Leadership as a Spiritual Practice



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## Breath Break

Anyone can ask for a  
pause for

3-5 centering breaths  
if a meeting gets  
heated



# #ProTip for All Meetings

## Serving with Grace

Lay Leadership as a Spiritual Practice



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### Check-out

- Closing Words
- Chalice Extinguishing
- One minute or less (*uninterrupted*) about how the meeting felt, what resonated with you most, what you are most excited about, what you will be doing or taking with you, or what we might want to take into consideration for future meetings.



# #ProTip for All Meetings

## Serving with Grace

Lay Leadership as a Spiritual Practice



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- Check-in:
  - Opening Words
  - Chalice Lighting
  - One minute or less (*uninterrupted*) on what is on your mind or heart?
- Breath Break: Anyone can ask for a pause for 3-5 centering breaths if a meeting gets heated.
- Check-out
  - Closing Words
  - Chalice Extinguishing
  - One minute or less (*uninterrupted*) about how the meeting felt, what resonated with you most, what you are most excited about, what you will be doing or taking with you, or what we might want to take into consideration for future meetings.



# Healthiest Congregations...

**SIMPLE  
CHURCH**

**THOM S. RAINER  
& ERIC GEIGER**

- **Clarity** about the process for making “disciples”
- **Moved** new members intentionally through a process
- **Focused** on the elements of the process
- **Aligned** their entire congregation to the process.



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“Our life is frittered away by detail. Simplify, simplify, simplify! I say, let your affairs be as two or three, and not a hundred or a thousand; instead of a million count half a dozen, and keep your accounts on your thumb-nail.” —Thoreau

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# **S**i**M**P**L**E **C**H**U**R**C**H

- **Clarity**
  - **Movement**
  - **Alignment**
  - **Focus**
-

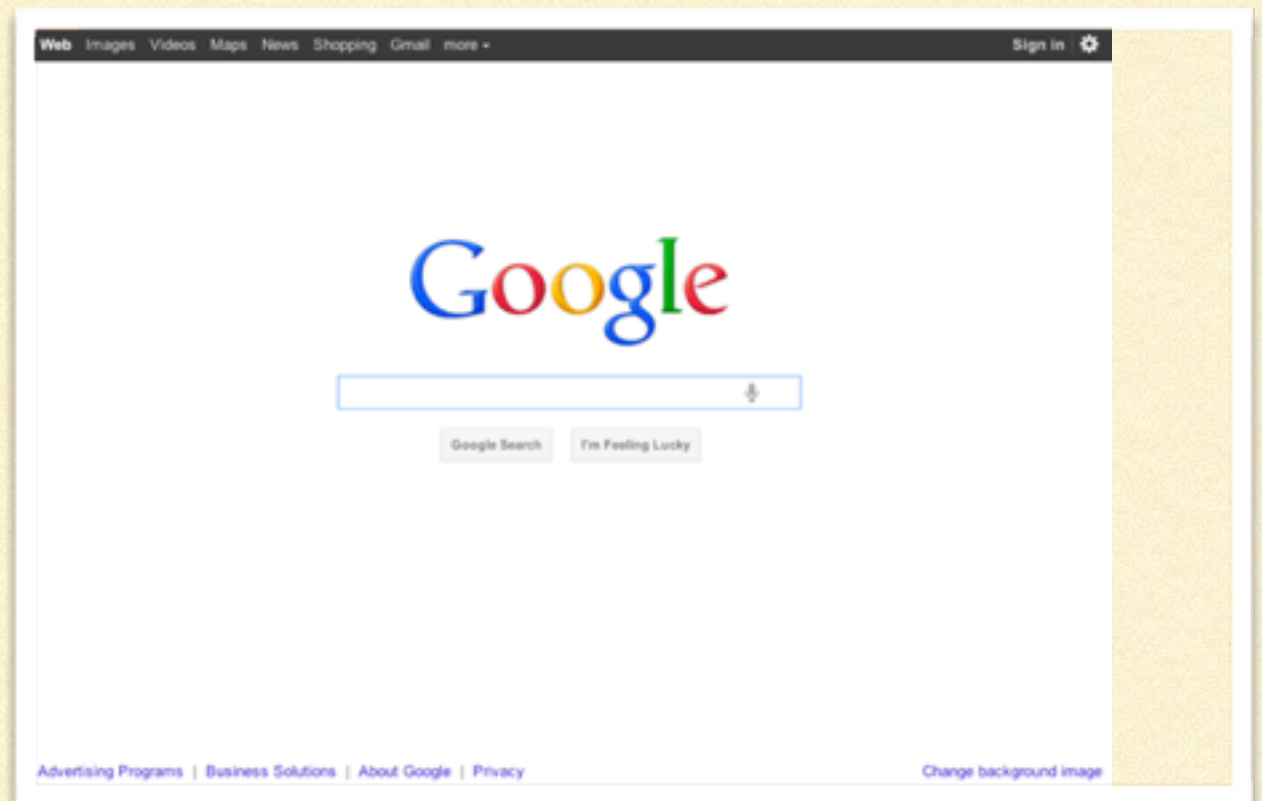


# Focus - Clarity - Movement - Alignment

## SIMPLE CHURCH

- **No special events** on the calendar. Meet needs through existing programs (*small groups*)
- **Announcements:** (1) Guest reception for first-time visitors, (2) new members class for anyone interest in joining, (3) Small Group information booth for anyone interested in getting more involved.





Trying to do too much?



**NURTURE** Your Spirit. Help **HEAL** Our World.

- Implicit vs. Explicit Curriculum
- What does our structure do/say?
- Is it simple enough for us to internalize?



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# Focus - Clarity - Movement - Alignment

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## Nurture Your Spirit

- *Internally* focused (personal journey, connection to congregational community)
- Unitarian to “3rd-person of the Trinity”





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# Focus - Clarity - Movement - Alignment

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## Heal Our World

- *Externally* focused (larger community, region, world)
- Universalism (“missional”): social, economic, and environmental justice.



LOVE THE HEAL  
OUT OF THIS WORLD



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Association of Congregations?  
OR  
“religious movement focused on cultural transformation”?

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### Nurture Your Spirit

- *Internally* focused (personal journey, connection to congregational community)
- Unitarian to “3rd-person of the Trinity”

### Heal Our World

- *Externally* focused (larger community, region, world)
  - Universalism (“missional”): social, economic, and environmental justice.
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# “Religious movement focused on cultural transformation”

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## Nurture Your Spirit: *Internal*

- Track (quarterly?) increase/decrease over time of worship attendance, Chalice Communities, ASE classes, etc.

## Heal Our World: *External*

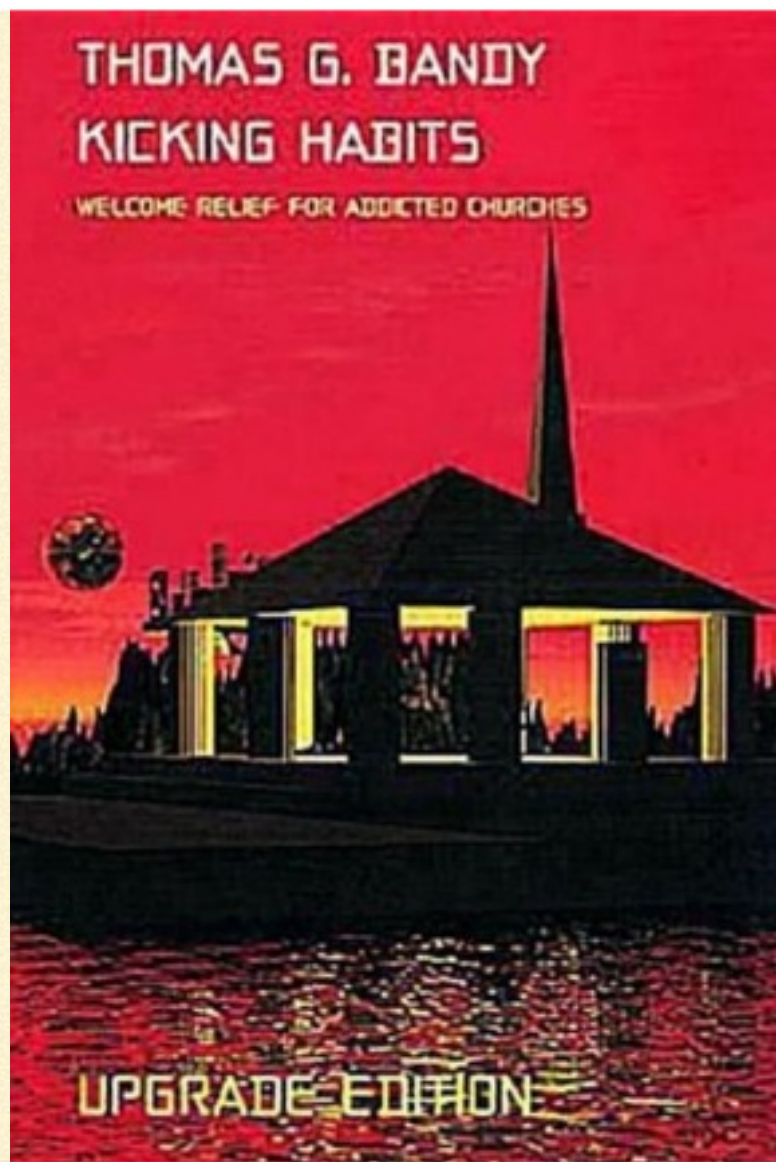
- Track (quarterly?) increase/decrease over time of involvement in Social, Economic, and Environmental Justice.



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"Insanity: doing the same thing over and over again and expecting different results."

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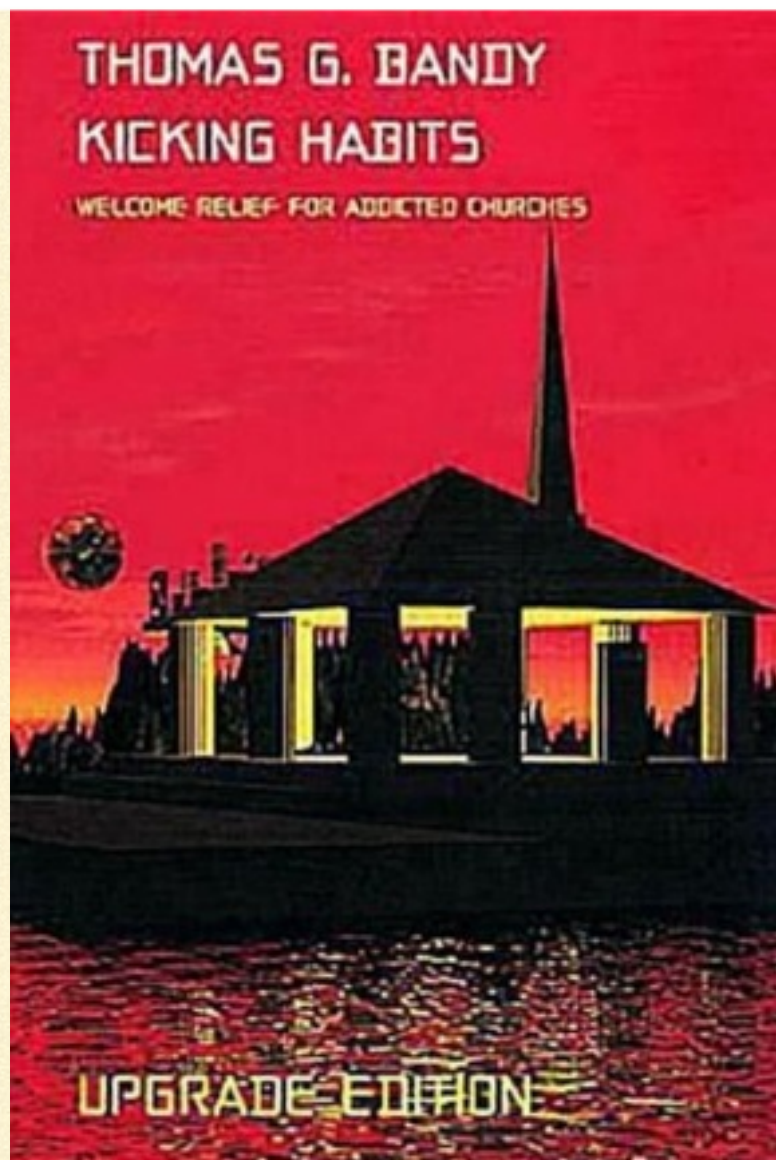
- Move from informational to **motivational**, from discussing to **doing**. Seek **transformation**, not renewal.
  - **Leave the building...**get out into the community and world.
  - Reduce the number of committees and administrative task groups, multiply **teams**.
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# "Insanity: doing the same thing over and over again and expecting different results."

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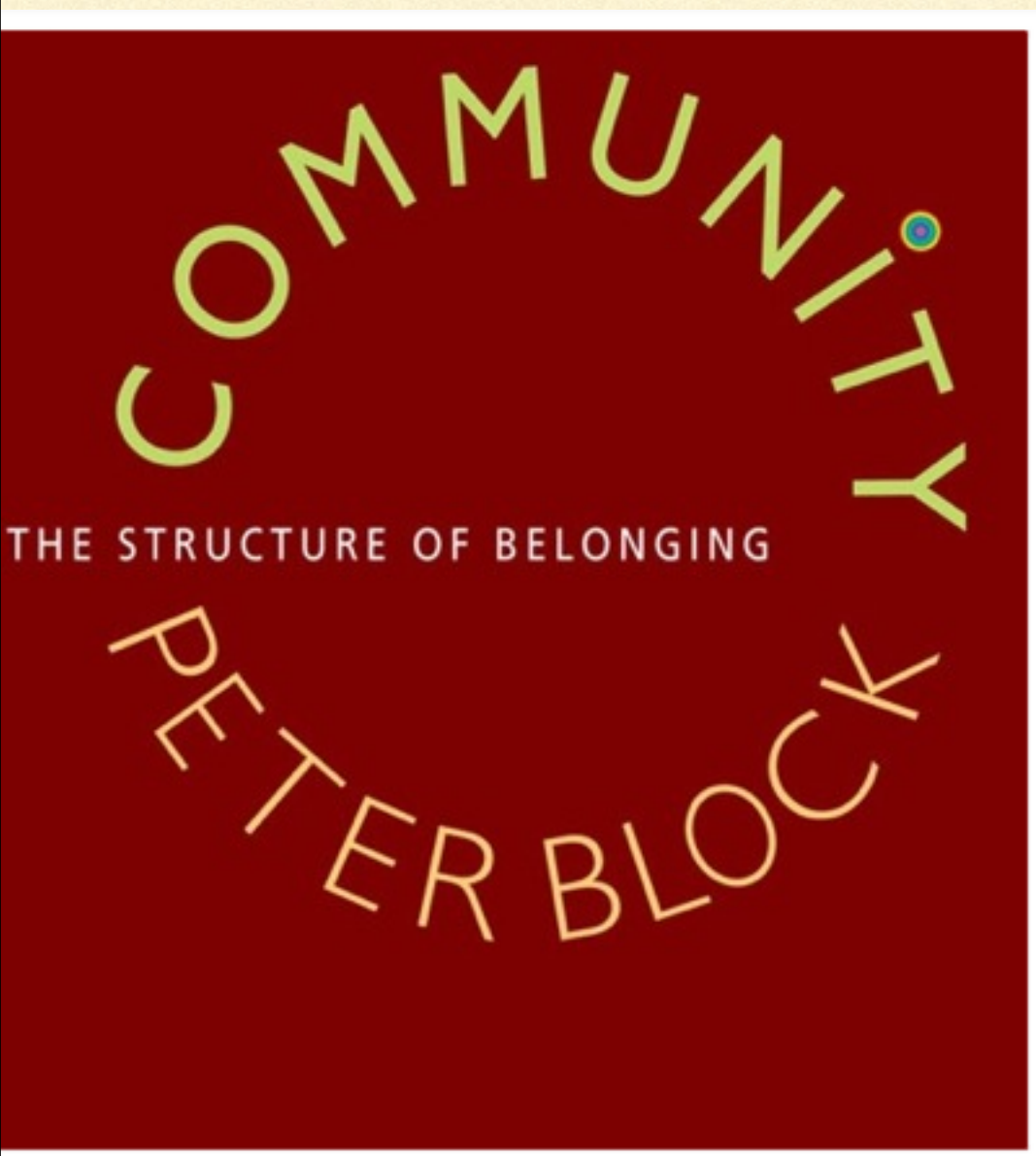
- Minimize recruitment to tasks and offices, **maximize discernment** of gifts and callings. Live with gaps in nominations, appoint only gifted and called volunteers.
  - Eliminate bulletin inserts, create information booths and trained guides.
  - Initiate Policy Governance, cultivate a visionary board.
  - Learn from peer congregations who are growing.
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# Motivation Factors

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- **achievement**
  - **recognition** (*constantly acknowledge contributions people make*)
  - **work itself**
  - **responsibility**
  - **advancement**
  - **personal growth**
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“When you discover your mission, you will feel its demand. It will fill you with enthusiasm and a burning desire to get to work on it.” —Clement Stone

We are not defined by deficiencies or what is missing. We are defined by what is present. —Appreciative Inquiry

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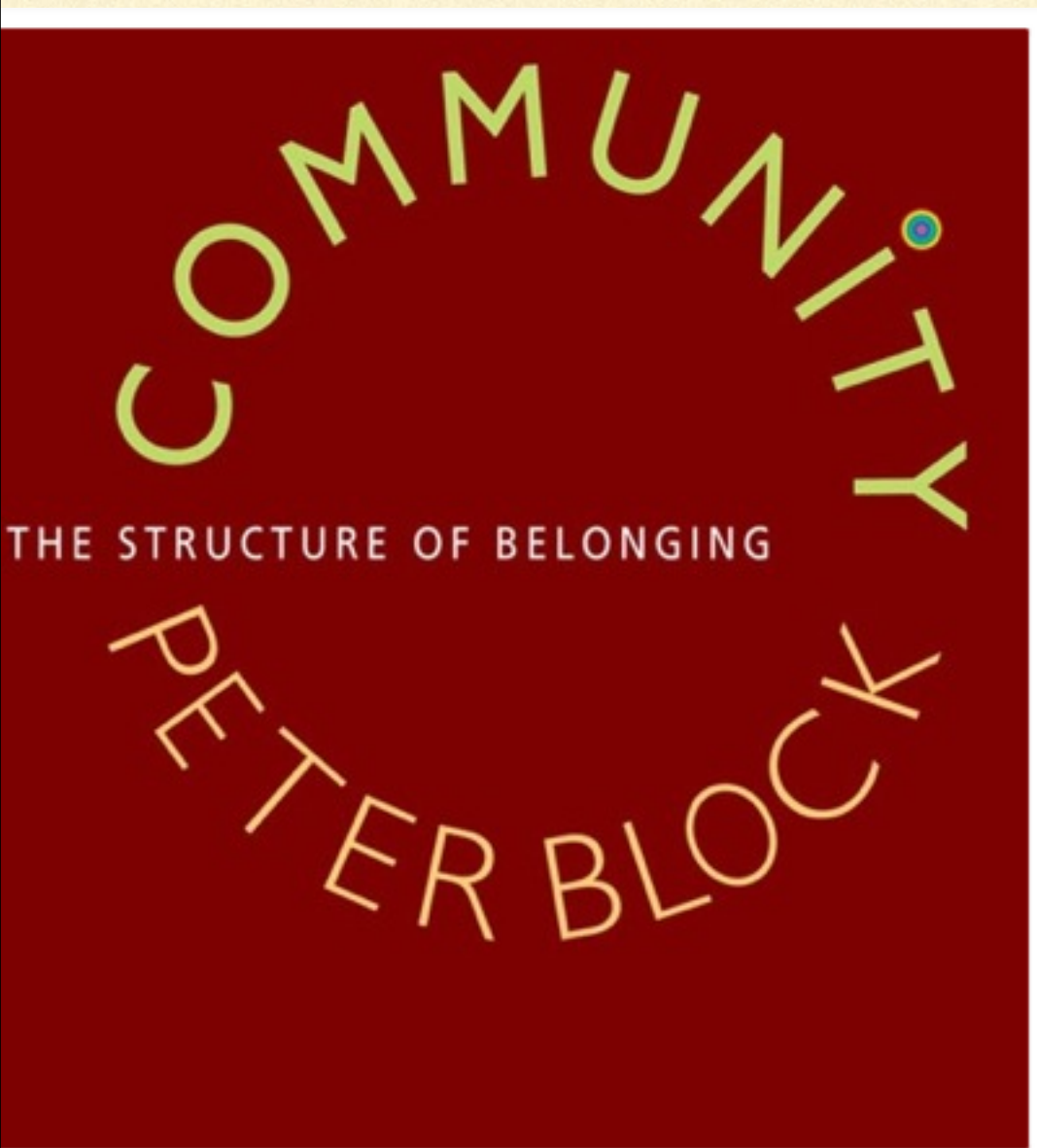


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## Weak Questions

(maintain dominance of questioner, who already knows the “right” answer to the simple question being asked.)

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- How do we get people to serve on the board?
  - How do we get people to accept the move to two services?
  - How do we get people to give more money?
  - How do we get people to attend annual meetings?
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## Strong Questions

*(People are not a problem to be solved, but a mystery from which ever-greater truth and growth can emerge.)*

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- What **gifts** do you hold that you are willing to bring to this congregation?
  - What are you willing to **give up** to move forward?
  - What is the **commitment** that you bring to this congregation?
  - How **valuable** do we want your involvement with this congregation to be?
  - What do you **risk** by becoming a member of this congregation?  
(Anything of value comes with a cost)
  - What are you called to do as a member of this congregation as a UU?
  - What gift(s) do you feel led to share with other members of this congregation?
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# Strategies for Recruiting

(Mark Bernstein, CERG:

“Beyond Contentment: Motivating Members to Do More”)

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- Test the waters with a asking for a **one-time commitment**. Low-pressure environment: test-drive with no strings attached, no pressure to join the team. If they like it, they can come back.
  - Make sure congregation knows that **volunteers are needed**. (Name what you would do if you had more volunteers.) Advertise areas that need more volunteers. Start a “**Connection Desk**,” where people can go to find out ways to get involved. Mention in every service.
  - Empower members to do their own recruitment. Recruit **mini-recruiters**.
  - Write and share **job descriptions** (clear that signing up for something specific and doable)
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## Strategies for Recruiting

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- Ask people to take on **tasks**, not to serve on committees.
  - Set **term limits** on tenure in which any one person can service on any given committee and perhaps have committee heads elected by the congregation.
  - If you request that someone take on a leadership role, offer a **system of support**.
  - **Acknowledge efforts** of volunteers with mentions in at worship, in the newsletter, order of service, and celebratory events.
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# Four Vital Discernment Questions

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- What is your **passion**?
  - What are your **gifts** (*born with*)?
  - What are your **talents** (*developed*)?
  - What would you be willing to **teach** at least one other person?
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# GINE Rule

## (“Good Idea No Energy”)

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Don't move forward until “x” number willing to invest time — not just because one person suggests it (*and may not even have energy themselves for acting on idea*)

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- Go through the current UUCF **Directory**
- **Email** names to Carl of potential leaders at UUCF who seem ready to grow, have renewed energy, or are looking for new challenge.



- [Workshop 1: Leadership Journey](#)
- [Workshop 2: Unitarian Universalist Journey](#)
- [Workshop 3: Power And Authority](#)
- [Workshop 4: Turning Points And Moments Of Grace](#)
- [Workshop 5: Fated To Be Free](#)
- [Workshop 6: Caring For Ourselves And Each Other](#)
- [Workshop 7: Integrity](#)
- [Workshop 8: Imagination And Creativity](#)
- [Workshop 9: Facing Danger](#)
- [Workshop 10: Understanding Systems In Your Congregation](#)
- [Workshop 11: Keeping Distress Productive](#)
- [Workshop 12: Adaptive Leadership](#)

- Leadership Development is the ongoing work of **years**, not month.
- <https://www.uua.org/re/tapestry/adults/harvest/>



# “Check-out”

(30 seconds or less uninterrupted)

## Serving with Grace

Lay Leadership as a Spiritual Practice



ERIK WALKER WIKSTROM

- How the meeting felt?
- What resonated with you most?
- What you are most excited about?
- What you will be doing or taking with you?
- What we might want to take into consideration for future meetings?