



## Leadership Development Team Process for Selecting Candidates for the Ballot

The Leadership Development Team (LDT) follows a careful process of seeking recommendations, recruiting, and vetting before placing names on the ballot for Board of Trustees or for the Leadership Development Team.

### Seeking Recommendations

1. Solicit recommendations from:
  - a. Staff
  - b. Program leaders
  - c. Board members
  - d. Members of the Congregation via the recommendation form on the LDT page of the UUAA website
2. Brainstorm names of known and trusted lay leaders
3. Review all names submitted and seek endorsements

### Selecting Potential Candidates

1. Considerations for Selection:
  - a. Commitment to the vision and goals of the Congregation
  - b. Established record of leadership within the Congregation
  - c. Commitment to the welfare of the Congregation as a whole
  - d. Evidence of collaboration and ability to work well with others
  - e. Diversity profile and the specific skills and talents needed
2. Choosing potential candidates:
  - a. Compile all submissions
  - b. Brainstorm possible additions
  - c. Review all potential candidates against the selection criteria

### Recruiting Process

1. Call selected members who were recommended and assess their interest in serving.
2. Confirm the willingness to serve from persons to be placed on the ballot.
3. Submit the final list to the Board of Trustees for posting six weeks prior to the Congregational Meeting in June.

**Summary:** The Leadership Development Team strives to make the selection of candidates as open and accessible as possible, while assuring that candidates nominated meet all the selection criteria and will work toward the mission and goals of the Unitarian Universalist Congregation of Ann Arbor and to advance the beloved community.