

**All Souls Church Unitarian  
2017 Annual Report  
of the Leadership Development Nominating Committee  
to the Congregation**

The Leadership Development Nominating Committee (LDNC) pursues two core goals:

- 1) Present a slate of candidates for the ASC Board of Trustees and Officer positions that reflects and honors the beloved community.

At the beginning of each year the LDNC reviews the Trustee and Officer positions that will be vacant in the following year, and consults with the current board on needed skills, experience, and diversity in order for the Board to fulfill its own goals and provide strong, committed, diverse, and talented leadership for our church. The LDNC follows established protocols as described in ASC's By-Laws, and develops and implements a year-long action plan to identify, recruit, interview and nominate candidates to present at the Annual Meeting each December. The LDNC presents a slate of candidates who are nominated as a group to fill the vacant positions.

- 2) Identify and develop a diverse group of leaders in the congregation to strengthen shared ministry and lay leadership at ASC.

Building on the expanded charge since 2014 of the LDNC, members of the committee work with the Church Council to offer a unique Leadership Development Course for All Souls congregants and members: Leadership for a New Era. This course is one way in which the LDNC works to build an "intentional" leadership culture to help ASC attain its goals and support spiritual growth, community, service, and prophetic action. Through this course and other leadership development opportunities still in formation, All Souls has begun to set clear expectations for leadership.

The 2017 roster of LDNC members includes:

Jennifer Ambrose	Sophia Fisher	Kathy Mulvey
Jennifer Bolick	Tom Fox	Kerry Reichs
Victor Branham	Will Hayes	Mary Topolinski
Jennifer DuMond	Mark Matthews	Charles Wooldridge

## Candidates for Board of Trustees (Three positions)

The LDNC is proud to present the following slate of candidates for the three vacant positions of the Board of Trustees (in alphabetical order):

### Robert Jayes (3-year term)

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I have been a member of All Souls Church since 2011. My wife Ginny Callanen, also a church member, has been a good role model for my service to the church with her 20 years of community service in DC Public Schools. Our eldest son Mike is a Senior Labor Organizer for Unite Here in New Orleans, and our younger son Arin (also an All Souls Member), is a case manager for Community Connections in DC.

I have sung tenor in the Jubilee Singers for the last 3 years, and have had the privilege to be their President for the last 2. I served on the

Right Relations Committee for the last year.

In my professional life, I am a geriatrician and palliative medicine specialist on the full time faculty at George Washington University. As part of this work I run a 350-patient academic house call practice for the frail elderly in NW DC, and am the medical director of a local hospice. I also volunteer with Physician's for Human Rights, examining victims of mistreatment and torture.

I am honored to have the opportunity to serve the church as a board member. All Souls has provided my family with a spiritual home after years of searching. I hope to preserve the physical integrity of our church buildings, support the peaceful relations within our growing congregation, and to help further the local and national leadership of All Souls in promoting social justice.

### John Schuettinger (3-year term)

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John Schuettinger has been a member of the church for 11 years, and a resident of Washington DC for 16. His past service to the church includes the auction, the 2008 All Souls Inaugural Ball, making lunches (once for the ambassador of Japan!), working on the archives, and staffing the caring table. John has also volunteered for a women's shelter, at a men's shelter, for his local civic improvement non-profit, and provided logistical support to several peaceful protests.

In his professional life, John has spent the last 14 years working at the US Department of Labor, where he has worked with myriad workforce training programs including youth training, older worker training, trade impacted worker training, as well as guest worker programs, and veterans' unemployment; he currently works as a Legislative Analyst in the office of unemployment insurance.

John is also the proud father of two rambunctious boys and an Eagle Scout. His boyhood hero was Ted Williams, but his adulthood hero is Mr. Fred Rogers.

### **Esther Strongman (3-year term)**

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Having sung with the Jubilee Singers since 1977 and joined the church in 1979, I have been a witness to and observer of more than 40 years of All Souls Church history. I was married to my husband John in December 1981 by Reverend David Eaton and our two children, SaraEllen and Alex, grew up in the church's RE program.

In 2007, I retired from Prince George's County's Office of Human Resource Management, where I had the responsibility for the recruitment, testing, and background investigation of 6000 County employees. Before taking on that position, I served as the director of personnel for the 1700-member county police department. As a long-time church member, I look forward to contributing my 20 years' experience in personnel administration to support the Board and the Executive Team in any way that they would find useful. Between 2008 and the end of 2016, I also served as All Souls' wedding coordinator, booking, scheduling and staffing close to 150 church weddings and receptions.

I hold a bachelor's degree in Spanish from Lycoming College (Williamsport, PA), certifications in translation from Georgetown University, and a master's degree in public administration from George Washington University. I have been a member of the Advisory Board for the Trachtenburg School of Public Policy and Public Administration, George Washington University since 2003, and currently serve as the chair of its diversity and inclusion committee.

## Officers of the Board

The LDNC is please to recommend the following slate of candidates for the vacant officer positions of the Board of Trustees:

### ***Co-Moderators: Brenda Barron and Paree Roper***

*The committee recognizes it is unconventional to nominate for two moderators to share the duties, but after careful vetting believe this is the right move for the church at this time. A change in the by-laws may need to be discussed and raised.*



Brenda Barron has been a member of All Souls since 2003 and has served the church in a variety of ways. Her first leadership roles were with the Social Justice ministries starting in 2003 as co-chair of the Washington Interfaith Network and most recently in 2017 as one of three lay leaders to develop the Sanctuary Congregation team. She has served in broader leadership roles on the Nominating Committee, Generosity Committee, Church Council, and Internship Committee.

Brenda enjoys volunteering every year at the Mothers Day Plant Sale.

After teaching RE to 3-5 graders 10 years ago, she finds abundant joy and spiritual fulfilment teaching RE with the 2<sup>nd</sup> and 3<sup>rd</sup> Grade class this year.

Brenda has spent her professional life organizing with progressive organizations on a range of issue and election campaigns. She brings over 20 years of volunteer recruitment, leadership development, meeting planning and facilitation, and strategic planning and implementation experience. She enjoys most the opportunities in her work to support the growth and development of new leadership.

Brenda is excited for the opportunity to serve as Co-Moderator for All Souls Church and give back to the community that has given so much to her.



Paree Lamonte Roper is a native of East Chicago, IN, has been a UU since 1986. He was raised in the African Methodist Episcopal Zion Church (AME Zion), but also spent several years at the Metropolitan Community Church of Wichita, KS where he served on the church board.

He became a UU while going through an intense period of questioning his faith and not knowing exactly what he believed. During one of those questioning sessions, a friend casually stated “given all the questions you are asking, you sound like a Unitarian. Check them out.” That led to an exploration of the local church in Wichita. After attending a few services, he liked what he saw, moved to Dallas and became a member of the First Unitarian Church of Dallas. While there, he sang in the choir and served as president of the church’s Lesbian-Gay UU group for a year.

The next move was to East Lansing, MI where he joined the UU congregation in that city and sang in the choir. He then came to Washington and has been a part of the All Souls family for 25 years, serving as worship associate, covenant group member, Committee on Ministry member and (of course) choir member.

In his professional life, Pree has worked in the Engineering Department of the Union Pacific Railroad, has been a safety officer for a major suburb of Dallas and has served as a risk manager for several school board associations. He has also taught railway safety for the Washington Metropolitan Area Transit Authority. Pree currently works for the Foundation for Advanced Education in the Sciences and helps run their book store and gift shop, located at the National Institutes of Health.

As co-moderator, Pree would bring skills from his risk management background to the position. These skills would include the ability to get people to see the “big picture” as well as helping them to focus on the task at hand. He brings compassion with that business side that allows him to listen and be present in the moment.

Pree truly enjoys many things-All Souls being one of them. He also enjoys singing (in the All Souls Choir and the Washington Master Chorale-by the way, he also plays trombone), travel, photography, time and meals with his fiancé, Martin and trains! Fast trains in particular!

#### ***Secretary: Fran Jackson***



My involvement with Unitarians began at All Souls Unitarian Universalist in Manhattan several decades ago. I was a co-teacher in the 3<sup>rd</sup>/4<sup>th</sup> grade class and active in the Women’s Reading Group. At the time I was working on Wall Street in the investment management group of PaineWebber. Then, as now, my Unitarian church was a center for nourishment of my soul and a way to give back to the community.

I recently retired from 21 years as an elementary teacher of 4<sup>th</sup> and 5<sup>th</sup> grade students at Glen Forest Elementary near Bailey’s Crossroads in Fairfax County. Most of our students lived in homes where English was the second language.

Prior experience in DC includes a brief stint on a Senate subcommittee, service in Carter’s White House Office on Women’s Issues, and staff in the education department of American Federation of State, County and Municipal Employees (AFSCME).

As described by a former Secretary of the Board, the position serves as the eyes and ears of the congregation. I would be honored to serve in that capacity.

*The following Officers are renewing their roles for a maximum of three years:*

***Assistant Secretary: Elizabeth Ashwell  
(entering 2<sup>nd</sup> year)***



***Membership Secretary: Jennifer Bruneau  
(entering 2<sup>nd</sup> year)***



***Assistant Treasurer: John Crowe  
(entering 2<sup>nd</sup> year)***



***Treasurer: John Strongman  
(entering 3<sup>rd</sup> year)***



## **LEADERSHIP DEVELOPMENT**

The fourth cohort of Leadership for a New Era came together over six course sessions between February and May 2017. The 27 participants explored leadership through an intentional process of transformative discussions and workshops. Participants drew on their experiences in the program, which will serve as a foundation for them to step confidently into leadership and action, provide mentoring to other emerging leaders, and serve as a bridge to learning with and for future leadership program cohorts.

The workshop sessions covered:

- Leadership as a Spiritual Practice
- Understanding the Governance Structure of All Souls
- Developing a Mentoring Relationship
- Building the Beloved Community
- Polarity Thinking
- Conflict Resolution
- Bringing It All Together: Reflection and Next Steps