

UUSS 2023 Leadership Survey Results

Updated October 2023

In 2022, a UUSS Leadership Development Workgroup was formed with the goal of making our recruitment and support activities better. Multiple tasks were identified for Program Council, the Board of Trustees, the Nominating Committee and ministers in the Leadership Development Plan, including a survey of past and current church leaders. Current and past elected and non-elected leaders were anonymously surveyed in January 2023 asking questions related to knowledge of their role and responsibilities, support, satisfaction, challenges and their recommendations for future leaders

The survey received responses from 53 persons. Highlights from their responses include:

- There were numerous reasons they decided to serve. Many were asked to participate while others wanted to be part of and contribute to the church community, to promote the church's mission and values, and/or they were drawn to activities they cared about.
- Seventy percent have served in multiple leadership roles.
- The great majority of people who responded to the leadership survey had a good idea of the role they were taking on and had a mentor to help them. Some volunteers did not know the scope of the job when they started it, and found it was more responsibility than they anticipated.
- Almost all volunteers feel appreciated.
- Most respondents said their volunteer role has enriched their personal, spiritual, and/or professional lives through meeting and connecting with new people, making friends, and learning new professional and technical skills.
- Many reported that working in a leadership role in a group at UUSS has helped them learn more about the dynamics of working in a group – seeing diverse leadership styles, learning how to resolve conflicts, learning how to give critical feedback kindly. Many have enjoyed getting a better understanding of how the church works and working toward a shared goal.
- Volunteers praised the staff, as well as the ministers and other group members as being very helpful.

- Many gave suggestions for tools and ways to help leaders in their various roles and advice for someone who is considering a leadership role at UUSS. Some suggested leadership training in areas such as handling group dynamics and conflicts, different leadership styles, and information technology training (e.g., Zoom, Google drive, email groups).
- Here are some specific suggestions from the survey (responses to “What Advice Would You Give a Person Considering a UUSS Leadership Role?”):
 - SIT IN ON A FEW MEETINGS. ASK QUESTIONS
 - GAIN AN UNDERSTANDING OF WHAT THE ROLE ENTAILS
 - UNDERSTAND THE TIME COMMITMENT OF NEW JOB
 - HAVE ADVICE FROM MENTORS AND MINISTERS
 - HAVE SOME KNOWLEDGE ABOUT CHURCH GOVERNANCE
 - BE WILLING TO LISTEN. RESPECT THE OPINIONS OF OTHERS
 - ASK FOR HELP. MINISTERS, STAFF AND MEMBERS ARE GLAD TO HELP
 - GO FOR IT
 - SHARE YOUR GIFTS! IT WILL BRING YOU JOY!

Program Council appreciates everyone who helped create and who participated in the survey. The information gleaned will help us to develop and support UUSS leaders in the future!