

Bylaws Compliance

A quick check of CVUUF bylaws shows one area in which we are significantly out of compliance: the current board has not appointed a Leadership Development Committee. There should have been a comprehensive bylaws review last year; I don't know why the LDC requirement wasn't removed then. It can be removed next year (bylaws reviews happen routinely in even-numbered years) or we can call a special Fellowship meeting to try to get it deleted now (perhaps after the general meeting Feb 22?).

LDC has not existed for a couple of years at least and should never have gone into the bylaws to begin with; it is merely a board-appointed committee. But it's there, because once upon a time it was somebody's pet project and enough other people agreed that leadership development sounds really important. It's understandable how these things happen; lots of folks (myself included) were not born knowing the fundamental truth that nobody's pet project should be added to the bylaws. But, again, it is there.

Fortunately, it's there in an extremely vague way that's almost totally at the board's discretion. Here's the relevant article (XI):

"The Leadership Development Committee shall be comprised of that number of Members as the Board shall appoint from time to time. The Board shall determine the length of service for the Leadership Development Committee members and the terms of service may be staggered. The purpose of the Leadership Development Committee shall be to support the development of the leadership capacity of the Fellowship. The Leadership Development Committee shall report to the Board."

Rather than amending the bylaws right now, I suggest we get into compliance immediately by designating Jeff Goldstein (or someone on his volunteers committee) and Susan Dixon (currently ADR) as our LDC until July 2010, and ask them to work on recruiting volunteers to attend PSWD and UUA assemblies and/or leadership trainings. Personally I favor the theory that people who step up to do work that needs to be done are often good candidates for leadership roles. I also like the idea of a standing group looking out for ways to bring leaders forward. Even if we remove LDC from the bylaws, which I certainly hope we do, it can be continued indefinitely as a normal board-appointed committee and other members can be added.

I don't think it's within our discretion to have an LDC with zero members, but that's arguable. The bylaws do require us to have an LDC, in article VIII, section 1:

"The leadership of the Fellowship shall be comprised of a Board of Trustees, a Council of Directors (as described in Article X and referred to herein as the "Council"), a Leadership Development Committee and a Nominating Committee."

And of course, once we appoint an LDC, we should take immediate steps (email announcement and newsletter article, plus mention in the President's report at the Fellowship meeting) to let people know who it is and what it's supposed to do. This doesn't have to be something we make a big deal out of, for example:

“Jeff Goldstein and Susan Dixon have been appointed as the CVUUF Leadership Development Committee. They will work toward recruiting people who are already volunteering time and talent for the Fellowship to take advantage of District and National leadership training opportunities, including General Assembly workshops. If you are interested in doing more for the Fellowship, or want to recommend someone else to the LDC’s attention, please contact Jeff or Susan.”