

# Leadership Development at East Shore

## Learning through Doing

If you're interested in developing your personal skills and/or potentially becoming a future leader at East Shore, there are many opportunities to learn through doing. By getting involved with various teams and committees, you'll have an opportunity to make a difference in areas you care about. At the same time, you'll learn more about:

- how the church functions, policies, procedures, culture, staff roles etc
- who the members of this congregation are, their skills and interests, and their lives

These skills are invaluable to being an effective leader at East Shore.

Plus you'll have opportunities to practice a wide range of skills, including:

- organizing events,
- creative or artistic skills,
- public speaking,
- teaching children or adults,
- relationship building,
- collaboration and mediation,
- volunteer management

## Independent Learning

Another way to develop your skills at East Shore is by reading books and taking various training courses in areas that interest you. Here are some that members have taken and recommend. These resources are always changing as new courses are developed, so we recommend thoroughly looking through the UUA Leaderlab and UUInstitute training pages to see what is currently available.

1. Non-Violent Communication training – recommended, if not already experienced in this
  - a. Pam Orbach classes through the Center for Restorative Justice
    - i. <https://centerforrestorativesolutionsseattle.com/home>
    - ii. Several in-person courses available, \$400 (sliding scale available)
  - b. Nonviolent communication book by Marshall Rosenberg
    - i. Useful for theory, but harder to put into practice
    - ii. Some YouTube videos available
    - iii. *Say What You Mean: A Mindful Approach to Nonviolent Communication* by Oren Jay Sofer
  - c. KCLS Art of Listening classes:  
<https://kcls.bibliocommons.com/events/6556552eb036662f00807e21>
  - d. Bellevue Conflict Resolution Center:  
<https://bellevuewa.gov/city-government/departments/community-development/conflict-assistance/volunteer-opportunities>

2. On Repentance and Repair – book by Danya Ruttenberg. Interviews with author are also available online.
3. Calling In vs Calling Out – Loretta Ross training:
  - a. TED talk: [https://www.youtube.com/watch?v=xw\\_720iODss](https://www.youtube.com/watch?v=xw_720iODss)
  - b. Calling In online courses: <https://lorettajross.com/callingin-descriptions>
4. Anti-Racism training:
  - a. UU Beloved Conversations: Within  
<https://www.meadville.edu/light/fahs-collaborative/beloved-conversations/>
  - b. Anti-Racism training (First Unitarian Portland):  
<https://docs.google.com/forms/d/e/1FAIpQLSdCqQHDz6YONZo6uBVJYOzJsTJcLiCM2hhdbWPCTZpjP-cOoA/viewform>
5. UU Institute Tending Covenant program – mandatory for Right Relations team members, best taken with other team members who can discuss it together. Cost \$30 per person. Available online anytime. 9 modules.  
<https://uuinstitute.org/product/tedningcovenant-330/>

Many more general UU training programs, for individuals and for leadership development, are available online.

1. Core Leadership Training: <https://www.uua.org/leaderlab/core-leadership-courses>  
Every leader needs basic skills such as healthy communication, systems thinking, spiritual grounding and an understanding of the dynamics of conflict. Each of these trainings go deeper and deeper to help develop these skills.
2. Leadership Training by Congregational Role: <https://www.uua.org/leaderlab/training-role>  
UU Institute - for paid classes - <https://uuinstitute.org/>

Online training and resources are available for every role, such as:

- Board member
- Treasurer/Finance management
- Personnel Committee training
- Small Group Ministry facilitation
- Lay Pastoral care training
- Membership committee training
- Right Relations training
- Youth Ministry training