

Inclusive Leadership Development

Progress Report to Permanent Board and Coordinating & Advisory

By: Nia Thomas

Mid-November 2019

The purposes of these brief periodic reports are:

- 1. To update members of Permanent Board and Coordinating & Advisory on some of the ways we are living into our vision of Inclusive Leadership Development including the recommendations from the Clerking Structures and Practices Working Group report*
- 2. To keep questions, invitations, and challenges related to this work in focus for us all*

Leadership Development efforts moving forward since the last report:

- Following my presentation to Permanent Board and Ministry & Counsel about the need for a Working Group to Examine NEYM's Support for Ministry and Spiritual Life, those bodies reflected some of what's needed from that working group and Coordinating & Advisory has begun the work of establishing the group. Once that group has been formed, I will orient them to the work before them and its relationship to inclusive leadership.
- I met with Coordinating & Advisory to review how the Purposes & Procedures review process relates to our vision of inclusive leadership and to discuss in greater detail how C&A can live into the Sessions minute affirming their role in that process.
- I've continued conversations with clerk of Internal Nominating to get a better sense of how that committee currently functions and why.
- I worked with the Office Manager, Events Coordinator, Presiding Clerk, and Yearly Meeting Secretary to revise the tone and content of the committee clerk's orientation to increase the focus on cross-yearly meeting teamwork and leadership development. Initial feedback on the revised orientation has been quite positive.
- In my work on the new website, one focus has been improving the content and visibility of materials aimed at supporting those serving in various roles including recording clerks.
- With the Office Manager, Yearly Meeting Secretary, and Emily Provance (who is working via contract) we are creating resources to support more Friends in contributing effectively to NEYM's communication channels. (For example: a guide on writing for the NEYM newsletter). This is one way we can explicitly teach a much needed skill rather than relying on Friends who already have the writing skills we seek.
- I am participating in on-going conversation with other staff and Living Faith Committee to establish a realistic timeline for staff-volunteer partnership for those events.
- As of writing this, I am drafting a proposal to share with C&A for how NEYM might adopt the practice of exit interviews for out-going leaders (clerks, committee clerks, treasurer).

Reminders for us all:

- *Whose leadership are you nurturing? Whose leadership potential might you be overlooking?*
- *How are you encouraging a culture of mentorship?*
- *What leadership practices are you modeling?*

