



September 18, 2017

Greetings to UWM's Regional Boards,

I am writing on behalf of the Leadership Development and Recruitment Team (LRDT). Our role is to find qualified nominees willing to serve on the Board of Trustees of Unity Worldwide Ministries (UWM) OR the Leadership Development and Recruitment Team (LRDT).

UWM Board and LRDT members may be ministers, licensed teachers, or lay leaders. An increased interest in the lay leadership population has resulted in four lay leaders on the Board. Representation of international candidates and our African American communities is lacking. The Board also recognizes two future needs. One is website design skills/technology marketing skills. The other is Spanish speaking because of the growing impact and membership of Spanish speaking people and ministries in the US and worldwide.

Though not representational geographically or by special interest groups, the best qualified Board model encourages diversity through a variety of characteristics and abilities. For our purposes this includes spiritual consciousness, leadership experience, and commitment to Unity, as well as race, gender, and nationality.

The desire to move from a representative Board to a "best qualified", skill-based Board is grounded in the following:

- A board open to ministers, licensed Unity teachers, and laity - people interested in the Unity movement - not just a regional focus.
- Diversity, functional leadership and interpersonal skills.
- Shared responsibility for all stakeholders to identify potential board trustees.
- The growth of the Unity movement will require trustees to perform in new ways that generate high levels of interest, demand broad participation and widespread support.

Some of the qualities and characteristics used in determining best qualified for either the UWM Board or the LRDT are:

- Sufficient time in a Unity Ministry, as specified in the UWM Policy Manual
- Technology competency
- A passionate visionary
- Specialized in a particular area [i.e.: financial, technology, etc.]
- Regional support and involvement
- Broader world view
- Empowers all stakeholders
- Clear understanding of financial structure in relationship to Unity principles

- Understanding what our product is [what services do we provide]
- Powerful listening skills
- Accountability
- Competency tied to goal areas
- Ability to commit to an ongoing engagement of Board responsibilities
- Ability to capture the vision
- Ability to explain, expand, and teach principle of tithing
- Ability to drive programs that meet the stakeholders needs
- Commitment to confidentiality on any sensitive topic (e.g. personnel, minister/ministry situation)

In 2018 three Board members terms are completed: Beth English, lay person; Tim Alderman, lay person; and Rev Sharon Ketchum. Both Beth and Sharon are eligible for re-election and are interested in again being a candidate. For LRDT three positions are open - two Unity ministers and one lay person.

You in the field know individuals who would be excellent candidates that the LRDT members might not know. Please share this letter by email with your Regional Board members. Former regional officers are excellent candidates. Suggestions by individuals for potential candidates are welcomed by LRDT during the month of October and accepted no later than November 15, 2017. Include the nominee's information briefly stating their gifts and skills, and their resume, if available, to the LRDT Chair, Anna Andes, LUT, at annaandes@comcast.net. Your suggestions will be thoroughly vetted as we select the best candidates for the future of UWM. The LRDT selection must be completed and presented to the UWM Board by February 15, 2018 so your prompt attention to this is greatly appreciated.

Thank you for your support and continued vision for Unity.

Anna Andes

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