

UUCLC Foundation of Faithful Leadership Formation

To meet the needs of today's congregational leaders, the Unitarian Universalist Association (UUA) offers a model that identifies twelve areas where leaders and future leaders might learn and grow ([Model Image](#)). Each of the twelve areas falls into one of three categories: Self, Sensibilities, and Skills. The leadership development resources on the UUA website are organized around this model. To view these resources, please visit <http://www.uua.org/leadership> or any of the links below:

Self

[Embodying UU "DNA"](#)

[Mission-Focused](#)

[Spiritually Grounded](#)

[Emotional Intelligence](#)

Sensibilities

[Contextual Sensibility](#)

[Multicultural Sensibility](#)

[Generational Sensibility](#)

[Systems Sensibility](#)

Skills

[Skills to Grow Other Leaders](#)

[Conflict Skills](#)

[Communication Skills](#)

[Management Skills](#)

The Unitarian Universalist Church of Las Cruces (UUCLC), New Mexico has adopted this UUA 12-Part Foundation of Faithful Leadership Formation (UUA, 2017) to assist congregational leaders and future leaders to develop their leadership skills and abilities.

The Self, Sensibilities, and Skills surveys that follow this page can be used to guide members in assessing their leadership skills. They include the links listed above which take members to UUA learning resources that support self-directed or group study and mentoring programs to meet the leadership development needs of our congregation. These resources include books, videos, web articles, podcasts, on-demand webinars, and links to other websites.

For more convenient access to this "UUCLC Foundation of Faithful Leadership Formation" tool, please save it on your desktop.

References

Unitarian Universalist Association (2017). Harvest the power: Developing lay leadership. Retrieved from: <http://www.uua.org/re/tapestry/adults/harvest>

Unitarian Universalist Association (2017). Leadership development. Retrieved from: <http://www.uua.org/leadership>

Leadership Self-Assessment: Self

Because we are looking at Leadership Development as a kind of faith formation, we want each leader to develop self-awareness and find ways to cultivate and improve their full, authentic selves, especially in ways that make them better leaders. Based on the bulleted examples under each component, indicate the level you feel you are at currently. Click on any of the links to view the UUA learning materials for that component.

1-Beginning Level (just starting to learn about this area)

2-Functional Level (some knowledge in this area, but still lots more to learn)

3-Mastery Level (strong knowledge in this area, but not yet applying most of its principles)

4-Impact Level (strong knowledge in this area and applying most to all of its principles in my leadership)

Embodying UU “DNA” 1 Beginning Level 2 Functional Level 3 Mastery Level 4 Impact Level

- Developing and embodying faithfulness to core UU values and theology.
- Knowing UU history and traditions.
- **Link:** [Embodying UU "DNA"](#)

Mission-Focused 1 Beginning Level 2 Functional Level 3 Mastery Level 4 Impact Level

- Purpose-driven leadership.
- Having a clear sense of the mission of the congregation and keeping the congregation focused on that mission.
- Having a clear sense of one’s own mission or call.
- **Link:** [Mission-Focused](#)

Spiritually Grounded 1 Beginning Level 2 Functional Level 3 Mastery Level 4 Impact Level

- A clear, positive understanding and personal practice of one’s own faith in our liberal religious tradition.
- Being able to “translate” and not be reactive to the language, beliefs or practices of other faith traditions.
- Being able to access one’s “core” or “center” and connect it to their understanding of the transcendent (e.g. God/Goddess, Holy Spirit, Ground of All Being, the Universe etc.).
- **Link:** [Spiritually Grounded](#)

Emotional Intelligence 1 Beginning Level 2 Functional Level 3 Mastery Level 4 Impact Level

- Forbearance, e.g. having self-control, especially when provoked.
- Presence and functioning, i.e. a high level of self-awareness with an alignment between body and mind.
- Knowing and taking responsibility for one’s own functioning in the system.
- Modeling humility when a mistake is made.
- Modeling grace when another makes a mistake.
- Being aware of what one’s emotional triggers are.
- **Link:** [Emotional Intelligence](#)

Leadership Self-Assessment: Sensibilities

Sensibilities are lenses that our leaders can develop in order to get a better "balcony view" of the situations in which they are leading and the people that they are working with. Based on the bulleted examples under each component, indicate the level you feel you are at currently. Click on any of the links to view the UUA learning materials for that component.

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Contextual Sensibility 1 Beginning Level 2 Functional Level 3 Mastery Level 4 Impact Level

- Understand what is happening in the world around us.
- Understand how changes in society and demographics impact our congregation, e.g., in today's world each congregation has to make a case for itself to a skeptical public.
- Developing strategies on how the congregation should use the Internet, social media and other new technologies.
- **Link:** [Contextual Sensibility](#)

Multicultural Sensibility 1 Beginning Level 2 Functional Level 3 Mastery Level 4 Impact Level

- Understanding how race and privilege operate in our lives and institutions.
- Actively working to dismantle racism.
- Understanding how culture affects beliefs, values and mental models; having strategies to bridge them.
- **Link:** [Multicultural Sensibility](#)

Generational Sensibility 1 Beginning Level 2 Functional Level 3 Mastery Level 4 Impact Level

- Understanding that along with life-stage differences, there are differences in generations based on the societal shifts they experience during their different life stages.
- Understanding that different generations have different attitudes and values in congregational life.
- Paying attention to how other communities are engaging with different generations.
- **Link:** [Generational Sensibility](#)

Systems Sensibility 1 Beginning Level 2 Functional Level 3 Mastery Level 4 Impact Level

- The ability to understand that we are all interconnected and interrelated.
- Understanding that a change in one part can have an effect on the other parts, even if we can't see direct causation.
- Developing the practice and skill of looking at systems as a whole.
- Understanding the idea of mental models and how we can challenge our own.
- **Link:** [Systems Sensibility](#)

Leadership Self-Assessment: Skills

Skills are competencies that can be developed through a combination of study and practice. These can be learned through reading, workshops, classes, webinars and "on the job." Based on the bulleted examples under each component, indicate the level you feel you are at currently. Click on any of the links to view the UUA learning materials for that component.

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Skills to Grow Other Leaders 1 Beginning Level 2 Functional Level 3 Mastery Level 4 Impact Level

- A generosity of spirit and collegiality in identifying and mentoring potential leaders.
- A commitment to shared ministry.
- Identifying and developing training experiences.
- Supporting the development and participation of new leaders.
- **Link:** [Skills to Grow Other Leaders](#)

Conflict Skills 1 Beginning Level 2 Functional Level 3 Mastery Level 4 Impact Level

- Understanding the dynamics of change and being able to engage in change strategies.
- Being able to identify technical vs. adaptive challenges and respond accordingly.
- Understanding the difference between unhealthy and creative conflict.
- Being able to diffuse unhealthy conflict.
- Being able to be present to and engage in healthy conflict.
- **Link:** [Conflict Skills](#)

Communications Skills 1 Beginning Level 2 Functional Level 3 Mastery Level 4 Impact Level

- Understanding different styles of giving and receiving information.
- Being able to communicate across different communication styles.
- Developing the ability to listen deeply.
- Learning how to speak in ways in alignment with your faith.
- **Link:** [Communication Skills](#)

Management Skills 1 Beginning Level 2 Functional Level 3 Mastery Level 4 Impact Level

- Basic skills to keep the congregation running smoothly and effectively.
- Understanding the fiscal responsibilities of leadership.
- Strong understanding of governance.
- **Link:** [Management Skills](#)