

DRAFT Moderator Job Description 4-2019

The Moderator(s) are the Chief Governance Officer(s) of the UUA, chair(s) of the Board of Trustees, and Presiding Officer(s) at General Assemblies. They will serve the remaining 5 years of a single six-term starting at the close of General Assembly 2020 (the term was to begin in 2019 but due to no candidates for the position, the UUA Board will appoint The Moderator(s) to serve until a special election can be held at the 2020 General Assembly. The following are critical for a successful Moderator:

- Knowledge of, love for, and commitment to Unitarian Universalism and our Ideals, History, Polity, Organizations, Interest Groups, Board of Trustees responsibilities and processes, and especially our Bylaws.
- Strong skill set with countering systems of oppression and cultural marginalization, leading with intercultural fluency and humility. Worked or lived experience with communities of color, indigenous peoples, and other communities affected by systems of oppression is of particular value.
- An understanding of multiple forms of decision making, including Consensus and Robert's Rules of Order, with an awareness of when each is appropriate as well as when to seek counsel from the Parliamentarian. A commitment to working with Robert's Rules of Order in counter-oppressive ways.

The following are important for a successful Moderator:

- Experience with similar leadership positions, such as being the chair of the Board of Trustees for a non-profit or large and dynamic congregation, including policy-based governance, modified policy governance or related systems
- An understanding of the role of the Board in UUA finance and fundraising
- Leadership skills, including proficiency with agenda planning, presentations, discussion leading and meeting facilitation, communication (including public speaking), articulation of decision-making processes, inclusion of marginalized voices etc.
- Strong organizational skills and the ability to delegate
- Experience with being in the public eye

An ideal candidate will possess:

- A strong spiritual life
- Self-differentiation, being non-anxious and comfortable when navigating conflict
- Resilience, being able to acknowledge mistakes and gracefully navigate differences
- Honesty, integrity and fairness

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- A firm commitment to anti-racism; actively supporting the work of dismantling white supremacy
- Personal warmth and dynamism, with a well-developed sense of humor
- Humility (both personally and culturally) open mindedness, and adaptability
- Thoughtfulness and tactfulness, with excellent listening skills
- An understanding of systems and systems theory
- An ability to work well with others and share leadership
- An ongoing eagerness to learn
- Comfortable being bold and with others being bold