

### **DRAFT Moderator Job Description 05-09-2019**

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. The joys of serving as Moderator(s) include:

- Opportunity to serve our faith in dismantling the white supremacy culture
- opportunity to work with amazing volunteers and staff
- Privilege of consulting how we govern ourselves is in keeping with our highest values
- Joy of welcoming new UU congregations and communities
- Recognizing and bestowing milestone/awards
- Meeting and visiting UU communities, congregations, professional organizations
- Opportunity to meld our current bylaws and governance models with the need to articulate our theology
- The next moderator will participate and review of Article II, and its impact on our public/legal naming of our theology

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.
- 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

DRAFT: Not Approved by UUA Board of Trustees

- Experience with being in the public eye

The ideal candidate will possess:

- A firm commitment to anti-racism; actively supporting the work of dismantling white supremacy and an understanding of systems of oppression
- A strong spiritual life
- Ability to accept perspectives other than their own and be present to those ideas
- Resilience, humility, being able to acknowledge mistakes
- Honesty, integrity and fairness; excellent listening skills
- A commitment to collaboration and shared leadership

Demands of the Role: The role can demand 25-30 hours a week average OUTSIDE of Board (in person and zoom) and, of course, GA

Meetings:

- Regular meetings with the Administration (President and staff)
- General Assembly Planning Committee in person three times a year
- Liaisons with board committees may be shared with other Trustees; these vary between in person and length
- Flexibility to add unplanned meetings as events arise

Compensation: The Moderator is a volunteer position. However, compensation for lost income is available.