

Moderator Nominating Committee Report
for December 2017 meeting of UUA Board of Trustees

The Moderator Nominating Committee consists of: Co-chairs Caitlin Cotter Coillberg and Isabelle McCurdy, Chip Roush, Charles Du Mond and Lauren Way. Members Izzy Spriggs and Theresa Ines Soto both had to step down from the committee for personal reasons.

The Moderator Nominating Committee (or ModNomCom) has been meeting every Monday evening since the beginning of August, 2017 over Zoom.

We do not have any names to present to you at this time for consideration of the position of Moderator. More information follows.

Our process so far-

- We sent out a survey online, both through social media and to Unitarian Universalist groups and organizations, to collect names and get feedback about desired qualifications, which we have synthesized into our working list of qualifications that went into our application and interview questions.
- Members of the committee each reached out to our individual social and religious circles and collectively to UU affiliated groups soliciting nominations for the position. The list of groups we contacted includes: local congregations, Young Adult communities, Youth Communities, DRUUMM, BLUU, CLF, Religious educators and professionals, the president's council, ARE, regional leaders, past and current UUA presidents, and The Board.
- We called, individually, every former member of the UUA Board, as well as every name suggested to us by groups or by the survey. We held one-on-one conversations with multiple individuals.
- We were offered invaluable and consistent feedback from individuals, with little to no interest in taking the position as it currently exists.
- Due to a lack of submissions of applications, we extended our deadline.
- After extended deadline we had one applicant (who told us in the interview that the position was no longer practical for them and withdrew their application), one ordained and fellowshiped individual who was willing to consider the position, and one lay person who would gladly do the work if it was compensated and co-led.

It is our assessment at this time that the role of both the Moderator and the Moderator Nominating committee need to be restructured. We witness the position already changing and celebrate that process. With our deep gratitude for the work you have been doing as a Board to address this current need, as a part of the deep spiritual and powerful work you have been doing to look at the structures that need significant change within our entire denomination, we would like to affirm and encourage movement towards these particular shifts:

The Position of Moderator

- Allow for co-moderators
- Offer compensation, either directly or creatively - make this position accessible to those who do not have the means to support themselves independently of their employment.
- Invite more clarity and transparency in the work and the role of the position.
- Eliminate the campaign process - alternatively, encourage an opportunity for folks to engage and share their passions without competing directly at great personal, professional, spiritual and financial loss.
- Potentially consider actually eliminating the position as it stands. Have a chair of the board and one or multiple staff positions to share other responsibilities currently held by the position.

The Moderator Nominating Committee

- Form the committee sooner with a significantly longer time for the process. We believe the committee should be formed at least a year earlier than it currently is, so that they may have sufficient time to prepare before beginning to seek candidates
- Offer direct communication from and with the board - ideally from a board member assigned to be the liaison to the committee - to clarify charge to and expectations of the committee as well as make support available for the process
- Invite an opportunity for shared knowledge. Provide the newly formed committee at its inception information from and communication with the most recent past committee to facilitate the work and provide initial support
- As a Board, recruit potential applicants to be submitted to the committee to better allow the committee to focus on engaging with those applicants and doing the work of vetting and interviewing and returning to the Board a list of endorsed suggestions.

This has been a long and exhausting process with no result. Some members of the committee are willing to continue to be available to the board for the process of interviewing and vetting potential candidates, but as a committee we have done all that are able with regards to outreach and recruitment. The holiday season is a difficult time for identifying and recruiting candidates, particularly in a religious setting, but many of us would be available to assist the Board again after the new year.

We wish the Board all the best with the task in front of you.

In faith,

Moderator Nominating Committee 2019