

## **Unitarian Universalists for Social Justice Executive Director Search Committee Charge**

We appreciate the search committee's willingness to undertake the important work that will lead to hiring the next Executive Director for the Unitarian Universalists for Social Justice. The following charge outlines the expectations of the Board of Trustees with respect to the search process and the authority granted to the search committee:

1. The search committee members will speak with one voice and will not make public or private statement on behalf of the search committee without authorization.
2. All search committee members will observe strict confidentiality in the conduct of the search. Any member of the search committee who breaches confidentiality may be removed from the committee.
3. The search committee members are stewards of a selection process and not advocates for a particular outcome.
4. The search committee will use the drafted job description with statement of desired qualifications for the executive director as a guide for the search and selection process and will develop criteria for selection and interview questions to ask of the candidates.
5. The search committee should feel free to interview current board members as needed to obtain relevant information about UUSJ and the role of the Executive Director.
6. The search committee will conduct an active national search to attract highly qualified candidates.
7. The search committee will make periodic reports to the board chair about the progress of the search.
8. The search committee will recommend two candidates in priority order.
9. The search committee will present to the selection committee its process and recommendation(s) for hiring to the position on or before mid-April, 2016.

Lavona Grow  
UUSJ Board Chair  
2/8/2016