

CHARTER FOR THE SELECTION COMMITTEE
FOR MINISTERIAL SEARCH COMMITTEES:

The Interim Committee and The Settled Ministerial Committee
(Effective Date: July 20, 1993)

I. NAME OF COMMITTEE: The Selection Committee for Ministerial Search Committees: The Interim Committee and The Settled Ministerial Committee

II. GUIDING RATIONALE: Search Committees are extremely important in shaping the direction of the church. Selection for membership on a Search Committee needs to be carried out in a deliberate way and may need to be determined in a short time frame.

III. MEMBERSHIP ON THE SELECTION COMMITTEE: As soon as the need to call a new minister is made public (in case of death, resignation, calling a minister or an associate minister, etc.), the President of the Board of Trustees will appoint a Selection Committee composed of three or four members of the Board of Trustees for the purpose of recommending individuals for the ministerial search committees. The President of the Board may be a member of this Selection Committee.

IV. SPECIFIC TASKS FOR THE SELECTION COMMITTEE: The members of the Board of Trustees serving on the Selection Committee will publish the guidelines for membership on the search committees, so that every church member receives a copy of the guidelines within two weeks of the initial public announcement of the need for a minister. Names for the committees will be solicited from the congregation. Volunteers will be encouraged.

In formulating their guidelines, the Selection Committee will consider the following:

That each member of the Search Committee:

- a) be a member of UUCSS of at least six-months standing;
- b) be committed to UUCSS as a whole (rather than representing any particular constituency within the congregation);
- c) be able to work constructively toward consensus;
- d) be committed to pluralism;
- e) be open to considering a variety of ministerial styles;
- f) be willing to give a lot of time and energy to the process (Weekly meetings with "homework" in between as well as entire weekends spent interviewing. The Interim Committee may meet several times a week for a few months. The Settled Committee must be prepared to work for a minimum of one year.);
- g) has a history of involvement with Unitarian Universalism;
- h) has the confidence of the congregation;
- i) respects the confidentiality of the process while keeping the congregation informed about the progress of the search.

The Selection Committee will try to achieve a reasonable balance of gender, age, length of time in UUCSS, interests, and theological stance. People will not be put on the committee just to get them involved.

The Chair of each Search Committee will be selected by the individual Search Committee.

The Selection Committee will verify the willingness of any recommended person to serve on the committees.

Names for both committees will be presented to the Board in a timely manner for formal election. After the congregational approval for an interim search, the Interim Search Committee needs only Board election. The congregation will approve the membership of the Settled Search Committee at a congregational meeting, especially called for this purpose, if necessary.

VI. RESOURCES: The Selection Committee may refer to the Settlement Handbook, published by the UUA, to gain insight into the search process.