

Unitarian Universalist Congregation

Policy on Chairs and Co-chairs

Approved: 6/27/2023

This policy provides guidance on Core Committee leadership and is intended to ensure that leadership is shared amongst the membership.

1. This policy covers the following committees: Membership, Finance, Investments, Legacy Creation, Buildings and Grounds, and Stewardship.
2. The Chair/co-chair of the above committees shall be a member of the Congregation for a minimum of one (1) year.
3. No member of the Congregation shall chair/co-chair more than one of the above-mentioned committees at the same time. Nor shall they chair the elected committees - Leadership Development Committee, Board of Trustees.
4. The target length of service for chairs/co-chairs is normally two (2) to three (3) years.
5. The Length of service for chairs/co-chairs of committees shall not exceed five (5) years.
6. Current chairs/co-chairs who have more than four (4) years in their role shall transition from committee leadership within one (1) year.
7. Upon transitioning from committee leadership, the exiting chairs/co-chairs shall not return to their chair or co-chair role for minimum period of two (2) years. However, they may chair another committee.
8. Each committee is encouraged to develop a modest succession plan so that, upon the planned or unplanned departure of a chair/co-chair, a replacement is prepared to assume the leadership of the committee.