

Strictly Private & Confidential

# United Religions Initiative

## Appointment of Executive Director

Appointment Details – November 2021



AMERICAS ASIA PACIFIC EMEA

# Introduction

We are at an exciting and opportune moment in the life of the United Religions Initiative as we embark on this important search for an Executive Director.

As the largest global grassroots interfaith peacebuilding organization working to promote justice and healing in communities around the world, this is a groundbreaking moment for URI to strengthen its impact and outcomes at all levels. Leading the organization with a core commitment to the values of diversity, equity, and inclusion, the Executive Director will pursue innovative ways to drive transformational change and cultivate and strengthen authentic stakeholder relationships.

Recently, the Global Council appointed an Independent Consultant to assess the URI's organizational coherence, governance, and evaluation mechanisms. The aim was to reinforce the governance structure, improve performance management, and organizational accountability. As a result of the consultant's recommendations, strong governance and oversight with increased Global Council empowerment and clear lines of authority have been implemented.

Engaging and supporting an active Global Council through fundraising and strategic advancement, the Executive Director will ensure regional compliance and strong global operations while embedding evaluation and impact measures across the organization. We eagerly anticipate our next stages of sustainable growth led by a dynamic Executive Director who exemplifies integrity, fortitude and sensitivity to lead the organization to the highest standards of effectiveness. The Global Council and Staff look forward to working with the Executive Director to build and steward the organization into its next chapter.



Kiran Bali, MBE JP  
Global Chairperson

# About URI

URI is the largest grassroots, interfaith peacebuilding organization in the world. Its purpose is to promote enduring, daily interfaith cooperation, to end religiously motivated violence and to create cultures of peace, justice and healing for the Earth and all living beings. It is a distributed, decentralized organization that is dedicated to empowering a network of local volunteers in communities around the world, supported by a high performing global staff.

**Our Vision:** URI envisions a world at peace, sustained by engaged and interconnected communities committed to respect for diversity, nonviolent resolution of conflict and social, political, economic, and environmental justice.

**Our Mission:** URI is a global grassroots interfaith network that cultivates peace and justice by engaging people to bridge religious and cultural differences and work together for the good of their communities and the world.

Established in 2000, today URI implements its mission of enhancing the capacity of its almost 1,100 local member groups called [Cooperation Circles](#) in 110 countries through local and global initiatives. These Cooperation Circles address local issues that impact their communities through community projects focused on 14 action areas. URI's global support office in San Francisco and 20 regional offices on six continents support its decentralized global network of grassroots groups – providing them with training, mentoring, coaching, communications systems, and connection to a global network. For more information on our work, please visit [our website](#).

# Our Preamble, Purpose and Principles

URI's Preamble, Purpose and Principles are the foundational tenets of our Charter and our global network.

## **Preamble**

We, people of diverse religions, spiritual expressions and indigenous traditions throughout the world, hereby establish the United Religions Initiative to promote enduring, daily interfaith cooperation, to end religiously motivated violence and to create cultures of peace, justice and healing for the Earth and all living beings.

We respect the uniqueness of each tradition, and differences of practice or belief.

We value voices that respect others, and believe that sharing our values and wisdom can lead us to act for the good of all.

We believe that our religious, spiritual lives, rather than dividing us, guide us to build community and respect for one another.

Therefore, as interdependent people rooted in our traditions, we now unite for the benefit of our Earth community.

We unite to build cultures of peace and justice.

We unite to heal and protect the Earth.

We unite to build safe places for conflict resolution, healing and reconciliation.

We unite to support freedom of religion and spiritual expression, and the rights of all individuals and peoples as set forth in international law.

We unite in responsible cooperative action to bring the wisdom and values of our religions, spiritual expressions and indigenous traditions to bear on the economic, environmental, political and social challenges facing our Earth community.

We unite to provide a global opportunity for participation by all people, especially by those whose voices are not often heard.

We unite to celebrate the joy of blessings and the light of wisdom in both movement and stillness.

We unite to use our combined resources only for nonviolent, compassionate action, to awaken to our deepest truths, and to manifest love and justice among all life in our Earth community.

## Purpose

The purpose of the United Religions Initiative is to promote enduring, daily interfaith cooperation, to end religiously motivated violence and to create cultures of peace, justice and healing for the Earth and all living beings.

## Principles

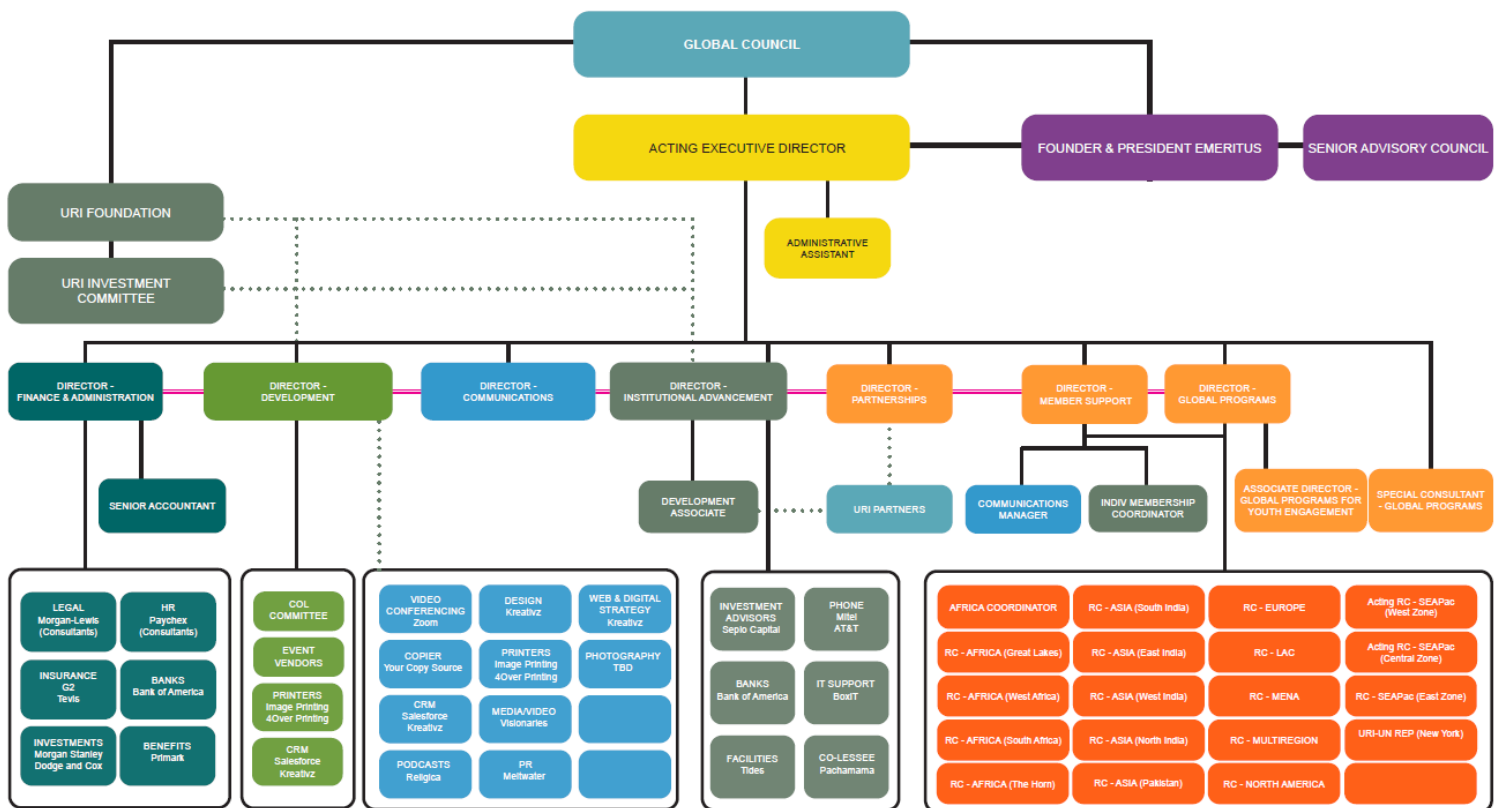
- The URI is a bridge-building organization, not a religion.
- We respect the sacred wisdom of each religion, spiritual expression and indigenous tradition.
- We respect the differences among religions, spiritual expressions and indigenous traditions.
- We encourage our members to deepen their roots in their own tradition.
- We listen and speak with respect to deepen mutual understanding and trust.
- We give and receive hospitality.
- We seek and welcome the gift of diversity and model practices that do not discriminate.
- We practice equitable participation of women and men in all aspects of the URI.
- We practice healing and reconciliation to resolve conflict without resorting to violence.
- We act from sound ecological practices to protect and preserve the Earth for both present and future generations.
- We seek and offer cooperation with other interfaith efforts.
- We welcome as members all individuals, organizations and associations who subscribe to the Preamble, Purpose and Principles.
- We have the authority to make decisions at the most local level that includes all the relevant and affected parties.
- We have the right to organize in any manner, at any scale, in any area, and around any issue or activity which is relevant to and consistent with the Preamble, Purpose and Principles.
- Our deliberations and decisions shall be made at every level by bodies and methods that fairly represent the diversity of affected interests and are not dominated by any.
- We (each part of the URI) shall relinquish only such autonomy and resources as are essential to the pursuit of the Preamble, Purpose and Principles.

- We have the responsibility to develop financial and other resources to meet the needs of our part, and to share financial and other resources to help meet the needs of other parts.
- We maintain the highest standards of integrity and ethical conduct, prudent use of resources, and fair and accurate disclosure of information.
- We are committed to organizational learning and adaptation.
- We honor the richness and diversity of all languages and the right and responsibility of participants to translate and interpret the Charter, Articles, Bylaws and related documents in accordance with the Preamble, Purpose and Principles, and the spirit of the United Religions Initiative.
- Members of the URI shall not be coerced to participate in any ritual or be proselytized.

# Structure



## ORGANIZATIONAL CHART



UPDATED: NOV 2021

### Further Resources:

You can watch this [TEDx Talk](#) on URI's work and its founding, and read, [A Bishop's Quest: Founding a United Religions](#) (2015).

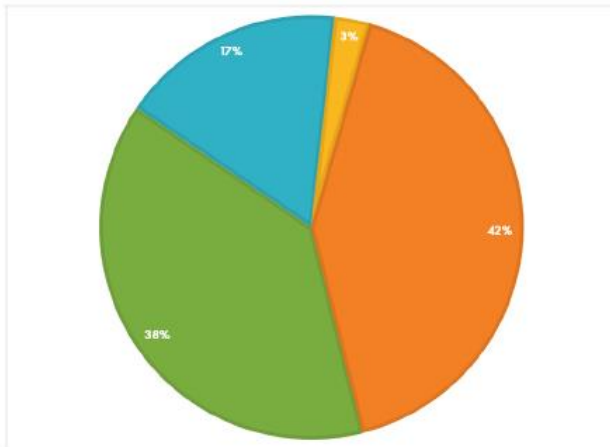
The recent [Visionaries Documentary](#), shown on PBS stations nationwide, offers a sense of the work of the Cooperation Circles.

Another work documenting the origins of URI is [The Birth of a Global Community: Appreciative Inquiry in Action](#) (2003) by Charles Gibbs & Sally Mahé.

# Finances

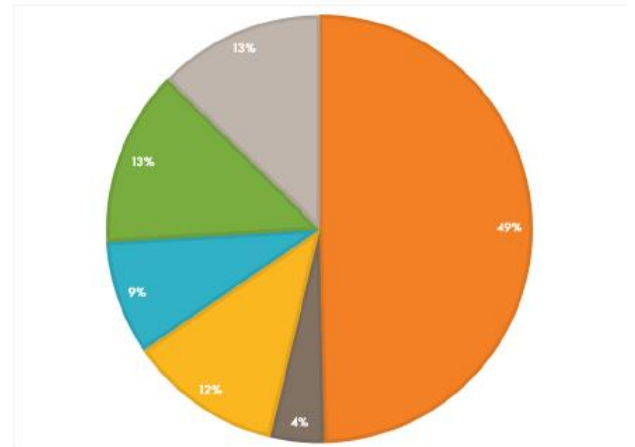
## Key Revenue and Expenses Information for year ended December 31, 2020\*

**TOTAL REVENUE\*\***  
\$3,294,197



Individuals ● \$1,339,404  
 Foundations/Corporations ● \$1,234,996  
 Fundraising Event ● \$86,406  
 Special Funds ● \$553,391

**TOTAL EXPENSES**  
\$3,186,637



Global Community Development ● \$1,555,529  
 Global Council ● \$128,459  
 Management & General ● \$415,511  
 Fundraising ● \$396,880  
 Communications ● \$366,706  
 Education & Outreach ● \$271,558

\* Unaudited. Copies of the audited financial statements are available upon request.

\*\* URI also received \$861,667 as a donor/Board restricted contribution to the endowment, quasi-endowment, and strategic reserves. This amount is not included in the 2020 total revenue.



# Job Description

URI is seeking a visionary, mission-driven and results oriented non-profit leader with a track record of driving innovation and success to join our team as our next Executive Director (ED). Reporting to the Global Council of Trustees (GC) (URI's Board of Directors), the ED will above all be devoted to, and be an exemplar of, the core values of the URI grassroots network as expressed in our Preamble, Purpose and Principles. Combining inspirational interfaith commitment and vision, cross-cultural leadership ability and sophisticated management skills within the context of a global grassroots network, the ED will advance the organization in terms of culture, capability, processes and impact. While working closely with the organization's global team, the ED will inspire innovation and ensure that the organization is continually advancing its mission.

## **Executive Leadership**

- Provide thoughtful and visionary executive leadership that is inclusive, collaborative, transparent, and empowering in a manner that supports and guides the organization's mission
- Develop strategic options and plans, working closely with GC, the GC Chair and the Executive Committee, to most effectively implement the work and mission of the organization
- Oversee a diverse, globally distributed staff and organization
- Review and consider revisions to global staff structure, with an eye toward innovative network models, to ensure maximum organizational support for and empowerment of grassroots global volunteers and members
- Organize, motivate and mentor internal team leaders
- Apply innovative thinking and appropriate performance measures to analyze and support strategic decision-making
- Continually foster a culture of appreciative inquiry that encourages collaboration and recognizes positive contributions
- Inspire a collaborative, professional, results-driven environment across the organization, and a servant-leadership model in support of grassroots volunteer actors
- Establish goals, objectives, and operational plans in collaboration with other leaders

## **External Relations and Communications**

- Promote the core values of the URI as expressed in URI's Preamble, Purpose and Principles to inspire grassroots actors across multiple religions, spiritual expressions and indigenous traditions to build cultures of peace and to undertake collaborative action
- Inspire, and support the recruitment of new Cooperation Circle and individual members around the world into the URI network
- Present and promote the organization and its mission, programs, partners, and members in a consistently positive manner
- Ensure high visibility to current and prospective supporters and the public, and build interest in engaged philanthropy and growing membership
- Oversee all aspects of the organization's marketing and public relations
- Represent the organization as publicly as a principal spokesperson at events, conferences, and meetings, and serve as a prominent, dynamic global voice in support of interfaith cooperative action, peacebuilding, and grassroots empowerment

## **Development and Fundraising**

- Drive fundraising, resource mobilization and partnerships in collaboration with staff and GC members, leveraging the GC and Senior Advisory Council as appropriate
- Initiate, cultivate, and extend relationships with the organization's portfolio of individual, institutional, and international partners
- Ensure the organization's financial stability and sustainability by maintaining healthy cash flow and adequate reserves, and increasing endowment and strategic reserves

## **Management and Administration**

- Provide strategic leadership and management for the organization in accordance with the mission, objectives, and policies
- Prudently direct resources and manage all financials within budget guidelines and according to applicable laws and regulations
- Assume responsibility for the operational integrity of and global compliance by the organization
- Oversee budget management and ensure maintenance of the organization in a positive financial position
- Build and administer the annual budget with GC approval

## **Board Governance**

- Serve as a Trustee of the GC, an ex-officio the Executive Committee, and the Regional Support and Coordination Committee of the GC
- Report to and work collaboratively with the Chair, and the Executive Committee of the GC
- Work regularly with the Regional Support and Coordination Committee of the GC to understand and support the needs and opportunities at the grassroots level
- Maintain regular and ongoing communication to build strong relationships with the entire GC, providing leadership and support to members at all times
- Work closely and openly with the GC and its committees, ensuring ongoing communication of risks, successes, as well as any issues

# Person Specification

- Inspirational interfaith commitment and vision
- Demonstrated commitment to peace and justice
- Strong managerial acumen and a history of providing visionary leadership at the executive level
- Proven experience executing organizational growth and transformational change, preferably in a distributed and globally networked environment with a strong grassroots empowerment mission
- Proven experience leading a similar successful national or global nonprofit and/or related entity
- Success reporting to and working with a national or global board of directors, characterized by respect, trust, collaboration, and accountability
- Experience and success in motivating, recruiting, developing, retaining, and mentoring high performance, mission-driven, and results-oriented remote teams
- Capable and comfortable as the public face of a global interfaith organization, demonstrating exceptional communication skills and cross-cultural leadership ability
- Proven experience working effectively in cross-cultural contexts and with diverse teams
- Experience with a servant leadership approach that appropriately elevates the voices and work of others in the organization with dignity and respect
- Can get things done with and through people, including the ability to appropriately allocate and delegate authority
- Technologically proficient; proactively sees and capable of strategizing how technology can accelerate organizational growth and collaboration
- Relational fundraising with individuals; programmatic fundraising with institutions
- History of building and maintaining organizational partnerships
- Outcome driven; can identify and track both tangible and intangible goals and measures

## Characteristics

- Exhibits the understanding of our shared humanity; gives respect and dignity to all people; highly culturally competent with awareness of one's own socio-cultural and economic perspective
- Embodies respect and curiosity for people of all religions, spiritual expressions and indigenous traditions
- Able to disagree without being disagreeable; expects conflict as a natural part of people working together
- Leads when appropriate but also able to be a peer, colleague, and a collaborator

- Able to hold individuals and groups accountable with dignity and respect
- Can discern between who needs input on decisions, where appropriate decision-making authority lies, and when decisions need to be made in order to move the organization forward in a timely manner
- Global view, knowledge, interest, and curiosity about geography, world history, religious conflicts, and current major geo-political issues
- Open to adaptation and change, with a curiosity and willingness to learn
- Maintains and models an appropriate work-life balance

### **Qualifications**

- At least five years as an Executive Director, CEO, or equivalent leadership position reporting to a board of directors/board of governors in a nonprofit, association, or industry setting
- Experience of leading within a US registered non-profit and a comfort with global operations is highly desirable
- Multilingual comfort is desirable. English required, Spanish and French preferred, multiple other languages appreciated
- Ability to travel up to seven days per month, more if necessary. Available to US based team during majority of US (San Francisco) working hours
- 24/7 access to broadband internet
- A bachelor's degree and an advanced degree are desirable for this role
- Current or previous experience as a volunteer in a grassroots organization
- Sensitivity to cultural and religious diversity

# How to Apply

Perrett Laver is conducting an executive search process in parallel with the public advertisement of the role. To apply, please upload a full curriculum vitae (detailing the nature, scope and scale of responsibilities held) alongside a covering letter of application detailing relevant skills, experience and motivation to <https://candidates.perrettlaver.com/vacancies/> quoting reference **5453**.

The deadline for applications is Friday, January 7, 2022.

The selection committee will together review all candidates' applications and agree on a longlist for the role. Longlisted candidates will be invited to discuss the position with Perrett Laver in greater detail in January. The selection committee will subsequently meet in early February to decide upon a final shortlist to be invited to the formal interview stage in the month of February.

The base location for this role is flexible and will require travel to the organization's offices in San Francisco and to global sites as needed. This full-time permanent position is for immediate hire.

**URI is an Equal Opportunity Employer. It is our policy to provide equal opportunity to all employees, applicants and program beneficiaries. URI does not discriminate against any person because of race, creed, color, religion, sex, sexual orientation, national origin, disability, age, political affiliation or citizenship.**

*Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.*

*Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <http://www.perrettlaver.com/information/privacy-policy/>.*

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